NORTH CAROLINA ASSOCIATION OF workforce development boards | Director's Council

TO: Joint Legislative Oversight Committee on Agriculture and Natural and Economic Resources,
Chairs, House of Representatives Appropriations Committee on Agriculture and Natural and Economic Resources,
Joint Legislative Education Oversight Committee, and
Fiscal Research Division

From: Pat Sturdivant, President, Directors Council, North Carolina Association of Workforce Boards, and Director for Capital Area Workforce Development Board

Date: September 28, 2018

Subject: NCAWDB_NEXTGEN_YOUTH_REPORT_2018_09_28.pdf

Enclosed please find a copy of the NEXTGEN NCWorks Youth report for Program Year 2017 as required in Session Law 2017-57, Reference Section 15.12. This report combines all 23 NC Workforce Boards into one single report and includes the following information as requested in Section 15.12:

- Fiscal Year program activities, objectives and accomplishments;
- Fiscal Year itemized expenditures and fund source for each of the 23 local Workforce Development Boards, and combined for a state-wide report;
- List of grant recipients and the amount of funds received by the grant recipients.

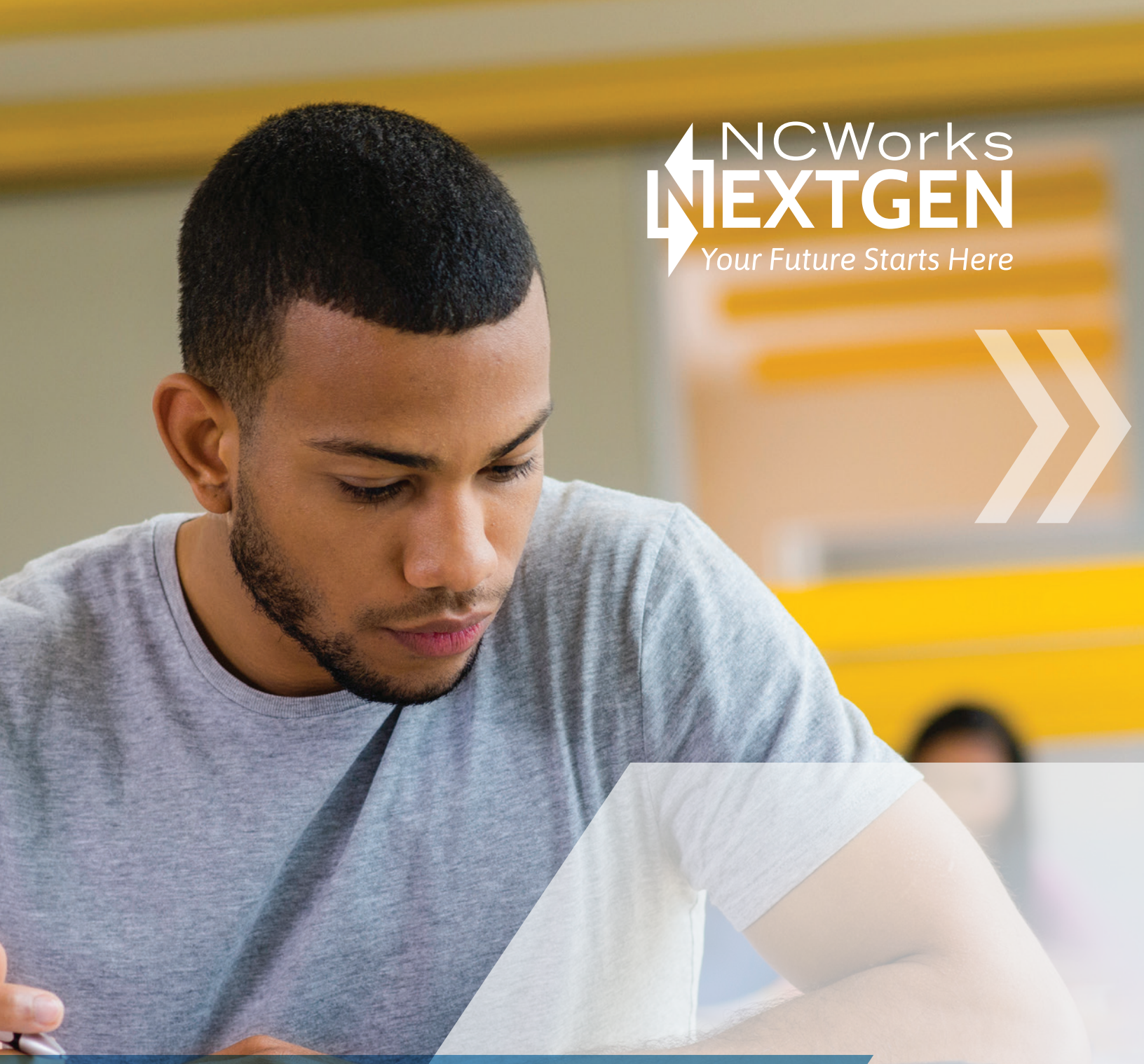
Additional information includes: state service levels to Youth in North Carolina under the Workforce Innovation and Opportunity Act (WIOA); list of each local Workforce Development Board, Board Chair and Director; success stories, and names of NCAWDB officers as well as additional information. Should you have any questions, please feel free to contact me; my contact information is below.

