

WORKFORCE INNOVATION AND OPPORTUNITY ACT  
**Youth Program Report**  
**PY 2019**

**JULY 2019 - JUNE 2020**

Report produced and  
provided by NCAWDB  
Director's Council





# CONTENTS



Introduction	5
NC Activity Highlights	6
Accomplishments, Grant Recipients, & Success Stories	8
NC Workforce Development Boards	54
Board Chairs & Directors	56
NCAWDB Officers	58
Thank You To Our Sponsors	59



# Introduction

Workforce development provides opportunities to connect, train and educate residents for careers that help businesses and our economy thrive. Youth and young adults' exposure to these opportunities are critical to the talent pipeline needed for a strong economy. North Carolina's 23 workforce development boards continue to incorporate new strategies to remove roadblocks and engage young adults ages 16 to 24 who face barriers to employment.

Implementation of the Workforce Innovation and Opportunity Act (WIOA) includes five components for WIOA programming to interconnect the 14 WIOA required youth elements and ensure participants are prepared for career success through:

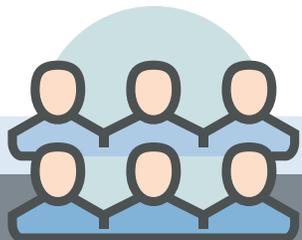
- » education;
- » career pathways;
- » career experience;
- » leadership development; and,
- » wraparound services.

This year, the COVID-19 pandemic impacted the delivery of services to North Carolina's youth. The NextGen programs across the state pivoted to virtual services in addition to face-to-face services. Virtual services included career fairs, drive-by Resource Centers, call centers, and WIOA program enrollment. By coordinating efforts and working collaboratively with other agencies to best serve these young adults, North Carolina workforce development boards achieved the following Federal performance success for participants in PY 2019<sup>1</sup>:

- » **74.5 percent** were employed within six months.
- » **73.5 percent** remained employed after 1 year.
- » **54.3 percent** who participated in training earned a credential.

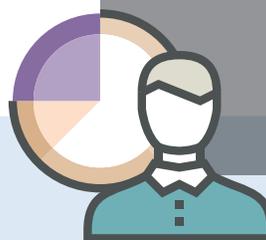
Thousands of young adults have found the training and skills needed to enter the workforce and grow in careers they love. North Carolina workforce development boards are committed to ensuring the success of the WIOA youth and young adult program so that we continue to play a role in empowering young adults and bolstering our state's ever-growing workforce.

<sup>1</sup>Source: Future Works database



**1,907**

Total New Enrollments



Total Youth Served

**4,983**

COST PER PARTICIPANT

**\$3,717**

Credentials/Degrees Earned

**792**



**873**

College Tours/  
Post-Secondary Exposure



**1,378**

Working Smart/  
Soft Skills Graduates

Entered Post-Secondary Education

**726**





High School Diplomas

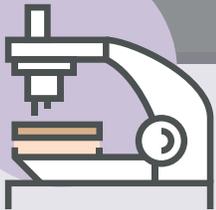
**303**



High School  
Equivalencies

**328**

Work-Based Learning  
Opportunities



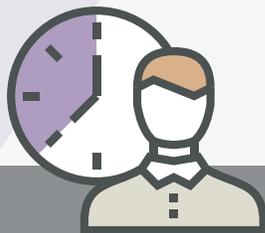
**975**



**991**

Enrolled in  
Occupational Skills Training

**353**



Entered  
Part-time Employment

Entered Full-time  
Employment



**836**

Received Supportive  
Services

**1,641**



## Accomplishments

- Total New Youth Enrollments: 92
- Total Youth Served: 231
- Total Credentials Youth Earned: 59
- Total Students Participating in College Tours: 7
- Total Soft Skills Graduates: 65
- Total Youth Who Entered Post-Secondary Education: 32
- Total Youth Who Obtained High School Diplomas: 10
- Total Youth Who Obtained High School Equivalencies: 26
- Total Participants in Work-based Learning Opportunities: 36
- Total Participants Enrolled in Occupational Skills Training: 32
- Total Youth That Entered Part-Time Employment: 17
- Total Youth That Entered Full-Time Employment: 26
- Total Youth That Received Supportive Services: 31
- 1st NEXTGEN 4 day Regional Virtual Youth Summit with a collective total of 94 attendees. Six guest speaker partners from the Cape Fear region participated in the event.
- Developed a work based learning partnership with Tru Colors, Inc. in New Hanover County to place youth/ young adults in an work experience for \$15 an hour and then they were directly hired by the employer once they completed their work experience for the same wage rate. As a result three youth customers have gained employment at Tru Colors through direct placements.
- Held Regional Weekly Virtual Work Readiness Youth Workshops, Career Exploration & Wellbeing sessions and workshops have been beneficial for staff and youth customers to keep them engaged in the youth program during the pandemic. Youth are receptive in receiving the information that is provided and shared with them during virtual webinar sessions/workshops.
- One youth contractor launched an Instagram account as an addition to their agency's Facebook page to share success stories, events, program information and to maintain engagement with the community and youth participants. It has been working well to maintain working relationships with the youth customers and community partners.

## Grant Recipients

Southeastern Community College	\$198,000
Educational Data Systems, Inc.	\$382,940
Telamon Corporation	\$162,750

## NextGen Expenditures

Total Operating Costs	\$348,835
Total Participant Costs	\$141,702
<b>Total Costs</b>	<b>\$490,537</b>

## Training Expenditures

Total of All Participant Training Expenditures	\$99,785
Training Expenditures as a Percentage of Total Expenditures	33.96%

## Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$121,183
Work-Based Expenditures as a Percentage of Total Expenditures	22.71%

## Success Stories

### Edward

Edward enrolled in the NextGen Youth Program with the hopes of exploring different career fields and discovering his true passions. Edward was on a mission to engage in experiences that would assist him in discovering these true passions and was seeking support. Through the WIOA NextGen's work-based learning partnership with TRU Colors, whose mission is to reduce gun violence by providing vulnerable young adults with a variety of workforce training skills, Edward was provided the opportunity to explore multiple career fields.

During Edwards work based learning experience he was able to learn and engage in a plethora of skills including, but not limited to, Leadership, Project Management, Social Media Marketing, Human Resources Brewery, Recruitment, Finance Management, Territory Mapping and many soft skills like Time Management and Professionalism. TRU Colors holds their participants to high standards of accountability and Edward was able to hold himself to those standards throughout the program. Edward finished the work-based learning experience and was awarded a Certificate of Completion and was

offered a permanent Sound Specialist position with their company.

Now that Edward is working in a stable position that he enjoys, he has been working with his NextGen Youth Career Advisor to discuss and explore his options for post-secondary education to obtain a degree in Marketing or Project Management. Currently, Edward is working alongside his Youth Career Advisor to enroll in a post-secondary degree program through their partnership with Cape Fear Community College to further his professional development and career goals.

### Patrick

Patrick entered into the NextGen Youth Program in December of 2018 as a high school dropout seeking assistance attaining a High School Equivalency Diploma. Patrick expressed interest in pursuing a career in the Information Technology field. Patrick worked with his career advisor to develop a career pathway best suited for his skills and goals. Patrick is a very bright, intrinsically motivated young man who found that a standard classroom setting was not a conducive work environment for his learning style. Patrick realized at an early age that he had a passion for art and for computers and is interested in pursuing these passions in anticipation that they develop into a career.

Through mutually beneficial partnerships developed between the NextGen program and partners in the community, Patrick was placed in a suitable position with the training provider and employer most suited for him. Patrick received his High School Equivalency from Brunswick Community College in December 2019. Patrick also completed two work-based learning experiences in 2019. The first was at Brunswick Transit System and the second at the Brunswick Chamber of Commerce, both located in Shallotte, North Carolina.

Patrick was able to develop quite a portfolio for himself with all the projects he did, including creating and designing promotional flyers, informational flyers, pamphlets and brochures that were distributed to the community. Patrick even created a board game that is designed to increase participation in the Board of Young Professional meetings that the Chamber of Commerce hosts every week. All of these experiences have developed his hard skills, soft skills and confidence in his own skin; and have helped prepare him to be successful in a career in Graphic Design/Digital Media.

### Monique

Monique is an out of school youth who is a single parent with two children. She and her family live in the Fair Bluff community and were heavily affected by Hurricane Florence. Monique was a high school drop-out who left school after completing the



10th grade. She enrolled in the Basic Skills Plus program at Southeastern Community College in January 2019, while still recovering from the devastation of Hurricane Florence. During the five months she was enrolled in the Basic Skills Plus program, she received her High School Equivalency diploma, her Medication Aide certification and her Nurse Aide I certification. She is currently working for a home health agency in Fair Bluff full time and makes \$9 per hour. She is considering returning to school to pursue additional education in the healthcare field.

A flyer for a webinar titled "FREE RESOURCES WEBINAR: Managing Mental Health During COVID-19". It features illustrations of a man and a woman. The text includes: "Special Guest: Dr. Katherine A. West, Ph.D", "Thursday, May 7th at 2PM", "GLOBALGOTOMEETING.COM /JOIN/866599157". Logos for "NCWorks NEXTGEN" and "NC works" are at the bottom.

Free Youth Resources Webinar during COVID-19



## Accomplishments

- Total New Youth Enrollments: 113
- Total Youth Served: 582
- Total Credentials Youth Earned: 51
- Total Students Participating in College Tours: 27
- Total Soft Skills Graduates: 90
- Total Youth Who Entered Post-Secondary Education: 63
- Total Youth Who Obtained High School Diplomas: 18
- Total Youth Who Obtained High School Equivalencies: 19
- Total Youth Who have two or less tests to Obtain High School Equivalencies: 21
- Total Participants in Work-based Learning Opportunities: 74
- Total Participants Enrolled in Occupational Skills Training: 91
- Total Youth That Entered Part-Time Employment: 40
- Total Youth That Entered Full-Time Employment: 95
- Total Youth That Received Supportive Services: 140
- 88% of youth served were low income
- 88% of new enrollments were out-of-school youth
- Wake NextGen provided work experience and job search support to 20 Occupational Course of Study (OCS) high school students. The OCS program serves students with disabilities who need a course of study that focuses on post-school employment.
- CAWD NextGen participated in the planning and execution of the first JOCO Works Career Expo. The industry-led event exposed nearly 2000 students and community members to careers available locally and demonstrated what each career involves through an interactive, engaging series of activities.
- Johnston County Public Schools, local towns, and Electricities, with the assistance of NCWorks NextGen, developed a Lineman Pre apprenticeship program to help students explore and gain experience in the electric power industry during and after their senior year of high school in 2019.
- Sixty-five NextGen participants secured employment in the IT sector after participating in Project SECURE (TechHire Program). Project SECURE is a collaboration between Wake Tech and Capital Area Workforce

Development that promotes IT careers for youth between the ages of 17 & 29.

- The final year of the Youthbuild grant resulted in 46 participants receiving their PACT certification, 93% of Youthbuild participants secured employment, and 51 participated in Leadership Development activities.
- NCWorks NextGen Wake County provided justice involved youth expungement clinics and workshops. This was in partnership with the Southern Coalition for Social Justice. NextGen Wake County presented to justice involved youth at a local juvenile justice facility on topics related to re-entering the workforce.
- NextGen Wake County provided monthly volunteer opportunities. Youth were linked to community non-profits and worked on communication and networking skills. Volunteer sites included the Women's Shelter in Raleigh, the Salvation Army and a Clean Up Downtown Raleigh day in partnership with the City of Raleigh.
- NextGen in Johnston County assisted the United Way and other community agencies in their efforts to distribute food and supplies to participants impacted by COVID19. Educational items were also provided for parenting participants to supplement remote learning activities.

## Grant Recipients

Educational Data Systems, Inc (EDSI)	\$1,091,000
Johnston County Industries, Inc	\$500,000

## NextGen Expenditures

Total Operating Costs	\$1,269,480
Total Participant Costs	\$415,471
<b>Total Costs</b>	<b>\$1,684,951</b>

## Training Expenditures

Total of All Participant Training Expenditures	\$374,470
Training Expenditures as a Percentage of Total Expenditures	22.22%

## Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$451,608
Work-Based Expenditures as a Percentage of Total Expenditures	26.8%

## Success Stories

### Jeffquez

Jeffquez enrolled with the Capital Area NCWorks NextGen program in December 2019 with multiple barriers to employment. One of his major goals was to attain his Heavy Equipment Certification and CDL license. After taking the TABE test, Jeffquez tested as basic skills deficient. In order to pursue his career goal, he would need to bring up his test scores. Although disappointed, Jeffquez was determined to increase his scores and his work ethic signified his hunger to improve. He came back to receive tutoring with the Educational Coordinator every day for the next two weeks.

He then took the TABE test again. Though he increased his scores, unfortunately, he scored beneath the required grade level. His reaction to his scores was "I hate that I didn't pass, but at least I did improve. I will keep coming back." Jeffquez was true to his word. He came back again for tutoring for another two weeks and began to build his confidence with testing. After the two weeks of tutoring, he tested again and still did not reach the goal grade level.

Although disappointed, he was not defeated! Jeffquez had a conversation with his Youth Advocate that day about test anxiety. Shortly thereafter, he went back to receiving additional tutoring to review what he had gotten wrong and what strategies he could use to help him pass his re-take. Before Jeffquez left, he told his Youth Advocate that without a doubt, after consulting with the Educational Coordinator, he felt extremely confident that he would pass the next time.

The next time Jeffquez came back, he was ready. This time he was not to be denied! Not only did he pass the TABE test, but he scored a grade level higher than needed which made him eligible for training classes. Jeffquez and the entire NextGen office was extremely proud of him and rang the office celebration bell. Everybody stopped what they were doing to cheer and congratulate his achievement!

Jeffquez began training classes with Carolina Trucking in January 2020 for his Heavy Equipment Certification. He completed and received his Heavy Equipment certification in February 2020. He is now pursuing his CDL and will begin his classes this summer. We're looking forward to seeing his continued success.



### Monique

Monique entered Johnston County's NCWorks NextGen program in June of 2019 with ambitions to earn her GED and obtain an early childhood credential. Monique was six months pregnant, awaiting the arrival of her 3rd child. At enrollment, she informed staff that she was going to complete her GED before her delivery due date. Monique's drive flourished as she worked diligently towards completing her GED examinations. By July, Monique had earned her diploma and was walking across the stage at Johnston Community College's Adult Basic Education Graduation in August.



There was no delay in Monique's momentum when she registered for JCC's early childhood education course. By the end of August, she was attending classes in the very month she had graduated.

Eager to gain career exposure, Monique took advantage of a work experience NextGen arranged for her with a local childcare facility. In August, Monique began a work experience at a local daycare as a teacher's assistant. Shortly thereafter, Monique gave birth to her daughter. After two weeks of recovery, Monique returned to her work experience and her coursework.

A month after her daughter's birth, Monique discovered that her newborn daughter had passed away during the night. The unexpected death was SIDS related. While Monique's grief was devastating, she shifted her focus into her coursework and continued her work experience to support her family financially. By December, Monique had successfully completed her early childhood course, as well as her work experience. The impression Monique had on her employer led to their interest in hiring Monique as a Lead Teacher through an OJT. Monique continues her OJT and demonstrates a work ethic that's driven by her passion for early childhood learning.



