



LNCWorks
NEXTGEN
Your Future Starts Here



WORKFORCE INNOVATION AND OPPORTUNITY ACT
Youth Program Report
PY 2021

JULY 2021 - JUNE 2022

Report produced and
provided by NCAWDB
Director's Council

 NORTH CAROLINA ASSOCIATION OF
workforce
development boards



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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 for in-school and out-of-school youth, 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:

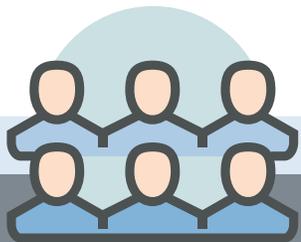
- » education;
- » career pathways;
- » career experience;
- » leadership development; and,
- » wraparound services.

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 21¹:

- » **75.7 percent** were employed within six months.
- » **73.0 percent** remained employed after 1 year.
- » **52.7 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.

¹Source: Future Works database



1,782

Total New Enrollments



Total Youth Served

3,607

COST PER PARTICIPANT

\$4,880

Credentials/Degrees Earned

655



521

College Tours/
Post-Secondary Exposure



1,033

Working Smart/
Soft Skills Graduates

Entered Post-Secondary Education

256





High School Diplomas

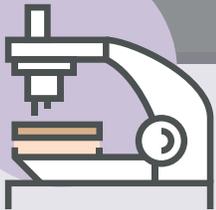
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High School
Equivalencies

253

Work-Based Learning
Opportunities



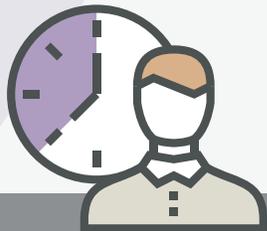
764



703

Enrolled in
Occupational Skills Training

1,054



Entered
Employment

Received Supportive
Services

1,229



*Because of the timing of this report, the figures reported here may not correspond to the official State reporting numbers.

Accomplishments

- Total New Youth Enrollments: 141
 - Total Youth Served: 237
 - Total Credentials Youth Earned: 27
 - Total Youth Participated in College Tours: 4
 - Total Soft/Smart Skills Graduates: 42
 - Total Youth Who Entered Post-Secondary Education: 47
 - Total Youth Who Obtained High School Diplomas: 21
 - Total Youth Who Obtained High School Equivalencies: 7
 - Total Youth in Work-based Learning Opportunities: 50
 - Total Youth Enrolled in Occupational Skills Training: 78
 - Total Youth That Entered Employment: 32
 - Total Youth That Received Supportive Services: 44
-
- Brunswick Community College and Local High Schools hosted their Annual Manufacturing Day on October 28, 2021. Youth programs participated in the Employer Industry Tours with local high schools in the area. Youth were able to visit local manufacturing companies throughout Brunswick County to get the exposure they needed to determine what kinds of jobs that offer wage progression and job advancement in the manufacturing field are available. The young adults visited local industries such as Pacon Mfg, Flow Sciences, and HSM Machine Works. This event was coordinated in partnership with the local Cape Fear Workforce Development Board, Manufacturing Industries, Brunswick Community College, and Brunswick County High Schools.
 - Cape Fear Community College hosted a Manufacturing Day for local high schools in New Hanover and Pender counties. The Cape Fear Manufacturing Day Expo occurred on November 18, 2021. This event was coordinated in partnership with the local Cape Fear Workforce Development Board, Cape Fear Community College, Manufacturing Industries, New Hanover High Schools, and Pender County High Schools.
 - Miller Motte College in Wilmington, North Carolina, formed a partnership with the Cape Fear Workforce Development Board to reach out to local high school students in New Hanover and Pender Counties to educate students about their career options after high school. This unique

partnership has given students in local high school the chance to consider attending Miller Motte College for training programs while receiving a scholarship through the Workforce Innovation and Opportunity Act (WIOA) Title I youth program.

Grant Recipients

EDSI	\$388,051
Two Hawk Workforce Services	\$522,940
Southeastern Community College	\$198,000

NextGen Expenditures

Total Operating Costs	\$569,598
Total Participant Costs	\$340,244
Total Costs	\$909,842

Training Expenditures

Total of All Participant Training Expenditures	\$136,463
Training Expenditures as a Percentage of Total Expenditures	15%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$228,316
Work-Based Expenditures as a Percentage of Total Expenditures	25%

Success Stories

Isaiah

Isaiah is a 19-year-old out-of-school youth who sought out the WIOA Title I youth program for help. He needed help in finding and securing employment with an employer with whom he would enjoy working while he earned money. WIOA Title I youth program staff learned that Isaiah had some challenges and needed their encouragement to persevere and follow through while participating in the program. He and his career advisor talked about developing his job skills building his resume



and utilizing a Work Experience or On-the-Job Training. Isaiah had some previous work experience working at Walmart as a stocker and additional experience working at a well-known family-owned restaurant called Paul's Place. Isaiah also received services from other agencies to assist him in getting hired; however, he was unable to complete any of the goals or tasks set up for him. His career advisor suggested that Isaiah seek help at the Pender County Christian Services in Burgaw, North Carolina, where he might gain more work experience to enhance his job skills. To ensure that he would be able to gain the necessary job skills to help him become employable and self-sufficient, Isaiah's career advisor explained that this would be a perfect place to do a paid internship for a work experience with this employer. Isaiah successfully completed his internship with Pender County Christian Services on December 27, 2021. Through the support of the WIOA Title I youth program and many other partner agencies that collaborated in working with him, Isaiah was able to stay focused on completing his job duties and tasks assigned to him as janitor while participating in his work experience to gain the necessary job skills to be marketable to an employer.

Alexis

Alexis enrolled in the WIOA program to get assistance with career services. A 23-year-old single parent, although she had a four-year college degree, Alexis had been unable to secure employment that would allow her to provide for herself and her daughter. Upon her enrollment in the WIOA Title I youth program, Alexis's career advisor provided comprehensive guidance and counseling, including a career/personality assessment to help determine her career interests and aptitude in working with children. Alexis had no previous work experience working with children, so she decided to participate in a work-based learning opportunity at a daycare center working as the director's assistant. Using her education background, Alexis helped to establish a screening process for a new childcare center, recently opening in the area, that caters to special-needs children. Alexis was even able to enroll her child at the daycare center using a discount as an employee.



When the daycare center had to close due to an outbreak of Covid-19, her work experience contract ended, and Alexis was again out of work. She met with her career advisor to discuss other work experience. They decided to pursue an internship with the Columbus County Department of Social Services in Child Services. Alexis received an interview and was hired as an intern as the Secretary for Child Support and Child Protective Services. She was a quick learner and easily learned the procedures and policies at the agency which landed her a permanent job in this role before completing her work experience. As a result of Alexis's successfully completing her work experience, she is now gainfully employed earning competitive wages, working 40 hours a week, and earning state and retirement benefits. Overcoming several barriers, Alexis is now able to find and secure affordable housing and childcare close to where she works.

CAREER LAUNCH!
Professional Development & Employer Networking Series

Presented at **NO COST**
to all by the
WIOA Youth Program

Receive Assistance With...

- Career Exploration and Guidance
- Education Assistance
- Training and Certifications
- Paid Employment Training Opportunities

Proudly Serving the Cape Fear Region
Call for Program Enrollment Information

Brunswick County 5288-7 Main Street Shelton, NC 28578 (252) 993-7354 (6,120) (252) 910-4936	New Hanover County 1398 S. 17th Street Wilmington, NC 28403 (910) 803-7554 (5,777) (910) 864-8664 (2558)	Pender County 604 S. Vidmar, AA Burgaw, NC 28525 (910) 258-8340 (910) 933-1044
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NCWorks NEXTGEN **NC works** Association of the Area's Workforce Development

Federal Opportunity (Request) Program. Auxiliary Aids and Devices are Available Upon Request to Individuals with Disabilities.

CAREER LAUNCH!
Free ONLINE EVENT REGISTER TODAY!

Tuesday, Sept 28
9:30 - 12:45

- Build Your Resume
- Discover Career Choices
- Interview Tips from Local Employers

Wednesday, Sept 29
Virtual Employer Tours

10:00 - YMCA
11:00 - Brunswick County Sheriff's Dept.

Accomplishments

- Total New Youth Enrollments: 130
 - Total Youth Served: 329
 - Total Credentials Youth Earned: 33
 - Total Youth Participated in College Tours: 36
 - Total Smart/Soft Skills Graduates: 123
 - Total Youth Who Obtained High School Diplomas: 3
 - Total Youth Who Obtained High School Equivalencies: 12
 - Total Youth in Work-based Learning Opportunities: 57
 - Total Youth Enrolled in Occupational Skills Training: 22
 - Total Youth That Entered Employment: 207
 - Total Youth That Received Supportive Services: 124
-
- The Capital Area Apprenticeship Prep Program launched its second pre-apprenticeship in the Electrical industry. This program offered classroom training while participants simultaneously engaged in paid work experience opportunities with local electrical sub-contractors to the Raleigh-Durham Joint Apprenticeship Training Committee (JATC). Seven (7) young adults successfully completed all requirements for the apprenticeship prep program and were hired into full-time employment earning \$16.79 an hour.
 - NextGen Johnston County partnered with local organizations, Nash Community College, Johnston County Schools, and Electricities for the Johnston County Electric Lineworker Pre-Apprenticeship Program. Three (3) young men were selected for the program. NextGen Johnston provided these young men with work-based learning opportunities to gain more hands-on training and experience in the Lineworker Industry and prepare for courses at Nash Community College.
 - NextGen Wake provided work experience and job search support to four (4) 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.
 - NextGen Johnston participated in the Joco Connectors' Mentoring pilot program coordinated through the Youth Advisory Council in Johnston County. NextGen staff facilitated mentor sessions for five (5) high school

seniors at Smithfield-Selma High School. The sessions covered topics related to employability skills such as self-branding, resume building, interview skills, mock interviews, and communication.

- Both NextGen Wake and Johnston worked closely with the Pre-Employment Transition Services (pre-ETS) Program in Wake and Johnston Public Schools. This program provides pre-employment transition services to students with disabilities in high schools. As a result of this partnership, our NextGen programs received more in-school youth (ISY) referrals and assisted with employability skills training.
- NextGen Wake participated in Cisco Systems Black Professionals Mentoring Day on October 26th, 2021. Fourteen (14) youth met with members of Cisco's Connected Black Professionals Community Service Group and were matched with a mentor from Cisco Systems.
- NextGen Wake County hosted a mid-year career summit in December 2021. The 3-day event centered around goal management, soft skills training, and digital literacy. Youth that participated were taught the importance of identifying and developing their "Spark," their special interest, passion, or talent and the significant success one can achieve in one's career with this directed focus.

Grant Recipients

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

NextGen Expenditures

Total Operating Costs	\$1,158,539
Total Participant Costs	\$410,825
Total Costs	\$1,569,364

Training Expenditures

Total of All Participant Training Expenditures	\$87,889
Training Expenditures as a Percentage of Total Expenditures	6%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$322,936
Work-Based Expenditures as a Percentage of Total Expenditures	21%

Success Stories

John

John enrolled in the NCWorks NextGen program in Wake County in March 2017. At the time of enrollment, John had several barriers to employment. He was justice-involved and had not successfully completed high school. John was also experiencing bouts of homelessness as he relocated himself out of state at the age of 16. He states that it was "challenging to move out of state and away from his family" but felt it was a decision he had to make to practice self-sufficiency.



Throughout his participation with NextGen, John has continued to demonstrate perseverance. He successfully completed his General Education Development (GED) diploma in January 2021. It had taken John approximately 4 years to acquire his High School Equivalency. He remained dedicated to this goal despite continued homelessness and setbacks caused by the Covid-19 pandemic. He is very proud of accomplishing this and remained consistent in communication with his NextGen Youth Advocate throughout the process.

Completing his High School Equivalency has afforded John the opportunity to apply to the Capital Area Electrical Pre-Apprenticeship program. He was accepted into the program in February 2022 and graduated from the program in June 2022. He was also hired full-time by the local Electric company he completed his work experience with. Starting in Fall 2022, he will enter JATC's 4-year apprenticeship program where he will study to earn their Journeyman license. Upon entering into the full apprenticeship, John will receive medical coverage, regular pay increases, as well as a retirement pension.

Mirella

Mirella enrolled in the NCWorks NextGen program in Johnston County in June 2018. She came into the program with minimal work experience having worked mostly babysitting

and odd jobs. Mirella's goals with NextGen were to complete high school at Early Middle College, continue her education in Culinary Arts, and secure employment.



Mirella displayed unwavering motivation and ambition to achieve her goals from the very start. While in her final year of Early Middle College, Mirella landed a work experience arranged by NextGen at JCC's Jaguar Grill in August 2018. During enrollment, Mirella expressed experiencing challenges with gaining employment outside of babysitting and was thrilled for an opportunity that lined up with her future goals. Mirella worked diligently and successfully gained her high school diploma in May 2019. In August 2019, Mirella jumped right into continuing her education with Wake Technical Community College (WTCC) to pursue an Associate's Degree in Culinary Arts.

During her first semester at WTCC, Mirella was in a car accident which resulted in her having difficulty maneuvering her left side extremities. She faced this challenge head-on and began learning how to perform culinary tasks with her right extremities while regaining strength in her left arm. Mirella also faced the challenge of transitioning from face-to-face to online/hybrid classes due to the Covid-19 Pandemic.

In Spring 2021, NextGen assisted Mirella with completing a second work experience at Under the Oak Café. With this experience, she was able to build on her skills outside of the classroom and gain the required hours needed for graduation and is continuing to work with them part-time. Mirella successfully completed this work experience in August 2021. By December 2021, Mirella successfully obtained her Associate's Degree. Mirella is now pursuing opening her own business making cakes and desserts for clientele in the community.



Accomplishments

- Total New Youth Enrollments: 59
- Total Youth Served: 110
- Total Credentials Youth Earned: 11
- Total Youth Participated in College Tours: 30
- Total Soft/Smart Skills Graduates: 31
- Total Youth Who Obtained High School Diplomas: 1
- Total Youth Who Obtained High School Equivalencies: 3
- Total Youth in Work-based Learning Opportunities: 20
- Total Youth Enrolled in Occupational Skills Training: 15
- Total Youth That Received Supportive Services: 7

- Partnership with Apprenticeship Rowan-Rowan Salisbury Schools, Power Curbers, & Hexagon Agility
- 1 customer successfully completed pre-apprenticeship with Power Curbers
- 2 customers successfully completed pre-apprenticeship Hexagon Agility
- Partnership with Trackhouse Racing Pre-Apprenticeship & Apprenticeship Program
- 2 customers successfully completed pre apprenticeship program
- Partnership with South Piedmont Community College & Columbus McKinnon Apprenticeship Program
- 2 customers successfully completed apprenticeship program

Grant Recipients

Equus Workforce Solutions \$1,172,304

NextGen Expenditures

Total Operating Costs	\$740,811
Total Participant Costs	\$156,934
Total Costs	\$897,745

Training Expenditures

Total of All Participant Training Expenditures	\$87,735
Training Expenditures as a Percentage of Total Expenditures	10%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$285,200
Work-Based Expenditures as a Percentage of Total Expenditures	32%

Success Stories

Jacob

NextGen Centralina participant Jacob participated in Rowan-Salisbury Schools' (RSS) first-ever career signing in December. He committed to a paid apprenticeship at Salisbury-based manufacturing company Power Curbers partnering with NextGen Centralina and the On-the-Job training (OJT) services.



Not unlike a student-athlete, Jacob's been preparing for this moment for much of his high school career. Jacob enrolled at Salisbury High during his junior year after a move from Texas.

He told school counselors that he enjoyed working with his hands, so they suggested he give the school's Advanced Manufacturing Academy a try. "Once I started doing it, I really enjoyed it," Jacob said. "I enjoy what I get to do working with my hands."