Sincere regards,



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Enclosure



NCWorks NEXTGEN

Your Future Starts Here

WORKFORCE INNOVATION AND OPPORTUNITY ACT

Youth Program Report PY 2017

JULY 2017 - JUNE 2018

Report produced and provided by NCAWDB Directors 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 to thrive. Youth and young adults' exposure to these opportunities are critical to the talent pipeline needed for a strong economy. North Carolina's 23 workforce development boards continue to incorporate new strategies to remove roadblocks and engage young adults ages 16 to 24 who face barriers to employment.

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

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

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 2017[1] :

- **72.2 percent** were employed within six months.
- **72.3 percent** remained employed after 1 year.
- **50.9 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.

[1] *Source: Future Works database*

North Carolina Activity Highlights - PY17

2,483

Total New Enrollments

Total Youth Served

6,101

COST PER PARTICIPANT

$3,601

Credentials/Degrees Earned

646

1,131

College Tours/ Post-Secondary Exposure

1111

Working Smart/ Soft Skills Graduates

Entered Post-Secondary Education

428



High School Diplomas

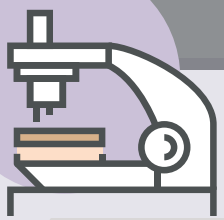
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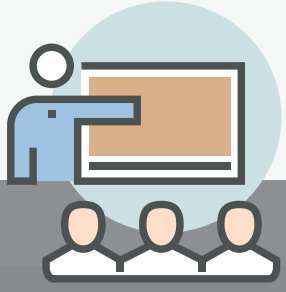
High School Equivalencies

194

Work-Based Learning Opportunities



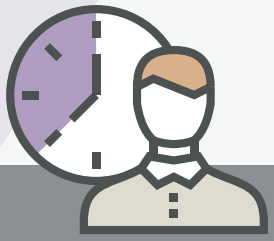
1,931



1,639

Enrolled in Occupational Skills Training

732



Entered Part-time Employment

Entered Full-time Employment



881

Received Supportive Services

3,408





Accomplishments

North Carolina Association of Workforce Development Boards' Accomplishments

- Aligned use of NCWorks service codes to ensure consistency across state for performance impacting activities.

- Through the newly established state-wide youth leads team, shared best practices to ensure NC exceeded the federally required work-based learning expenditures target of 20 percent. NC spent 24.6 percent of the total WIOA expenditures on work-based learning opportunities, including on-the-job training, internships and work experiences.