## Accomplishments

- Total New Youth Enrollments: 89
- Total Youth Served: 351
- Total Credentials Youth Earned: 23
- Total Degrees Earned: 17
- Total Students Participating in College Tours: 146
- Total Soft Skills Graduates: 335
- Total Youth Who Entered Post-Secondary Education: 30
- Total Youth Who Obtained High School Diplomas: 12
- Total Youth Who Obtained High School Equivalencies: 19
- Total Participants in Work-based Learning Opportunities: 20
- Total Participants Enrolled in Occupational Skills Training: 30
- Total Youth That Entered Full-Time Employment: 17
- Total Youth That Received Supportive Services: 76

## Grant Recipients

ResCare Workforce Services \$1,157,885

### NextGen Expenditures

Total Operating Costs	\$827,266
Total Participant Costs	\$145,965
<b>Total Costs</b>	<b>\$973,231</b>

### Training Expenditures

Total of All Participant Training Expenditures	\$196,433
Training Expenditures as a Percentage of Total Expenditures	20.2%

### Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$130,382
Work-Based Expenditures as a Percentage of Total Expenditures	13.4%

## Success Stories

### Shelby

When Lincoln County resident Shelby first enrolled in Centralina WDB NextGen Services in November of 2019, she was a student at Gaston College's High School Equivalency (HSE) class. Shelby made steady progress on her class requirements and earned her HSE diploma on February 14, 2020. Determined to succeed, she immediately enrolled in Gaston College's Nursing Aid I training.



Shelby has shown the patience and dedication to stick with completing her GED (General Education Diploma). She had a setback when she did not complete a math course in time to take her completion test on the desired date she went back and studied and passed her test and completed her certificate.

Shelby was ready to enroll in Nurse Aid I training but was notified that she first have to complete the NextGen required Legacy training. The additional requirement pushed the date she could start her training back by almost 3 months, but she was not discouraged. She has overcome every obstacle placed in front of her and she was well equipped to tackle this one.

Upon receiving her GED, Shelby begin progression towards her next employment goal of attending Nursing Aid I training. Shelby successfully enrolled in the class at Gaston College on April 9, 2020. Her class began on June 1, 2020. Shelby has continued to actively collaborate with her Career Development Specialist reviewing labor market information, attending leadership development sessions, searching for employment, and attending Centralina Workforce Development Board NextGen Council Meetings. Shelby was dedicated to completing her Nursing Aid I training and did just that on July 31, 2020. Shelby, the Career Development Specialist, and the Business Services Consultants have been working together to assist Shelby in becoming gainfully employed in the Nursing Aid I field. Shelby is scheduled to take her state Nursing Assistant I exam in October 2020.

Shelby has taken the necessary steps to build a rapport with Lincoln Rehabilitation Center so that she can enter employment after she completes her exam.



*NextGen Specialist, Solomon McAuley speaking at the Stanly County Schools Manufacturing Week 2019*



*NextGen Program Leader, Monica Gramling completing information session at Monroe High School Union County*



*NextGen Program Leader, Monica Gramling speaking at the Stanly County Schools Manufacturing Week 2019*



*NextGen Career Development Specialist facilitating Legacy training at Rowan Cabarrus Community College*

## Accomplishments

- Total New Youth Enrollments: 240
- Total Youth Served: 638
- Total Credentials Youth Earned: 80
- Total Students Participating in College Tours: 352
- Total Soft Skills Graduates: 213
- Total Youth Who Entered Post-Secondary Education: 44
- Total Youth Who Obtained High School Diplomas: 32
- Total Youth Who Obtained High School Equivalencies: 27
- Total Participants in Work-based Learning Opportunities: 146
- Total Participants Enrolled in Occupational Skills Training: 161
- Total Youth That Entered Employment: 290
- Total Youth That Received Supportive Services: 272
- Continued to partner with the Mecklenburg County Sheriff's office where we provide support and assistance to young adults preparing to reenter into society

## Grant Recipients

MeckEd	\$492,905
Central Piedmont Community College (CPC)	\$794,000
Rescare Workforce Services	\$979,252

## NextGen Expenditures

Total Operating Costs	\$1,407,036
Total Participant Costs	\$645,345
<b>Total Costs</b>	<b>\$2,052,381</b>

## Training Expenditures

Total of All Participant Training Expenditures	\$526,539
Training Expenditures as a Percentage of Total Expenditures	25.66%

## Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$301,114
Work-Based Expenditures as a Percentage of Total Expenditures	14.67%

## Success Stories

### Italy

Italy is a young lady who participated in the NextGen program in 2019. Italy was referred to the program by her older brother and sister who participated in our program a year earlier. Her siblings encouraged her to try the NextGen program to see if it could possibly help her the way it helped them. Being able to draw from the experiences of her older siblings, Italy had a good understanding of the program and how it might help her achieve her goals. From the very first day of enrolling into the program, Italy had one goal, and that was to become a Dental Assistant and work in a dental office.



After being enrolled into the program, Italy learned practical interviewing skills and soft skills from NextGen's Legacy workshop and Working Smart. Working Smart is a training program created in response to increasing employer demands for workers with skills beyond their technical expertise. After completing NextGen's Legacy workshop, Italy was ready to begin the occupational skills training phase.

Through funding from the program, Italy was able to attend Dental Assistant training to earn her credential as a Dental Assistant I at The Dental Assistant Academy of Charlotte. While in classes for Dental Assistant, Italy's Business Solutions Consultant connected her with a local dental office to complete her clinical hours portion of training. During clinicals, Italy demonstrated consistent qualities of a good employee so much so, that at the end of her clinical training, not only did Italy earn a credential, but she was also hired on, full-time at the dental office! Italy was able to benefit greatly from the program, by achieving her goal of becoming a Dental Assistant and being offered employment at a dental office!

### Laureen

Laureen was unemployed when she entered the NextGen program at Central Piedmont Community College and had last attended high school in South Africa in April



2018. She dropped out of school and moved to the United States. She was highly motivated but needed assistance navigating her education and career options. One of the first things Laureen accomplished after enrolling in the NextGen program was completing her HiSET testing to earn her High School Equivalency Diploma. While Laureen was not initially confident in her writing ability, with encouragement from both her instructor as well as her advisor, she persisted.

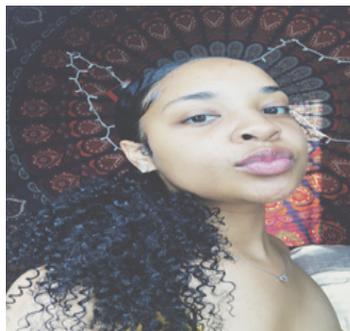
Laureen's goal was to become a Medical Assistant so after high school completion she began training in programs in the healthcare field including Nurse Aide, EKG, Medication Aide, and Phlebotomy. The NextGen program provided scholarships and guidance throughout her training, ensuring Laureen received the necessary resources to attain her career goal.

Laureen has benefited greatly from Central Piedmont's student-focused approach and the outstanding level of support provided by her Career and Academic Advisor and her Coordinator for work experiences. Laureen successfully completed an internship and through a referral partnership program established by Charlotte Works, Laureen was selected for employment with Atrium Healthcare.

From the time she moved to the United States and joined the NextGen program, Laureen has demonstrated a calm strength. When her mother became ill, she provided care for her and has maintained a focus on her family while completing classes and working simultaneously. Regardless of the barrier, Laureen never quits, and always has a positive attitude and approach to life. Laureen says NextGen has been a blessing for her and she is more confident than ever in all that lies ahead!

## Kimberly

Kimberly enrolled in our Career Pathways program in 2018 which was her junior year at Vance High School. Kimberly was involved in ROTC and was planning on enrolling in the military once she graduated from high school. While in school however, Kimberly



expressed a pressing desire to have experiences that would broaden her scope of choices when it came time for her to make her next steps, post high school graduation.

Kimberly began participating in both Working Smart and

Career readiness courses that taught her about workplace etiquette and gave her a set of transferrable soft skills. Armed with those tools for success, Kimberly was excited to gain work experience that would help shape her decisions about her post-secondary life. Her first placement was with B. Well: Live Consciously, a life coaching organization that helped her discover her passion for healthcare and wellness in general. After successfully completing that work experience, Kimberly went on to participate in other work experiences at Atrium Health and Eastway Medical Center. Kimberly was regarded as a hard-working young lady who brought value to each of the organizations she had the opportunity to work for.

From the time she was enrolled in NextGen services, Kimberly has proven herself to be inquisitive, determined, and hard-working. Despite her family's financial struggles and the other barriers that one would expect would make it harder to focus on her goals, Kimberly has persevered and emerged as a young woman who is now stronger, and more determined, than ever before.

As Kimberly approached her high school graduation, she began to have second thoughts about going into the military. After much thought, Kimberly has chosen to attend college and pursue her interest in Biology! She was awarded a scholarship to Lenoir-Rhyne University and will begin attending in the Fall of 2020. Her career advisors are excited to see the tremendous impact she will have on the world!



## Accomplishments

- Total New Youth Enrollments: 73
- Total Youth Served: 130
- Total Soft Skills Graduates: 9
- Total Participants in Work-based Learning Opportunities: 10
- Total Participants Enrolled in Occupational Skills Training: 42
- Total Youth That Received Supportive Services: 48
- Completed an 8 week CyberSecurity Pre-apprenticeship with local partners Innovative Systems Group, Inc. and Fayetteville Technical Community College
- 8 Students participated in a week long Game of Life developing soft skills, pre-employment readiness, financial literacy, and Real Life skills in conjunction with local area partners BB&T Bank, Alliance Health, and Cumberland County Schools.
- 3 Young Adult participants provided the "Youth Voice" during Youth Council meetings.

## Grant Recipients

Educational Data Systems, Inc (EDSI)      Data Unavailable

### NextGen Expenditures

Total Operating Costs	\$521,971
Total Participant Costs	\$176,204
<b>Total Costs</b>	<b>\$698,175</b>

### Training Expenditures

Total of All Participant Training Expenditures	\$176,205
Training Expenditures as a Percentage of Total Expenditures	25%

### Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$30,036
Work-Based Expenditures as a Percentage of Total Expenditures	4%

## Success Stories

### Briana

Briana came to the Career Center as a justice involved Young Adult and carrying the weight of the world on her shoulders. Briana completed the Working Smart soft skills/maturity workshops and, following completion Briana was determined suitable for WIOA sponsorship. Briana kept to herself during all Young Adult events until she completed the week-long "Game of Life". Briana was tasked with building an elevator speech of her dream career along with an accompanying PowerPoint presentation. The topic of "Underwater Welding" became an instant success with peers and staff. No one in the audience knew about the benefits of the occupation, and Briana was excited to talk in depth about her future career goal.



In August of 2019, Briana enrolled into the welding program at Fayetteville Technical Community College. Briana proudly carried her welding face mask to every event following her enrollment. When asked why she carried her face mask everywhere, her response was "I'm in training for my career." Briana persevered to not only complete her welding certification but the CyberSecurity Pre-Apprenticeship as well. Briana walked to a bus stop each Saturday morning, waited the hour for pickup, and walked to the Career Center in order to maintain her perfect attendance during the Boot Camp. Following the completion of the Boot Camp, Briana wanted to explore additional careers that would allow for her to use her hands and welding experience.

Brianna is continuously progressing as a Young Adult. She is proud to say she is living substance free, working full time, and looking to clearly define her career pathway. Cumberland County is so proud of Brianna and her success.

## Ian

Ian enrolled into the WIOA program during his senior year at Cape Fear High School and has completely blossomed. At the time of enrollment, Ian kept to himself and was having a hard time with in-demand soft skills desired by employers.



Ian attended regular trainings with Center staff to improve his communication and interviewing skills – even acing multiple mock interviews with additional staff throughout the Center. Ian eventually landed a work experience with the City of Fayetteville Police Department, which exposed him to the demands of law enforcement. Ian completed the work experience with flying colors, receiving recommendations from Police Leadership ahead of declaring a major in Criminal Justice at Fayetteville State University.

After graduating with honors from Cape Fear High School in June of 2019, Ian used his summer to complete the remaining hours of his work experience. On his off days, Ian familiarized himself with Fayetteville State's campus and his upcoming course load to develop a plan for academic success. When the call came for the CyberSecurity Pre-Apprenticeship boot camp, Ian immediately saw this as an opportunity to evolve a skillset in his desire to become more like "Penelope Garcia" from Criminal Minds. Ian attended every class but one during the Pre-Apprenticeship Boot Camp – all while maintaining a 3.0 GPA during his Freshman year. Ian has now adjusted his collegiate major to reflect Criminal Justice with a minor in Information Technology.

Ian has completed his freshman year at Fayetteville State University with a GPA of 3.0. Ian credits Career Center staff for molding him into a well-spoken and thoughtful young man who believes in Community and advocating for himself and young adults like him. Ian has become more social and works well in a multigenerational workforce. Cumberland County looks forward to hearing about more great things from Ian!



*CyberSecurity Pre-Apprenticeship Graduation with Innovative Systems Group: ISG*



*Military Career Exploration Day/Training with 82nd Airborne*



*Young Adult Community Service Day*

## Accomplishments

- Total New Youth Enrollments: 34
- Total Youth Served: 64
- Total Credentials Youth Earned: 18
- Total Students Participating in College Tours: 25
- Total Soft Skills Graduates: 30
- Total Youth Who Entered Post-Secondary Education: 5
- Total Youth Who Obtained High School Diplomas: 13
- Total Youth Who Obtained High School Equivalencies: 4
- Total Participants in Work-based Learning Opportunities: 20
- Total Participants Enrolled in Occupational Skills Training: 7
- Total Youth That Entered Part-Time Employment: 30
- Total Youth That Received Supportive Services: 1
- Interact Club in partnership with the Lexington Rotary Club. Members of the Get REAL Interact Club, as part of their mission, interact with Davidson County agencies to learn more about their communities and how things operate. During one service project, participants of Get REAL collected and made up thank you gift baskets for the Lexington Fire Department and the Lexington Police Department to thank them for their service. They toured the fire station, learned about jobs as fire fighters, arson inspectors, etc.
- School Ambassadors' Club in partnership with Davidson County Community College. The Ambassadors Club is a peer mentoring group that works with students who are newly enrolled into the program. Each new student is assigned an ambassador and the ambassador shows the new student around, provides information to them about programs, etc.
- Implemented Reality Check: a computer-based program that simulates real life situations for the students.
- 20 guest speakers from local businesses presented employment information to youth.
- Get REAL/NextGEN participants, in partnership with the Lexington Rotary Club, started a lunch club. The lunch club promotes good citizenship, leadership, entrepreneurship and builds mentoring relationships between the participants and community leaders.

## Grant Recipients

Davidson County Community College \$115,000

## NextGen Expenditures

Total Operating Costs	\$265,948
Total Participant Costs	\$30,801
<b>Total Costs</b>	<b>\$291,749</b>

## Training Expenditures

Total of All Participant Training Expenditures	\$30,801
Training Expenditures as a Percentage of Total Expenditures	10.4%

## Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$26,092
Work-Based Expenditures as a Percentage of Total Expenditures	9.97%

## Success Stories

### Lexi

Lexi enrolled into the Get REAL/NextGen Program on January 15, 2019. Lexi last attended East Davidson High School where she had only completed four credits towards her high school diploma. Her parents



tried homeschooling, but it hadn't been successful due to their work schedules. Lexi had a hard time attending public school; she would do well for a while but then she would miss weeks and sometimes months at a time. Not being able to attend class regularly impeded her progress towards obtaining her high school diploma.

Lexi learned about the Get REAL/NextGen Program and attended an orientation with her parents. Lexi and her parents thought this would be a good program and hoped it would help her get the credits she needed to finish her high school diploma.

The issues that had plagued Lexi in the public high

school continued after she enrolled into the Get REAL/NextGEN program. She would attend school and work very hard, but then something would happen and she would miss days and weeks at a time.