RSS Advanced Manufacturing teacher Dwayne immediately recognized Jacob's natural talent and when the opportunity to have a student participate in a pre-apprenticeship at Power Curbers through Apprenticeship Rowan was available, he knew Jacob was the perfect fit. Not only did Jacob receive hands-on training in a high-paying career path, but he was also paid for his work through the On-the-Job training services with NextGen Centralina

During his pre-apprenticeship, Jacob had the opportunity to explore different aspects of the manufacturing industry including assembly, hydraulics, hydraulic schematics and electrical.

Randy, who supervises Jacob at Power Curbers, said Jacob came in willing to learn and he immediately left a positive impression with his coworkers. Jacob was able to connect his passion and interest to a career. Not only did this experience create a bright future for Jacob, but his interest in Advanced Manufacturing also kept him engaged in school. "Honestly, before I had this opportunity, I probably would have dropped out, but now, my life changed," said Jacob.

The partnership with Rowan-Salisbury Schools (Apprenticeship Rowan), Power Curbers, and NextGen Centralina led to Jacob being recognized as the 2022 Outstanding Registered Pre-Apprentice in North Carolina at the 2022 NC Apprenticeship Conference.

Breyana

Breyana, an Iredell County resident and customer of the NCWorks Career Center in Statesville (Iredell County), overcame many hurdles during her childhood that could have been a hinderance to her current success. Yet she was determined not to allow those hurdles to impede her dreams. Those hurdles gave her the determination to overcome her obstacles and press forward toward a successful future. Initial services to Breyana were provided by Centralina WDB NextGen youth services staff. In 2018, Breyana decided to attend Lake Norman Dental School, but due to Covid-19, that was postponed. Breyana then became pregnant but



was still determined to attend dental school and was able to do so with the help of Centralina WDB NextGen funding. Breyana maintained a positive mindset and was able to complete dental school in 2021. With a passion to become self-sufficient and obtain full-time employment, she completed a Centralina WDB NextGen paid work experience opportunity with Simply Southern Smiles in December 2021 that provided work experience in the industry leading to a full-time employment offer with Simply Southern Smiles as a Records/Clinical Technician.

With the continued financial assistance through Centralina WDB NextGen On-the-Job Training (OJT) funding, Breyana is now continuing to gain needed competencies and skills to become successful in performing her work duties at Simply Southern Smiles.

Breyana now has a beautiful baby boy, graduated from Lake Norman Dental School, brought herself a car, and is a full-time employee at Simply Southern Smiles. The assistance of the Centralina WDB NextGen staff and funding helped to open the door for her at Simply Southern Smiles with part-time employment to gain actual work experience. Because of her performance during the program, she proved herself to be an asset to Simply Southern Smiles leading to full-time employment.

Management at Simply Southern Smiles had this to say about the partnership with Centralina WDB NextGen and NCWorks:

"Simply Southern Smiles partnered with NC Works Career Center in September 2021. This is an excellent program targeting On-the-Job training and experience while supporting the local business owner. This program has opened the door for full-time employment for our candidate, Breyana while providing the company with the opportunity to hire a staff member with dental educational training. We are appreciative of our partnership with NC Works Career Center and the opportunities this program offers people in our area."



Accomplishments

- Total New Youth Enrollments: 222
- Total Youth Served: 468
- Total Credentials Youth Earned: 117
- Total Youth Participated in College Tours: 158
- Total Smart/Soft Skills Graduates: 65
- Total Youth Who Entered Post-Secondary Education: 32
- Total Youth Who Obtained High School Diplomas: 28
- Total Youth Who Obtained High School Equivalencies: 45
- Total Youth in Work-based Learning Opportunities: 121
- Total Youth Enrolled in Occupational Skills Training: 95
- Total Youth That Entered Employment: 66
- Total Youth That Received Supportive Services: 162

Grant Recipients

MeckEd	\$643,640
Equus Workforce Solutions	\$1,159,420
Central Piedmont Community College (CPC)	\$1,064,139

NextGen Expenditures

Total Operating Costs	\$1,500,545
Total Participant Costs	\$769,412
Total Costs	\$2,269,957

Training Expenditures

Total of All Participant Training Expenditures	\$467,879
Training Expenditures as a Percentage of Total Expenditures	21%

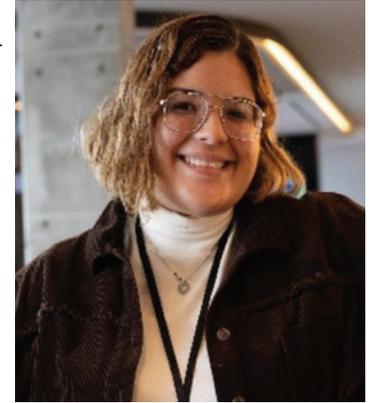
Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$563,354
Work-Based Expenditures as a Percentage of Total Expenditures	25%

Success Stories

Melissa

Melissa joined MeckEd's Career Pathways program in July 2021 referred by a friend who had previously participated in the program. Melissa was not certain about her career goals. She focused on working at a beauty supply store, saving money to move out of her parent's home, and living independently.



After participating in soft skills development workshops, increasing her Grade Point Average (GPA) and identifying a career path passion, she became an active participant in the NextGen program. One her most impactful experiences over the past year has been her involvement in MeckEd's Inner Peace Mentoring sessions. These meetings provided safe spaces for Melissa to have meaningful conversations with peers around sensitive subjects which helped her to focus on the pursuit of her career and academic goals. She could now use the skills that she gained in career readiness and Working Smart curriculums. Melissa also participated in job shadows, workshops, and roundtable discussions that exposed her to careers that were both exciting, lucrative and in-demand.

Melissa's Career Pathways Advisor nominated her for the Willie Lee Boykins, Jr. Scholarship, sponsored by Rich Black Brand, Inc. and designed to support young women of color to pursue post-secondary goals. Melissa was one of fourteen nominees. After participating in a financial literacy workshop, Melissa was chosen as one of the three winners!

Despite her progress and exposure to work experiences, Melissa wasn't sure if she was going to graduate. Her career pathways advisor and the Chief Executive Officer (CEO) of Rich Black Brand worked with Melissa to make sure she completed her training. Melissa once had no intentions of attending college or pursuing an established career but is now scheduled to begin classes at Central Piedmont Community College (CPC) in the fall, hoping to transfer to a four-year university to pursue a career in aviation!

Genesis

Genesis enrolled in NextGen at Central Piedmont Community College at the age of 17 just before the start of the Pandemic, in February 2020. He overcame many obstacles including supporting his mother through medical challenges. When he first contacted NextGen, he had recently relocated to Charlotte and wanted to complete high school and start a career.

Immediately after enrolling in NextGen, he completed Working Smart essential skills and customer service training and began classes to study and prepare to take the High School Equivalency Test (HiSET). He earned his High School Equivalency (HSE) Diploma in June 2020. After reaching that goal, Genesis worked with his Career Advisor to prepare for enrollment in college-level Welding courses. He participated in exploring many career options and workplace tour opportunities to learn more about the Welding and Construction industries.



Genesis also completed a summer internship with Builders Bridge where he learned more about Heating, Ventilation and Air Conditioning (HVAC), homebuilding, and a variety of skilled trades. The NextGen team is proud to share that he has already earned three certifications in the welding field as he continues to pursue his Associate Degree. The NextGen program supported him in many ways including purchasing welding tools and attire, providing tuition funds, and offering continuous guidance and encouragement. Currently, Genesis is a valued member of the Welding Department where he works as a lab assistant intern.

His long-term goals include working in the construction industry, specializing as a welder. Genesis is also a Student Ambassador and, in that role, helps with outreach to new students, serves as a peer leader and mentor, and shares his story with other young adults in our community.

Michael

Michael enrolled in NextGen in April 2022, one month after earning his High School Equivalency Diploma. Michael expressed his interest in learning job skills and furthering his education to find gainful employment. Through a Work Experience opportunity, Michael eagerly participated in a mock interview in preparation for employment the very next day!



Through discussions of potential career trajectory, challenges, and aspirations with NextGen staff, Michael identified an interest in Auto Mechanics. Michael's having been justice-involved and in need of transportation were two of the barriers he had to overcome. Michael was scheduled for a formal interview with Diamond Finish Car Wash and Lube Center. The employer site was a 40-minute walk, 20-minute bus ride or a 6-minute drive. Accessibility to his job made Michael's transportation barrier a non-issue, and it appeared as though everything was beginning to take shape for Michael. At first, Michael was told by the employer that due to his background, a Work Experience placement might not be possible, but Michael's Business Services Consultant advocated for a background check and consideration of employment. Through this advocacy, Michael was cleared to begin work!

Even though Michael became ill before his first day causing this employment opportunity to be delayed, Michael kept a positive attitude and powered through, remaining in close contact with both his NextGen staff and his employer. Once Michael recovered from his illness, he began work as a Car Detailer and was quickly offered the opportunity to move to the mechanical side of the shop after showing an understanding of the position's requirements. Michael didn't hesitate when asked if he would recommend other students to participate in the WIOA NextGen program as his partnership with staff has left him with a lifelong opportunity for both growth and advancement in his field of choice.



Accomplishments

- Total New Youth Enrollments: 77
- Total Youth Served: 113
- Total Youth Participated in College Tours: 10
- Total Smart/Soft Skills Graduates: 65
- Total Youth Who Obtained High School Diplomas: 3
- Total Youth in Work-based Learning Opportunities: 35
- Total Youth Enrolled in Occupational Skills Training: 42
- Total Youth That Received Supportive Services: 112

Grant Recipients

Two Hawk Workforce Services \$745,590

NextGen Expenditures

Total Operating Costs	\$372,956
Total Participant Costs	\$272,806
Total Costs	\$645,762

Training Expenditures

Total of All Participant Training Expenditures	\$50,188
Training Expenditures as a Percentage of Total Expenditures	8%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$222,618
Work-Based Expenditures as a Percentage of Total Expenditures	34%

Success Stories

Paul

Paul enrolled in the Workforce Innovation and Opportunity Act (WIOA) Youth and Young Adult Program at 16 years old in May 2021. Paul first enrolled in the program to participate in the summer work experience (WEX) program. Paul completed his WEX at the Spring Lake



Recreation Center on August 8th, 2021. This experience was Paul's first job, and he showed remarkable improvement from the time of his first evaluation to the final evaluation. In his final evaluation, Paul had improved in each area of concern identified in the first evaluation. He was promoted to the 12th grade and demonstrated remarkable grades, all while participating in school sports. In the first semester this school year, Paul completed six classes with a 93% average. Paul began researching universities to determine which best fits his interests and goals. Outside of school and work responsibilities, Paul has focused on continuing to improve his employability skills by participating in several workplace readiness NextGen workshops including Financial Literacy, Bring Your "A" Game, Personal Branding, and Leadership Development. Also, Paul participated in the Strength and Wellness Youth Summit in October 2021. Paul visits the office on numerous occasions to meet with his Career Advisor to review labor market information and college resources. Paul has shown a tremendous improvement in workplace skills since first entering the NextGen program and continues to show a commitment to the Program.

Kemoya

Kemoya first engaged with the NextGen program seeking assistance with funding for her Dental Hygiene training. Kemoya stated that she had been previously enrolled in college and was unsure how much funding/ financial aid she had available to her at that point. NextGen was able to support Kemoya with financial assistance for her training. Kemoya is currently engaged in occupational skills training as a Dental Hygienist. She has maintained at least a 3.5 grade point average (GPA) throughout her training. She presents as a very driven individual and determined participant. Over the course of her engagement with NextGen she has been dedicated to the process and how participating in the process provides better attainment of her career goals. She was employed at time of enrollment but was facing the possibility of losing her job or a drastic reduction in hours due to her employer's not having the flexibility to work around her class schedule. Kemoya



needed to earn an income along with attending training in effort to support herself. NextGen was able to assist her in finding a paid work experience. She is currently employed at Douglass Family Dentistry earning \$13/hour. Kemoya has exhibited excellent focus and achievement in both her Dental Hygiene course work and her work-based learning where she's gaining experience in the dental office. She has also managed to juggle her studies while working to improve her skills, experience, and exposure through the NextGen work-based learning program. Additionally, she is navigating her Dental Hygiene Training at Fayetteville Technical Community College earning high marks for her first semester with a GPA of 3.67.

Latrell

Latrell came into the NextGen program with a strong sense of self. He displayed this character through active participation in discussions in NextGen workshops and summit. Latrell learned to understand the importance of a strong work ethic in the workplace and was able to apply his experience and dedication in sports to his roles on the job. Latrell navigated a dynamic schedule of work and school sports activities while performing at a high level in both. Latrell successfully completed the summer work experience with Greater Life on August 7, 2021. There he engaged with youth and adolescents in organizing and leading arts, crafts, sports, games, and other activities. He was successful because he learned to organize, lead, and promote interest in recreational activities among participants. Latrell received a satisfactory rating on his evaluation. His worksite supervisor described Latrell as "very dependable, inspiring, and willing to accept responsibility." Latrell has completed many workshops including Conduct in the Workplace, Leadership Development, Personal Branding, and Interpersonal Skills. Latrell was promoted to the 10th grade and is working a part-time summer job at Sweet Valley Ranch.



NextGen 1ST Annual Strength & Wellness Youth Summit October 18, 2021

Strength & Wellness Youth Summit Paintings
Cumberland County NC Works NextGen Program, through the guidance of the Youth Council Chairman and partnership with a local artist, spear-headed the 1st Strength & Wellness Youth Summit which was geared towards creating a platform for participants to "express" what they feel through art! Topic: "Why say it when you can paint it?" Through guided facilitation and instructions by the artist, participants were encouraged to paint what they feel, what they think, and what they have experienced. NextGen participants were given an opportunity to talk about their art and what it represented.

Learning How to Express Yourself through Painting

Winner: Taniya



Accomplishments

- Total New Youth Enrollments: 85
 - Total Youth Served: 115
 - Total Credentials Youth Earned: 38
 - Total Youth Participated in College Tours: 65
 - Total Smart/Soft Skills Graduates: 85
 - Total Youth Who Entered Post-Secondary Education: 10
 - Total Youth Who Obtained High School Diplomas: 35
 - Total Youth Who Obtained High School Equivalencies: 3
 - Total Youth in Work-based Learning Opportunities: 15
 - Total Youth Enrolled in Occupational Skills Training: 10
 - Total Youth That Entered Employment: 20
-
- Interact Club- Get REAL/NextGen students participate in this 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, Get REAL students collected donations and made up thank you gift baskets for the Lexington Fire Department and the Lexington Police Department to thank them for their service as first responders. They toured the fire station and learned about jobs such as fire fighters and arson inspectors.
 - Also, in partnership with the Lexington Rotary Club, the students started a lunch club. The lunch club promotes good citizenship, leadership, and entrepreneurship while also building mentoring relationships between the participants and community leaders.
 - Students participated in the school Ambassadors' Club in partnership with Davidson-Davie Community College. The Ambassadors' Club is a peer mentoring group that works with students who are newly enrolled in the Youth program. Each new student is assigned an ambassador, and the ambassador shows the new student around, providing information to them about programs, events, activities, and other opportunities.
 - Davidson-Davie Community College Trio- TRIO is a student support service at the community college. Get REAL/ NextGen students work with TRIO to help enhance their academic development, assist with

their academic progress, and motivate them toward successful completion of their post-secondary education. The mission of the Student Support Services program is to increase the retention and graduation rates of its participants and to guide and motivate students toward their transition from one level of higher education to the next.

- Davidson-Davie Apprenticeship Program (DDAP)- Get REAL/NextGen students all attend orientation sessions with the DDAP to learn about apprenticeship opportunities available with local and regional businesses.
- North Carolina Cooperative Ext/Davidson County Davidson County 4H-Students work with Cooperative Extension and 4H to learn about agricultural methods and to discover opportunities available in the agricultural area. Students manage a vegetable garden where they plant, fertilize, grow, harvest and then use their own vegetables in healthy meals they learn to prepare themselves.
- Get REAL/NextGen Active Student Government Association- In addition to other leadership responsibilities of the SGA President, that person also sits on the DavidsonWorks Youth Council and provides input on and about the Youth program.