- Held the 12th Annual Statewide Youth Summit in Cary, NC. Over 300 young adults attended the event on April 13th & 14th. The NC Youth Summit provides young adults the opportunity to come together as "One Voice". Young adults were able to collaborate, learn from one another, and exchange ideas on issues relating to workforce development in North Carolina. This year's theme was "Fear to Fearless: Conquering Fear to be Bold, Authentic, and Discover Your Slight Edge" facilitated by Darryl Bellamy, Jr. and Inspire the Culture, LLC. Youth were provided our youth with an intellectual stimulating environment for our young adults to network, learn, and grow together. Workshops for the youth included: "Stop Dreaming, Start Doing", "You Define Yourself, Until They Look at Your Profile", and "Preparation Creates Separation" The Summit also allowed youth to participate in College Tours, Industry Tours, Vendor Booths, Networking Socials, Summit Idol, and an Evening Gala.

Cape Fear Workforce Development Board

- Served 380 youth participants in program year 2017.
- Total number of youth served of in-school youth 34% and out-of-school youth 66%.
- 21% new youth enrollments.
- 9% of youth served were low income youth.
- Total of 7% youth participated in adult mentoring.
- Total of 22% youth participated in tutoring and study skills & instruction.
- 98% youth comprehensive guidance and counseling services were provided to youth.
- Total of 9% youth received supportive services.
- 22% youth participated in occupational skills training.
- 13 youth who participated in the paid work experience completed their work-based learning training successfully.
- 4% youth who participated in the un-paid work experience completed their work-based learning training successfully.
- 1% youth participated in the on-the-job training program.
- Provided college tours/post-secondary exposure to 8% youth.
- Provided industry tours exposures to 8% youth.
- Exited a total number of 171 Youth from WIOA Title I program.
- 55% of the youth who exited the program entered full or part time employment.
- 13% of the youth who exited the program entered post-secondary education.
- 16% of the youth who exited the program that participated in training/education activity received a credential.
- 8% of the youth who exited the program that participated in education activity received a high school diploma.
- Held youth seminars in the month of April and May 2018 in which 23 of youth attended the seminars. Topics included financial literacy; applying for financial aid; stress/anger management workshop, job search and mock interviews, job readiness training; and pre-employment skills. Youth were also able to collaborate, network and exchange ideas on issues relating to personal development. The objective of these seminars was to allow the youth to create their long and short term educational and career goals through the program and

discuss their concerns and needs to better enable them to become self-sufficient individuals upon completion of the WIOA program.

Capital Area Workforce Development Board

- Served 546 youth participants in program year 2017.
- Received a US DOL YouthBuild grant in the amount of $1,080,000 to provide construction related career development support, education, occupational skills training, paid work experience, case management and supportive services to 60 disconnected youth ages 16 – 24, who have limited or no work experience and who live in contiguous zip codes 27610, 27601, and 27604.
- Collaborating with Wake Technical Community College on a US DOL Tech Hire Partnership grant (Project Secure) designed to assist unemployed and underemployed youth and young adults, with barriers to training and employment, obtain positions in information technology specialties. Of the 350 goal, 140 youth will be ages 17-24 that will come through the NextGen program.
- Received an Innovation Grant of $30,000 from the NC Division of Workforce Solutions to plan the development of enhanced NCWorks NextGen Career Centers in Wake and Johnston Counties, with an emphasis on evolving the Centers into career pathway hubs.

Johnston County:

- Served 221 youth participants in program year 2017.
- 94.8% of new enrollments were out-of-school youth.
- Increased leadership development activities by offering 42 opportunities that consist of college tours, business tours, volunteering and workshops during the year.
- Expended 29.08% of funding on work-based learning.
- 33 HSD/GEDs and credentials were obtained during this program year.

Wake County:

- Served 325 youth participants in program year 2017.
- Exceeded work-based learning goal at 142%.
- Exceeded occupational skills training goal at 110%.
- Special project: Backpacks to Briefcases served 109 youth with 107 direct placements into employment.
- Special grant: Tech Hire enrolled a total of 62 youth with 31 youth already obtaining their credentials during the year.
- In May 2018, 17 young adults had the opportunity to participate in an annual Cisco Youth Event. Cisco employees from various departments and backgrounds discussed internship and full-time opportunities with the youth. They participated in mock interviews and received individual resume critiques from these employees. They also shared their personal experiences and gave inspiring testimonies on their journey to employment with Cisco.