Through the support of her instructors, Lexi was able to keep up with her work and she and her parents were determined she was going to finish her high school diploma this time! She would have to work hard, she needed eighteen credits to complete the program.

Lexi did work hard; her attendance improved and she worked through some of the issues that had been plaguing her in public school. As Lexi completed credits toward her high school diploma, her confidence grew and she worked harder and harder to finish. All this hard work paid off on June 8, 2020 when she completed the last credit she needed in order to receive her high school diploma!

Lexi plans to attend Davidson County Community College in the Fall of 2020 where she will be sponsored by WIOA/Davidson Works.

## Luis

Luis enrolled into the Get REAL/NextGEN Program on October 21, 2019. Luis attended Lexington Senior High prior to enrolling at Get REAL and he had completed sixteen credits while there.



Luis' main issue while attending Lexington Senior High was his attendance. He had decided that school wasn't for him and he didn't see why he needed to complete his diploma.

Luis and his parents attended a Get REAL/NextGen orientation. Luis's mother really wanted him to finish his diploma, and he only needed six more credits to complete. After the orientation, Luis decided to enroll into the Get REAL/NextGen program to finish his diploma.

After enrolling, Luis started off with good attendance and he was doing his work in the classroom. However, after a great start, Luis began not reporting and would use any excuse that he could come up with not to come to class.

The instructors at Get REAL/NextGEN weren't going to let him give up, though. They would prepare packets for him so

that he could work on them at home. They would set up a day for him to turn in the work and give him the one-on-one time that he needed.

Eventually, Luis was able to see the progress he was making doing the work at school and getting the help he needed from the teachers in the subjects that he needed. Luis worked hard and all the hard work from Luis and the instructors paid off on March 24, 2020- Luis received his high school diploma!

Luis hasn't decided yet if he wants to go to college or work; however, he is enrolled in the WIOA program and will be sponsored by WIOA/DavidsonWorks in either school or a work experience program.



*Participants from Get REAL, DavidsonWorks' Youth Program, meet with local fire department to thank them for their service*

## Accomplishments

- Total New Youth Enrollments: 48
- Total Youth Served: 156
- Total Credentials Youth Earned: 17
- Total Students Participating in College Tours: 19
- Total Soft Skills Graduates: 57
- Total Youth Who Entered Post-Secondary Education: 8
- Total Youth Who Obtained High School Diplomas: 3
- Total Youth Who Obtained High School Equivalencies: 5
- Total Participants in Work-based Learning Opportunities: 34
- Total Participants Enrolled in Occupational Skills Training: 8
- Total Youth That Entered Part-Time Employment: 34
- Total Youth That Entered Full-Time Employment: 38
- Total Youth That Received Supportive Services: 62
- 5 Youth received scholarships for the Electrical Pre-Apprenticeship program. 80% of this year's participants entered Durham Technical Community College's post-secondary Apprenticeship program and are on their way to becoming Electrical Apprentices.
- Within the year-round work experience program, 34 youth were placed into work experiences with a retention rate of 80% at an average wage of \$11.52 per hour.
- Hosted the first annual youth job fair. Invited youth from partner organizations and local employers to participate. 90% of the youth were offered at least 1 position of employment, and 60% were offered more than 1 position of employment.
- Served 52 local Durham businesses in work experience placements, job fair participation, or supporting youth with job shadow opportunities for the 2019 program year.
- Hosted a quarterly TRANSFORMe mentoring group session with special guest, Author Sean Ingram, to provide insight to youth interested in the arts as a career path and motivated youth to see past their obstacles to become successful.

## Grant Recipients

Eckerd Connects Workforce Development \$430,000

## NextGen Expenditures

Total Operating Costs	\$382,596
Total Participant Costs	\$114,409
<b>Total Costs</b>	<b>\$497,005</b>

## Training Expenditures

Total of All Participant Training Expenditures	\$29,279
Training Expenditures as a Percentage of Total Expenditures	5.9%

## Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$111,459
Work-Based Expenditures as a Percentage of Total Expenditures	22.4%

## Success Stories

### Quantez

Quantez was enrolled into the NextGen program on August 19, 2019, as a referral from Urban Ministries, where he was residing. Quantez moved to Durham from Roanoke Rapids after facing some legal issues and found himself homeless. Yet regardless of his barriers, he still stays motivated and determined to make steps towards having a positive future. From the beginning, Quantez had a plan on how to accomplish his goals. He knew that he wanted to take carpentry classes at Durham Technical Community College (Durham Tech), but he knew he needed permanent employment as well. Quantez never let his background stop him from applying for jobs and attending job fairs. With that determination, Quantez was able to secure not one, but two jobs! Quantez obtained his first job at Bull City Burger and Brewery on August 24 as a server. Then on September 6th, he started full time employment at Lowe's Home Improvement as a customer service associate. On September 19th, he signed his lease for his own apartment! The next



steps for Quantez will be to enroll in the carpentry program at Durham Tech for the Fall 2020 semester.

## Angel

Angel joined the NextGen program in February 2019 during her senior year at Hillside High School. While completing her senior year, Angel did an amazing job of providing for her, now four-year-old daughter, and working in her career pathway interest in childcare. In March 2019, Angel completed her career pathways training and was able to start a work experience with The Learning Experience (TLE) as a childcare worker. At TLE, she spent time working in the infant and toddler rooms providing them with care, support and learning opportunities through play. Angel was so dedicated to accomplishing her goals, that she attended school in the mornings and her work experience in the afternoons. In June 2019, while still completing her work experience, Angel received her high school diploma and graduated with honors! She also excelled at her work experience and was offered a full-time position as a counselor for TLE Summer Camp. While most high school graduates were taking the summer off, Angel worked the entire summer until it was time to go to college. In August 2019, Angel began her college journey at North Carolina Central University. She is currently in the nursing program and hopes to become a neonatal nurse so she can help newborn infants with a variety of problems ranging from prematurity to surgical problems.



*First Annual Youth Job Hiring Event*



*Team Building Skills Activity at Program Year Kickoff Event*



*Youth Volunteer Day at the Food Bank of Central and Eastern North Carolina*



*Pre-Apprentice Students in class*



## Accomplishments

- Total New Youth Enrollments: 122
- Total Youth Served: 257
- Total Credentials Youth Earned: 54
- Total Students Participating in College Tours: 32
- Total Soft Skills Graduates: 79
- Total Youth Who Entered Post-Secondary Education: 74
- Total Youth Who Obtained High School Diplomas: 14
- Total Youth Who Obtained High School Equivalencies: 19
- Total Participants in Work-based Learning Opportunities: 65
- Total Participants Enrolled in Occupational Skills Training: 78
- Total Youth That Entered Part-Time Employment: 13
- Total Youth That Entered Full-Time Employment: 33
- Total Youth That Received Supportive Services: 22
- 47.5% of total enrollments were new enrollments
- 39% of youth served were low income/public assistance recipients
- 54 Youth received an industry recognized degree or credential during their participation
- 77% of new enrollments were out-of-school youth.
- 100% of youth who completed on-the-job training remained employed with the company at the end of their training.
- While always striving to find innovative ways to reach NextGen participants, COVID-19 really opened the door to working in a virtual environment. As traditional means of outreach closed to providers, a Next Gen Youth Program Orientation video was created and uploaded to the new Eastern Carolina Workforce Development Board, Inc. YouTube Channel. The link was provided to Career Advisors to include in any virtual outreach they were conducting. This virtual orientation helped spread the word about the program and drive interest and enrollments during a time of limited in-person contact.
- Prepared and provided fillable PDF forms to assist with virtual enrollments
- A NextGen Youth Career Advisor developed online workshop videos with follow up assignments to keep youth engaged that included soft skills, finding your

first job, resume writing and financial literacy that were shared with other youth career advisors in the region

## Grant Recipients

Carteret Community College	\$256,526
Coastal Carolina Community College	\$223,245
Greene Lamp, Inc.	\$372,492
Jones County Schools	\$143,750
Lenoir Community College	\$301,260
Onslow County Schools	\$187,500
Wayne Community College	\$144,585

## NextGen Expenditures

Total Operating Costs	\$608,920
Total Participant Costs	\$289,590
<b>Total Costs</b>	<b>\$898,510</b>

## Training Expenditures

Total of All Participant Training Expenditures	\$71,977
Training Expenditures as a Percentage of Total Expenditures	8%

## Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$204,958
Work-Based Expenditures as a Percentage of Total Expenditures	23%

## Success Stories

### James

James enrolled in the NextGen Youth program at Lenoir Community College in Kinston, NC in February 2018. James had two jobs in manufacturing. Due to his disability, James found it painful to stand in the same place for eight hours a day. James had been in an automobile accident and lost his leg when he was 9 years old. James stated that he did not receive disability payments and did not want to receive benefits. He wanted to work and find a career in which he could make a difference.



After career counseling, including a review of labor market information and career assessments, James decided he wanted to enroll in Nursing. James felt he still had some memory issues from his accident. It was decided he would go through the continuing education healthcare career pathway. He enrolled in and passed Nursing Assistant I (NAI). James had trouble passing the skills exam. He paid out of pocket with the money he was earning at a paid Work Experience (WEX) site through the program and retook the NAI class. He passed the written and skills exam and became certified. James' WEX worksite at that time was Eastpoint Prosthetics & Orthotics, the place where he had gone for his prosthesis. James completed a WEX at Spring Arbor. James took and passed the NAI class and is currently in a WEX at UNC Lenoir Health Care.

James has participated in all the NextGen activities and meetings, including attending NC Youth Summit, assisting with Job Fairs, serving the homeless at Mary's Soup Kitchen in Kinston, NC. James is currently mentoring another NextGen youth participant and serves as a youth mentor through The Gate in Kinston, NC. He has also attended Eastern Carolina Workforce Development Board's (ECWDB) Youth Council meetings and shared his experiences with the members where he networked with the Unit Manager of Vocational-Rehabilitation who said the program could assist with school if James wanted to go into a career making prostheses.

## Makayla

Makayla initially came to the WIOA program in October of 2017 seeking to complete her high school diploma. After a year of diligent work, Makayla completed her Adult High School Credential on December 19, 2018 with straight A's.



Makayla's identified career goal at entry into the WIOA Youth program was Child Psychologist. Two years later, she still has this goal in her sights. In January of 2019, she enrolled in the Human Services Technology associate degree program at Carteret Community College. Makayla consistently looks for ways to raise the bar for herself. She has been accepted in Phi Beta Kappa and the National Society of Leadership and Success. When Makayla began her journey with the WIOA program,

she had no work experience. She has been in several work experience positions, including with the Boys and Girls Club, who later hired her for full-time summer employment. This past fall semester, she returned to work experience and is currently placed in Student Support Services at Carteret Community College. Her current supervisor recently commented, "Makayla is a great addition to our team and we are very thankful to have her." This is a sentiment echoed by each of Makayla's supervisors. Makayla has faced many challenges during the past few years including losing her home due to Hurricane Florence and health issues that had her hospitalized for an extended time. Throughout this time, she has maintained a positive outlook as well as managed to keep a 3.8 GPA in her college courses. In her own words, Makayla has said, "I set goals for myself every day. I believe it is the best way to get things done and accomplish your dreams." She inspires those around her daily, exemplifies loyalty, persistence, and workplace excellence.



*Spirit Aerosystems Tour January 2020*



## Accomplishments

- Total New Youth Enrollments: 16
- Total Youth Served: 69
- Total Credentials Youth Earned: 11
- Total Students Participating in College Tours: 30
- Total Soft Skills Graduates: 25
- Total Youth Who Entered Post-Secondary Education: 14
- Total Youth Who Obtained High School Equivalencies: 2
- Total Participants in Work-based Learning Opportunities: 4
- Total Participants Enrolled in Occupational Skills Training: 14
- Total Youth That Entered Part-Time Employment: 4
- Total Youth That Entered Full-Time Employment: 2
- Total Youth That Received Supportive Services: 35
- 22 youth attended a virtual workshop "Coping through COVID-19" offered by NextGen Youth Staff
- March 2020, NextGen Youth program attended CIAA Job Fair at Charlotte Convention Center
- WEX Specialist secured new WEX assignments with local Gaston Attorney, Regina Taylor
- WEX Specialist secured new WEX assignment with Marsh Dental
- Completed Financial Literacy series with Sharon View Credit Union entitled "Financial Reset"
- NextGen Youth participated in a community service project with Keep Gastonia Beautiful
- NextGen Youth participated in Manufacturing Career Job Fair Event sponsored through DHHS
- WEX Specialist secured WEX assignments with Gaston County Information Technology (IT) Department
- On November 18, 2019, the NextGen staff was highlighted in the local section of the Gaston Gazette. Reporter, Bill Poteat visited Gaston College to learn more about NextGen - which included WIOA NextGen Youth Program background, recruitment efforts, program goals/ objectives & more
- Radio Host Tim Greene from Gaston College radio gifted several NextGen Youth with laptops during the COVID-19 shutdown which is allowing youth to continue to work towards reaching both their educational and job readiness goals. Youth who received laptops did not have access to electronic devices as the campus shut down due to COVID-19

- NextGen Youth staff attended NC IDEA's Ice House Facilitator Training which focused on utilizing "entrepreneurship" as alternative approach to self-sufficiency
- During COVID-19 two NextGen Youth participants received Truck Driver Training & obtained their NC Commercial Driver's License (credential)
- NextGen Youth participated in job shadowing activities through a partnership with Gaston College's Apprenticeship321 program with local employers.

## Grant Recipients

Gaston College \$450,000

### NextGen Expenditures

Total Operating Costs	\$58,102
Total Participant Costs	\$621,771
<b>Total Costs</b>	<b>\$679,873</b>

### Training Expenditures

Total of All Participant Training Expenditures	\$75,728
Training Expenditures as a Percentage of Total Expenditures	12%

### Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$546,043
Work-Based Expenditures as a Percentage of Total Expenditures	87%

## Success Stories

### X'Zavier

In April of 2019 X'Zavier, a high school graduate, decided to enroll in the NCWorks NextGen (WIOA) Youth Program at Gaston College with aspirations to attend Commercial Driver's License (CDL) Training to become a licensed commercial truck driver. X'Zavier had many barriers, which included: being a former offender, being a low-income (SNAP recipient), being a parenting young adult, and also being unemployed. During his initial assessment by NextGen



staff, it was quickly determined that X'Zavier needed support with the necessary tools and other resources to become a self-sufficient, contributing member of his community. He needed assistance with career planning to: narrow his selection of Commercial Driver's License (CDL) schools; work on employment retention skills; obtain labor market information from NCWorks (to ensure that truck driver training was a growing career pathway); and to develop other pertinent soft skills. During his scheduled meetings with NextGen Staff, they worked on the skills he needed to be successful. X'avier also researched training providers to find the perfect match for him that contained both his desired training course and was also offered within a reasonable distance to his home. Gaston College was X'avier's final choice of training providers. He attended CDL Training on Mondays through Fridays, 8am-5pm for 12 weeks starting July 31, 2019 until completion on October 04, 2019 . X'Zavier never missed even one day of class! The NCWorks NextGen program was able to provide X'avier the needed supportive services that included: transportation assistance via gas cards; payment made to his training provider for training-related costs (including tuition, books, fees for NC Commercial Permit and for NC Commercial Driver's License, and other training-related fees). Upon graduation, he was able to use his new credential and obtain employment through Choice USA Beverage as a merchandise driver earning a self-sufficient wage to support himself and his child.