Grant Recipients

Davidson-Davie Community College	\$135,000
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NextGen Expenditures

Total Operating Costs	\$179,161
Total Participant Costs	\$53,169
Total Costs	\$232,330

Training Expenditures

Total of All Training Expenditures	\$4,859
Training Expenditures as a Percentage of Total Expenditures	2%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$48,309
Work-Based Expenditures as a Percentage of Total Expenditures	21%

Success Stories

Christa

Christa dropped out of the public high school she was attending in 2019. After she was out of school for two weeks, she was released by her last high school of attendance and was able to enroll into the NextGen/Get REAL/Davidson-Davie Community College Youth Program to finish her high school diploma. Christa had heard about the program from her older sister who was attending the Youth program at the same time.



When she enrolled, Christa had completed the ninth grade and had eight credits towards her high school diploma; she would need fourteen additional credits in order to graduate. Christa and her parents felt like Get REAL would give her the best opportunity to complete her high school diploma because students can work at their own pace and can get one-on-one help. Those two elements were not an option at the high school Christa had attended previously.

Christa was enrolled into three WIOA programs: tutoring, study skills training and instruction leading to secondary school completion, alternative secondary school and workforce/occupational cluster training. Christa was a consistent student coming to school on a daily basis working in the classroom and also on the computer program (Apex Learning) at home.

Christa completed her high school diploma on May 19, 2021. While completing her high school diploma Christa prepared herself to enroll at Davidson-Davie Community College (DDCC) for Fall classes in August. Christa has completed one year of attending DDCC and is now getting ready to attend East Carolina University's satellite Dental Program at DDCC. She is presently enrolled in a paid internship at Davis and Goldberg Orthodontics in High Point, NC, and is on the waiting list for the Dental Program hoping to enroll this Fall.

James

James enrolled into the NextGen/Get REAL/Davidson-Davie Community College (DDCC) Youth Program in October of 2020. James learned about the program from a relative who saw the program on the DDCC website. James completed the ninth grade in public school and transferred in six credits. James enrolled into the WIOA Alternative Secondary School program to finish his high school diploma.

James had issues with trying to learn online when public schools closed down due to Covid-19. He also needed some one-on-one help with some of his classes. When James and his parents came to the youth program orientation session, they learned that these classes were small and could provide more individualized attention to students.



James enrolled in the following WIOA programs: tutoring, study skills training and instruction leading to secondary school completion. James met with his career development consultant on a regular basis to assess his progress in pursuing his high school diploma. He also enrolled in the WIOA paid work experience program.

James completed his high school requirements in September 2021 and graduated with other students from the program. He moved to Hendersonville, NC, and he is presently attending Blue Ridge Community College majoring in the Light Duty Diesel diploma program. He has completed one semester (Spring) and is presently attending Summer School.

Accomplishments

- Total New Youth Enrollments: 30
 - Total Youth Served: 112
 - Total Credentials Youth Earned: 6
 - Total Youth Participated in College Tours: 1
 - Total Smart/Soft Skills Graduates: 16
 - Total Youth Who Entered Post-Secondary Education: 4
 - Total Youth in Work-based Learning Opportunities: 15
 - Total Youth Enrolled in Occupational Skills Training: 13
 - Total Youth That Entered Employment: 29
 - Total Youth That Received Supportive Services: 53
-
- Increased outreach to businesses by 50%, which resulted in new work-based learning opportunities (work experiences and an apprenticeship) within financial services, life sciences, manufacturing, marketing and minority-owned businesses.
 - Exposed participants to more career opportunities that led to occupational skills trainings in phlebotomy, dental assistant, central sterile processing and Commercial Driver's License (CDL) driving.
 - Expanded community outreach by attending community/partner events, renewing and creating new partnerships with Durham Public Schools, Piedmont Community College TRIO Program and Community Builders to name a few, utilizing social media and offering referral incentives to current participants.
 - Partnered with Made in Durham to help NextGen participants get admitted into its inaugural Building Up Local Life Sciences (BULLS) BioWork Manufacturing Program at Durham Tech.
 - Assisted two NextGen participants who had completed at least one program element (e.g. earned a credential, completed a work experience) to apply for, and receive, a \$3,000 grant through Eckerd Connects to purchase their own vehicle.

Grant Recipients

Eckerd Youth Alternatives, Inc. \$250,000

NextGen Expenditures

Total Operating Costs	\$191,352
Total Participant Costs	\$125,678
Total Costs	\$317,030

Training Expenditures

Total of All Participant Training Expenditures	\$16,065
Training Expenditures as a Percentage of Total Expenditures	5%

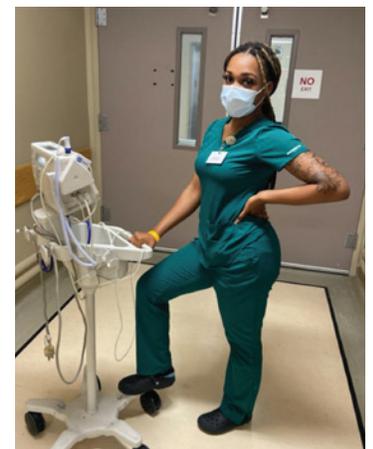
Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$109,613
Work-Based Expenditures as a Percentage of Total Expenditures	35%

Success Stories

Ijeoma

Ijeoma, also known as Precious, joined the NCWorks NextGen Durham program in February of 2021 as a referral from the NCWorks NextGen program in Raleigh, NC. Precious was a high school graduate from Northern High School with an interest in the healthcare field. She is a very ambitious, purpose driven young lady who needed financial assistance to accomplish her goal. She was also looking for career guidance, support and accountability.



After providing Precious with a list of Nurse Aid training programs, she decided to go with Durham Technical Community College where she successfully completed the program. Precious was provided additional financial support to pay for the National Nurse Aide Assessment Exam. After successfully passing both parts of the exam, Precious began

working as a Certified Nurse Assistant at Duke Hospital. She is currently working towards her future goal of becoming a traveling nurse.

Ruth

Fillaree is a woman-owned and operated batch liquid soap factory based in Durham. The company offers a line of toxic-free home and personal care products; with the added ability to reduce waste through its reusable refill system. NCWorks NextGen Durham partnered with owner, Alyssa, to assist her with her manufacturing needs due to an increasing demand for her products. Alyssa subsequently entered into an agreement with NextGen to provide participants with work experiences in manufacturing, order fulfillment and customer service.

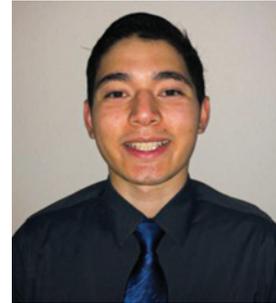


NextGen Career Staff identified one of its participants, Ruth, as a leading candidate and arranged for Ruth and Alyssa to meet. Ruth was immediately offered the internship and began to assist Alyssa.

During her internship, Ruth gained knowledge in the fundamentals in the manufacture of soap products through safe operation of equipment protocols, while adhering to Good Manufacturing practices established by the Occupational Health and Safety Administration or OSHA.

Ruth also gained valuable experience in the order fulfillment processing, inventory control and customer service. Ruth's work experience made such a positive impact within the organization that she accepted an offer of continuing employment upon completion of her internship!

Alyssa remarked on her partnership with Ruth and NextGen, "Ruth did a great job, so glad to hire her, and identify additional opportunities for her. NextGen Durham's program was instrumental in getting her employment here and me a valuable team member. Thank you!"



Chris successfully completed a work experience with M&F Bank as a Financial Services Project Assistant – our first work experience within the financial services industry.



D'Metri became the first CDL-A participant, and he successfully completed the program in 4 weeks! He is now employed full-time with Nehtrac Transport.



Kiana enrolled, and successfully completed, the Phlebotomy training program while pregnant. She now has an offer for employment with Duke Health.



Accomplishments

- Total New Youth Enrollments: 142
- Total Youth Served: 211
- Total Credentials Youth Earned: 28
- Total Youth Participated in College Tours: 11
- Total Smart/Soft Skills Graduates: 70
- Total Youth Who Entered Post-Secondary Education: 4
- Total Youth Who Obtained High School Equivalencies: 47
- Total Youth in Work-based Learning Opportunities: 41
- Total Youth Enrolled in Occupational Skills Training: 51
- Total Youth That Entered Employment: 91
- Total Youth That Received Supportive Services: 21

- Implemented Virtual Job Shadow Program
- Increased New Enrollments by 51%
- 43% of enrollments were enrolled in Alternative Secondary school services or dropout recovery services
- 20 participants participated in Financial Literacy Training
- 10 participants participated in Leadership Development Services

Grant Recipients

Carteret Community College	\$249,526
Coastal Carolina Community College	\$216,245
Eckerd Youth Alternatives	\$398,268
Lenoir Community College	\$304,948
Two Hawk Workforce Services	\$444,994
Wayne Community College	\$137,585

NextGen Expenditures

Total Operating Costs	\$686,514
Total Participant Costs	\$295,865
Total Costs	\$982,379

Training Expenditures

Total of All Participant Training Expenditures	\$80,293
Training Expenditures as a Percentage of Total Expenditures	8%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$215,572
Work-Based Expenditures as a Percentage of Total Expenditures	22%

Success Stories

Marcella

Marcella's biggest obstacle occurred when she dropped out of school because of bullying, causing severe depression and anxiety. She lacked self-confidence upon her enrollment in Workforce Innovation and Opportunity Act (WIOA) NextGen but gained confidence with every objective and goal achieved. She worked with her Career Advisor on career development taking personality and interest assessments and examining Labor Market Information. As Marcella already had a heart for the elderly, she decided on a Career Pathway in Healthcare. She would need to attend the Nurse Aide (NA) class in person, with mandatory attendance for the clinical portion of the class, so she could not miss any days.



When Marcella started the NA class, she made friends easily and bonded quickly with the instructor. This class's atmosphere allowed her to thrive. In the top of her class, Marcella's instructor said she caught on quickly, excelling in the required skills often assisting struggling classmates.

Marcella shows integrity, strength, dependability, and persistence and continues to grow and gain self-confidence daily.

Marcella received assistance from WIOA with fees and supplies. She stated, "I could not have finished my High School Equivalency Diploma (HSED) or the NA class without the help of WIOA funds and the support, encouragement and motivation from my Career Advisor and my instructor. I recommend the WIOA Youth program to all my friends and would like to send a message to everyone to never give up on your dreams. Things will get in your way but find your way around them; every storm eventually runs out of rain." Marcella attained employment at NC Veteran's Home in Kinston, NC, as a Certified Nurse Aide. She began May 2, 2022. Because of her willingness to work second shift, she will earn a \$2.00 an hour shift premium and earns \$19/hour.

Jeremiah

Jeremiah enrolled in the WIOA NextGen at the age of 19 to complete his High School Equivalency (HSE) Credential. His Career Advisor helped him through intake and orientation where he indicated a desire to enter Basic Law Enforcement Training (BLET) after completing his HSE credential. Jeremiah and his Career Advisor discussed opportunities to explore careers in law enforcement while gaining work skills greatly interested Jeremiah. The WIOA program reached out to the Morehead City Police Department (MHCPD) to start a partnership to provide a work experience (WEX) opportunity for Jeremiah. After interviewing and undergoing extensive background checks, Jeremiah started his WEX. During a recent worksite visit, Jeremiah shared some of his work with his Career Advisor, including building convertible benches for peaceful custody exchanges in the area around the police department building, certificates of training he has earned on the job and verbal commendations from his supervisor on his excellent fingerprinting skills. Jeremiah completed his HSE credential in months and is excelling in his work experience. He is now preparing to enter the BLET program at Carteret Community College.

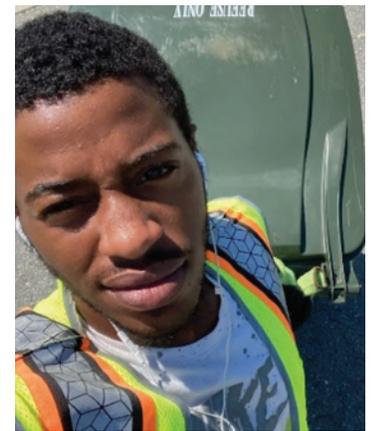


Jeremiah was asked to share his thoughts on how the WIOA program has assisted him and any motivational quotes he may have. The following is a statement he submitted to his Career Advisor:

"WIOA has helped me create and set goals and milestones that have aided enormously on my path to my dream career! Because of WIOA, I now have my perfect job. I get to support my family AND study/learn new things that I'll use throughout my law enforcement training and career. Each day I feel more and more prepared to tackle any challenges that may come my way, and it's thanks to WIOA and my awesome Career Advisor! Thank you for the wonderful opportunities!"

Daveon

Daveon is a student in the WIOA Youth Program at Wayne Community College. He is working hard to obtain his High School Equivalency (HSE) diploma. He is also participating in a work experience at the City of Goldsboro. He started off working as a laborer and because he did so well, he was able to get approved



to start a second work experience as a Storm Water Maintenance Technician. He is doing very well in his training and learning many new skills that will help him in the future. His supervisor informed the Career Advisor that once Daveon gets his North Carolina Driver's License (NCDL), he will hire Daveon in a full-time position working for the City of Goldsboro. Daveon is currently studying and working towards his goals to complete his HSE diploma and obtain his NCDL.



Accomplishments

- Total New Youth Enrollments: 34
- Total Youth Served: 58
- Total Credentials Youth Earned: 25
- Total Youth Participated in College Tours: 5
- Total Smart/Soft Skills Graduates: 22
- Total Youth Who Entered Post-Secondary Education: 8
- Total Youth Who Obtained High School Diplomas: 3
- Total Youth Who Obtained High School Equivalencies: 17
- Total Youth in Work-based Learning Opportunities: 17
- Total Youth Enrolled in Occupational Skills Training: 22
- Total Youth That Entered Employment: 19
- Total Youth That Received Supportive Services: 45

- 82% of youth served were out of school.
- 80% of youth who participated in a Work Experience remained employed with the company at the end of their training.
- 85% of youth who exited the program entered full time employment.
- 100% of youth enrolled were low income.
- 70% of youth who exited the program that participated in a training/educational activity received a credential.
- Provided college tour/post-secondary exposure to 30 youth
- Provided workplace tour and exposure to 39 youth
- 43% of youth who exited the program entered post-secondary education.
- 87% of youth enrolled in training obtained at least one Measurable Skills Gain.
- 82% of youth served were out-of-school.
- 18 Youth Work Experiences

Grant Recipients

Two Hawk Workforce Services \$604,494

NextGen Expenditures

Total Operating Costs	\$343,221
Total Participant Costs	\$127,590
Total Costs	\$470,811

Training Expenditures

Total of All Participant Training Expenditures	\$127,590
Training Expenditures as a Percentage of Total Expenditures	27%

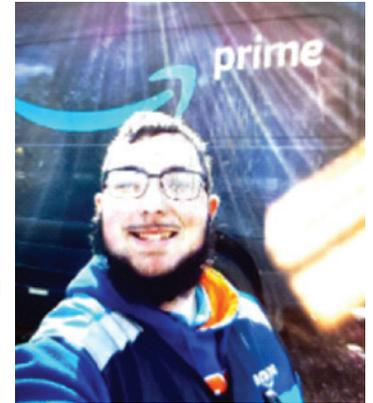
Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$104,640
Work-Based Expenditures as a Percentage of Total Expenditures	22%

Success Stories

Christopher

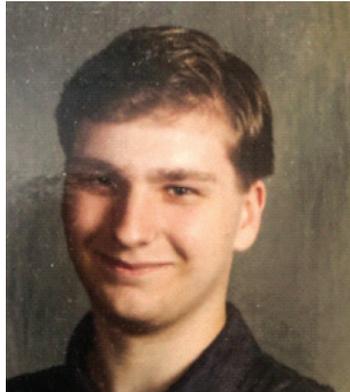
Christopher always had the determination to become successful, but somehow the jobs that he had taken over the years did not seem rewarding. Christopher was unsure what career he wanted to pursue but knew that he wanted to travel and meet new people. At this point, he decided to explore a career as a commercial truck driver. Through his own research, he found that to achieve his goal, he would need to pay for Commercial Driver's License (CDL) training. That's when he heard about Workforce Innovation and Opportunity Act (WIOA) Youth Program. Christopher applied for the NextGen Program with Foothills Workforce Development Board (WDB). Christopher enrolled in the WIOA Youth Program in November 2021, and he began his CDL Driver's Training at Trans Tech CDL Driving School in Newton, North Carolina, on December 13, 2021. On January 6, 2022, Christopher completed the program, and he earned his CDL credential. Christopher was offered several opportunities before he completed his training at Trans Tech. Christopher decided on a position as a Package Delivery Driver with K&L Logistics in Charlotte, North Carolina. K&L Logistics is an LLC business that delivers packages for Amazon. Christopher's position is a permanent, full-time job that pays \$16.50 per



hour with health and dental insurance and paid time off. Christopher has a big smile on his face nowadays, and when asked, he states that he loves his job. Christopher loves saying, "I'm in it for the long haul." He is getting to do the two things that he has dreamed about, traveling the country, and meeting new people, all while earning a decent wage.

