



Western Piedmont
Council of Governments

Creative Regional Solutions Since 1968

Western Piedmont Workforce Development Board

Wednesday, April 26, 2017



Introduction to the Workforce Board

THE STRUCTURE AS REQUIRED BY THE WORKFORCE INNOVATION & OPPORTUNITY ACT (WIOA)

- **Western Piedmont Jobs Training Consortium** - A formal agreement among the chief elected officials (the Western Piedmont Council of Governments Policy Board) as representatives of their units of general local government.
- **The Workforce Development Board/Chief Elected Official (CEO) Agreement** - A formal agreement between the Western Piedmont Workforce Development Board and the Chief Elected Official of the Western Piedmont Jobs Training Consortium.(also serves as Chief Elected Official of Western Piedmont COG)
- **The Western Piedmont Workforce Development Board (WPWDB)/Western Piedmont Council of Governments (WPCOG) Contract** - A formal administrative agreement between the Policy Board of the Western Piedmont Council of Governments and the Western Piedmont Workforce Development Board. Both entities represent the taxpayers, who are in essence the system's owners.

Introduction to the Workforce Board

HOW THE WORKFORCE BOARD IS DETERMINED

- A Workforce Development Board is a group of community leaders appointed by local elected officials and charged with planning and oversight responsibilities for workforce programs and services in their area. In North Carolina, 23 local boards are responsible for the following:
 - Developing local plans for the use of the [Workforce Innovation & Opportunity Act \(WIOA\)](#) funds;
 - Oversight of the local One Stop service delivery system (NCWORKS Career Centers); (For WP that includes Alexander, Burke, Caldwell & Catawba)
 - Coordinating activities with economic development entities and employers in their local areas.

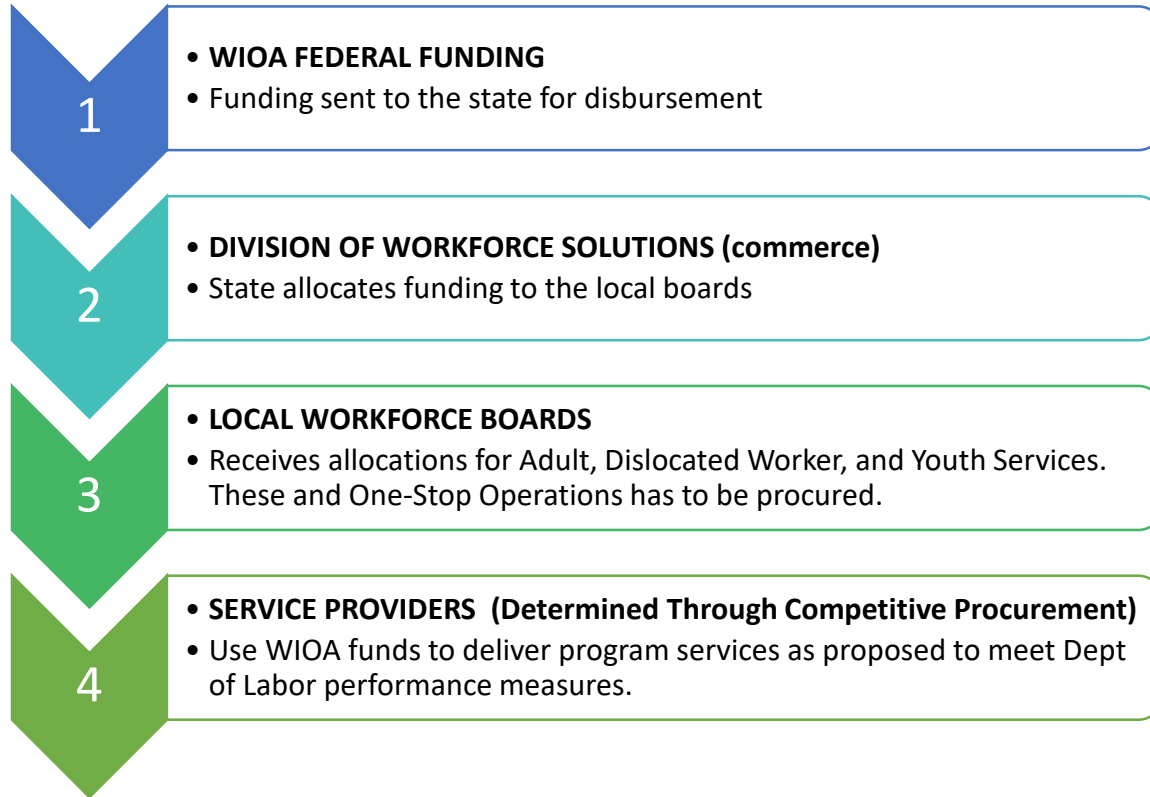
*WIOA also requires a Governor appointed State level workforce board which helps guide the local workforce boards.
In North Carolina this is the NCWorks Commission*