## Kira

Kira enrolled with the NCWorks NextGen (WIOA) Youth Program at Gaston College in October 2018. Her barriers included: being low-income/high poverty area resident; high school drop-out; and a pregnant and single parenting youth. Kira began to reside with her grandmother after becoming



pregnant and moved from Michigan with her mother and other siblings. Kira had not spent time with her grandmother much but she was determined to make a better life for herself and her unborn child. Kira enrolled in the Gaston College Adult High School program and immediately began to work towards attaining her High School diploma. Although

Kira would sometimes stumble in her pace to complete her course work, with just a little encouragement, she was able to get back on track. Kira's grandmother assisted in taking care of her baby after he was born. Despite being told that she would not make it and coming to a place where she barely knew any people except a family she would be staying with, Kira pushed through and persevered. Kira worked very hard to achieve her goal and she received her high school diploma in March 2020.

Additionally, Kira participated in paid Work Experience (WEX) at Goodwill, Inc. where she increased her knowledge of customer service and worked hard to make improvements in her evaluations. Kira participated in WEX from August 2019 – January 2020. Kira will be attending Gaston College effective August 20, 2020 to major in Cosmetology and Esthetics, while continuing to receive support from the NextGen Youth program.



*NextGen Youth attending Manufacturing Job Fair, presented by DHHS*



## Accomplishments

- Total New Youth Enrollments: 236
- Total Youth Served: 366
- Total Credentials Youth Earned: 54
- Total Students Participating in College Tours: 11
- Total Soft Skills Graduates: 11
- Total Youth Who Entered Post-Secondary Education: 75
- Total Youth Who Obtained High School Diplomas: 1
- Total Youth Who Obtained High School Equivalencies: 33
- Total Participants in Work-based Learning Opportunities: 54
- Total Participants Enrolled in Occupational Skills Training: 75
- Total Youth That Entered Part-Time Employment: 33
- Total Youth That Entered Full-Time Employment: 58
- Total Youth That Received Supportive Services: 119
- NextGen's outreach coordinator and advocates made 1,528 contacts with young adults via community events in Guilford county to share information about the NextGen program.
- Young adults exited the program with hourly wages averaging \$11.57.
- NextGen hosted a series of monthly Lunch & Learn sessions where guests from the community (employers, colleges, and entrepreneurs) spoke with participants to provide information that would increase their knowledge. Participants were informed of emerging career opportunities, skill-specific training schedules, as well as resources for entrepreneurial development.
- NextGen staff re-deployed virtual services from mid-March through the end of the program year to continue providing 605 program services to 324 young adults, despite COVID-19 disruptions.
- NextGen began a Youth Ambassador program to assist the participants in public speaking and offer them the ability to communicate with their peers about their NextGen experience. Ambassadors attended local Toastmasters classes on public speaking, assisted with youth-focused community outreach sessions and traveled throughout the county attending functions representing NextGen.

- NextGen developed an after business hours mentoring programming for young men and women to have open dialogue about challenges and barriers they face as young adults in our community. "Ladies Night" and "Man Cave" programs provided local leaders and staff to serve as mentors and assist our participants to navigate challenges they face and help provide guidance on how to make good/productive choices. In the wake of COVID-19 pandemic, this in-person peer support and mentoring network transitioned to virtual environments.

## Grant Recipients

Educational Data Systems, Inc. (EDSI) \$1,200,000

### NextGen Expenditures

Total Operating Costs	\$659,642
Total Participant Costs	\$346,183
<b>Total Costs</b>	<b>\$1,005,825</b>

### Training Expenditures

Total of All Participant Training Expenditures	\$74,077
Training Expenditures as a Percentage of Total Expenditures	7%

### Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$256,028
Work-Based Expenditures as a Percentage of Total Expenditures	25%

## Success Stories

### Rabila

Rabila is an exceptional example of what one can do when they put their mind and heart behind their goals. Rabila is an immigrant to the United States who came to the US in 2017 with a High School Diploma from her home country of Congo but still needed to acquire a General Education Diploma (GED). She enrolled in English as a Second Language classes in January 2018 at GTCC and



began working on her GED in January 2019. Rabila was able to attain her GED on August 5, 2019.

After obtaining her GED, and with the assistance of the NextGen Youth Program, Rabila enrolled in a Certified Nursing Aide (CNA) class. In December 2019 she successfully passed her class and became certified by the state licensing board in January 2020. Rabila was still hungry to continue her education and spoke with her NextGen Youth Advocate about stacking her credentials to gain additional skills in the Healthcare field. In January 2020, she began working towards attaining her Phlebotomy certification, which she is currently enrolled in (due to Covid 19 restrictions, her classes had become suspended). Rabila has also completed the steps necessary to enroll in the nursing program at GTCC.

Rabila expressed an interest in gaining hands on experience in healthcare environments. Her Youth Advocate offered an opportunity to participate in a work experience at Care Link Solutions as Habilitation Technician. While participating in the work experience, she was praised for her exceptional communication skills, her empathy, patience, heart and ability to connect to her patients. Upon completion of her work experience, she updated her resume, with assistance from her Youth Advocate, and submitted it to WhiteStone, a local retirement community, where she was hired as a CNA earning \$16.00/hr. We are excited for Rabila's future; she will continue to thrive!

## Mekhi

Mekhi came to NextGen in September 2019 seeking assistance with training resources to attend HVAC classes at our local community college, GTCC. Mekhi had been working at Texas Roadhouse and felt that he needed to



do something to better himself; other than simply working the service industry. Mekhi enrolled in the HVAC training program and continued to work while taking classes. He was able to complete the program in December 2019, earning his HVAC certification. Although he had earned a credential, Mekhi still had difficulties obtaining employment due to having no direct work experience.

Mekhi's assigned Youth Advocate met weekly with him to identify job opportunities. He had the certification, a strong

work history, a good resume and great interviewing skills. Mekhi had the drive and continually sought positions but his inexperience as a HVAC Technician worked against him. The NextGen staff was able to secure a work experience at Webb Heating & Air in Greensboro, NC in March 2020. It was uncertain as to whether Mekhi would be able to continue, and complete the work experience, as our State issued a Stay at Home Order two weeks after he started due to the COVID pandemic.

Webb HVAC afforded Mekhi the opportunity to continue with the work experience; ensuring that he, and other employees remained safe and healthy. Mekhi's work ethic, willingness to learn and dedication to excellence showed the company that he was an asset to their organization. On May 9, 2020, at the completion of his work experience, Mekhi was permanently hired by Webb Heating & Air - earning \$14/hour, plus benefits. Mekhi continues to excel in his new role, having already received a raise and benefits within his first three months there. We are extremely proud of Mekhi's success!

## Accomplishments

- Total New Youth Enrollments: 62
- Total Youth Served: 144
- Total Credentials Youth Earned: 37
- Total Students Participating in College Tours: 6
- Total Soft Skills Graduates: 15
- Total Youth Who Entered Post-Secondary Education: 83
- Total Youth Who Obtained High School Equivalencies: 16
- Total Participants in Work-based Learning Opportunities: 35
- Total Youth That Entered Part-Time Employment: 35
- Total Youth That Entered Full-Time Employment: 11
- Total Youth That Received Supportive Services: 44
- Implemented a total of 33 youth work based learning placements
- Provided two (2) youth on-the-job training placements
- Engaged in various events to promote NCWorks Career Centers and NextGen services to include Advanced Manufacturing Day, high school career fairs and mock interviews, college campus/community Trunk or Treats, NCWorks registration for senior classes, along with staff presenting at partner and educational agencies.

## Grant Recipients

Mayland Community College	\$147,001
ResCare Workforce Services	\$127,626

## NextGen Expenditures

Total Operating Costs	\$338,023
Total Participant Costs	\$106,913
<b>Total Costs</b>	<b>\$444,936</b>

## Training Expenditures

Total of All Participant Training Expenditures	\$24,124
Training Expenditures as a Percentage of Total Expenditures	5.42%

## Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$98,775
Work-Based Expenditures as a Percentage of Total Expenditures	20%

## Success Stories

### Isaac

Isaac was referred to the NextGen program while working on his GED. After completing his GED, he wanted to pursue his career pathway in criminal justice. To explore his career interest, in partnership with the Yancey County Sheriff's Office, a work experience was developed. Isaac started his internship on July 8th, 2019 and completed it January 8th, 2020 in the role as an intern dispatcher. During his internship he was able to assist with the administration side, assisting with customers and with the completion of gun permits and concealed handgun permits. He also assisted with dispatch as well with emergency calls that came in. During this internship he was able to see another side of criminal justice from the emergency and administration perspectives. Due to his excellent performance, once his internship was completed, they offered him a job as a jailer. This also was a great opportunity to add to his experience for his career pathway in criminal justice. His worksite supervisor constantly bragged on how well he was progressing and what a hard worker he was. Isaac continues to work on his classes at Mayland Community College and is working hard toward his career goal.



### Chrystal

Chrystal enrolled in NextGen determined to meet her educational goals. As a graduate of the Wilkes Early College and Wilkes Community College she was looking for her next steps in her education and career path. Being bilingual and having a great interest in using her skills, staff partnered with the Wilkes County school system to develop a work experience as an Instructor Assistant. This opportunity allowed her to develop her skills in teaching English as a Second Language (ESL) and working with other students while also having the opportunity to experience time in administration by assisting in the main office with



various projects. This opportunity confirmed her interest in teaching ESL. Her worksite supervisor was impressed with her and hopes to see her working for Wilkes County Schools soon. Chrystal now continues with her educational goals and is attending UNC Charlotte nearing completion of her bachelor's in education degree. NextGen has provided her educational guidance and counseling along with scholarship assistance. She plans to be a certified ESL teacher and hopes to teach internationally one day in Korea. Chrystal has a passion for learning and teaching younger students along with helping her family and her younger brother.

### Brianna

Brianna first visited the NCWorks Career Center in Mitchell County in March 2019. At the time, she was 16 years old, had dropped out of high school and had never been employed. She knew the importance of earning her GED but needed some help to get there.



Since that time, she has worked faithfully on her education, attending the learning lab at Mayland Community College at least four days per week preparing for testing. Now that she has turned 18, Brianna was ready to test for her GED—however, Covid-19 interfered, and testing was postponed. She plans to test at the next opportunity and continue with her educational goals!

While working on her educational goals, Brianna was also placed on a paid internship at Spruced Boutique in Spruce Pine, which coincides with her interest in cosmetology and fashion in order to learn some workplace skills.

At the beginning of her internship, she was hospitalized for several days and continued to battle health problems. Through these difficult times, she found a mentor and encourager in the owner of Spruced Boutique. The owner shared her experience of being a school-dropout-turned-successful businesswoman with Brianna, showing her that she can accomplish anything with effort.

Brianna has learned many skills at her internship including attention to detail, responsibility, time management, and the many skills needed to be an entrepreneur. She worked on inventorying all the items, provided customer service, and

assisted with social media marketing through Instagram. Most importantly, she has found support and the knowledge that she can do, and become anything, she is willing to work at doing.



*NextGen staff participate in the Wilkes County Trail of Treats outreach event distributing information regarding center services.*



*Micah working at Country Cablevision during his work experience.*

## Accomplishments

- Total New Youth Enrollments: 55
- Total Youth Served: 242
- Total Credentials Youth Earned: 21
- Total Students Participating in College Tours: 4
- Total Soft Skills Graduates: 2
- Total Youth Who Entered Post-Secondary Education: 25
- Total Youth Who Obtained High School Equivalencies: 1
- Total Participants in Work-based Learning Opportunities: 14
- Total Participants Enrolled in Occupational Skills Training: 19
- Total Youth That Entered Part-Time Employment: 3
- Total Youth That Entered Full-Time Employment: 23
- Total Youth That Received Supportive Services: 55
- Youth Participants attended the NCWorks NextGen Regional Youth Summit was held June 15th – June 18th, 2020. The summit included motivational speakers, career pathway exploration, industry employer information sessions, professional development workshops, financial aid information sessions and presentations from two and four-year colleges and universities. Summit participants were able to interact with HR Managers, Training Providers and NextGen staff to receive information on how to successfully progress within their career pathways. We were excited to have Amor Rigid Packaging, a local employer in Youngsville, provide a virtual on-site tour and information session to participants.
- 2 youth successfully completed Certified Driving License (CDL) training despite COVID19.
- 2 VGCC participants received the Presidential Scholars Award

## Grant Recipients

Education Data Systems, Inc. (EDSI)	\$200,000
Piedmont Community College (PCC)	\$150,000
Vance Granville Community College (VGCC)	\$100,000

## NextGen Expenditures

Total Operating Costs	\$367,233
Total Participant Costs	\$100,000
<b>Total Costs</b>	<b>\$467,233</b>

## Training Expenditures

Total of All Participant Training Expenditures	\$50,079
Training Expenditures as a Percentage of Total Expenditures	10.77%

## Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$50,080
Work-Based Expenditures as a Percentage of Total Expenditures	10.77%

## Success Stories

### Latolya

Latolya came to the NCWorks NextGen Program looking to increase her skill-set in order to provide a better life for herself and her daughter. Latolya displayed determination from the start. She took advantage of many of the services offered at her local NCWorks Career Center. She attended career development workshops and earned her Career Readiness Certification (CRC) through Vance-Granville Community College. Shortly after, she entered the Nurse Aide 1 training where she thrived during the class and clinicals. Latolya successfully passed the state exam and received her Nurse Aide License. She immediately began applying for positions within the healthcare industry. Latolya recently became employed with Duke University Hospital in Durham as an ED Tech where she works in the emergency room. In her new role, she checks patients in, monitors vital



signs and prepare patients to enter their assigned hospital room. Her current pay rate is \$16.10/hr. Please join in congratulating Latolya and her current success and future endeavors!

### Matthew

Matthew enrolled in the NextGen program in February 2018, seeking assistance with obtaining the High School Equivalency Diploma. With perseverance and dedication he received his High School Equivalency Diploma in April of 2018, determined to continue his education, Matthew enrolled in the Associate of Arts Program to obtain his Associate's Degree. Matthew's hard work and determination earned him the Presidential Scholar Award in October 2019 and he has also been inducted into the Phi Theta Kappa Honor Society in which students must have and maintain at least a 3.5 Grade Point Average (GPA). Matthew is also very involved in school activities. He is a member of the Male Achievement Academy at VGCC, where the stated mission is "to provide intentional support to male students that will empower them to accomplish their academic and career goals." As Matthew seeks to be a well-rounded student he is also a member of VGCC's drama club and has participated in many drama productions. We are very proud of Matthew and his accomplishments and we wish him continued success!



Career Pathways by taking the Advanced Manufacturing and Automation class. He completed the class successfully and received the International Siemens Level I Certification. NextGen staff assisted him with his resume, online job search and interviewing skills. Landon's hard work and perseverance paid off, as he now has a full-time job working for the new up and coming company here in Person County, Poly-Wood LLC. NextGen Staff is proud of Landon and all of his accomplishments. To see the smile on Landon's face speaks volumes!!! This young man is on the road to a brighter future, and the NextGen staff truly wish him the very best!

### Landon

Landon visited the Workforce Development Staff at Piedmont Community College to learn about available services and training opportunities to begin his journey of self-improvement. He enrolled in the Employability for Career Pathway Lab where he learned about the NCWorks NextGen Program and earned his National Career Readiness Certification (CRC). His interest in advanced manufacturing lead him to enroll in the Certified Production Technician Training. He successfully completed this class receiving six national certifications. Landon continued on into the Advanced Manufacturing



## Accomplishments

- Total New Youth Enrollments: 111
- Total Youth Served: 273
- Total Credentials Youth Earned: 32
- Total Students Participating in College Tours: 21
- Total Soft Skills Graduates: 46
- Total Youth Who Entered Post-Secondary Education: 26
- Total Youth Who Obtained High School Diplomas: 15
- Total Youth Who Obtained High School Equivalencies: 10
- Total Participants in Work-based Learning Opportunities: 61
- Total Participants Enrolled in Occupational Skills Training: 26
- Total Youth That Entered Full-Time Employment: 5
- Total Youth That Received Supportive Services: 116
- A total of 39.65% of programmatic expenditures were utilized for work-based learning for the Lumber River Workforce Development Board during PY2019.
- 10 Youth participants were dual enrolled in high school and local community colleges.
- Partnerships with community agencies and employers continued to grow expanding opportunities for work experiences, on-the-job training, workplace tours, college/post-secondary exposure and job shadowing experiences.
- Incorporated virtual services that ensured services were provided to youth to include, but not limited to, career counseling, virtual workshop activities, virtual college tours and participation in virtual job fairs.