Lane

High school brings its own challenges, but when someone has self-doubt and anxiety, it can be crippling. Lane knew he did not want fear and anxiety to stop him from accomplishing his goals of earning a high school diploma and pursuing a career in something about which he was passionate. Lane was also struggling socially due to the two years of lock-down with Covid-19. Rather than giving up, Lane, through the encouragement of his family, sought help to overcome these obstacles. He wanted to have work experience, so he worked a part-time job at a convenience store last summer. During that time, he learned that he wanted to pursue other career options but was restricted due to his lack of a high school diploma. Lane decided to enroll in the Adult High School program at Isothermal Community College (ICC). Lane enrolled in the WIOA Youth Program in November 2021. He completed his high school education and is now set to start the Human Service Technology program at Isothermal Community College. He knows he wants to ultimately pursue a career in either veterinary services or human services. Lane is excited to start his post-secondary education at ICC and wants to participate in a youth work experience program while enrolled. Today, Lane carries himself with confidence as he has a plan for a future career. Lane is putting in the hard work and the resources he's received through the program, motivate him to succeed.



Over 225 Youth Attended the Cleveland County's Annual Making-It-Work Manufacturing and Engineering Awareness Fair

The Making it Work Engineering & Manufacturing Fair was held in Cleveland County. Two hundred and twenty-five (225) students from nine Cleveland, Rutherford and Polk County schools connected with over thirty (30) local manufacturing leaders and received some hands-on experience in engineering and manufacturing through the annual Making It Work Fair. Students from each school visited a different manufacturing facility, including Southeastern Container, STI, Greenheck, Cardinal Tissue and Meritor. Students also went to the LeGrand Center to speak directly to local leaders from 30+ manufacturing companies and education staff from various manufacturing disciplines. North Carolina State University's College of Sciences brought a team to inspire future engineers by challenging the students in an engineering competition. Students used popsicle sticks, tape, a compact disc, and various other supplies to build a windmill that would generate the most electricity. NC State representatives measured the velocity of each windmill to determine winners for the competition. The students flexed their creativity and competitive spirit during this competition. Feedback was unanimously positive from everyone involved, including the students and industry participants.



Accomplishments

- Total New Youth Enrollments: 10
- Total Youth Served: 37
- Total Credentials Youth Earned: 7
- Total Youth Who Entered Post-Secondary Education: 2
- Total Smart/Soft Skills Graduates: 3
- Total Youth Enrolled in Occupational Skills Training: 11
- Total Youth That Entered Employment: 5
- Total Youth That Received Supportive Services: 15

- Monthly Community Service Projects were completed by Nextgen Youth and included a "SPREAD THE LOVE" Community Service Activity, which allowed NEXTGEN youth participants to give back to their community by preparing and packing over 50 lunches for a local homeless shelter in Gaston County.
- The Nextgen Youth Program partnered with the Gaston County WDB to co-sponsor a successful job fair on September 13th 2021, which targeted youth job seekers (as well as others) who were interested in immediate employment.
- A total of 7 Nextgen Youth completed WIOA sponsored training of their choice and earned a credential, resulting in 5 Nextgen Youth obtaining employment in their career field and an additional youth finishing his paid Work Experience opportunity through Gaston County IT.

Grant Recipients

Gaston College \$306,856

NextGen Expenditures

Total Operating Costs	\$386,971
Total Participant Costs	\$53,344
Total Costs	\$440,315

Training Expenditures

Total of All Participant Training Expenditures	\$26,438
Training Expenditures as a Percentage of Total Expenditures	6%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$55,961
Work-Based Expenditures as a Percentage of Total Expenditures	13%

Success Stories

True

True transferred from the Mecklenburg County NextGen WIOA program to the Gaston County NextGen WIOA program. At the time of the transfer, she was a high school equivalency graduate with several barriers. She was a single mother of two children, low income, on SNAP, and living in a high-poverty area. After transferring and deciding which short-term path to take, she enrolled in the Office Administrative Certificate program through Gaston College. She completed the certificate program in December 2020.



After earning her certificate, True entered a Work Experience (WEX) through a worksite agreement with NextGen and Our Neighbors, Inc. as a Housing Administrative Office Assistant. She learned the job and excelled by earning several housing certificates that would help her to serve the customers and learn more skills in her respective field. Her work ethic landed her a permanent part-time position as a Housing Administrative Office Assistant with Our Neighbors, Inc. She began on December 7, 2021, working thirty (30) hours per

week, earning \$15.00 per hour (\$3.00 increase), and will earn 3.8 hours per month of personal time. She opted to work part-time as she is continuing her education full-time at Gaston College where she is working on earning her Associate Degree in Office Administration.

Kelsey

NextGen participant, Kelsey, was enrolled in the NextGen WIOA program on 5/12/21. She was a 16-year-old high school dropout, unemployed, and residing in a high-poverty area. She received her High School Equivalency Diploma from Gaston College around the same time she enrolled in the program.

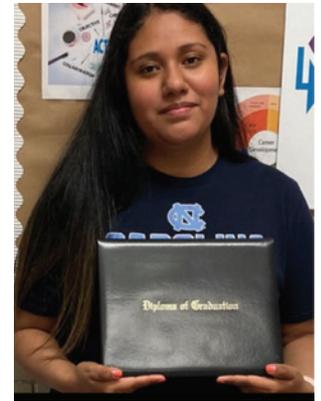


Kelsey was approved for Certified Nursing Assistant 1 (CNA) training at Gaston College for the Fall 2021 semester and tuition was paid for by the NextGen WIOA program. She received supportive services of uniforms, shoes, books, a watch, blood pressure cuff, stethoscope, and the program also paid for her electronic medical and background screening. She received mileage reimbursement for attending her courses at the college and her clinical work at Belaire Health Care Center. She also completed her Certified Nursing Assistant 1 training on 12/15/21.

She passed her North Carolina state written test on 1/12/22 and the skills test on 1/14/22. Kelsey is on the North Carolina state registry. The exams were paid for by the NextGen WIOA program. She was too young to enter the nursing program; however, she is enrolled at Gaston College for Spring 2022 to start pre-nursing classes.



Kelbie has become the first female NEXTGEN participant to complete CDL truck driving program through Trans Tech



NEXTGEN participant, Brittany, completed the Dental Assistant 1 program through NC Dental U



NEXTGEN participant, Chris, completed his WEX assignment with the Gaston County IT Department



Accomplishments

- Total New Youth Enrollments: 125
- Total Youth Served: 232
- Total Credentials Youth Earned: 27
- Total Youth Participated in College Tours: 5
- Total Soft Smart/Skills Graduates: 100
- Total Youth Who Entered Post-Secondary Education: 16
- Total Youth Who Obtained High School Equivalencies: 3
- Total Youth in Work-based Learning Opportunities: 44
- Total Youth Enrolled in Occupational Skills Training: 22
- Total Youth That Entered Employment: 107
- Total Youth That Received Supportive Services: 46

Grant Recipients

Educational Data Systems, Inc. (EDSI) \$1,100,000

NextGen Expenditures

Total Operating Costs	\$560,244
Total Participant Costs	\$325,671
Total Costs	\$885,915

Training Expenditures

Total of All Participant Training Expenditures	\$31,685
Training Expenditures as a Percentage of Total Expenditures	4%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$293,985
Work-Based Expenditures as a Percentage of Total Expenditures	33%

Success Stories

David

David began his journey with NextGen on February 19, 2021. Since being in the program, he has worked with his youth advocate to specify his career goals and learn how to follow through on them. He began an internship with the City of Greensboro as an equipment services technician on August 16, 2021. Upon completion of his internship, David was hired

as a permanent employee with the City of Greensboro as of February 15, 2022.



When he first started the program, David didn't have a life plan, and he didn't know which career industry he wanted to pursue. He started working with his youth advocate to discuss various industries in electrical and carpentry pathways. Once uncovering his true interests, David's primary goal was to gain work experience to become a self-sufficient young adult. David has had to overcome self-esteem issues, lack of work experience, and lack of specific industry knowledge to become successful in his current position. He has worked with his youth advocate to gain a different perspective of himself and his capabilities as well as how to approach challenges with an open mind. With his youth advocate's assistance, David went from internship straight to a permanent position in Guilford County. David's current employer has praised him for being hardworking, diligent, and reliable. His managers have enjoyed working with him so much that they have created a permanent position just for him and are interested in continuing to work with NextGen of Guilford County to continue the internship process.

David is currently working for the City of Greensboro as an equipment services technician making \$19/hr.

DeJuan

DeJuan started the NextGen program eager to make things happen for himself and his son. Upon enrolling in the program, DeJuan expressed having issues finding employment because of his background and was not sure which way he should go to secure stability. His youth advocate worked with DeJuan to identify his strengths and enhance some of the talents he already had. The youth advocate helped DeJuan complete the Traitify assessment and explained



to him that the sky is truly the limit if he tapped into what he was truly passionate about. DeJuan stated he always wanted to pursue truck driving and wanted to get his commercial driver's license (CDL) but felt that it was not possible due to his background. His youth advocate reached out NextGen's TransTech representative on DeJuan's behalf and was informed he could still obtain his CDL. NCWorks NextGen then supported DeJuan with a scholarship for tuition to assist with his training. Within the next few months, DeJuan was not only able to complete training but successfully secured employment with TransAm making \$17.50 per hour. He has been driving ever since and most importantly is able to provide for himself and his son.

Other Accomplishments



NCWorks – NextGen collaborated with Greensboro Police Department and Guilford County Schools to support the "500 Jobs GSO" initiative developed by Chief Brian James of the Greensboro Police Department. The initiative was founded to provide summer employment for young people, 14-21 years of age. This initiative also supports the reduction of crime, provides structured learning, and offers job trainings for young adults throughout Greensboro. Our collaborative efforts this year have afforded us the opportunity to connect over 50 employers with 300+ young adults with summer and long-term employment opportunities. Partner employers NextGen is thankful to have collaborated with this year include Food Lion, YMCA Greensboro, Amazon, FurnitureLand South, Ralph Lauren, P&G, and Guilford County Parks & Recreation, just to name a few. Young Adults were also offered internship, career exploration, and training opportunities through NCWorks – NextGen's program. NextGen intends to continue providing quality job and professional growth opportunities to young adults throughout Guilford County!



GuilfordWorks Workforce Development Board celebrated the opening of its new state-of-the-art NCWorks NextGen Emerging Workforce Career Center with a ribbon cutting ceremony, on June 30th.

The Emerging Workforce Career Center, located in downtown Greensboro, fosters an innovative open concept environment created to increase youth and young adult engagement throughout Guilford County. The new facility allows for a central collaboration point between the various community partners to lead youth through planned activities targeting educational and career pathways.

Designed in partnership by NCWorks NextGen Ambassadors; the ceremonial ribbon-cutting was led by Rep. Kathy Manning, US House of Representatives, NC District 6; Mayor Nancy Vaughan, City of Greensboro; Kevin Robinson, Emerging Workforce Committee Chair, GuilfordWorks; Sabrina Breeden, NextGen Program Manager; Christian Davis, Youth Leader, 500JobsGSO; ShQuayl Melton, NCWorks NextGen Ambassador; and Kasean Francis, NCWorks NextGen Ambassador.

Guests were able to tour the new center which features a community lounge, nooks, computer lab and CareerLabs Virtual Reality (VR).



Accomplishments

- Total New Youth Enrollments: 52
- Total Youth Served: 76
- Total Credentials Youth Earned: 12
- Total Smart/Soft Skills Graduates: 25
- Total Youth Who Obtained High School Equivalencies: 12
- Total Youth in Work-based Learning Opportunities: 28
- Total Youth Enrolled in Occupational Skills Training: 21
- Total Youth That Entered Employment: 40
- Total Youth That Received Supportive Services: 37

- NCWorks NextGen staff participated in the following career awareness events:
 - Avery High School Career Fair
 - Staff presented to Alleghany High School students
 - Participated in the West Wilkes High School, World of Opportunities conference
 - Presented "Success in the Workplace" at Tri-County Christian School of Spruce Pine
 - Participated in the Wilkes Central High School Career Fair
 - Conducted a soft skills workshop at Mountain Heritage High School as part of their College and Career Day event
 - Participated in the Alleghany High School Career Fair
 - Attended various student orientations at the community colleges to provide NextGen information on scholarships and work-based learning opportunities

Grant Recipients

Goodwill Industries of Northwest North Carolina	\$295,121
Mayland Community College	\$295,121

NextGen Expenditures

Total Operating Costs	\$305,310
Total Participant Costs	\$162,741
Total Costs	\$468,051

Training Expenditures

Total of All Participant Training Expenditures	\$31,191
Training Expenditures as a Percentage of Total Expenditures	7%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$188,465
Work-Based Expenditures as a Percentage of Total Expenditures	40%

Success Stories

Chase

Chase began working with NCWorks NextGen after being referred by the Basic Skills program. After dropping out of school during his senior year and experiencing several bumps in the road, he was ready to move forward with working on his General Education Development (GED) diploma and gaining some work experience. Chase began an internship with L&L Furniture where he received mentoring and assistance in building his self-confidence while learning work readiness skills.



The L&L Furniture owner shared the following narrative: *"We are very fortunate to have Chase join our team here at L&L Furniture in Spruce Pine, NC. At L&L Furniture our mission is 'God and Family First, Sell Quality Products at a Value Price, Serve the Community, Build Trusting Relationships with Employees and Customers.' Chase has fit right into our mission and with our values of honesty, work ethic, and teamwork. Chase has strived daily to meet all expectations with his coworkers and family here at L&L, and we could not thank him or NCWorks enough for the*

opportunity to have such a good young man. L&L Furniture has gained a huge asset and friend with having Chase join our team this summer. We are certain that Chase has a bright future and excited for any employer to have Chase in his future endeavors."

Jacob

Jacob enrolled as a high school dropout with a goal to complete his Adult High School Diploma. Determined to be successful, he quickly met the program requirements while increasing his testing scores and completed his diploma in April 2022. He quickly obtained full time employment in a job that he loves and helps supports his family! Through NextGen, Jacob received case management services, assistance with testing fees, and an incentive for his credential attainment.



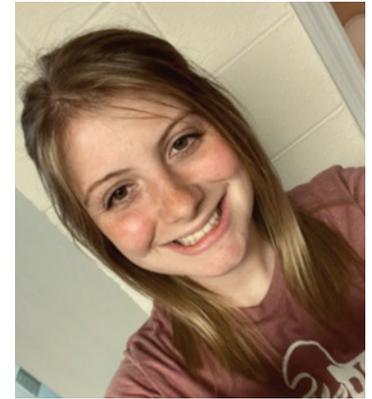
Matthew

Matthew came to NCWorks with poor work history seeking new opportunities with an interest in working outside and physical labor. Based on his career assessments, his Career Advisor established a work experience at a local building supply store where he has excelled in time management skills and work ethic, always willing to pitch in and do extra work. Matthew learned valuable work readiness skills that will assist him in moving forward in his career path.