Centralina Workforce Development Board

- Served 307 youth participants in program year 2017.
- Centralina WDB "NextGen Services" began a new pilot program with AL Brown High School, S&D Coffee and Tea, and The NC Manufacturing Institute. This new innovative partnership will allow young adults to receive a paid work experience that will lead to full-time employment with a national certification while having a mentor assigned to them by the employer.
- CWDB NextGen Specialist and NextGen Service Leader presented to nearly 400 8th graders during a Career Day held by Iredell County Schools.
- One customer received their CNA Certification and received a full-time job with Novant Health Care in Rowan County.
- Were successfully able to set up satellite location in Stanly County.
- Nine work experiences in Iredell County of which 3 of them turned into full-time employment as OJT's.
- Built a new business relationship with Berry Plastics in Union County and also had an opportunity to take a tour.
- Community service event in Lincoln County.
- Participated in Anson County Day of Hope with faith-based organization(s).
- Actively participated in at least one job fair in our seven-county region.
- Successfully placed a customer in a work experience as a mechanic tech in Union County.
- A Rowan County participant successfully completed and obtained their Commercial Driver's License through Rowan-Cabarrus Community College. They were hired by RL Carriers and will be given a driving route upon turning 22 in September.
- A partnership with Asbury Academy in Lincoln County was established to provide work experience opportunities for office/administrative Skills. A NextGen customer

whose career path is office/admin focused was placed in a work experience assignment with Asbury as a result.
- An Iredell County customer with a disability (Asperger Syndrome) successfully completed a work experience assignment with a light industrial employer. The customer gained confidence while demonstrating initiative and a positive attitude during the assignment.
- Developed a partnership with Rowan-Cabarrus Community College's GED program to recruit NextGen customers by presenting during orientation and having a routine on-site presence over the course of the program.
- A Stanly County customer with a career interest in the mortuary industry was placed in a work experience assignment with a local funeral home.
- 60 worksites around the region were approved as work experience providers resulting in 40 assignments many of which turned into full-time employment for the customers. Industries included health care, education, automotive, manufacturing, recreation, human services, logistics and retail.

Charlotte Works Workforce Development Board

- Served 608 youth participants in program year 2017.
- Developed apprenticeship program with Transit Management of Charlotte (CATS).
- 299 new enrollments.
- 87% of young adults served were out-of-school youth.
- 221 young adults completed Working Smart (soft skills curriculum).
- 175 young adults obtained a credential/degree.
- 112 young adults obtained a HS diploma/Equivalency.
- 74 young adults exited to post secondary or employment.
- 51 young adults entered training related employment.
- 351 young adults attended a college tour (or received post-secondary exposure).

Cumberland County Workforce Development Board

- Served 271 youth participants in program year 2017.
- Certified as a Work-Ready Community.
- Launched Next Generation Sector Partnership, focusing on the health care industry (recognized in Governor Cooper's newsletter).
- Conducted and/or participated in various outreach and community activities and events including:
  - Homeless Veterans Stand Down (separate annual events for men and women)
  - Expungement clinics (monthly)
  - Job Fairs (DSS March to Work, NC4ME, etc.)
  - Get Back in School Launch Party (Cumberland County Schools)
  - Luggage of Hope (statewide event; donated 25 pieces of luggage filled with toiletries)
  - Register of Deeds' School Supplies drive (donated over 300 backpacks and thousands of school supplies)