## Grant Recipients

Bladen Community College	\$153,435
Hoke County Schools	\$154,206
Scotland County Schools	\$61,379
Partners in Ministry - Richmond	\$183,916
Partners in Ministry - Scotland	\$180,340
University of North Carolina - Pembroke	\$562,440

## NextGen Expenditures

Total Operating Costs	\$647,504
Total Participant Costs	\$510,394
<b>Total Costs</b>	<b>\$1,157,898</b>

## Training Expenditures

Total of All Participant Training Expenditures	\$472,130
Training Expenditures as a Percentage of Total Expenditures	40.77%

## Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$459,084
Work-Based Expenditures as a Percentage of Total Expenditures	39.65%

## Success Stories

### Atrail

Atrail entered the Workforce Innovation and Opportunity Act (WIOA) Youth Program a recent high school graduate seeking assistance with employment. At that time Atrail and his sister were being raised by their great aunt and uncle. After much surface conversation, we broke ground by setting an additional goal to enter post-secondary education at the University of North Carolina – Pembroke (UNCP). To ensure both objectives were being achieved, he started his first paid work experience contract at the Food Lion in Pembroke. Months later, with further career services and leadership trainings he decided to pursue a career in nursing. We were able to modify the work experience and transfer the training to Pembroke Pediatrics where he would have the opportunity to learn in depth the mechanisms of health occupations. Atrail chose this pathway due to his enriched passion for helping individuals and the major concern and importance health has on life expectancy. He has been a very active participant, participating in community service, attending the NC Youth Summit and Lumber River Youth Services events. A year later, he and his counselor held conversations regarding the academic and career progress he was making. With careful decision making and much thought he decided to complete



his nursing education. It has been approximately two years since he started the process and since then has attained his Certified Nursing Assistant's (CNA) certification, Associate of Arts Degree, and has been accepted into the Richmond Community College Nursing Program. He also accepted a position at the Scotia Village Nursing Home located in Laurinburg, NC.

## Victory

Victory was enrolled in the WIOA Program seeking assistance with obtaining employment. Victory was a rising junior at West Bladen High School. While enrolled in the youth program, she was provided an array of comprehensive services.



Victory participated in numerous leadership activities to include financial literacy, life skills development, soft skills training, college tours, job shadowing, and pre-employment training. Victory participated in several community service projects that included United Way Day of Caring and served as a volunteer preparing care packages after hurricane Florence. Victory also attended several Lumber River Youth Services events over the course of her enrollment, such as the Youth Empowerment Summit and Real World Event. Through these activities and counseling she has learned new skills that enhanced her life. Victory served as a youth mentor in the WIOA Youth Program and West Bladen High School. Victory was engaged in several clubs while in school. She was a member of the National Beta Club, Peer Group Connections leader, West Bladen High School band, and Track & Field team. While in school she also received a Food Safe Serve Certificate. Victory also participated in Summer Employment opportunities while enrolled in the WIOA Program. She gained valuable skills as an office assistant at West Bladen High School. Victory graduated from West Bladen High School on June 12, 2020, while earning Cum Laude honors. Victory stated "Having the opportunity to be a youth participant within the WIOA Program has enhanced many areas of my life." Her post-secondary plans are to attend Bladen Community College in the Fall of 2020, to complete the pre-requisites for the Dental Hygiene Program. Upon completion she plans to transfer to Fayetteville Technical Community College to complete the Dental Hygiene Program and secure full-time employment in the dental field.

## Daetyn

Upon enrollment into the Scotland County Schools Workforce Innovation and Opportunity Act (WIOA) In-School Youth Program, Daetyn had goals in mind that included graduating high school and attending a trade school. At enrollment, Daetyn was a rising 10th-grade student at Scotland High School. Daetyn received WIOA services directed at improving his basic skills scores in Reading and Math, becoming employable, and other services deemed necessary to assist him in accomplishing his goals. From the beginning, Daetyn informed the staff that he was eager to get hands-on work experience and was a hands on learner. Daetyn completed pre-employment work readiness activities to prepare for his work experience. Despite the daily challenges that Daetyn faced, he successfully completed the Conover Workplace Readiness – Job Readiness 8-Part Module which focuses on the soft skills of attitude, professionalism, communication, planning and organizing, critical thinking, interpersonal/social skills, teamwork, and media rules earning the Conover Workplace Job Readiness Credential. Daetyn also successfully completed a Summer Employment activity and a Work Experience activity. Daetyn continues to improve his basic skills scores in Reading and Math, while taking college courses through the Career and College Promise Initiative. This resulted in the attainment of his secondary school diploma on June 6, 2020. Daetyn participated in numerous local and regional WIOA activities to include: The Real World Youth Summit, Summer Employment Networking activity, college tours, financial literacy workshops, Gang and Drug Awareness session, and workplace tours. These activities have contributed to Daetyn's academic progress and social development. Daetyn is a role model for not only the Exceptional Children's (EC) Program, but for the Workforce Innovation and Opportunity Act (WIOA) Youth Program. Daetyn recently received his college acceptance letter and he will pursue welding at Richmond Community College in the fall.



## Accomplishments

- Total New Youth Enrollments: 67
- Total Youth Served: 129
- Total Credentials Youth Earned: 73
- Total Students Participating in College Tours: 8
- Total Youth Who Entered Post-Secondary Education: 28
- Total Youth Who Obtained High School Diplomas: 50
- Total Youth Who Obtained High School Equivalencies: 33
- Total Participants Enrolled in Occupational Skills Training: 28
- Total Youth That Entered Part-Time Employment: 9
- Total Youth That Entered Full-Time Employment: 14
- Total Youth That Received Supportive Services: 36
- Construction Career Days- October 15th and 16th – Driving, Digging, Surveying, Engineering, Wiring, Plumbing and many more careers and hands-on displays and opportunities were available to high school students and the community at the WNC Construction Career Days event presented by Vannoy Construction. Construction Career Days were October 15 and 16th at the Haywood County Fairgrounds with over 1000 students, educators, community members, elected officials, and exhibitors participating. The goals of the event were to raise awareness of the industry's numerous careers and show the benefits and career mobility that exists within the industry; connect with local talent to focus on recruitment and retention; and promote the current job openings in the industry. A total of 27 high schools representing the following school systems attended from Western North Carolina. These included: Asheville City, Buncombe, Cherokee, Clay, Franklin, Graham, Haywood, Henderson, Jackson, Madison, McDowell, Polk, Rutherford, and Transylvania County Schools. In addition, LBJ and Oconaluftee Job Corps brought participants as well.
- Manufacturing Week Tours with students. This activity highlighted the impact Advanced Manufacturing has on the economy and the number of careers available in the industry. During Manufacturing Week, students visited local companies in the area to learn more about them and how the courses that they are taking in school are relevant to the industry. This in-turn helps answer that

age-old question, "When am I ever going to use this?" Below are several examples of engagement and ways students participated.

- At GE Aviation, students listened to company experts, toured the facility and made paper airplanes to see how the composite GE makes helps improve an engine's capability. Students at Halyard-Medical Action Industries assembled medical kits in a simulation to see what their employees did each day and learned valuable tips on sterilization and its importance. At OMG Edge Systems, students learned about roofing materials and how metal and other products are used to when thinking about roofs. Students saw how layers of materials came together to form various products and how important math was in making everyday calculations. At ThermoFisher students were able to tour the facility and move through stations seeing how the company has careers in all areas including support roles in business, marketing, finance, distribution, safety, and others.
- MAWDB held a Virtual Apprenticeship Breakfast Meeting via Zoom. Over 75 people attended the meeting. The meeting provided updates from the state agency, ApprenticeshipNC, local business and industry success stories presented by MB Haynes and Advanced Superabrasives, Inc., and featured new initiatives around youth apprenticeship.
- Students' opinions matter. A goal of the Youth Committee is to gain input from students on how they obtain career information; who do they listen to; and other information that would help guide our decision making. The results showed over 1150 students, grades 6-12 completed the survey. THEY REALLY DO WANT TO BE HEARD! The number one data point that we all learned – parents/grandparents/guardians need information about careers.

## Grant Recipients

Buncombe County Schools	\$130,313
Goodwill of Northwest NC	\$149,327
Green Opportunities	\$66,715
Henderson County Schools	\$180,560
Madison County Schools	\$108,631

## NextGen Expenditures

Total Operating Costs	\$358,485
Total Participant Costs	\$131,359
<b>Total Costs</b>	<b>\$489,844</b>

## Training Expenditures

Total of All Participant Training Expenditures	\$129,493
Training Expenditures as a Percentage of Total Expenditures	26.44%

## Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$121,262
Work-Based Expenditures as a Percentage of Total Expenditures	24.76%

## Success Stories

### Griffin

During his junior year, Griffin left high school for personal reasons. His counselor contacted Griffin and explained the NCWorks NextGen program. She encouraged Griffin to enroll at the Career



Academy to complete his high school education, and Griffin agreed. He enrolled in August of 2018. At the Career Academy, Griffin excelled. He served as the President of the Career Association and as the Chairman of the Leadership Committee. He served on the Student Council and he was the student with the most volunteer hours. He received the Jobs for America's Outstanding Student award for the west district at the state convention in April of last year.

Along with his school responsibilities, Griffin also participated in the WIOA work experience program. His counselor referred Griffin to a job at Camp Talisman, a camp for kids who have

Autism, Asperger's and ADHD. Griffin learned everything—from grounds keeping to kitchen prep—and was offered a full-time job at the camp after he graduated from high school. The owner of Camp Talisman says Griffin is "a trustworthy worker. His work ethic earned him a spot in our summer camp program. Since then, we still utilize his skills, smile, and positive attitude to help change our camper's lives."

Griffin is a perfect example of how the NCWorks NextGen program is changing lives.

### Sharan

Sharan is always smiling. Her laughter is contagious, and her positive attitude is even more so. You would never guess that she does not have contact with her



mother, father, or most of her six siblings. Sharan has a great relationship with her grandmother, whom she lives with. Since she has been in high school, she has helped her grandmother with household chores and paying bills. During her time in the WIOA Youth program, Sharan participated in a year-long childcare internship with Buncombe County Schools. She has always loved working with children and did a fantastic job taking care of them. Through WIOA, and because of her interest in Healthcare, she was also able to obtain her industry recognized OSHA certification.

Sharan currently juggles working a part-time job and attending classes at A-B Tech as a first-generation college student. Her plan is to major in Allied Health and specialize in Sonography. She is working towards her goal of graduation every day and doing very well in her classes. Sharan has overcome a lot of struggles and adversity to get where she is today.

It is Sharan's relentless positivity, caring demeanor, and strong work ethic that make her an extraordinary person and very deserving of recognition. She strongly believes that she will fulfill all her goals in life. Her patience and kindness will make a world of difference for those she cares for in and out of work.

## Accomplishments

- Total New Youth Enrollments: 33
- Total Youth Served: 117
- Total Credentials Youth Earned: 14
- Total Students Participating in College Tours: 21
- Total Soft Skills Graduates: 76
- Total Youth Who Entered Post-Secondary Education: 21
- Total Youth Who Obtained High School Diplomas: 5
- Total Youth Who Obtained High School Equivalencies: 3
- Total Participants in Work-based Learning Opportunities: 27
- Total Participants Enrolled in Occupational Skills Training: 21
- Total Youth That Entered Part-Time Employment: 11
- Total Youth That Entered Full-Time Employment: 20
- Total Youth That Received Supportive Services: 39
- 85% of new enrollments were out-of-school and 15% were in-school youth.
- 63% of youth who exited entered post-secondary education or employment
- NWDB NextGen hosted the 4th Annual Real World Simulation event on Oct 2, 2019. There were over 105 students and 60 volunteers and chaperones from 8 counties including 13 high schools and other community youth serving agencies. This is a one-day simulation event that offers young adults hands-on practice learning around areas of fiscal decision-making pertaining to education, careers, and lifestyle choices in the adult world....before it counts!
- NextGen hosted multiple Career Cafés which are designed to give young people the opportunity to network with other young people, local businesses and volunteers to learn essential things about education, careers and everyday life challenges and opportunities. Some Career Cafés focused on networking, problem solving, entrepreneurship, occupational charades, professionalism, overcoming medical disabilities and mental and physical abuse and more.
- Two NextGen participants successfully transitioned from a work experience to an on-the-job training. The job titles are a Tire Inventory Manager and Welder.

- NWDB NextGen coordinated 19 work experiences and six job shadowings for participants.

## Grant Recipients

Northeastern WDB	\$1,013,503
Sylvan Learning Center	\$35,000

## NextGen Expenditures

Total Operating Costs	\$466,342
Total Participant Costs	\$156,751
<b>Total Costs</b>	<b>\$623,093</b>

## Training Expenditures

Total of All Participant Training Expenditures	\$96,610
Training Expenditures as a Percentage of Total Expenditures	15.5%

## Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$44,130
Work-Based Expenditures as a Percentage of Total Expenditures	7.08%

## Success Stories

### David

David enrolled with NextGen in September 2018 for assistance in earning his high school equivalency. After dropping out of high school after the 11th grade, David still wanted to complete his secondary education. He enrolled in the College of the Albemarle (COA) and completed his first goal by graduating in June 2019. His eyes were now set on accomplishing his career goal of becoming a Welder. With the assistance of his NextGen Career Advisor, David researched data about the pay, benefits and retirement options in obtaining a short-term certificate vs. a 2-year degree in welding, and opted for the short-term certificate. His Career Advisor assisted him in registering at COA and he started in the Fall 2019 semester in the Welding Technology–Basic Certificate program. David excelled in his four courses receiving all A's and earning a spot on COA's President's



List. With such a successful semester David gained more confidence and expressed, "I would like to continue on past the Certificate Program and enroll in the Diploma program. I'm sure I can do this." The following semester he enrolled in the Welding Technology–Advanced Certificate program, the next step to earning a Welding diploma. To maximize every opportunity, David wanted to put his newly earned skills to work and a work experience was coordinated with Hoffer Flow Controls Inc. He excelled in his work experience and the employer wanted to hire him full-time as a welder. However he didn't have all the skills for the position, therefore an On-the-Job Training opportunity was offered and David is now a full-time employee at Hoffer Flow Controls. He is enjoying his work and reaping the benefits of his motivation, dedication and education. David is proof that his rocky start was simply stepping stones to reaching his goal of becoming a Welder.