Myia

Myia enrolled with NextGen with limited work history with a goal to attain her Cosmetology license. Working with her Career Advisor, Myia began a work experience with a local business as a salon assistant that allowed her to gain skills in salon operations and customer service. Myia met all program goals and successfully obtained her cosmetology license in May 2022. While enrolled she received career guidance and assistance with testing fees.



NextGen Career Advisor meets with students at Avery High School Career Fair.

Accomplishments

- Total New Youth Enrollments: 84
 - Total Youth Served: 121
 - Total Credentials Youth Earned: 7
 - Total Youth Who Obtained High School Diplomas: 1
 - Total Youth in Work-based Learning Opportunities: 27
 - Total Youth Enrolled in Occupational Skills Training: 30
 - Total Youth That Entered Employment: 8
 - Total Youth That Received Supportive Services: 57
-
- The Kerr-Tar Workforce Development Board (WDB) Youth Program Coordinator along with the Business Services Manager and the region's Career and Technical Education (CTE) Directors hosted the second annual young adult hiring event. Approximately 150 youth from ages 16-24 representing the region's school systems and the general public attended. The goals of the event were to raise awareness of the region's numerous careers and show the benefits and career opportunities in their own communities. Employers were able to connect with local talent and focus on recruitment and retention while promoting the current job openings in the region.
 - Each Tuesday, Kerr-Tar WDB and NCWorks held a virtual Career Development Workshop on the TalentSpace platform with area schools and the public. The goal of the sessions was to provide CTE Directors, educators, and youth information about available workforce development resources. The Workshops also covered Resumes, Workplace professionalism, and soft skills.
 - Provided (3) youth on-the-job training placements.
 - NEXTGEN staff held "Workattude" sessions throughout the region for various youth agencies including YMCA, Boys and Girls Club, and Teen Court. These sessions focused on employment and career preparation.

Grant Recipients

Education Data Systems, Inc. (EDSI)	\$300,000
Vance Granville Community College (VGCC)	\$100,000

NextGen Expenditures

Total Operating Costs	\$308,238
Total Participant Costs	\$126,650
Total Costs	\$434,888

Training Expenditures

Total of All Participant Training Expenditures	\$44,763
Training Expenditures as a Percentage of Total Expenditures	10%

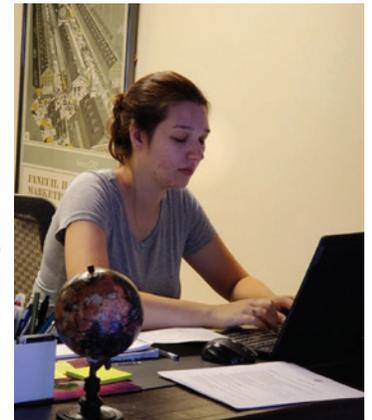
Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$81,887
Work-Based Expenditures as a Percentage of Total Expenditures	19%

Success Stories

Alyssa

Alyssa was a single mother working as a hair salon receptionist when she came to NCWorks and NextGen in March 2022. She was good with the public and on the phone as well as managing the stylist's appointments, but she knew she wanted something more. Her NCWorks team created a Work Experience (WEX) for Alyssa and on March 21, 2022, she started her training as a Junior Recruiter at Huff Consulting, a well-known staffing agency in Oxford, NC. During her WEX, Alyssa was exposed to the full range of responsibilities found in a busy office. She also mastered Microsoft Office, filing and organization, prioritizing, time management, and even the dreaded "cold calling." After completing her WEX, Huff was so pleased with her work that they offered Alyssa a promotion!



On June 17, 2022, Alyssa started her On-the-Job Training (OJT) for the position of Human Resource Manager. Along with her previous skills, she will learn the ins and outs of employment law, candidate vetting and selection, payroll, invoicing, negotiating future contracts, and making full use of the NCWorks Database for Employers. When asked how she feels about her NCWorks experience, Alyssa had this to say, "It is my joy to share job resources and opportunities to help others also find rewarding careers."

Zacchaeus

Zacchaeus approached NCWorks and NextGen in June 2022 after becoming dispirited with his employer, where promises of a decent wage and consistent hours never seemed to materialize. Zacchaeus has

always liked working with his hands, especially building things, but has never had the opportunity to pursue this interest. His NCWorks NextGen team created a four-day Job Shadowing opportunity at Robco Manufacturing of Henderson, NC, producers of high-end floating docks for Alumadock Marine Structures™,



from June 14 through June 17. In this role, and under the guidance of Robco's seasoned professionals, Zacchaeus got a first-hand taste of the advanced manufacturing process, from the blueprint to the finished product. The folks at Robco were so impressed with his enthusiasm, reliability, and willingness to learn that they asked if he could stay!

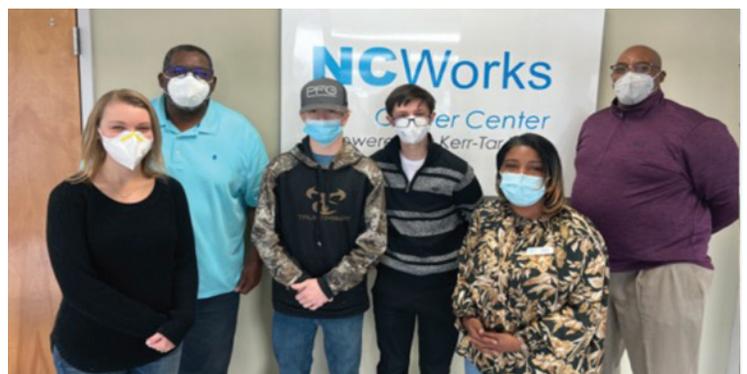
On June 20, Zacchaeus started a Work Experience (WEX) through NCWorks' NextGen program. Upon completion, he will have the skills in calculating material and equipment needs, soldering, MiG welding, metal reshaping, and final assembly to compete successfully in the growing field of Advanced Manufacturing. Before creating the WEX, his NCWorks team asked Zacchaeus if he was enjoying his Job Shadow at Robco, which was so different from his retail background. Zacchaeus grinned and said, "Oh yes! I am!"



Young Adult/Youth Hiring event at the outdoor theater in Henderson, NC, with over 20 employers and 150 youth job seekers.



NEXTGEN participant, Jordan (center), completed an OJT with PowerGPU, gaming computer manufacturing company in Youngsville, NC. Also pictured are NCWorks and VGCC staff.



Falls Lake Academy students visiting NCWorks Career center for a "Workattude" workshop.

Accomplishments

- Total New Youth Enrollments: 77
- Total Youth Served: 149
- Total Credentials Youth Earned: 22
- Total Youth Participated in College Tours: 20
- Total Smart/Soft Skills Graduates: 76
- Total Youth Who Entered Post-Secondary Education: 7
- Total Youth Who Obtained High School Diplomas: 35
- Total Youth Who Obtained High School Equivalencies: 1
- Total Youth in Work-based Learning Opportunities: 81
- Total Youth Enrolled in Occupational Skills Training: 15
- Total Youth That Entered Employment: 22
- Total Youth That Received Supportive Services: 34

Grant Recipients

Bladen Community College	\$75,710
Two Hawk Workforce Services	\$109,259
Partners In Ministry – Richmond County	\$112,256
UNC-Pembroke	\$361,651
Partners In Ministry – Scotland County (OSY)	\$83,462
Scotland County Schools (ISY)	\$27,821

NextGen Expenditures

Total Operating Costs	\$597,712
Total Participant Costs	\$272,610
Total Costs	\$870,322

Training Expenditures

Total of All Participant Training Expenditures	\$55,079
Training Expenditures as a Percentage of Total Expenditures	6%

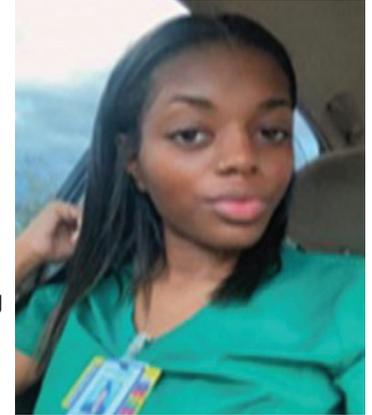
Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$217,531
Work-Based Expenditures as a Percentage of Total Expenditures	25%

Success Stories

Daysha

Daysha started her venture to find her place in society at 19 years old after graduating from East Bladen High School. The journey for Daysha was not easy as she had battles to overcome, with others and within herself. After graduating high school Daysha dealt with anxiety and depression due to an unhealthy relationship.



"There were times when I felt suicidal," Daysha stated.

She became a single mother at 20 years old. Not only did she have to make sense of the world for herself, but also for her daughter. As intimidating as motherhood was for Daysha, this one event brought purpose to her life and charted the course to a clear and defined future. "My daughter gave me the inspiration to take charge of my life, to turn my life around," Daysha said. Armed with this inspiration, she started to see improvement in her outlook on life. She decided to return to school and further her education in the medical field as a phlebotomist.

Daysha enrolled in the Bladen Community College Workforce Innovation and Opportunity Act (WIOA) Program on August 10, 2021, seeking assistance for occupational skills training. She received assistance with tuition, books, and mileage. The WIOA Program served as an anchor offering Daysia leadership development, financial literacy, and various life enrichment activities.

Daysha's journey was challenging. Overcoming various barriers, her mind was set on meeting her goals. She knew occupational skills training would provide the opportunity to start a new chapter in her life. In October 2021, she successfully completed the Phlebotomy Course. Daysha also participated in an internship with Bladen County Division of Aging, where she gained valuable employability skills which aided her in gaining full-time employment with Southeastern Regional Medical Center as a Phlebotomist. Her future goal is to become a registered nurse.

Taylor

Taylor enrolled in the WIOA Program at University of North Carolina at Pembroke (UNCP) as a multi-barrier participant. When Taylor graduated from high school, she knew a career in retail, clothing and marketing was her passion. She applied for colleges with the intent of making that dream a reality. However, after graduating, Taylor found herself pregnant and terrified that things were over for her. She wanted to prove the societal view of her situation to be wrong.



She reached out to the UNCP WIOA Program after being referred in August 2020. She was terrified and just a few months away from her due date. Youth Career Advisors aided her in finding employment at a local boutique to help her explore the career path she so desperately wanted. She worked very hard up to the due date of her son. After healing from giving birth, she returned and completed her goals while raising her newborn baby. She had to learn how to juggle motherhood and manage a business; she did it with grace and humility. During her time in the program, she also obtained her phlebotomy certificate. Taylor was always willing to learn and embrace the experiences that the program provided her. She exited after successfully completing an On-the-Job Training (OJT) contract which led to her permanent position as Operations Manager at the Boutique.

Hisune

Hisune was enrolled in the Scotland County Schools WIOA NextGen In-School Youth Program during the onset of the Covid-19 Pandemic. At enrollment, Hisune was eligible for the program because of his economic status, basic skills deficiency, and disability classification. He needed services to help increase his employability skills. Upon enrollment, he immediately began completing pre-employment training activities, including working towards earning the Conover Workplace Job Readiness Credential. Hisune



entered and successfully completed work experiences and summer employment activities thereby gaining unsubsidized employment with Walmart.

Hisune continued to attend WIOA NextGen Youth Program workshops and participate in work-related activities to help him become more marketable, manage his finances, and succeed in the workforce.

While in high school, Hisune was also a Career and Technical Education (CTE) student and earned the NCDOT NC Unmanned Aircraft System (UAS) Operator Permit, which is a CTE Industry Recognized Credential. He is a licensed Drone operator. He stated that through the Scotland County Schools WIOA NextGen Youth Program he overcame and learned what it means to work at a real job. He didn't have a correct understanding of where to begin, but the WIOA NextGen Youth Program gave him some eye opening exposure to the opportunities out there and guidance on how to go chase them. Hisune earned his high school diploma and is currently attending Fayetteville Technical Community College.

Kayla

Kayla entered Partners in Ministries, Youth Empowered for Success (YES!) Program in July 2022 to increase her math and reading skills. Additionally, she desired to enter college and gain job skills. Kayla completed pre-employment training, assistance with college entry, and a work experience with Scotland County Department of Social Services.



Kayla is a 2022 graduate of North Carolina State University, where she majored in Social Work. Kayla counts graduating Summa Cum Laude as one of her greatest accomplishments. She is excited about her future plan to attend the University of Arkansas where she will pursue a master's degree in Social Work.



Accomplishments

- Total New Youth Enrollments: 62
- Total Youth Served: 182
- Total Credentials Youth Earned: 62
- Total Youth Participated in College Tours: 35
- Total Smart/Soft Skills Graduates: 93
- Total Youth Who Entered Post-Secondary Education: 39
- Total Youth Who Obtained High School Diplomas: 54
- Total Youth Who Obtained High School Equivalencies: 21
- Total Youth in Work-based Learning Opportunities: 25
- Total Youth Enrolled in Occupational Skills Training: 67
- Total Youth That Entered Employment: 68
- Total Youth That Received Supportive Services: 82

-
- The Mountain Area Workforce Development Board (MAWDB) along with the NCWorks NextGen Youth Committee set goals in areas that have always been a challenge in the past for this area, facing them head on this year with the recovery from the pandemic.
 - The NextGen Committee created two promotional sheets for distribution. One is tailored for students to be distributed by schools, social workers, and teachers. The second sheet is directed at businesses. This sheet debunks "Apprenticeship Myths" that businesses have had for years. Topics to be covered by this sheet include Workers Comp, liability insurance coverage, and many other items.
 - In expanding and promoting youth apprenticeships, all employers in the area have been asked to share any apprenticeship success stories with the MAWDB to be uploaded to the website and then distributed to schools and partner organizations.
 - MAWDB is excited to offer job shadowing and youth on-the-job-training opportunities.
 - Blue Ridge Community College received the 2022 ApprenticeshipNC Outstanding Registered Pre-Apprenticeship Program for the Made in Henderson County Pre-Apprenticeship Program.
 - The NextGen Committee reached out to local groups such as Big Brother/Big Sister, Camps, Future Business Leaders of America, Future Farmers of America, and many

more to reach and assist more youth.

- MAWDB is working with the North Carolina District Export Council (NCDEC) to reach students in age ranges from 8-18 in the K-12 schools and Community Colleges and Universities. The NCDEC will be holding an Export Council 101 event at the local college next year and the local Case Managers plan to take their youth for a job shadowing event being held where the students will receive an industry recognized certificate.
- MAWDB NextGen built partnerships with MyFutureNC, Henderson County Disconnected Youth Task Force, and the INspire grant to assist with credentialing disconnected and justice-involved youth.
- NextGen seeks to break down barriers to youth in financial, childcare, transportation and anywhere else they need help. This is an ongoing issue and will need to be addressed continually.
- The committee has developed approaches to address the barrier of transportation which include employee carpooling and supporting possible employer assistance with transportation through gift cards. These strategies would be available until the youth could earn enough for their own transportation.
- Financial education and soft skills are also barriers to NextGen youth. The committee is providing information to the schools on workshops at local Career Centers that are available to young people and cover items such as resume building, soft skills training, employment interviews and many other topics.