Davidson Works Workforce Development Board

- Served 104 youth participants in program year 2017.
- The youth were enrolled in either the Get REAL (out of school) or the Get READY (in school) program. Students were given the opportunity to expand their knowledge of employment and education with the following activities:
  - Youth participated in an eight week job readiness program sponsored by DavidsonWorks. They learned about soft skills, searching for and applying for jobs, interviewing skills, etc.
  - Youth invested time in the community by volunteering at the local nursing homes; this gives youth the opportunity to serve their community, but also make connections with older adults who act as mentors.
  - The Student Government Association of Get REAL collected food during the holidays, and were able to feed five families. This was in partnership with the Crisis Ministries of Davidson County.
  - Youth were able to tour a total of eight post-secondary educational institutions including community colleges, four year universities, and private institutions. Approximately 45 students participated in each tour.
  - Work experience programs were available year-round, not just for the summer.
  - Community leaders met with students on a monthly basis, providing them with leadership and mentoring opportunities.
  - Youth were provided opportunities to tour local and regional companies to meet with employers. A total of four company tours occurred in PY2017.
  - Eight youth participants attended the NC Youth Summit in Cary, NC.

Accomplishments

Durham Workforce Development Board

- Served 153 youth participants in program year 2017.
- 31 youth participated in work experience at an average hourly rate of $13 in the following industries: education, allied health, advanced manufacturing, construction trades, and hospitality.
- 60% of all enrolled youth were employed at some point in time during the year.
- 56 youth have participated in RAP Sessions covering topics such as: Financial literacy, Importance of Education, and Entrepreneurship.
- Hard Hats to Hammers (Construction Speed-Interview Event):
  - Over 286 interviews with construction companies
  - Four youth directly received employment
  - Nine youth enrolled into the pre-apprenticeship program (with guaranteed employment after completion)

Eastern Carolina Workforce Development Board

- Served 393 youth participants in the program year 2017.
- Exceeded the youth program priority requirement to expend not less than 20 percent of youth funds on work based learning activities by expending 34.39% of allocated Youth funds totaling $387,498.98 for program year 2017.
- Created a presentation for youth on the benefits of taking the WorkKeys Assessment and obtaining the Career Readiness Certificate.
- Sponsored Traitify for use in county public schools, community colleges, and NCWorks Career Centers as a quick and easy personality and job match assessment in our prosperity zone.
- Sponsored Dream It! Do It! education and outreach program to introduce youth to advanced manufacturing as a viable career in our region.
- Sponsored advanced manufacturing symposium to highlight advanced manufacturing career pathway, job and educational opportunities to youth.

Gaston County Workforce Development Board

- Served 176 youth participants in program year 2017.
- 74% of youth served with Individualized Services were adjudicated youth.
- 100% of youth who participated in on-the-job training remained employed with the company at the end of their training. One youth was increased from $13 per hour to $16 per hour during his OJT period.
- Held a Youth Construction Career Awareness Event in April 2018 for 800 Middle School and High School Students. Youth were able to see demonstrations and participate in "hands-on" construction career activities. Snacks were provided to the middle school students and lunch was provided to high school students. Tools of the trade were provided to the "Top Notch" students in each construction career related field (masonry, electrical, plumbing, etc.).
- Held a Health Care Career Awareness Event in partnership with Caromont Hospital in November 2017 for 800 middle school and high school Students. Youth were able to see demonstrations and participate in "hands-on" healthcare career activities.
- Held an Advance Manufacturing Career Expo in March 2018 in partnership with Gaston College, dmployers, and Gaston County Schools for Middle School, high school, and other students. Employers provided advance manufacturing career demonstrations to students. Drawings were held for prizes.

Guilford Workforce Development Board

- Served 351 youth participants in program year 2017.
- 95.7% of our participants were out-of-school youth.
- 76% of our participants completed a 10-day workshop series on work ethic and soft skill development.
- 32 participants participated in occupational skills training at a post-secondary institution.
- 83% of youth who completed training programs received a training credential.
- 44 participants participated in work experience opportunities.
- 148 participants obtained employment at an average wage of $10.85 per hour.