### Zia'Kieya

Meet Zia'Kieya, a young adult who was living a life with no money, no car, no support, and no plan. These "no's" are a nightmare for anyone, but for Zia'Kieya they were a reality. Better known as Zia, she was introduced to Youth services as a senior in high school. After graduating in 2014, she started working in fast food without much thought about her future and left the program. After experiencing the challenges of adulthood, she reconnected with NextGen as a parent with two children. When asked about furthering her future dreams, she didn't think she had the time, dedication or tools to make this a reality. However, with guidance and encouragement from her NextGen Career Advisors, she was empowered to convert her barriers into stepping stones toward success. Taking various assessments, Zia discovered her passion for helping the elderly and put a plan into action. She enrolled with the College of the Albemarle (COA) and completed the Nurse Aide I course and received her state certification. Not settling at this entry level, she gained a credential of Medication Aide, making herself more marketable. Zia took on two jobs at a nursing facility and enrolled in the Medical Assisting program. Zia became an honor student at COA and the Senator of the Student Government Association. With hard work and dedication Zia realized her no's were really just a bunch of "not yet's". She's



has stepped up to the plate swinging to succeed for herself and her children. Upon completing her current program of study she plans to remain with her current employer and pursue her RN degree. Zia'Kieya hopes to gain employment at the local hospital and make a positive and impactful role in her community. "Yes" is definitely in her life now and in the future.



*Annual Real World Simulation Event*



*NWDB NextGen Career Café Vision Board Activity*



Northeastern Workforce  
Development Board  
**ALBEMARLE COMMISSION**  
REGION R COUNCIL OF GOVERNMENTS

## Accomplishments

- Total New Youth Enrollments: 125
- Total Youth Served: 272
- Total Credentials Youth Earned: 81
- Total Students Participating in College Tours: 6
- Total Soft Skills Graduates: 43
- Total Youth Who Entered Post-Secondary Education: 126
- Total Youth Who Obtained High School Diplomas: 5
- Total Youth Who Obtained High School Equivalencies: 7
- Total Participants in Work-based Learning Opportunities: 87
- Total Participants Enrolled in Occupational Skills Training: 111
- Total Youth That Entered Part-Time Employment: 48
- Total Youth That Entered Full-Time Employment: 59
- Total Youth That Received Supportive Services: 172
- 47 were in-school youth
- 225 were out-of-school youth
- 149 were low-income
- 16 students completed the JobsConnect Pathway class
- 6 NextGen students in partnership with Forsyth Tech CC completed the Nurse Assistant course

## Grant Recipients

Goodwill of Northwest NC \$1,035,000

### NextGen Expenditures

Total Operating Costs	\$962,590
Total Participant Costs	\$420,810
<b>Total Costs</b>	<b>\$1,383,400</b>

### Training Expenditures

Total of All Participant Training Expenditures	\$79,717
Training Expenditures as a Percentage of Total Expenditures	5.76%

### Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$341,093
Work-Based Expenditures as a Percentage of Total Expenditures	24.66%

## Success Stories

### Yaresli

Yaresli was referred by Mt. Airy High School (MAHS), where she was struggling through her senior year. Yaresli's home situation was almost unbearable with no real support system. She was made to feel like a burden and she was being pressured to find employment, but lacked transportation. In addition to lacking transportation, support and money, Yaresli lacked a plan. Once enrolled in NextGen, Yaresli began working with and forming a relationship with her Career Facilitator, who was able to learn more about Yaresli's past and help her focus on the future.



With assistance from the program, Yaresli was able to verbalize her dreams and desires. She participated in youth development trips where she visited institutions of higher learning and learned facts about US history. Upon completion of job readiness training and an interview process, Yaresli began a work experience at Lowe's Foods.

In May, Yaresli graduated with her High School Diploma. On graduation day, Yaresli was surprised to receive a Chris Fletcher Scholarship. Yaresli's award consisted of paid driving lessons, a 2008 Lexus car and car insurance paid for one year. Yaresli's NextGen Career Facilitator helped her study for the DMV written test and Yaresli passed.

With high school complete, it was time to move on to new educational goals. Yaresli began CNA classes and started a work experience where she would spend one day a week at Surry Medical Ministries. The nurses at Surry Medical Ministries assisted Yaresli with studying and she was successful in obtaining her CNA I certification.

Yaresli was also accepted into the Phlebotomy program at Surry Community College. She works as a Certified Nursing Assistant at Northern Regional Hospital, while attending school.

Throughout all of this, Yaresli has proven to be dedicated to growth and success. She is appreciative and kind to everyone. Yaresli's barriers have made her strong and determined as well as compassionate. She is an overcomer.

## Desmond

Desmond came to the NextGen Youth Program in January 2017. He had been accepted into the nursing program at Forsyth Technical Community College. Even though he was working a part-time job, Desmond was struggling to afford books, along with other costs of living expenses. NextGen was able to support Desmond by funding all of his school supplies, books, and even transportation. Because of this assistance, Desmond was able to focus more on his education instead of long hours at his part-time job. Desmond was encouraged by his NextGen Case Manager to apply for a position in the Emergency Department at Wake Forest Baptist Medical Center. He was offered the position and was very excited to begin his career in the healthcare field. After a year of working at Wake Forest Baptist Medical Center, Desmond was offered an internship at Novant Health. This internship allowed him to shadow nurses in different departments to help him prepare for his career as a nurse.



Unfortunately, Desmond had a hard time with one of his classes and was not successful in completing it. Because of that, Desmond was ineligible to return to the nursing program for two semesters. During this time, Desmond was really discouraged and felt that he had let everyone down. Despite feeling this way, he continued working at Baptist and Novant and took his class over again. After successfully completing the class, he received a call from the nursing program informing him that he was eligible to return.

Desmond is back on track with his education and is scheduled to graduate in December 2020. Desmond is grateful for the support of his Case Manager and the NextGen team.



*Job Readiness Team Building Exercise*



*Job Readiness Resume Writing Workshop*



*Leadership Development Trip - August 2019, New York City*

## Accomplishments

- Total New Youth Enrollments: 26
- Total Youth Served: 64
- Total Credentials Youth Earned: 22
- Total Students Participating in College Tours: 39
- Total Soft Skills Graduates: 55
- Total Youth Who Entered Post-Secondary Education: 5
- Total Youth Who Obtained High School Diplomas: 22
- Total Youth Who Obtained High School Equivalencies: 12
- Total Participants in Work-based Learning Opportunities: 16
- Total Participants Enrolled in Occupational Skills Training: 14
- Total Youth That Entered Part-Time Employment: 7
- Total Youth That Entered Full-Time Employment: 18
- Total Youth That Received Supportive Services: 64
- 75% of the youth who exited the program that participated in a training/education activity received a credential
- 85% of Youth were low income
- 85% of new enrollments were out-of-school youth
- 80% of youth who participated in a Work Experience remained employed with the company at the end of their training
- 45% of youth who exited the program entered full time employment
- Provided workplace tour and exposure to 40 youth
- 25% of youth who exited the program entered post-secondary education
- Established a new work-based learning site at Tryon Estates in Polk County. Tryon Estates offers youth clients vast exposure to different career opportunities. Examples include event planning, marketing, publishing, hospitality and food service, sales, CNA, and much more. This was an exciting accomplishment for the NextGen program.

## Grant Recipients

Isothermal Community College	\$228,314
Cleveland County Schools	\$277,459
Region C WDB (In-House)	\$149,329

## NextGen Expenditures

Total Operating Costs	\$293,839
Total Participant Costs	\$62,105
<b>Total Costs</b>	<b>\$355,944</b>

## Training Expenditures

Total of All Participant Training Expenditures	\$45,193
Training Expenditures as a Percentage of Total Expenditures	12.7%

## Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$77,773
Work-Based Expenditures as a Percentage of Total Expenditures	21%

## Success Stories

### Abigail

Abigail is a WIOA Youth client who needed to earn 13 high school credits to graduate. Abigail did not have any work experience upon enrollment and needed assistance with job applications and interview skills. Abigail enrolled in the Adult High School program at ICC. She quickly began completing high school credits and working towards graduation. She was matched with a paid work experience at the Patriot Pantry located on Isothermal's campus. She was provided assistance with the job application and new hire process, as well as the required uniform. Abigail completed the Adult High School program earning her high school diploma in 2020. She then enrolled in the CRC lab and signed up for HRD workshops. She received excellent performance reviews from her worksite supervisor and successfully completed the work experience in June 2020. She used the work experience to successfully gain employment with a bed



and breakfast in Saluda, NC. Abigail is now enrolled at Blue Ridge Community College in the Surgical Tech program. She attributes her success to the support provided to her by the WIOA Youth program.

### William

William is a WIOA Youth client who wanted to earn his high school equivalency diploma but did not have income to pay the test fee and stopped attending High School Equivalency preparation classes at Isothermal Community College. William was referred to the NextGen program by ICC staff and was enrolled into the WIOA program. He returned to school and was provided assistance with the test fees. William successfully passed all HiSET subtests and earned his diploma in December 2019. Without assistance from the WIOA youth program, William says he would not have been able to earn his diploma. William relocated to Illinois after completing the HiSET for employment opportunities.



*Attendees include Juniors and Seniors from Cleveland and Rutherford County Schools*

## Making It Work Career Fair

The Making It Work event is a very well attended and successful career fair focusing on engineering and manufacturing occupations that are available in the county. The event includes a number of manufacturing firms displaying opportunities and discussing with attendees the advantages of choosing careers in manufacturing. Also, there is information regarding post-secondary education opportunities that are available through regional universities and community colleges. NC State's Industrial Extension Service (IES) facilitates an engineering competition for the attending students.

It's organized through a partnership with secondary ed/CTE, Community College, economic development, regional industry, and the WDB. It's set up like a job fair with students having the opportunity to talk with each industry participant about careers in engineering and manufacturing. The industry participants actually pay a fee to participate. Those funds are used to provide lunch with door prizes and many value levels. Winners of the engineering competition receive Walmart gift cards. Some industries and local foundations have contributed funds toward scholarships for engineering related education and training.

## Accomplishments

- Total New Youth Enrollments: 33
- Total Youth Served: 119
- Total Credentials Youth Earned: 24
- Total Students Participating in College Tours: 3
- Total Soft Skills Graduates: 8
- Total Youth Who Entered Post-Secondary Education: 29
- Total Youth Who Obtained High School Diplomas: 8
- Total Youth Who Obtained High School Equivalencies: 2
- Total Participants in Work-based Learning Opportunities: 14
- Total Participants Enrolled in Occupational Skills Training: 29
- Total Youth That Entered Part-Time Employment: 2
- Total Youth That Entered Full-Time Employment: 6
- Total Youth That Received Supportive Services: 41
- Montgomery County's Back to School Bash was held on August 8th, 2019 at Montgomery Community College.
- NCWorks Career Center in Randolph County participated in the Asheboro Christmas Parade to spread awareness to the community about our amazing programs and services available.
- NCWorks Career Center and NextGen program participated in various Career Fairs within the county in an effort to bring awareness to the students regarding available resources to them while they are still in high school as well as the opportunities that the NextGen program could provide for them after graduation and upon entering college.
- Five young adults from Randolph County NextGen earned a credential in automotive technology.
- The NCWorks NextGen staff and participants assisted in setting up a booth at the Learners Igniting Transitions (LIT) Fest. The LIT Fest provided information for individuals who were interested in reaching their next level: school, vocational training, and internships, networking for career paths or college athletics. There was an array of options available.
- Seven participants completed the new program Comets 2 Careers (a 4-week internship/work experience). These students never had a job until this opportunity.

- Orange County young, single parent with lack of family support graduated with Associate's Degree. Completed WEX assignment that led to permanent employment.
- Orange County participant completed WEX that led to full-time employment; graduated with Associate's Degree in Early Childhood Education.
- A young Orange County youth attended an entrepreneurship program at a local community college and started their own local produce business.

## Grant Recipients

Alamance County - Richmond Committee Support Center (RCSC)	\$205,057
Montgomery County - RCSC	\$55,640
Moore County - RCSC	\$110,678
Orange County - Dept of Social Services (DSS)	\$200,731
Randolph County - RCSC	\$191,394

## NextGen Expenditures

Total Operating Costs	\$556,203
Total Participant Costs	\$329,039
<b>Total Costs</b>	<b>\$885,242</b>

## Training Expenditures

Total of All Participant Training Expenditures	\$177,245
Training Expenditures as a Percentage of Total Expenditures	20%

## Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$330,408
Work-Based Expenditures as a Percentage of Total Expenditures	37%

## Success Stories

### Sarah

Sarah is a 17-year-old young adult that graduated early from Asheboro High School on January 6, 2020. Sarah was very active in JROTC, Drill Team, Future Health Professionals, and Health



Academy. She received several awards for community service events. Sarah also received a Nursing Assisting I completion course certificate; all while attending high school and working two jobs. Sarah's first job was a summer internship at Energizer from July - August 2019. NCWorks NextGen and Asheboro High School collaborated to offer the first annual Comets 2 Careers program. This program was targeted to students who did not have post-graduation plans in place. Her job title was Safety Team Assistant. Sarah worked up to 35 hours per week and earned \$10.00 per hour during her 4-week internship. Also during the internship, Sarah participated in a Soft Skills workshop offered by Randolph Community College where she also obtained an Employability Skills Certificate. Energizer liked Sarah's work ethic and was so pleased with her work performance that she was enrolled into the NextGen Work Experience program where she remained at Energizer from September - December 2019.

### Brianna

Before Brianna came to the WIOA Program in Moore County, she was a 17-year-old high school dropout who knew she would need additional education and training to enter a career field with competitive wages and benefits. She was working part time cashier jobs and knew with the additional education and training she would be able to find full time employment to better support herself. She enrolled in the Adult High School Classes at Sandhills Community College and received her GED on June 15, 2018. Brianna was interested in the Cosmetology program at Sandhills Community College and registered for spring 2019. Classes started January 7, 2019. She would need assistance from WIOA with Tuition, books, fees and supportive services to earn her Certificate, Diploma and then Degree in Cosmetology. This will begin her first steps on her journey to become a Cosmetologist. She began her classes in January and continued to work part time at Food Lion as a Cashier. Brianna remained focused and motivated to accomplish her educational goals. She was on the President's list the first semester and the Dean's list the others. She will continue training to earn her Diploma in Cosmetology. As of July 2020, Brianna progressed from a High School dropout to earning a certificate in Cosmetology.



### Julio

Julio came to the NCWorks Career Center in Alamance County as a 22-year-old male looking to start a new career. The Continuing Education Department at Alamance Community College referred him to the NextGen program.



Julio has always aspired to become a firefighter but never had the funds to attend training. Julio earned his GED on his own in 2017. He worked with his family business as a car salesperson before he put his attention to going to school. Julio was so excited when he discovered that he qualified for the youth NextGen program and that we could assist him with his dream to become a firefighter. On August 9, 2019, Julio completed the enrollment process of WIOA NextGen program. He started the Fire Academy program at Alamance Community College on August 12, 2019 and earned his certificate of completion on November 27, 2019. After successfully completing the Fire Academy program Julio wanted to attend the EMT portion. He wanted to start training right away and the only school offering training the following semester was the National Center for Outdoor and Adventure Education. Julio started EMT training in Wilmington, North Carolina on February 3, 2020. The course challenged students to learn basic EMT skills in just 19 days. Julio earned his certificate of completion from NCOAE on February 21, 2020. With all of his success, Julio was ready to start applying for jobs as a firefighter. He applied for a position with the Orange Rural Fire Department in Hillsborough, NC. Julio accepted a position with the Orange Rural Fire Department on May 18, 2020 as a Firefighter/First Responder. Julio loves his new job as a firefighter and is extremely appreciative of the NextGen program for helping him to achieve his goals.