Workforce Funding

- As the steward of the WIOA workforce funds allocated to the workforce area, **the board** is fundamentally, as well as contractually, responsible for ensuring such resources are efficiently and effectively used to achieve the intended results.
- Each board has a responsibility to manage the funds it receives. Annually before July 1, the Board develops and approves the workforce funds budget, covering the operation of that fiscal year.
- In overseeing these funds, the board, consistent with their strategic plan, oversight, and evaluation, uses **competitive procurement** to determine the best methods for disbursing funds for workforce employment and training services for Adult, Dislocated Worker and Youth, ages 16-24.

Name	Title	Company/Organization	Position
Marty Waters	Board Chair	Marlin Company	President/CEO
Josh McKinney	Vice Chair	Peoples Bank	Business Services Officer
C. John Wiley	Board Member	Concept Frames	President
Timothy Sims	Board Member	Hickory Public Schools	Director of Federal Programs
James Packer	Board Member	HSM	VP of Human Resources
Heather Justice	Board Member	Polychem/Tasz.	General Manager
Glenn Privette	Board Member	Leviton Manufacturing Co., Inc.	Director of Human Resources
Atticus Simpson	Board Member	Western Piedmont Community College	VP of External Affairs & Workforce Development
Paula Daniels	Board Member	Sherrill Furniture	HR
Bill Burton	Board Member	Jack Sipe Construction	President/Owner
Wayne Abele	Board Member	Abele's Family Restaurant	Owner
Crystal Glenn	Board Member	Catawba Valley Community College	Workforce Dev. Innovation Ctr. Executive Director
Elaine Lockhart	Board Member	Caldwell Community College & TI	VP of Continuing Education
Malla Vue	Board Member	Goodwill Industries, Nwnc	District Manager
Alan Wood	Board Member	Burke Development Inc.	President/CEO
Phyllis Johnston	Board Member	Catawba Valley Medical Center	VP Human Resources
Veronica Grantham	Board Member	NC Division of Workforce Solutions	Regional Operations Director NW
Beth Mills	Board Member	Vocational Rehabilitation	Unit Manager

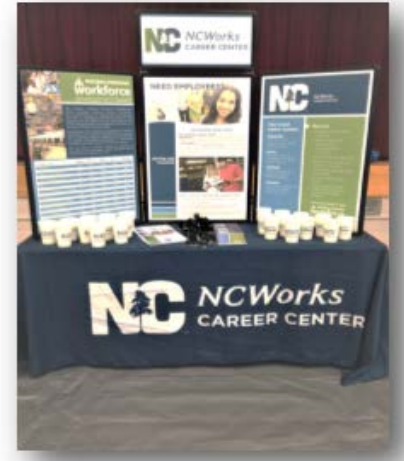
Workforce Funding



WIOA Program & Services

In 2014 the One-Stop service delivery system, formerly known as JobLink, was re-named the **NC Works Career Centers**. Under WIOA, realignment of both WIOA Title I Workforce Development and Title III Wagner-Peyser services were enforced to carry out an **integrated service delivery model** that would reflect a better way of doing business to assist jobseekers and businesses. This realignment now requires Wagner-Peyser staff (former ESC) to be co-located in the one-stops with workforce development service providers. *[No more Employment Security Commission]*

- Career Planning & Coaching
- Resume Review & Development
- Job Preparation Workshops
- Scholarships for Training
- Customized Youth & Young Adult Services
- Skills Assessments & Labor Market Information
- Business Retention & Recruitment Services
- On-the-Job-Training (OJT) reimbursement