Guilford County looks forward to the continued success of our NEXTGEN Youth Program in the 2018-2019 Program Year. We will look to strategically engage young adults that have been involved with the justice system, as well as to increase our service provision to young adults in high poverty areas.

High Country Workforce Development Board

- Served 172 youth participants in the program year 2017.
- With focused efforts on the paid work experience component, we received great feedback from employers regarding work experience services. This year, 19 youth participated in a work experience, while one youth successfully completed on-the-job training. Quotes include:
  - o "Thank you for bringing the NextGen Work Experience to our attention and for getting us involved in the program." Wilkes Habitat for Humanity
  - o "This is a wonderful way to help youth "get their foot in the door" even though they may be lacking in some skills." Jimmie Johnson Air & Heat
  - o "I think the strength of the program is in producing a new workforce of trained individuals ready to meet the demands and responsibilities of being employed." Ashe County Arts Council
  - o "It is definitely a program that produces great results for both employer and employee." Sweet Smiles Candy Store
- Continued partnerships with the education community and assisted with events such as career awareness events, job fairs, career pathways, and special events.
- Hosted a Working Smart train-the-trainer certification class which resulted in 15 individuals being trained to teach the Working Smart curriculum.

Kerr-Tar Workforce Development Board

- Served 173 youth participants in the program year 2017.
- Provided 72 work experience opportunities to youth.
- 68 youth received occupational skills training:
  - o 4 Youth received OJT services
  - o 36 received financial literacy

Lumber River Workforce Development Board

- Served 497 youth participants in program year 2017.
- 282 youth participated in work experience opportunities.
- 400 youth participated in financial literacy activities.
- 54 youth participated in on-the-job training.
- 52 youth received occupational skills training.
- 259 youth participated in workplace tours.
- 304 youth participated in college tours.
- A total of 40.71% of programmatic expenditures was utilized for work-based learning for the Lumber River Workforce Development Board.
- Sponsored regional youth events for 169 youth highlighting higher education, life skills training, financial literacy awareness building and encouraging self-confidence in the form of the local area Youth Empowerment Summit, Senior Celebration and Real World Event.
- Provided 1,308 leadership development activities.
- Integrated youth services with NCWorks Career Centers with a strong and active presence.
- Partnerships with community agencies and employers continued to grow expanding opportunities for work experiences, OJT, workplace tours and job shadowing experiences.
- Eight youth from the Lumber River Workforce Development Board WIOA youth program participated in the North Carolina Youth Summit.

Mountain Area Workforce Development Board

- Served 181 youth participants in program year 2017.
- 85% of total youth served were out-of-school youth.
- 115% of planned enrollments achieved.
- 94 youth participants earned their high school diplomas, high school equivalencies, or received a post-secondary credential.
- 27 youth participants continued their education enrolling into a post-secondary institution. The youth served have significant barriers to employment and without the support of WIOA many would have failed to attain these benchmarks.
- 79% of those who entered in training (work experience and/or education) completed successfully (85 out of 108).

Accomplishments

Mountain Area Workforce Development Local Area Board's WIOA NextGen Youth Program made significant positive impact to serve in-school and out-of-school Youth in our region. Many youth would not have received a high school diploma or high school equivalency, a post-secondary credential and/or employment without the work of our youth contractors and the Mountain Area Workforce Board. During Program Year 2017.