## Accomplishments

- Total New Youth Enrollments: 59
- Total Youth Served: 163
- Total Credentials Youth Earned: 9
- Total Students Participating in College Tours: 17
- Total Soft Skills Graduates: 55
- Total Youth Who Entered Post-Secondary Education: 19
- Total Youth Who Obtained High School Diplomas: 2
- Total Youth Who Obtained High School Equivalencies: 4
- Total Participants in Work-based Learning Opportunities: 52
- Total Participants Enrolled in Occupational Skills Training: 19
- Total Youth That Entered Part-Time Employment: 17
- Total Youth That Entered Full-Time Employment: 19
- Total Youth That Received Supportive Services: 45
- In addition to the Bootcamp required for youth to enter into the work experience component of the program, a new Bootcamp 2.0 was added in the Fall to include: "My Life In Reverse"- life planning for young adults including goal setting, financial literacy, leadership, career research and post-secondary education research, "Job Readiness" - interviewing skills, resume building, work place ethics and timecard basics, "Financial Literacy"- how to read a paycheck, writing a check, planning for retirement and credit card use , "Entrepreneurship"- how to start a small business, and "Apprenticeships" – ways to earn and learn.
- Co-hosted NEXTFEST for undecided high school seniors in Pitt County to promote career awareness, career exploration and connect youth to relevant training through Pitt Community College
- "Choices" Brochure was developed in partnership with Pitt Community College Transitional Studies targeting high school students who are considering or have already dropped out of traditional high school to provide next steps to maximize their educational and career opportunities
- Due to COVID-19, many services have been moved to an online format:
  - Orientations are now being held virtually multiple times each week, allowing youth to engage from

anywhere using their smartphone.

- Virtual Boot Camps were held to promote Customer Service & Advanced Manufacturing careers.
- Virtual Youth Summit was held in June 2020 which included four days of intensive professional development, career exploration, local industry tours, and more.

## Grant Recipients

Ross Innovative Employment Solutions Corporation	\$813,409
Educational Data Systems, Inc.	\$368,765

## NextGen Expenditures

Total Operating Costs	\$449,469
Total Participant Costs	\$96,104
<b>Total Costs</b>	<b>\$545,573</b>

## Training Expenditures

Total of All Participant Training Expenditures	\$92,168
Training Expenditures as a Percentage of Total Expenditures	16.89%

## Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$83,116
Work-Based Expenditures as a Percentage of Total Expenditures	15.23%

## Success Stories

### Berly

Berly is a participant in the WIOA Beaufort County NextGen Program. Her goal is to attend a community college and obtain a two-year degree. She attended Beaufort County Community College (BCCC) and has a 3.5 GPA. She has been accepted to East Carolina University where she will pursue a career in Public Health.



As a student at BCCC, Berly was involved in many clubs/organizations including Global Solutions Sustainability

Challenge, Environmental Alliance, Ambassador Program, Gamma Beta Phi Honor Society and Write On! Creative Writing Club. In Gamma Beta Phi Honor Society, Berly was responsible for coordinating fundraising efforts for local community support organizations in Washington, NC. She raised \$2000.00 for the Open-Door Community Center which serves women and children experiencing homelessness. She also has been involved with fundraising activities to benefit the Zion Men's Shelter and Ruth's House. She was elected President of the Writers' Club at BCCC, which has inspired her to write her own novel. Notably, she was one of eight college students selected to be an Ambassador. She has tutored college as well as elementary school students and assisted women in the homeless shelter. She also is bilingual: English/Spanish.

Berly has faced numerous challenges in her young adult life, most notably homelessness. Due to an unforeseen event, Berly became homeless and had to withdraw from her college courses for the semester to seek stability in her life. She has maintained a positive attitude along with a sincerity for helping others.

Berly has not allowed barriers to hinder her, but has been an example to how to be successful and overcome adversity.

### Tamieya

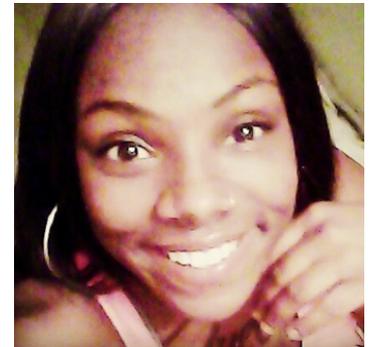
Tamieya is a participant in the Pitt County NextGen Program. Her career goal is to work in childcare and major in Psychology. Tamieya recently graduated high school and received her high school diploma. While in high school she was highly involved in different extracurricular groups and activities. She then enrolled as a full time student at Pitt Community College (PCC) where she is taking public speaking and Spanish classes. Tamieya continues to excel in her program goals and is a member of the National Honors Society club.



While in the NextGen Program, Tamieya excelled in all her work experience programs and was nominated for multiple awards. One award was from the City of Greenville for outstanding performance of professionalism and work ethic. COVID-19 caused her previous job to close. However, Tamieya obtained employment at Walmart as she continues classes at PCC working towards her Psychology Associate's Degree.

### Tyjunanica

Tyjunanica is a participant in the Martin County NextGen Program. She is a single mother that has been striving for her goals and focused on her success. She was homeless and unemployed, living in Wilmington, NC when she enrolled in NextGen. She transferred to the Martin County program in Williamston, NC and found opportunity to flourish. She is now employed part time as a Clerk at Speedway and seeking a part time job at Perdue. She recently completed the high school equivalency exam. Her next goal is to become a registered nurse. She is currently enrolled in Martin Community College (Fall Semester) to pursue the pre-requisites to achieve her dream career.



### Tabitha

Tabitha's dream job was to become a Paramedic. She began her journey in December 2019 and enrolled in the EMT program at Beaufort Community College. She worked hard and persevered in her classes. She completed a work experience internship at Roanoke Medical Transport. Her success was achieved in the classroom, but suffered a setback when she did not pass the state EMT exam. But that did not discourage her and she continued pursuing her dream of becoming a Paramedic. To stay on her career path, she enrolled in the EMT Refresher Course in April of 2020. She retook the EMT Exam and passed! She received her EMT Certification in April of 2020.



She is now living her dream and is employed full time with Washington-Tyrell County EMS.

## Accomplishments

- Total New Youth Enrollments: 63
- Total Youth Served: 97
- Total Students Participating in College Tours: 6
- Total Youth Who Entered Post-Secondary Education: 4
- Total Youth Who Obtained High School Equivalencies: 25
- Total Participants in Work-based Learning Opportunities: 19
- Total Participants Enrolled in Occupational Skills Training: 2
- Total Youth That Entered Part-Time Employment: 3
- Total Youth That Entered Full-Time Employment: 10
- Total Youth That Received Supportive Services: 51
- 47.2% Credential Attainment Rate
- 41.7% Measurable Skills Gains Attainment Rate
- 75.4% Employment 2nd Quarter after Exit Attainment Rate
- 74.6% Employment 4th Quarter after Exit Attainment Rate
- 1 Job Corps student served
- A highlight of the WIOA Youth Program for the Tri-County area in 2019 was the strengthening of the relationship with its partners Tri-County Community College and Clay County Department of Social Services. The enhancements to these partnerships resulted in the development of a cross-referral system that increased the number of youth served in the Tri-County area. Working together, these strong partnerships helped youth in this area overcome difficult barriers and obtain their High School Equivalency Diploma. Achieving this milestone allows our youth to contribute to their communities by either joining the workforce or going on to further their education.
- Career Development Workshop: Connecting Our Youth
  - Southwestern Community College and the Southwestern Workforce Development Board sponsored a Career Development Workshop for the region. The goal of the session was to provide CTE Directors and educators information about workforce development resources available for youth.
  - Southwestern Community College President welcomed 50 guests and SCC Staff presented information on career services, cyber crime, mechatronics, paralegal technology and mechatronics.

- Additional presentations were given on the NCWorks Career Center, the Workforce Innovation Opportunity Act Youth program and Vocational Rehabilitation.
- In the afternoon, participants had an opportunity to go on a behind the scenes tour of Harrah's Cherokee Casino & Hotel to gain insight on the numerous career possibilities available in finance, human resources, information technology, culinary arts, hospitality, landscaping and maintenance just to name a few.
- Thank you to the sponsoring companies and the Workforce Development Board members for ensuring the day was a success.

## Grant Recipients

Haywood County Schools	\$200,009
Hights	\$104,999

Southwestern Commission Local Area	\$117,326
------------------------------------	-----------

	\$346,752
<b>NextGen Expenditures</b>	\$114,773
	<b>\$461,525</b>

Total Operating Costs  
Total Participant Costs

### Total Costs

## Training Expenditures

\$84,705

18.35%

Total of All Participant Training Expenditures

Training Expenditures as a Percentage of Total Expenditures

## Work-Based Learning Expenditures

\$78,453

17%

Total Work-Based Learning Expenditures

Work-Based Expenditures as a Percentage of Total Expenditures

## Success Stories

### Jadyyn

As the Coronavirus Pandemic developed and schools shut down, senior year began to look drastically different for high school seniors across



the country. At the Haywood Community Learning Center, graduating seniors like 18-year-old Jadyynn were uniquely well equipped to handle the coming change.

Haywood Community Learning Center (HCLC) is available to students who have dropped out or are struggling with the all-encompassing nature of full-time public high school. For Jadyynn, moving to Waynesville and starting at Tuscola High School in her junior year was a struggle.

The HCLC provides all online classes and staff at the Learning Center help students with their online material. "Once I came to HCLC, they gave me everything I needed," Jadyynn said. "A whole support system. They make their schedules flexible so I could work. I got pregnant and I had a kid so I needed to be able to have enough hours to provide for us, because my mom is disabled."

That's not to say quarantine has not sometimes been a struggle for HCLC seniors. Like most people cooped up at home, Jadyynn says she misses being able to get out of the house, hang out with friends and do everyday things. And like a lot of people around the world, there are financial issues as well. "It's been a struggle because we've been broke. And we haven't had jobs, it's been hard trying to pay the bills and pay for baby stuff and pay for our needs, and just get by," Jadyynn said.

Jadyynn already has plans for her next steps, and they look bright. "I'm hoping to go to Southwestern Community College and get a degree in Technology. I want to be a computer engineer and hopefully I'll be able to get a good job once I get that degree," she said.

### Tim

Tim dropped out of high school when he was 16 years old.

Tim expressed how supportive WIOA was in his pursuit to earn his GED diploma. WIOA helped Tim pay for his GED Diploma tests and provided encouragement and support.

Tim will attend Southwestern CC this fall and pursue Civil Engineering.



*WIOA Youth participants engage in a day of team building exercises*



*WIOA working with Tri-Country Community College GED Students and Instructors*



*WIOA Participant Dads*

## Accomplishments

- Total New Youth Enrollments: 62
- Total Youth Served: 183
- Total Credentials Youth Earned: 30
- Total Students Participating in College Tours: 56
- Total Soft Skills Graduates: 54
- Total Youth Who Entered Post-Secondary Education: 55
- Total Youth Who Obtained High School Diplomas: 5
- Total Youth Who Obtained High School Equivalencies: 5
- Total Participants in Work-based Learning Opportunities: 11
- Total Participants Enrolled in Occupational Skills Training: 55
- Total Youth That Entered Part-Time Employment: 4
- Total Youth That Entered Full-Time Employment: 29
- Total Youth That Received Supportive Services: 84
- 106 Participants Completed Financial Literacy Training
- 112 Participants Received Labor Market and Employment Information about In-Demand jobs
- 159 Participants Received Career Counseling
- 85 Participants Engaged in Leadership Development and Adult Mentoring

## Grant Recipients

Two Hawk Workforce Services	\$338,309
Harnett County Workforce Development	\$385,069

## NextGen Expenditures

Total Operating Costs	\$501,058
Total Participant Costs	\$94,177
<b>Total Costs</b>	<b>\$595,235</b>

## Training Expenditures

Total of All Participant Training Expenditures	\$43,293
Training Expenditures as a Percentage of Total Expenditures	7.3%

## Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$54,200
Work-Based Expenditures as a Percentage of Total Expenditures	9.1%

## Success Stories

### Kapresha

Kapresha came to the career center to inquire about the Triangle South Workforce Development Board's (TSWDB) WIOA NextGen (Youth) Program. As a young single mother, Kapresha wanted to provide a better life for herself and her son. She was interested in pursuing a career as a Dental Assistant, however, she did not have the financial means to pay for the training. After meeting with a NextGen Case Manager, she enrolled in the WIOA Youth Program and began taking classes at Sandhills' Dental Career Center on January 5th, 2019. Throughout her training, Kapresha stayed in constant communication with her NextGen Case Manager and kept her up-to-date on all of the progress she was making in her classes and coursework. Kapresha graduated with a certificate in Dental Assisting on March 16th, 2019. When returning to the NCWorks Career Center in Lee County to show off her certificate to her Case Manager, she was glowing and smiling from ear to ear. She was proud of herself for reaching her goal, and staff at the Career Center were proud of her as well. Currently, Kapresha is getting assistance with obtaining a job within her field of training. She is looking forward to providing for herself and her son through her work as a Dental Assistant. Thanks to the assistance of the TSWDB NextGen program, she can now obtain employment in a field that she loves while earning sustainable wages.



L to R: NextGen Case Manager Marcelle Ford, Kapresha, and NextGen Supervisor Renee Harris at the NCWorks Career Center in Lee County.

### Kourtney

Kourtney came to the NCWorks Career Center in Lee County in December of 2018 and was informed of the benefits of the WIOA NextGen (Youth) Program. Kourtney's ultimate career goal is to own and operate a mobile dental unit, so she decided to utilize the funding provided by the Triangle South Workforce Development



L to R: NextGen Workforce Specialist Margarette Allen, NextGen Case Manager Marcelle Ford, Kourtney, NextGen Supervisor Renee Harris at the NCWorks Career Center in Lee County.

Board's (TSWDB) WIOA NextGen Program, to earn her Dental Assisting credentials from Sandhills' Dental Career Center. As an individual who has dealt with life challenges in the past, Kourtney was determined to complete training so she could obtain employment, earning enough wages to become financially stable, obtain independence, and establish a permanent residency. Throughout her training, Kourtney remained in constant contact with her WIOA Case Manager and reported to the NCWorks Career Center every two weeks to provide updates on her progress. On March 16th, 2019, Kourtney earned her Dental Assisting Certification, earning an overall grade of 100% in her class. Kourtney is now receiving assistance with obtaining suitable employment in her field of training. Once employed, she will be able to successfully obtain permanent housing and provide for herself. Kourtney brought her certification into the office and was extremely proud of herself and thankful for the opportunity provided by the TSWDB NextGen Program.



## Accomplishments

- Total New Youth Enrollments: 87
- Total Youth Served: 228
- Total Credentials Youth Earned: 18
- Total Students Participating in College Tours: 37
- Total Soft Skills Graduates: 79
- Total Youth Who Entered Post-Secondary Education: 4
- Total Youth Who Obtained High School Diplomas: 68
- Total Youth Who Obtained High School Equivalencies: 55
- Total Participants in Work-based Learning Opportunities: 136
- Total Participants Enrolled in Occupational Skills Training: 7
- Total Youth That Entered Part-Time Employment: 37
- Total Youth That Entered Full-Time Employment: 52
- Total Youth That Received Supportive Services: 12
- NextGen providers distributed over 200 meals to school aged children impacted by the pandemic
- NextGen providers donated PPE gear to elderly and general public
- Choanoke Area Development Association hosted its 1st Annual Community Awareness Day
- Local staff served on regional YouthBuild executive committee
- Introduced youth to locally developed NC Career Pathways system
- Provided Leadership Development training to 81 NextGen participants

## Grant Recipients

Choanoke Area Development Association, Inc.	\$338,309
Rocky Mount Opportunities & Industrialization Center	\$578,630
Weldon City Schools	\$65,321
Halifax Cooperative Extension Service Opportunities & Industrialization	\$98,333
Center of Wilson County	\$309,789

## NextGen Expenditures

Total Operating Costs	\$1,000,845
Total Participant Costs	\$316,100
<b>Total Costs</b>	<b>\$1,316,945</b>

## Training Expenditures

Total of All Participant Training Expenditures	\$316,100
Training Expenditures as a Percentage of Total Expenditures	24%

## Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$359,373
Work-Based Expenditures as a Percentage of Total Expenditures	27%

## Success Stories

### Trayzon

Trayzon is a young man who has had to endure many obstacles during the course of his young life. As a young child he had to face mental health issues, neglect, death and homelessness. He assumed the role of "parent" to 2 younger siblings while in middle school. This responsibility fell on Trayzon to ensure that his siblings were cared for while their mother dealt with issues of her own. While dealing with numerous hardships, at such a young age, Trayzon remained optimistic that his life would change for the better.