Program Year 2016 Strategic Plan

WESTERN PIEDMONT WORKFORCE DEVELOPMENT BOARD 2016-2017 STRATEGIC PLAN

PURPOSE		
<p>The purpose of the Western Piedmont Workforce Development Board is to be at the center of community and regional leadership to identify workforce challenges, to be the convener of the conversation to resolve the challenges, to be the champion for workforce development, to work in a collaborative partnership with key stakeholders, (especially economic development and education), to bring resources to bear on resolving the challenges, and to act as the accountability agent to ensure the work is completed. (WIOA)</p>		
GOALS		
<p>Develop a talent pipeline to meet employer needs (sector strategies/career pathways)</p>	<p>Create a performance measure scorecard to reflect how we move the needle (system measures)</p>	<p>Develop board advocacy and communication tools to increase public awareness & recognition of the boards role and capacity (align with NCAWDB)</p>
STRATEGIES		
<ul style="list-style-type: none"> Youth Engagement & Support? Career Pathways? STEM West/HIRED Ed support? 	<ul style="list-style-type: none"> Utilize the recently developed Career Center Operations quarterly performance measure template Share Customer feedback and success stories? 	<ul style="list-style-type: none"> Create Network Mapping – Who knows Who? Develop Talking Points Sheet? Increase public awareness of boards role, capacity, and lead projects (EIN, IGA...)

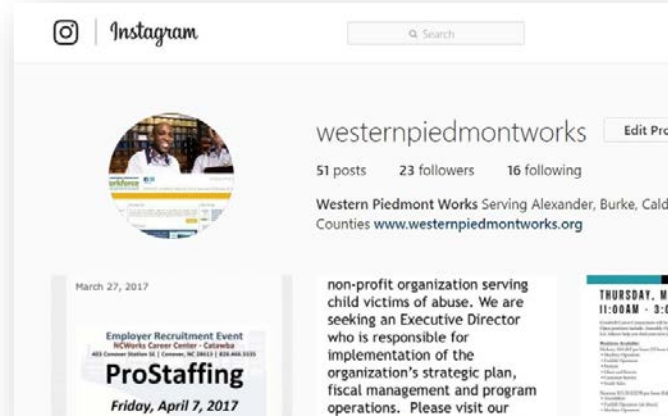
Program Year 2016 Strategic Plan

THREE SUBCOMMITTEES:

- Talent Pipeline – Industrial Maintenance
- Performance Measures – Dashboard; Center Mgt Report Outs
- Advocacy & Communication – Board Work, Branding, and Outreach (hand-out)



Program Year 2016 Strategic Plan



TWEETS	FOLLOWING	FOLLOWERS	LIKES	MOMENTS
4,715	202	344	1,802	0

Page	Total Page Likes	From Last Week	Posts This Week	Engagement This Week
YOU 1 Western Piedmont Workf...	132	▲ 0.8%	10	7

Examples of Current/Past Initiatives

- Western Piedmont Workforce Development Board website was designed to maintain accountability, provide information, and share recruitment, and labor market resources:

www.westernpiedmontworks.org

- Other Initiatives:
 - Economics Indicator Newsletter (EIN) – Main Supporter
 - Industry Growth Analysis, completed every 4-5 years – Main Supporter
 - Community Issues Forums (workforce, education, energy, health care, etc.)
 - Business Leadership Summits (Allied Health, Future Workforce Alliance...)

Challenges & Opportunities

- Challenges:

- Interest Gap

- You don't know what you don't know.
 - It's not the getting. It's the keeping.
 - Career Pathways within the Company. *Mat'l handler to Machine Operator to Team Lead to Business Unit Manager to..... (This needs to be a known for new/current employees.)*

- Decreased Labor Force

- As of Jan 2017, there were 8,958 unemployed (This doesn't count underemployed.)
 - As of March 2017, there were 7,018 job openings posted.