Grant Recipients

Goodwill of Northwest NC	\$174,258
Henderson County Schools	\$152,192
Madison County Schools	\$62,637

NextGen Expenditures

Total Operating Costs	\$267,063
Total Participant Costs	\$148,421
Total Costs	\$415,484

Training Expenditures

Total of All Participant Training Expenditures	\$148,421
Training Expenditures as a Percentage of Total Expenditures	36%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$146,147
Work-Based Expenditures as a Percentage of Total Expenditures	35%

Success Stories

Andrew

Andrew enrolled in the NextGen Workforce program as a high school dropout with many barriers. Through the program, Andrew returned to school, explored career options, and was very interested in the welding program at Blue Ridge Community College. He decided to enroll, but after attempting the program while trying to complete high school, Andrew had to put Welding on hold. With the help of the Career Coach, Andrew was able to find a part-time job in a location where the employees were supported with housing. Along with the support of the Career Coach and the NextGen Workforce program, Andrew was able to thrive. He graduated, but due to limited hours at his current employment, he decided to apply for a full-time position. Just recently, Andrew received a phone call from Linamar Corporation, a manufacturing company, and was offered a full-time job as a machine operator. Andrew feels that this career path is the right one for him. He hopes to buy a house very soon, become financially stable, and continue reaching for his dreams. Andrew will soon be married to his high school sweetheart whom he has been dating for over two years and who is also in the NextGen Workforce program. He gives her and the program a lot of credit for his success. "The program



gave me somebody to provide me with guidance and support during a time that I was struggling. I had somebody to help me create goals and continue to help me make them happen. I am glad that I am finished with high school and am thankful that I decided to make it through."

Hannah

Hannah considered dropping out of school, but she learned of the Innovation High School with the NextGen Workforce program and set up an appointment with the Career Coach. Hannah thought the smaller classes would better suit her. She became pregnant and struggled to attend classes. She gave birth and was placed on Homebound services but did not complete any assignments during this time. Hannah realized it was time to get serious about finishing school. Because of her good relationship with her Career Coach, Hannah started to do well in her classes at that point. Along with being a teenaged mother, Hannah continued to go to school full-time and obtained employment in the community. She finished her junior year on track to graduate. Hannah's senior year was much of the same, a full-time single mother raising a one-year-old child, all while going to school full-time and maintaining her employment. Her teachers indicated she was determined to succeed. She finished all her classes to graduate and crossed the stage with a big smile and her two-year-old daughter with family cheering from the audience! Hannah has always wanted to attend college and after taking the tour at Blue Ridge Community College, she enrolled in the Automotive Mechanics program. Hannah is now working with the same company for over a year, has her driver's license, is engaged to be married, and still raising her daughter on her own. Hannah spoke of the Workforce program, "It helped me to graduate and finish and continue my education."



Accomplishments

- Total New Youth Enrollments: 19
- Total Youth Served: 110
- Total Credentials Youth Earned: 17
- Total Youth Participated in College Tours: 24
- Total Smart/Soft Skills Graduates: 39
- Total Youth Who Entered Post-Secondary Education: 15
- Total Youth Who Obtained High School Diplomas: 7
- Total Youth in Work-based Learning Opportunities: 8
- Total Youth Enrolled in Occupational Skills Training: 12
- Total Youth That Entered Employment: 81
- Total Youth That Received Supportive Services: 45

- Procured virtual reality career exploration through Transfr VR to be used by NextGen participants, High Schools, and other organizations serving youth throughout our 10-county region.
- Received a Youth Initiative Grant in the amount of \$100,000 and implemented the E3 Initiative to help enroll more youth, expose our youth to careers in our local career pathways, and ensure stronger goal completion rates.
- Partnered with College of the Albemarle to open the Being, Belonging, Becoming (B3) coffee cart offering hands on work-based learning opportunities to people of all abilities.
- Conducted business tours in emergency services, pharmacies, and home health care agencies to expose NextGen participants to opportunities in the Healthcare career pathway.
- Facilitated a tour for NextGen participants at Elizabeth City State University.
- Purchased a reliable van to help overcome the area's transportation barrier and allow career advisors to meet their participants more easily where they are.
- Participated in job fairs at 4 local high schools helping to expose youth to career opportunities with local employers.
- Conducted workshops at College of the Albemarle, Elizabeth City State University, local high schools, libraries, and virtually.

- Awarded 86 incentives to NextGen participants.
- Organized an outing for NextGen participants to attend College of the Albemarle's Explore. Experience. Connect. event where youth gained first-hand experience with several of the college's programs.
- Filmed a video overview to promote the NextGen program to potential participants and community partners.

Grant Recipients

Northeastern WDB \$405,842

NextGen Expenditures

Total Operating Costs	\$405,935
Total Participant Costs	\$66,418
Total Costs	\$472,353

Training Expenditures

Total of All Participant Training Expenditures	\$46,221
Training Expenditures as a Percentage of Total Expenditures	10%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$20,197
Work-Based Expenditures as a Percentage of Total Expenditures	4%

Success Stories

Tatiyanna

Tatiyanna enrolled in NextGen in 2018 as a 16-year-old Perquimans County High School student. In foster care, struggling with math, and living in a low-income household, Tatiyanna still had a bright spirit and was motivated to make a good life for herself.



Tatiyanna utilized tutoring to improve her math skills and, with the help of transportation supportive services, attended regularly. Tatiyanna

participated in work readiness preparation activities and soft skills training, attended Human Resources Development (HRD) classes hosted by the NCWorks Career Center in Elizabeth City, and participated in Career Cafés. Tatiyanna attended the Annual Youth Summit participating in business and college tours and engaging in leadership development and financial literacy education activities.

Tatiyanna graduated with her high school diploma June 2020. She then enrolled in the Culinary Arts program at College of the Albemarle in Fall 2020. As she learned new skills, she worked alongside her Career Advisor to edit her resume and develop interview skills. Due to Covid-19, many restaurants stopped hosting work-based learning, and there was concern that she would not be able to complete the hours required for her Culinary Arts diploma. Tatiyanna ultimately completed her hours by staying after school with her instructor and dedicating weekends and evenings to her program. Tatiyanna was awarded her Culinary Arts Diploma from College of the Albemarle in the Summer 2021.

After graduation, Tatiyanna's instructor encouraged her to apply to the Disney Culinary Program. This competitive program allows participants to gain On-the-Job experience working alongside the chefs who create Disney's famous cuisine. Excited at the prospect, Tatiyanna applied. While she waited to hear back, NextGen arranged a work experience (WEX) with a local restaurant. Tatiyanna then heard back from Disney that she was accepted! Tatiyanna completed her WEX in September 2021 and left to begin her adventure with Disney.

Rodney

Rodney was referred to NextGen by the Elizabeth City NCWorks Career Center in December 2020. He came to the program seeking assistance with re-enrolling at College of the Albemarle (COA) to complete the Culinary Arts program. Rodney graduated from Pasquotank High School in 2018 and enrolled in the Culinary Arts program that Fall but struggled in his first semester. He was ultimately unable to continue in the program as his grade point average (GPA)



did not meet the requirements for financial aid, and he could not cover the cost of attendance on his own.

Rodney worked with a Career Advisor and enrolled in NextGen in January 2021. He immediately re-enrolled at COA and began working towards his Culinary Arts Diploma. He received travel assistance throughout the semester to assist with his commute from Elizabeth City to Edenton for classes. His Career Advisor was thrilled to receive his grades at the end of the Spring semester and see that he earned A's in all of his classes and made the President's List! He received his Culinary Arts Certificate in May and continued working towards his Diploma.

Rodney maintained his perfect grades throughout the Summer and Fall semesters and was awarded his Culinary Arts Diploma in December 2021. He received support from NextGen in the form of incentives, travel reimbursement, and comprehensive guidance and counseling from his Career Advisor. Rodney is a great example of what can be accomplished by working hard, staying committed to goals, and smartly using available resources. He is now employed full-time in the culinary field and is expected to continue to achieve great things in the future.



Participants learn about Computer Integrated Machining at College of the Albemarle



Northeastern Workforce
Development Board
ALBEMARLE COMMISSION
REGION R COUNCIL OF GOVERNMENTS

Accomplishments

- Total New Youth Enrollments: 69
 - Total Youth Served: 245
 - Total Credentials Youth Earned: 74
 - Total Youth Participated in College Tours: 6
 - Total Smart/Soft Skills Graduates: 35
 - Total Youth Who Entered Post-Secondary Education: 1
 - Total Youth Who Obtained High School Diplomas: 10
 - Total Youth Who Obtained High School Equivalencies: 20
 - Total Youth in Work-based Learning Opportunities: 26
 - Total Youth Enrolled in Occupational Skills Training: 80
 - Total Youth That Entered Employment: 67
 - Total Youth That Received Supportive Services: 75
-
- NextGen collaborated with Vocational Rehabilitation to provide a workshop that engaged students at Glenn High School. Youth were provided soft skills training and tips on how to be more employable. Participants discussed all areas of pre-employment and ethical behavior. The youth were also provided information explaining NextGen and Vocational Rehabilitation and how each would support them.
 - NextGen partnered with Chick-Fil-A in Mount Airy to offer a customer service workshop. The owner and operator of the Mt. Airy Chick-Fil-A facilitated the workshop, and he provided a session on the art of customer service. He discussed strategies and techniques to be the best service provider possible in any job. He explained and explored ways to react in high-pressure, stressful situations and best practices for addressing an upset patron. The participants engaged and learned some great information. There was a total of 32 youth in attendance.
 - The Piedmont Triad Regional Workforce Development Board (PTRWDB), engages regularly with partners through Triad Career Connect (TCC). PTRWDB developed the Triad Career Connect model as a solution to address considerable talent shortages and skills gap needs. Through business engagements, employers expressed their need to find talent to fill open positions. At the same time, school system partnerships shared concerns for students, specifically those with notable barriers,

who were graduating without a sense of direction and next steps. These students likely lacked concrete interests and often did not have exposure to many career options. The TCC model was created as a bridge between the talent needs of employers and the career exposure needs of youth. PTRWDB connected with regional employers, community colleges, and school systems to develop the course curriculum. They identified and connected participants with the NCWorks NextGen program for additional supportive services. Students who successfully register with the NCWorks NextGen program can receive classroom training at no personal cost. PTRWDB utilizes its Business Services Consultants to secure a commitment from regional area employers to provide a work experience opportunity. The Triad Career Connect program provides a viable pathway through both education and work experience opportunities. Since its launch in 2019, 50 students have gone through the program, and collaborations with multiple school systems, community colleges, and employers have occurred. The PTRWDB sees TCC as a scalable and replicable program that provides work experience opportunities and exposure to regional area employers.

Grant Recipients

Goodwill Industries of Northwest NC	\$1,130,000
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NextGen Expenditures

Total Operating Costs	\$896,236
Total Participant Costs	\$177,194
Total Costs	\$1,073,430

Training Expenditures

Total of All Participant Training Expenditures	\$95,266
Training Expenditures as a Percentage of Total Expenditures	9%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$310,246
Work-Based Expenditures as a Percentage of Total Expenditures	29%

Success Stories

Kendall

Kendall connected with a NextGen case manager and took a Certified Nursing Assistant (CNA) class. With that momentum, he was driven to go farther. He applied for the Radiology program at Forsyth Technical Community College (FTCC) which is a competitive program and only selects a few candidates. Kendall was one of them. In his first semester, he made the Dean's list. During training, Kendall served on Piedmont Triad Regional Council's Youth Committee.



Through NextGen, Kendall received work experience at Forest Heights Senior Living Community. The facility supervisor liked his work ethic and performance so much that she offered him a part-time position. Three months later, he got into a severe car accident that totaled his car, but thankfully because he was working, he was able to purchase another vehicle.

Unfortunately, Covid-19 delayed the training start dates and put everything on pause. In August 2020, his journey began to become an X-Ray Technician. He resigned from his job to focus on school. When he began the clinical portion of training, Kendall experienced more difficulties. Since he wasn't working, gas money was needed more often. His grandparents helped when they could; however, NextGen was pivotal in helping him achieve his goals providing him with gas cards and continued encouragement during the clinical training. On April 29, 2022, he successfully completed the Radiology program at FTCC. On May 8, 2022, he received permanent employment at Novant Healthcare as a Radiographic Technologist. This opportunity also came with a \$5,000 sign-on bonus. His next goal is to buy a house. He's very grateful for all the NextGen program has done for him, and he hopes they will continue helping youth and young adults like him for years to come. He's so happy he made his family proud.

Joshua

Joshua was born in California in 2000, the youngest of six siblings with a condition where his eyes are underdeveloped, rendering him legally blind. When Josh was about pre-school age, his father was in a horrific motorcycle accident. As a result, his father became addicted to prescription medication, which escalated to his abusing illegal drugs. The family became destitute and moved closer to relatives



in North Carolina when Josh was about six years old. As time passed, Josh's father was able to turn his life around. His father found odd jobs with an employer who made it possible for the family to move into a house. The house had no floors, but Josh and his dad worked hard, fixing the place up. When old enough, Josh began working at Papa John's. While working at Papa John's, he saw information about earning a high school credential. He enrolled in the program at Davidson-Davie Community College (DDCC) and NextGen through the Piedmont Triad Regional Workforce Development Board (PTRWDB). Josh earned his high school credential and got a better job at Food Lion, working his way up into management. He enrolled in college in Fall of 2021. In his first semester at DDCC, Josh became a Global Scholar, earning a 4.0 and making the Dean's List. He approaches his education with a deep commitment that is reflected in the work and conversations of which he has been a part. Josh always demonstrates the highest levels of respect towards fellow students and faculty. His thoughtful attitude and genuine kindness are two great strengths he consistently displays. Through Josh's determination and tenacity, he has been able to get a (limited) driver's license even though he is legally blind.



PIEDMONT TRIAD REGIONAL
WORKFORCE DEVELOPMENT BOARD

Accomplishments

- Total New Youth Enrollments: 53
 - Total Youth Served: 132
 - Total Credentials Youth Earned: 41
 - Total Youth Participated in College Tours: 47
 - Total Smart/Soft Skills Graduates: 24
 - Total Youth Who Entered Post-Secondary Education: 45
 - Total Youth Who Obtained High School Diplomas: 2
 - Total Youth Who Obtained High School Equivalencies: 2
 - Total Youth in Work-based Learning Opportunities: 19
 - Total Youth Enrolled in Occupational Skills Training: 39
 - Total Youth That Entered Employment: 1
 - Total Youth That Received Supportive Services: 52
-
- Randolph NCWorks participated in Randolph Next—a career/job fair hosted by Randolph Community College that allowed high school seniors to learn about the different careers that are available to them and how Randolph Community College can assist them in obtaining those goals.
 - Youth Credential is 113.8%
 - Youth employment rate is 99.9%
 - Randolph County NextGen youth participated in the Paving Pathways to Success: Youth Focus Group Series in October 2021
 - Alamance NextGen collected canned food and nonperishable items for their leadership activity in December 2021
 - Alamance NextGen participants spoke to educators about the services offered through NCWorks at the Alamance Career & Technical Education Crosswalk event in November 2021
 - Montgomery Career Center hosted a "Get Hired – Crossing the Bridge to Opportunities" job fair in September 2021
 - Moore County held a High School Job Fair in February 2022
 - Randolph NextGen held a canned food drive for Christian's United Outreach Center in January 2022

Grant Recipients

Richmond Community Support Center	\$513,877
Montgomery Community College	\$52,616
Orange County	\$189,732

NextGen Expenditures

Total Operating Costs	\$696,766
Total Participant Costs	\$260,024
Total Costs	\$956,790

Training Expenditures

Total of All Participant Training Expenditures	\$161,762
Training Expenditures as a Percentage of Total Expenditures	17%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$326,627
Work-Based Expenditures as a Percentage of Total Expenditures	34%

Success Stories

Brittany

Brittany enrolled in the Workforce Innovation and Opportunity Act (WIOA) NextGen program in June 2018 as a young single mother with no high school diploma. With the help of her NextGen case manager, Brittany worked online on Keytrain to improve her math and reading skills. She then took the GED tests at Alamance Community College (ACC) and earned her High School Equivalency (HSE) within a few months. Brittany enrolled in curriculum classes at ACC for Business Administration with a concentration in Human Resources (HR). Over the next 4 years, Brittany took classes towards her degree part-time at ACC while working various jobs to support herself and her child. There were many difficulties, but Brittany stayed the course with WIOA assistance. On May 10, 2022, she earned



an Associate degree in Business Administration Human Resource Management. Brittany is now working at Lidl as an Administrative Assistant in HR assisting with compensation and benefits, employee relations, employee engagement, talent management, immigration and relocation, payroll, and recruitment.