The hope that he had for his future, was overshadowed by the death of his mother, whom passed away unexpectedly. Trayzon was tasked with making the arrangements for his mother's funeral, provide care for his younger siblings, and still attend school. He was provided assistance from his foster mother, a social worker, and school staff.

After some time, Trayzon was referred to a program, to speak with someone regarding his circumstances and to try to get his life on track. He was referred to the NextGen program at Weldon High School, and assigned a case manager, who helped him develop strategies to

attain success. While in enrolled, Trayzon received job search assistance, essential skill development training, and workplace etiquette. He also joined his high school's JROTC program, volunteered as a firefighter, collected school supplies for a back to school drive for elementary school children, and served as a motivational speaker at a local event for youth in foster care.

Trayzon graduated and earned a high school diploma on May 22, 2020. Trayzon is currently employed at New Dixie Oil and Dollar General. He has been accepted at Halifax Community College and will begin taking classes this fall to pursue a career as an Emergency Medical Technician.

## NC Simulation Project

The Upper Coastal Plain Council of Governments (UCPCOG) in collaboration with Turning Point Workforce Development Board is working with education and technology partners to develop innovative ways to introduce area youth to career pathways available within the five-county region. The current initiative is intended to use virtual game simulations that match up with local area industries or occupations and use a designed career exploration format to generate youth interest in jobs that don't require a four year college education.

The NC Simulation Station (NCSS) is a web resource sponsored by the Upper Coastal Plain Council of Governments (UCPCOG) and the Turning Point Workforce Development Board (TPWDB). The NC Simulation Station site will be used to provide updates on regional and/or state progress, the games and simulations being used, and a contact page for potential partners or sponsors to contact the Workforce Development Boards to join in this effort. As the concept grows it is the hope that more partners around the state can join to advance game simulated career pathways and build-out resources that help to generate career interest across North Carolina.

## NC Simulation Station



*Truck Driver Simulation Sample*



*Farming Simulation Sample*

## Accomplishments

- Total New Youth Enrollments: 61
- Total Youth Served: 108
- Total Credentials Youth Earned: 47
- Total Soft Skills Graduates: 31
- Total Youth Who Entered Post-Secondary Education: 39
- Total Youth Who Obtained High School Diplomas: 20
- Total Youth Who Obtained High School Equivalencies: 1
- Total Participants in Work-based Learning Opportunities: 40
- Total Participants Enrolled in Occupational Skills Training: 39
- Total Youth That Entered Part-Time Employment: 6
- Total Youth That Entered Full-Time Employment: 11
- Total Youth That Received Supportive Services: 76
- Through a Youth Enhancement Grant, we were able to assist an additional 20 participants in Work Experience in PY19 with these funds. This allowed us to assist more of our young adults with gaining valuable work skills and work experience.

## Grant Recipients

Ross Innovative Employment Solutions \$624,044

### NextGen Expenditures

Total Operating Costs	\$313,747
Total Participant Costs	\$204,883
<b>Total Costs</b>	<b>\$518,630</b>

### Training Expenditures

Total of All Participant Training Expenditures	\$170,584
Training Expenditures as a Percentage of Total Expenditures	32.89%

### Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$120,038
Work-Based Expenditures as a Percentage of Total Expenditures	23.15%

## Success Stories

### Jaden

Frequently young people come to the NCWorks Career Centers to explore and discover what career would best fit them; Jaden was not one of those young people. From the first day Jaden met her Career Advisor, Jaden knew that being a Phlebotomist was her first priority. The NCWorks NextGen scholarship helped Jaden get her Phlebotomy course paid for in full at Catawba Valley Community College. She was also provided a paid internship at the Good Samaritan Clinic in Morganton, where she honed her skills as a Phlebotomist and gained valuable experience in the clinic. Before finishing her Phlebotomy course and her internship, Jaden started a new job at Kedplasma as a Medical Screener. Getting connected to NCWorks NextGen helped her reach her career goals ahead of schedule!



### Samantha

Samantha came to the NCWorks Career Center in Alexander County seeking assistance with tuition, books and fees for her Associate's Degree in Emergency Medical Technician and Paramedic through the young adult NextGen Program. Samantha was underemployed and was looking for a change. Through support from a NCWorks NextGen scholarship, she completed her classes and successfully passed her state exam on May 29th, 2020. Samantha is now working full time as a Paramedic with Catawba County EMS. The NextGen staff are super excited for Samantha and the great goals she accomplished.





*Graisona celebrating her high school graduation*



*Devin with his Career Advisor, Tasmin*



*Jailen at his paid internship worksite*

# North Carolina Workforce



**A Cape Fear Workforce Development Board**  
Brunswick, Columbus, New Hanover, Pender

**B Capital Area Workforce Development Board**  
Johnston, Wake

**C Centralina Workforce Development Board**  
Anson, Cabarrus, Iredell, Lincoln, Rowan, Stanly, Union

**D Charlotte Works Workforce Development Board**  
Mecklenburg

**E Cumberland County Workforce Development Board**  
Cumberland

**F DavidsonWorks Workforce Development Board**  
Davidson

**G Durham Workforce Development Board**  
Durham

**H Eastern Carolina Workforce Development Board**  
Carteret, Craven, Duplin, Greene, Jones, Lenoir, Onslow, Pamlico, Wayne

# Development Boards



**I Gaston County Workforce Development Board**

Gaston

**J Guilford County Workforce Development Board**

Guilford

**K High Country Workforce Development Board**

Alleghany, Ashe, Avery, Mitchell, Watauga, Wilkes, Yancey

**L Kerr-Tar Workforce Development Board**

Franklin, Granville, Person, Vance, Warren

**M Lumber River Workforce Development Board**

Bladen, Hoke, Richmond, Robeson, Scotland

**N Mountain Area Workforce Development Board**

Buncombe, Henderson, Madison, Transylvania

**O Northeastern Workforce Development Board**

Camden, Chowan, Currituck, Dare, Gates, Hyde, Pasquotank, Perquimans, Tyrrell, Washington

**P Piedmont Triad Regional Workforce Development Board**

Caswell, Davie, Forsyth, Rockingham, Stokes, Surry, Yadkin

**Q Region C Workforce Development Board**

Cleveland, McDowell, Polk, Rutherford

**R Regional Partnership Workforce Development Board**

Alamance, Montgomery, Moore, Orange, Randolph

**S Rivers East Workforce Development Board**

Beaufort, Bertie, Hertford, Martin, Pitt

**T Southwestern Workforce Development Board**

Cherokee, Clay, Graham, Haywood, Jackson, Macon, Swain

**U Triangle South Workforce Development Board**

Chatham, Harnett, Lee, Sampson

**V Turning Point Workforce Development Board**

Edgecombe, Halifax, Nash, Northampton, Wilson

**W Western Piedmont Workforce Development Board**

Alexander, Burke, Caldwell, Catawba

# North Carolina Workforce Board Chairs & Directors

All North Carolina Workforce Development Boards are comprised of at least 51 percent private sector members that represent a multitude of businesses – small local companies to large global corporations. Together with these local businesses, we create a workforce ready to meet the demanding needs of the local area, providing value for the growing economy.

## **Cape Fear Workforce Development Board**

[Brunswick](#), [Columbus](#), [New Hanover](#), [Pender](#)

- Workforce Development Board Chair: Jim Kornegay, Vice President and Owner Lynda's Play and Learn Too, Inc.
- Executive Director: Ginger Brick

## **Capital Area Workforce Development Board**

[Johnston](#), [Wake](#)

- Workforce Development Board Chair: Brian Holland, General Counsel, Global Knowledge Training LLC
- Executive Director: Pat E. Sturdivant

## **Centralina Workforce Development Board**

[Anson](#), [Cabarrus](#), [Iredell](#), [Lincoln](#), [Rowan](#), [Stanly](#), [Union](#)

- Workforce Development Board Chair: Reinaldo Panico Peres, President/CEO No Borders Consulting Group
- Executive Director: David Hollars

## **Charlotte Works Workforce Development Board**

[Mecklenburg](#)

- Workforce Development Board Chair: Chris Payton, Senior VP, Global Talent Acquisition, Bank of America
- Executive Director: Danielle Frazier

## **Cumberland County Workforce Development Board**

[Cumberland](#)

- Workforce Development Board Chair: Dina Simcox, Assistant General Manager, Cross Creek Mall
- Executive Director: (Interim) Tracy Jackson

## **Davidson Works Workforce Development Board**

[Davidson](#)

- Workforce Development Board Chair: Brian Hughes, HR Manager Lowes, Thomasville Millwork
- Executive Director: Pam Walton

## **Durham Workforce Development Board**

[Durham](#)

- Workforce Development Board Chair: Paul Grantham, Assistant Vice President, Communication Services, Duke University Health System
- Executive Director: Andre Pettigrew

## **Eastern Carolina Workforce Development Board**

[Carteret](#), [Craven](#), [Duplin](#), [Greene](#), [Jones](#), [Lenoir](#), [Onslow](#), [Pamlico](#), [Wayne](#)

- Workforce Development Board Chair: Carla Byrnes, Owner, B&B Yacht Designs
- Executive Director: Tammy Childers

## **Gaston County Workforce Development Board**

[Gaston](#)

- Workforce Development Board Chair: Larry Garland, Owner, Charlotte Paint Co.
- Executive Director: Angela Karchmer

## **Guilford Workforce Development Board**

[Guilford](#)

- Workforce Development Board Chair: Harley Garrison, Chief Executive Officer, Starr Electric Company, Inc.
- Executive Director: Chris Rivera

### **High Country Workforce Development Board**

Alleghany, Ashe, Avery, Mitchell, Watauga, Wilkes, Yancey

- Workforce Development Board Chair: Bryan Peterson, Human Resources Manager, Altec Industries
- Executive Director: Keith Deveraux

### **Kerr Tar Workforce Development Board**

Franklin, Granville, Person, Vance, Warren

- Workforce Development Board Chair: Hal Muetzel, Owner, Express Employment Professionals
- Executive Director: (Interim) Lou Grillo

### **Lumber River Workforce Development Board**

Bladen, Hoke, Richmond, Robeson, Scotland

- Workforce Development Board Chair: Jay Todd, Chief Executive Officer, Service Thread Manufacturing
- Executive Director: Patricia Hammonds

### **Mountain Area Workforce Development Board**

Buncombe, Henderson, Madison, Transylvania

- Workforce Development Board Chair: Abraham Pallas, Owner and Manager, The Broomfield Inn
- Executive Director: Nathan Ramsey

### **Northeastern Workforce Development Board**

Camden, Chowan, Currituck, Dare, Gates, Hyde, Pasquotank, Perquimans, Tyrrell, Washington

- Workforce Development Board Chair: Zach Bray, Manager of Technical Services Albemarle Electric Membership Corporation
- Executive Director: David Whitmer

### **Piedmont Triad Regional Workforce Development Board**

Caswell, Davie, Forsyth, Rockingham, Surry, Stokes, Yadkin

- Workforce Development Board Chair: Darren Poole, Vice President & Chief Safety Officer EVO Corporation
- Executive Director: Wendy Walker Fox

### **Region C Workforce Development Board**

Cleveland, McDowell, Polk, Rutherford

- Workforce Development Board Chair: David Pharr, President, Pharr Technologies
- Executive Director: Steve Lockett

### **Regional Partnership Workforce Development Board**

Alamance, Montgomery, Moore, Orange, Randolph

- Workforce Development Board Chair: Randy Perkins, Owner, Prime Personnel Resources, Inc.
- Executive Director: Tammy Wall

### **Rivers East Workforce Development Board**

Beaufort, Bertie, Hertford, Martin, Pitt

- Workforce Development Board Chair: Jenny Brown, HR Manager, Vidant Health
- Executive Director: Jennie Bowen

### **Southwestern Workforce Development Board**

Clay, Graham, Haywood, Macon, Jackson, Swain, Cherokee

- Workforce Development Board Chair: Doris Johnson, HR Director, Harrah's Cherokee Casino Resort
- Executive Director: David Garrett

### **Triangle South Workforce Development Board**

Chatham, Harnett, Lee and Sampson

- Workforce Development Board Chair: Russell Hieb, Russell Hieb Management Consultant
- Executive Director: Rosalind Cross

### **Turning Point Workforce Development Board**

Edgecombe, Nash, Halifax, Northampton, Wilson

- Workforce Development Board Chair: Clinton Williams, Owner, CW Counseling Services
- Executive Director: Michael Williams

### **Western Piedmont Workforce Development Board**

Burke, Caldwell, Alexander, Catawba

- Workforce Development Board Chair: Marty Water, President/Owner, Metal X Specialty Products
- Executive Director: Wendy Johnson

# North Carolina Association of Workforce Development Boards (NCAWDB) Officers

## **PRESIDENT**

Jeff Frederick — Board Member, NCWorks Commission, Durham Workforce Development Board, National Association of Workforce Boards (NAWB)  
Senior Vice President, Global Human Resources Business Partnering  
RTI International, RTP, NC  
jfredrick@rti.org

## **VICE PRESIDENT**

Rodney Carson — Vice President, Capital Area Workforce Development Board  
Principle Engagement Manager at SAS Inc., Cary, NC  
rodney.carson@sas.com

## **SECRETARY**

Jim Kornegay — Chair, Cape Fear Workforce Development Board  
VP of Marketing/Owner, Lynda's Play and Learn Too, Inc., Wrightsville Beach, NC  
jkornegay100@gmail.com

## **TREASURER**

Dina Simcox — Chair, Cumberland County Workforce Development Board  
Assistant General Manager, Cross Creek Mall  
Fayetteville, NC  
dina.simcox@cblproperties.com

## **IMMEDIATE PAST PRESIDENT**

Joan White — Former Member, Guilford County Workforce Development Board  
Retired Healthcare Administrator, Greensboro, NC  
jwhite@northstate.net

## **DIRECTOR'S COUNCIL**

### **PRESIDENT**

Pat E. Sturdivant, Executive Director  
Capital Area Workforce Development Board  
Raleigh, NC  
Pat.Sturdivant@wakegov.com

### **VICE-PRESIDENT**

Danielle Frazier, Executive Director  
Charlotte Works Workforce Development Board  
Charlotte, NC  
dfrazier@charlotteworks.com

### **SECRETARY**

David Garrett, Executive Director  
Southwestern Workforce Development Board  
Sylva, NC  
david@regiona.org

### **NCAWDB**

Dr. Stephanie Deese, Executive Director  
North Carolina Association of Workforce Development Boards  
sdeese@ncawdb.org

[www.ncawdb.org](http://www.ncawdb.org)



## Thank You To Our Sponsors!



*Educational Data Systems Inc.*



*Equus Workforce Solutions*



*ManpowerGroup*



*John M Belk Endowment*



*For more information about this report,  
contact:*

**Pat E. Sturdivant**, Executive Director

Capital Area Workforce Development Board,  
Raleigh, NC

[Pat.Sturdivant@wakegov.com](mailto:Pat.Sturdivant@wakegov.com)

919-856-6048