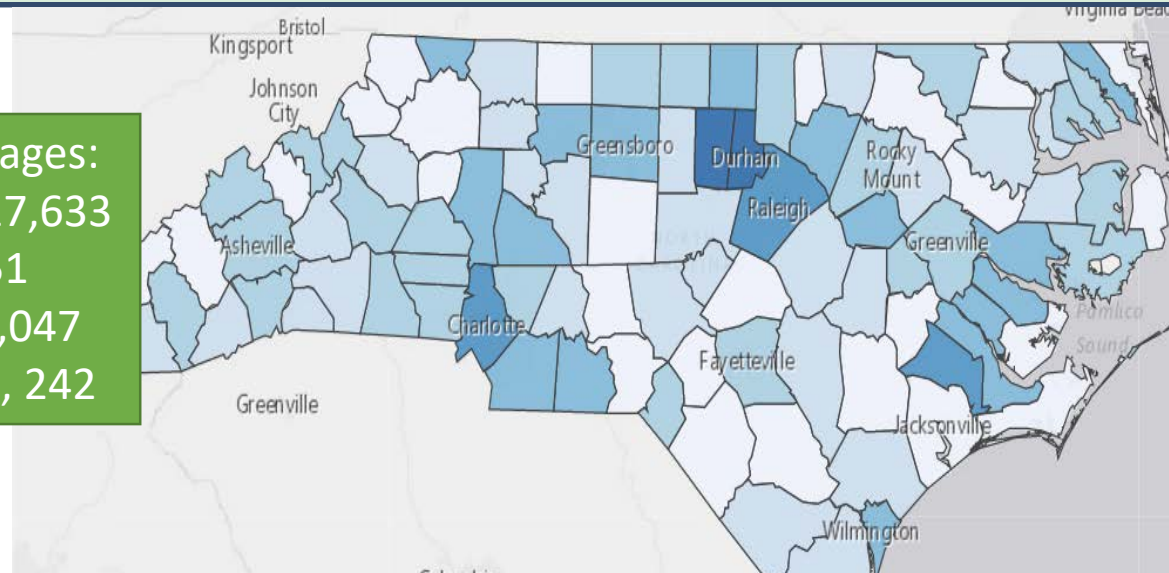
- Starting Wages

- Minimal changes in 25 years

Median Wages - 2015

Gross Median Wages:

- Alexander - \$27,633
- Burke - \$30,351
- Caldwell - \$29,047
- Catawba - \$31,242



Median



Source: Labor & Economic Analysis Division, Occupational Employment Statistics (OES) Program. The median wage is the estimated 50th percentile; 50 percent of workers in an occupation earn less than the median wage, and 50 percent earn more than the median wage. Entry level and Experienced wage rates represent the means of the lower 1/3 and upper 2/3 of the wage distribution, respectively. Data is from an annual survey.

2015 Entry Level to Media Wages

Occupational Employment and Wage Rates (OES) for Multiple Occupations in Western Piedmont WDB in 2015

Occupational Wage Table

The table below shows the annual occupational employment and annual wage data for Multiple Occupations in Western Piedmont WDB in 2015.

Occupation	Occupation Code	Employment	Entry level	Median	Experienced
Building and Grounds Cleaning and Maintenance	370000	3,000	\$16,988	\$21,570	\$26,519
Food Preparation and Serving Related	350000	12,610	\$16,995	\$18,388	\$21,775
Personal Care and Service	390000	2,070	\$17,019	\$19,742	\$26,979
Sales and Related	410000	13,570	\$17,023	\$23,330	\$43,471
Healthcare Support	310000	7,690	\$18,414	\$24,487	\$28,937
Farming, Fishing, and Forestry	450000	180	\$18,539	\$22,555	\$27,534
Total All	000000	145,880	\$19,267	\$30,319	\$47,740
Transportation and Material Moving	530000	13,860	\$19,501	\$28,831	\$36,663
Office and Administrative Support	430000	19,680	\$20,670	\$29,817	\$37,803
Production	510000	29,470	\$21,101	\$30,034	\$38,054
Protective Service	330000	3,380	\$21,153	\$30,209	\$36,550
Arts, Design, Entertainment, Sports, and Media	270000	860	\$22,960	\$34,746	\$49,914
Community and Social Services	210000	2,240	\$23,139	\$38,796	\$45,069
Construction and Extraction	470000	2,920	\$24,178	\$31,861	\$40,950
Education, Training, and Library	250000	7,570	\$25,669	\$39,724	\$46,645
Installation, Maintenance, and Repair	490000	5,890	\$25,818	\$38,149	\$48,350
Life, Physical, and Social Science	190000	390	\$33,098	\$47,109	\$63,202
Healthcare Practitioners and Technical	290000	8,800	\$33,988	\$55,237	\$97,767
Legal	230000	440	\$35,139	\$50,433	\$86,176
Business and Financial Operations	130000	3,570	\$36,261	\$54,899	\$73,068
Computer and Mathematical	150000	1,340	\$37,346	\$62,031	\$79,576
Architecture and Engineering	170000	1,360	\$43,120	\$62,366	\$78,673
Management	110000	4,990	\$56,413	\$90,040	\$131,696

Source: Labor & Economic Analysis Division, Occupational Employment Statistics (OES) Program

The median wage is the estimated 50th percentile; 50 percent of workers in an occupation earn less than the median wage, and 50 percent earn more than the median wage. Entry level and Experienced wage rates represent the means of the lower 1/3 and upper 2/3 of the wage distribution, respectively. Data is from an annual survey.

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QUESTIONS?