Harrison

Harrison applied for the NextGen program in August 2021. He had previously attended a 4-year college, but due to the pandemic and the virtual learning instruction that most colleges moved to, Harrison struggled with his classes and eventually dropped out. After a year off, he decided that he



wanted to become a truck driver, but he did not have the funds to pay for school. After meeting with a NextGen case manager, Harrison enrolled in NextGen and developed a plan. He wanted to attend Future Truckers of America (FTA), located in Asheboro, NC. Before enrollment, Harrison obtained his Commercial Driver's License (CDL) permit. He showed initiative and dedication to becoming a CDL driver. He completed the training at FTA in precisely four weeks and even attended on weekends for the weekend driving. He earned a certificate of completion as well as his Class-A CDL license on October 6, 2021. Harrison also received an offer of employment with UFI Transportation before he even finished training. He is now employed full-time as a truck driver. NextGen staff helped him achieve his dreams. He is very thankful for the NextGen program and their assistance in helping him start the career he truly desired.

Shannon

Shannon was enrolled in the NextGen Youth program in 2021. She had recently graduated from her homeschool high school earning a 3.17 grade point average (GPA). Shannon has never been employed; however, she loves children and takes joy in taking care of her four younger siblings while her mother works full-time. Her goal is to become a neonatal nurse practitioner, hence, her love for children. Shannon requested assistance with tuition, fees, and supplies required for the Nurse Aide (NA) program at Montgomery

Community College. She continued to assist her mother by babysitting her siblings as she could, in addition to attending class and clinicals.

Shannon successfully completed the course, passed both the skills and written Nurse Aide exam, and is now employed as a Certified Nurse Aide (CNA) with Caring Hands Home Health. Shannon has decided to work as a CNA, for now, but has plans to pursue a degree in nursing soon.



Caitlin

Caitlin is a Moore County Youth who was homeless during initial enrollment in the NextGen program. She became unemployed in March 2020 due to Covid-19 while working at a local business in Moore County. Caitlin has always had the passion to provide for those in need. She had a desire and goal to become a Dental Assistant. She



knew the best way to achieve this goal was to further her education and become certified in a dental training program. Caitlin decided to register at Sandhills Dental Career Center to start her journey. During the Spring 2021 semester, with the assistance, guidance, and support of her Career Advisor, Caitlin enrolled in the Sandhills Dental Career Center and the NextGen program. Caitlin is future-focused and gives 100% in her training. She successfully completed her training and received three certificates in Dental Radiography, Occupational Safety and Health Administration (OSHA) and Health Insurance Portability and Accountability Act (HIPAA) Training, and Dental Assisting I.



Accomplishments

- Total New Youth Enrollments: 59
 - Total Youth Served: 121
 - Total Credentials Youth Earned: 6
 - Total Youth Participated in College Tours: 4
 - Total Smart/Soft Skills Graduates: 31
 - Total Youth Who Obtained High School Diplomas: 9
 - Total Youth Who Obtained High School Equivalencies: 7
 - Total Youth in Work-based Learning Opportunities: 9
 - Total Youth Enrolled in Occupational Skills Training: 19
 - Total Youth That Entered Employment: 2
 - Total Youth That Received Supportive Services: 51
-
- "Made in.." kick off highlighting local Career Pathways and related training and employment opportunities targeting NextGen participants and other youth with collaboration among employers, economic development, NCWorks partners, and community colleges. Featuring high growth advanced manufacturing jobs and careers in each of the five counties served by Rivers East Workforce Development Region.
 - Rivers East Academy focusing on training teachers of in-school youth and informing Career and Technical Education (CTE) initiatives
 - Innovative Outreach plan to build partnerships and collaboration across the region promoting NextGen, work-based learning and success.
 - Collaboration with Community College Apprenticeship/ pre-apprenticeship coordinators and Title II classes and Integrated Education Training programs targeting out-of-school and opportunity youth.
 - Selection to participate in Carolina Across 100, "Our Work, Our State: Connecting Young Adults to Their Future," promoting efforts to serve opportunity youth with evidence-based approaches to recruitment, retention, and goal attainment.
 - Three virtual Job Fairs, including Second Chance Virtual Hiring event; 40 Virtual Job Fair Participants
 - Community Career Expo with participation by NextGen

youth featuring high demand and high growth Careers in Business and Support Services, Agriscience/ Biotechnology, Advanced Manufacturing and Health Care.

- Lunch and Learn Seminars (expanded to Evening seminars to enhance access) for partners and participants including soft skill workshops, GED Tutoring Sessions, financial literacy classes, and special outreach events throughout the five-county region. Guidance and Direction for Job Seekers (GADJ) lessons were featured in many of these events.
- GADJ was updated and expanded to 24 lessons for youth to learn career development skills related to assessing self, exploring options, developing skills, marketing self, and performing on the job. Some locations for these events included the Bertie County Vitality Center, Pitt County NCWorks Center, Martin Community College and Roanoke-Chowan Community College.
- NextGen youth participated in I Need a Job Workshop in partnership with Greenville Parks and Recreation assisting individuals with resume writing, interviewing skills, and interaction with employers.

Grant Recipients

Educational Data Systems, Inc.	\$205,438
Career TEAM LLC	\$791,842

NextGen Expenditures

Total Operating Costs	\$546,645
Total Participant Costs	\$54,185
Total Costs	\$600,830

Training Expenditures

Total of All Participant Training Expenditures	\$40,727
Training Expenditures as a Percentage of Total Expenditures	7%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$13,458
Work-Based Expenditures as a Percentage of Total Expenditures	2%

Success Stories

Diondre

Diondre came to the NextGen program through the NCWorks Center in Pitt County and was struggling with unemployment. At the time of enrollment, he had been unemployed for several months and was not sure how he could change his circumstances. Through the NextGen program, he enrolled into a Commercial Driver's License (CDL) Training class and completed the class in just a few short weeks. He received his CDL certification and credentials after completing the coursework and immediately attained full-time employment. Diondre is enjoying his new career and looks forward to a bright future driving over the road for his new employer.



Shannon

Shannon entered the NextGen program in 2020. At the time, she was a single parent working two part-time jobs to support her family. She wanted to participate in a career certification program to become a Registered Medical Assistant but did not have the finances to pay for childcare, courses, supplies and fees. She received training and supportive services through NextGen to secure a spot in the class and began attending in July 2020.



During her time in the program, she also learned soft skills, built her resume, practiced interviewing, and participated in a variety of work preparation workshops and activities. Shannon successfully completed her coursework and passed her final exam in December 2021. She used her certification to obtain full-time employment where she uses her learned skills to earn a salary that supports herself and her family.

Jordan

Jordan found himself floating from job to job and unable to hold a long-term position because he didn't like being in one place for extended periods. Jordan visited the NCWorks Center seeking career guidance. After taking the Traitify assessment and discussing the results, Jordan and his NextGen Career



Advisor determined that truck driving may be a good career to pursue. Jordan entered CDL driver training with NextGen support and obtained his CDL. Jordan also worked with his Career Advisor to update his resume and landed a local job with Minges Bottling Company. Jordan loves driving a truck because each day brings new experiences. He says getting his CDL was the best decision he has made because, thanks to his new job, he has been able to buy a car and get his own apartment.



"Made In..." features high growth jobs and associated partners and pathways in each county. Shown here: "Made in BoCo" Beaufort County promoted outreach to both in- and out-of-school youth.

Accomplishments

- Total New Youth Enrollments: 55
- Total Youth Served: 90
- Total Credentials Youth Earned: 3
- Total Smart/Soft Skills Graduates: 5
- Total Youth Who Entered Post-Secondary Education: 6
- Total Youth Who Obtained High School Equivalencies: 45
- Total Youth in Work-based Learning Opportunities: 10
- Total Youth Enrolled in Occupational Skills Training: 1
- Total Youth That Entered Employment: 13
- Total Youth That Received Supportive Services: 59

Grant Recipients

Haywood County Learning Center	\$180,788
HIGHTS	\$360,000

NextGen Expenditures

Total Operating Costs	\$440,428
Total Participant Costs	\$72,334
Total Costs	\$512,762

Training Expenditures

Total of All Participant Training Expenditures	\$29,427
Training Expenditures as a Percentage of Total Expenditures	6%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$110,124
Work-Based Expenditures as a Percentage of Total Expenditures	21%

Success Stories

Emily

Emily was raised by her grandmother and living in the Atlanta area while attending high school. She was unable to continue going to high school due to overcrowded classes and the urban environment of a large city. She had family in Cherokee County but eventually found herself homeless in Murphy.



During this time, she sought out the High School Equivalency (HSE) services available through the Bridge Academy at Tri-County Community College along with resources available through the Workforce Innovation and Opportunity Act (WIOA) Youth Program administered by HIGHTS, Inc. Emily initially found safety at a local shelter. While working on her HSE studies, HIGHTS and WIOA placed her in a work experience (WEX) that aligned with her love for animals at Two Crows Alpaca Farm. She then began working at a local pizza restaurant while completing her studies. After obtaining her High School Equivalency Diploma, she began working full-time and is now the assistant manager of the pizza restaurant. When asked how her new position was going, Emily reported she must frequently remind younger people about phone use on the job. Emily now has a home and just turned eighteen. She maintains the relationships formed with Tri-County Community College and HIGHTS by dropping by school just to say hello.

Braidon

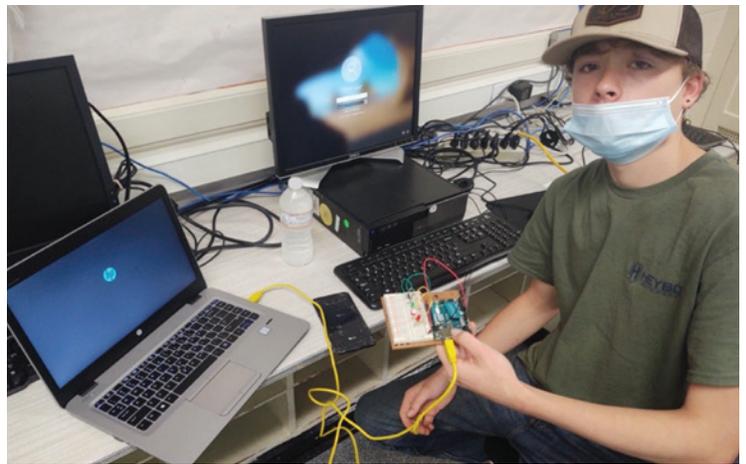
Braidon was referred to the Haywood Community Learning Center (HCLC) by Tuscola High School due to falling behind in his courses. Braidon was unemployed and needed transportation assistance, but more importantly, he needed to complete his high school education. After multiple discussions, he enrolled in the



WIOA youth program to help with some of his basic needs and get him enrolled in HCLC for his education. The goal was for him to obtain a part-time job or a full-time job while in school, but he had a difficult time balancing the two. Braidon had transportation barriers and WIOA helped him with gas assistance to and from school with the expectation that he would complete his required weekly hours and stay engaged in his course work. When he was close to completing his last course in high school, he participated in a Work Experience (WEX) at HCLC as a teacher's assistant. During his time in the WEX, he saved enough money to purchase a car. Braidon obtained his high school diploma in January 2022 and successfully completed his work experience in May 2022. Braidon received a full-time job at Tractor Supply and has been accepted to Haywood Community College. Braidon's plan is to obtain his associate's degree in criminal justice and upon turning 21, complete basic law enforcement training to achieve his dream of becoming a North Carolina State Trooper. Braidon is one of the first in his family to go to college, and he is excited to start in Fall 2022. With assistance from HCLC and WIOA, Braidon obtained his high school diploma, saved money for his own car, and paid his bills. He also has taken steps to fulfill his childhood dream of obtaining the education needed to become a State Trooper.



Courtney successfully completed a work experience at the Blomeley Law Firm in Murphy while studying for her High School Equivalency diploma. She has obtained her GED and plans to enroll in college.



Haywood Community Learning Center - WIOA Youth STEM Project



WIOA Youth High School Equivalency Attainment Graduation Class of 2022



Maria participated in a work experience with DRAKE Enterprises. After completing her WEX, Maria was hired in May! Currently, she works in the Gruntworx department where she works with verified customer information for DRAKE Enterprises.

Accomplishments

- Total New Youth Enrollments: 25
- Total Youth Served: 65
- Total Credentials Youth Earned: 11
- Total Youth Participated in College Tours: 7
- Total Smart/Soft Skills Graduates: 26
- Total Youth Who Obtained High School Diplomas: 4
- Total Youth Who Obtained High School Equivalencies: 3
- Total Youth in Work-based Learning Opportunities: 10
- Total Youth Enrolled in Occupational Skills Training: 8
- Total Youth That Entered Employment: 60
- Total Youth That Received Supportive Services: 21

Grant Recipients

EDSI, Inc.	\$308,026
County of Harnett	\$378,504

NextGen Expenditures

Total Operating Costs	\$314,509
Total Participant Costs	\$74,425
Total Costs	\$388,934

Training Expenditures

Total of All Participant Training Expenditures	\$34,805
Training Expenditures as a Percentage of Total Expenditures	9%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$51,781
Work-Based Expenditures as a Percentage of Total Expenditures	13%

Success Stories

Keith

Keith is a 19-year-old who came to the Chatham County Career Center to pursue training opportunities in Information Technology in December 2021. He had been a caregiver to his mother prior to her death during his senior year of High School. He then became homeless and had been supported by various family members, unable to focus on his educational goals.



Upon arrival and then enrollment as an Out-of-School Youth in the NextGen program, Keith connected with a Youth Advocate who worked with him to explore his interests, his abilities, and his goals for the future. After working together to explore opportunities, they discovered that Keith really has a passion for agriculture, being outside, and working with his hands. As he continued working closely with his Youth Advocate and Chatham County Career Center Staff, he was placed in an eight-week Work Experience (WEX) at CORA Food Bank where he earned \$12.00 an hour while gaining valuable experience in a field to which he had not previously been exposed. Some of Keith's goals were to learn about proper food handling and stocking, work with diverse populations, and learn about food distribution techniques. Keith excelled at CORA and was able to give back to his community in the process. He was even highlighted in their Volunteer Spotlight newsletter as he volunteered his time in addition to his work schedule.

Keith is hoping to use the knowledge gained through his time at CORA to help him as he pursues an Associate Degree in Applied Science in Sustainable Agriculture at Central Carolina Community College.

By working with CORA, Keith gained invaluable experience in an environment that really nurtured his passion while carrying out a purpose. Keith is a true example of hard work and dedication and has a bright future ahead of him!

Kayla

Kayla was 17 years old high school dropout and had never been employed when she enrolled in the Workforce Innovation and Opportunity Act (WIOA) NextGen Program. Kayla was seeking assistance with obtaining a High School Equivalency Diploma, gaining work-based skills, and receiving career counseling for post-secondary education.



Kayla stated she did not want to return to traditional school and wanted a smaller classroom with one-on-one instructor assistance. Kayla enrolled in the High School Equivalency class on August 17, 2021, and successfully completed it on December 16, 2021, obtaining her High School Equivalency diploma. Kayla then entered a paid work experience (WEX) as a childcare worker at Tree of Knowledge Daycare in October 2021, completing the WEX in February 2022. Kayla is now 18 years old and has participated in leadership development workshops, financial literacy, pre-employment training, received support services, and career development services. Kayla has gained part-time employment with Cape Fear River Adventuring as a Camp Counselor earning \$11.00 an hour. Kayla plans to attend post-secondary education classes in Fall 2022.

Paula

An unemployed, high school graduate, living with her grandmother, Paula started school at Sampson Community College in 2018. Due to personal and legal hardships affecting her grades, she dropped out of school. Unable to secure stable employment, Paula wanted to return to college to obtain a degree in Business Administration at Sampson Community College. She needed assistance with tuition, books, transportation, job search, and personal and professional development skills. Paula enrolled in NextGen in August 2019, re-enrolled



at Sampson Community College, and was on her way to obtaining her career goal. Paula was performing well academically until the March 2020 Covid-19 shutdown when her grade point average (GPA) at the end of spring semester dropped to 2.5. Paula refused to be deterred. Paula enrolled in the Sampson Community Career Readiness program to improve her grades. In December 2020, Paula achieved her educational goal achieving a GPA of 3.0 and earning her Associate in Applied Science, Office Administration Degree.

Due to limited skills and experience in office work, Paula participated in pre-employment workshops provided by the NC Cooperative Extension Service and completed 20 hours of training. She gained knowledge in teamwork, communication skills, creative/analytical thinking, planning, pre-employment training, and organizational skills. She also attended ZOOM, STEM, technology, engineering, and math development workshops. She participated in paid WEX at Tarheel Challenge Academy as an Office Assistant, and through this work-based learning, gained valuable skills in office administration.

With the assistance of her Case Manager, Paula obtained an On-the-Job Training office position with Clinton City Schools. She started on April 11, 2022, earning \$13.00 per hour. She is on the way to attaining her goals in Office administration and self-sufficiency.



Accomplishments

- Total New Youth Enrollments: 116
- Total Youth Served: 213
- Total Credentials Youth Earned: 40
- Total Youth Participated in College Tours: 53
- Total Smart/Soft Skills Graduates: 34
- Total Youth Who Entered Post-Secondary Education: 15
- Total Youth Who Obtained High School Diplomas: 40
- Total Youth Who Obtained High School Equivalencies: 4
- Total Youth in Work-based Learning Opportunities: 76
- Total Youth Enrolled in Occupational Skills Training: 1
- Total Youth That Entered Employment: 86
- Total Youth That Received Supportive Services: 22

Grant Recipients

OIC of Wilson	\$279,622
Weldon City Schools	\$76,261
OIC of Rocky Mount	\$558,460
Halifax Cooperative Extension	\$109,815
Choanoke Area Development Association (Northampton/Halifax County)	\$258,778

NextGen Expenditures

Total Operating Costs	\$968,113
Total Participant Costs	\$284,968
Total Costs	\$1,253,081

Training Expenditures

Total of All Participant Training Expenditures	\$284,968
Training Expenditures as a Percentage of Total Expenditures	23%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$247,787
Work-Based Expenditures as a Percentage of Total Expenditures	20%

Success Stories

Antonio

Antonio enrolled in the NextGen program through Weldon City Schools of Halifax County in June 2021. Upon enrollment, Antonio faced barriers that blocked his pathway to success both academically and developmentally. He experienced social, emotional, and physical obstacles before finally being placed with a supportive foster family that provided a foundation of morals and values that encouraged success.



Through his participation in NextGen, his skills grew as he learned essential skills through Pre-Employment Training as his Career Advisor assisted him in completing job applications, resumes, and interviewing concepts. With Adult Mentoring and Financial Literacy, Antonio learned the importance of positive social interactions, academic excellence, and financial stability. His barriers were slowly being dismantled, and Antonio understood that his journey to becoming successful would not be a sprint, but a marathon run of timing, dedication, discipline, and hard work. His Career Advisor placed him in Work Experience (WEX) to assist in developing additional workforce knowledge, skills, and abilities. Antonio worked at Weldon Elementary Global Academy as an Office Assistant where he performed various types of tasks and activities. Antonio received a fresh perspective on the goals he needed to achieve!

Antonio began to improve academically with guidance through NextGen services and graduated from High School in May 2022 with the honor of Class Salutatorian! In addition, Antonio enrolled in the Summer Bridge program at NC State where he will attend this Fall in pursuit of an Engineering Degree. He is currently employed at Applebee's as a Sanitation Specialist.

Antonio's determination truly exemplifies the phrase "adversity fuels success." However, with all he has learned the most exciting part is "the best is yet to come" for him!

Jahmeik

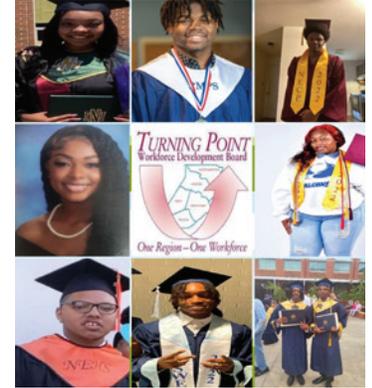
Jahmeik has shown resilience and determination while pursuing his goals and dreams. Jahmeik enrolled in the Northampton County Workforce innovation and Opportunity Act (WIOA) Youth Program as an In-School youth in November 2020. He attended Northampton County Early College in Weldon, NC, where he hoped to receive a two-year degree. He had never worked and lacked any skilled experience, nor did he have a specific career interest. Jahmeik's Career Advisor assisted him with Comprehensive Guidance and Counseling to plan educational goals and develop a career pathway. Jahmeik loved sports, especially playing football for Northampton High School. Using Labor Market Information (LMI), the Career Advisor helped Jahmeik develop his plan to finish high school and continue his education at a four-year college, where he would major in Sports Management. With the assistance of his Career Advisor, Jahmeik completed Leadership Development activities, attended Pre-employment Training, and assisted with handing out Covid-19 supplies to the residents for the town of Seaboard, NC.



While in the NextGen program, Jahmeik participated in two different WEX programs where he gained valuable work readiness skills and much needed work experience to develop his resume. He attended a session of leadership, resume, interviewing, soft-skills, and other workshop sessions. Jahmeik worked hard in school to achieve his goal and earn a High School Diploma receiving incentives while attending Northampton County Early College. After graduation, he was selected to continue his football journey next season at the Aces Elite Sports Academy in Clemmons, NC, where he would train and pursue scholarships for college. Jahmeik continues to pursue his football journey as he diligently works towards his dream of obtaining a Degree in Sports Management and becoming a professional athlete.

NextGen Greatness

Opportunities Industrialization Center (OIC) of Rocky Mount has operated The Leadership Academy for 15 years, serving youth in Nash and Edgecombe Counties. The 2022 graduating class has been exceptionally rewarding. For the first time in the history of the OIC Leadership Academy, 28 Seniors graduated from High School. In addition, this occasion is momentous as it was achieved while navigating school and life during the world altering Covid-19 Pandemic.



During the school year, the youth expressed that they were struggling academically with virtual learning. OIC Case Managers collaborated and came up with the idea of starting a Virtual Learning Experience by rotating small groups of students daily through a designated computer lab. This lab was available to help the students return to the environment of classroom learning. Participants took the initiative to come to the OIC to log on to their courses through their various schools. Case Managers provided students with comprehensive guidance and counseling, tutoring, study skills training, instruction, feedback, and encouragement to help navigate assignments and courses. Students focused, worked hard, improved grades, and rebounded from the threat of failure. Some students received scholarships, graduated with honors, and enrolled in college for the fall. This project is just a reflection of the many barriers that were dismantled by the NextGen program during a time when the youth needed guidance the most. The Turning Point Workforce Development Region will remember the accomplishments of the 28 Seniors, Class of 2022, as Trailblazing, Talented, Persevering, Tenacious NextGen Youth!



Accomplishments

- Total New Youth Enrollments: 56
- Total Youth Served: 81
- Total Credentials Youth Earned: 41
- Total Smart/Soft Skills Graduates: 23
- Total Youth Who Entered Post-Secondary Education: 5
- Total Youth Who Obtained High School Diplomas: 11
- Total Youth Who Obtained High School Equivalencies: 1
- Total Youth in Work-based Learning Opportunities: 30
- Total Youth Enrolled in Occupational Skills Training: 29
- Total Youth That Entered Employment: 30
- Total Youth That Received Supportive Services: 65

- Expended 29% of youth funding on Work Experience
- Our youth committee offered several virtual training sessions on NCCareers.org for students and teachers showing them how to use NCCareers.org for career exploration and labor market information as well as tools that would be helpful in the classroom.

Grant Recipients

Ross Innovative Employment Solutions \$810,547

NextGen Expenditures

Total Operating Costs	\$292,550
Total Participant Costs	\$239,905
Total Costs	\$532,455

Training Expenditures

Total of All Participant Training Expenditures	\$84,426
Training Expenditures as a Percentage of Total Expenditures	16%

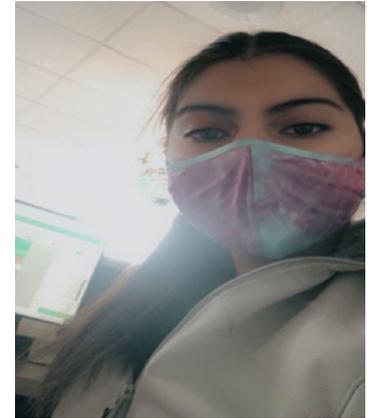
Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$155,479
Work-Based Expenditures as a Percentage of Total Expenditures	29%

Success Stories

Giselle

Giselle enrolled in the NextGen program during her junior year at Hickory High School in Spring 2019. Giselle has always had an interest in the Esthetician field and hoped it would lead to a career in Dermatology. Despite the challenges of the Covid-19 Pandemic, Giselle earned her High School Diploma early in December 2020.

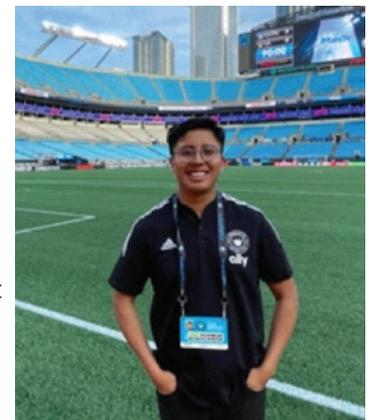


After a thorough search, the NextGen Business Service Representative placed Giselle at Pure Reflection MedSpa to gain some valuable work experience. Below, Giselle shares her experience at Pure Reflection.

"Hi, my name is Giselle. I've been working as an Intern Receptionist at Pure Reflection Medspa. This was my first real job ever, and I'm proud of myself because I have learned and experienced a lot. The internship has helped me so much. I learned how to communicate appropriately with clients and operate in a professional setting. After this internship, I'm happy to say I have more confidence in myself. I'm very thankful this internship has helped me grow and gain more experience in the professional setting."

Randy

Randy has been with the NextGen program since high school and has recently completed his Associate Degree in Applied Science in Turfgrass Management Technology. During his last semester at Western Piedmont Community College (WPC), Randy decided to apply for an internship position with the Carolina Panthers in Charlotte. During the Spring semester, Randy was balancing his school schedule, work schedule, and the travel to and



from Charlotte. Since his graduation from WPCC in May 2022, he has accepted a full-time position with the stadium as an Assistant Sports Field Manager. Randy now lives in Charlotte and is looking forward to continuing his career with the Panthers.

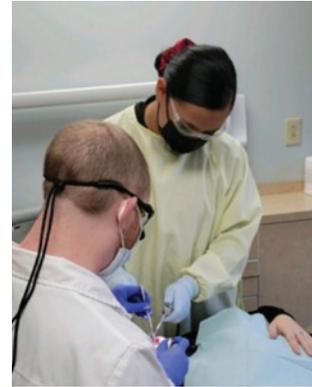
Megan

Megan completed Dental Assisting I in May 2022 and has recently been successful finding employment. Megan has been a great participant throughout her time in the NextGen program. She has gone above and beyond the program requirements. She would even request applications for her classmates and offered to speak with other potential participants at orientation events.



Megan created a great connection between the NCWorks Career Advisors and the Dental Assisting program at Western Piedmont Community College (WPCC). Because of Megan, the career advisors were able to speak with the next cohort of Dental Assisting students at WPCC and offer eligible students scholarship opportunities for the Fall cohort! Megan has always been willing to lend a helping hand because of all the wonderful help the NextGen program has provided to her. Megan states, "Because of this program I have not had to stress because of the support financially and you guys being my cheerleader! This is the most helpful program I have found to help me be successful!"

Megan has overcome many barriers to reach her goals, and before the NextGen program, she was unsure about continuing her education. "I assumed I would never be able to go to college because of growing up in the foster care system. The expense of college seemed to be too much. Now I have completed the Dental Assisting Program at Western Piedmont Community College, and I am looking forward to starting my career." Megan's compassion and dedication to helping others has shown through during her time in the NextGen program, and Western Piedmont WDB NexGen staff are excited to see her start her career in Dental Assisting.



Ashley, a first-generation family member to continue her education, doing a paid internship to determine her education path.

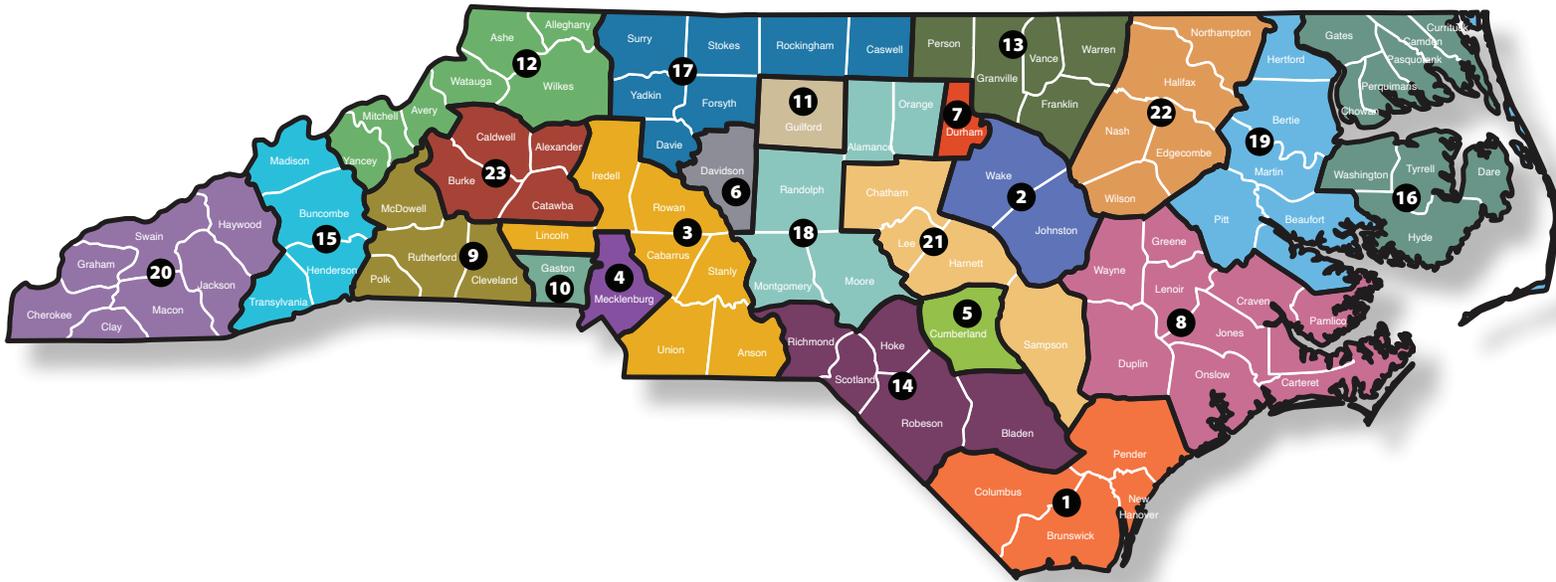


Daniel graduated from Truck Driver Training at Caldwell Community College on December 14, 2021! Congratulations!



Navaeh completed a paid internship through a partnership with Hickory Public Schools CTE and NCWorks NextGen. Navaeh interned as a teacher's assistant at a local elementary school.

North Carolina Workforce



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Johnston, Wake

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4 Charlotte Works WDB
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7 Durham WDB
Durham

8 Eastern Carolina WDB
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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.

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

VICE-PRESIDENT

Wendy Walker-Fox, Executive Director
Piedmont Triad Regional Workforce Development Board
Kernersville, NC
wwalkerfox@ptrc.org

SECRETARY

Danielle Frazier, CEO
Charlotte Works
Charlotte, NC
dfrazier@charlotteworks.com

NCAWDB

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

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For more information about this report, contact:

Pat E. Sturdivant, Executive Director

Capital Area Workforce Development Board,
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