Northeastern Workforce Development Board

- Served 111 youth participants in program year 2017.
- 81.6% of new enrollments were out-of-school.
- 50% of youth exited that participated in training/ education activities received credentials.
- Provided college tours/exposure to 47 youth.
- 43.75% of youth who exited entered post-secondary education or employment.
- Hosted the 2nd Annual Real World Simulation event on Sep 28, 2017. There were over 150 students and volunteers from 5 school districts, 2 community youth serving agencies and Reqion Q WDB. This is a one-day simulation event that offers young adults hands-on practice learning around areas of fiscal decision-making pertaining to education, careers, and lifestyle choices in the adult world....before it counts! Youth create a monthly budget based on real life costs and discover how their educational plans match up to potential career earning. They get to practice face-to-face social skills with people and businesses while affording local community to expand their customer base and meet potential employees.
- NWBD NextGen developed the Career Cafe' which is a monthly session designed to give young people the opportunity to network with other young people, local businesses and volunteers to learn essential things about education, careers and everyday things they may encounter as they develop into self-sustaining adults. Targeted areas during the Career Café include college and career exploration, resume writing, interview skills, soft skills, LMI data, teamwork, communication skills, healthy lifestyle choices, car buying, employer expectations, entrepreneurial information, financial literacy, civic concerns and other subjects aligned with academic, employment and everyday life skills. The Career Café is an opportunity to learn and develop in a relaxed and fun, but structured environment.

Piedmont Triad Regional Workforce Development Board

- Served 331 youth participants in the program year 2017.
- Implemented pre-apprenticeships and apprenticeships in the healthcare sector for out-of-school youth. These work-based learning experiences have led to pre-apprenticeships in healthcare starting with Personal Care Assistant. Youth participants have the opportunity to become Certified Nurse Assistants in the Apprenticeship Program and continue in the Healthcare Pathway to become an LPN or RN. The WIOA program provides funding for either classroom training or on-the-job training (OJT).
- 106 participants were new enrollees.
- 55% of participants exited to employment.
- 85% were low-income youth.
- 78% were out of school youth.
- 136 participants entered work experience.
- 56 participants gained a diploma, degree or credential.
- Nextgen Youth installed a nine hole disc golf course utilized by over 70 students.
- Over 1800 youth at 16 schools were impacted by our Dream It. Do It. initiative.

Region C Workforce Development Board

- Served 100 youth participants in program year 2017.
- 80% of youth were low income.
- 85% of the youth who exited the program that participated in a training/education activity received a credential.
- 86% of new enrollments were out-of-school youth.
- 80% of youth who participated in a work experience remained employed with the company at the end of their training.
- Provided college tour/post-secondary exposure to 133 youth.
- 20% of youth who exited the program entered post-secondary education.
- 75% of youth who exited the program entered full time employment.

- Over 331 youth attended the Cleveland County's (NC) Annual High School Manufacturing & Engineering Awareness Fair that gives local high school students the chance to meet area employers and learn about the skills they need to be part of the future workforce. It also educates the students on the benefits of manufacturing and engineering careers and to learn about apprenticeships, scholarships, benefits, and coursework to achieve a high paying salary in manufacturing and engineering! The average salary of a person in the manufacturing sector in Cleveland County is $52,884. That's more than $25/hour.
- Destiny Mader is enrolled in the Youth program and was nominated by the McDowell NCWorks Center and received the award for the 2017 Governors' NCWorks Award of Distinction for the Youth Adult category at the NCWorks Partnership Conference in October. She was also a guest speaker at the 2018 NCWorks Youth Summit which provides her with the opportunity to be highlighted and speak about the steps she has taken in her life and barriers she has overcome to become successful with her peers.

Region Q Workforce Development Board

- Served 307 youth participants in program year 2017.
- 50% of the youth who exited the program that participated in training/education activity received a credential.
- 82% of enrollments were out-of-school youth.
- 88% of youth who participated in on-the-job training remained employed with the company at the end of their training.
- 70% of youth who exited the program entered full-time employment.
- Held various leadership events including The National Museum of African American History and Culture in Washington DC.

Regional Partnership Workforce Development Board

- Served 150 youth participants in program year 2017.
- The employment rate for the 4th quarter of PY 17 was 86.4 % with median earnings in the amount of $4,485.20.
- For PY 17 we had 15 young adults participated in a Work Experience.
- Total number of youth participating in occupational skills training in PY 17 was 88.
- 4th quarter employment was 137.1%.
- Regional Partnership WDB had 19 youth to attend the Youth Summit, which was held in Cary NC.

Montgomery County:

- Youth participated in various community service events throughout the county.

Randolph County:

- On October 3, 2017, three of our young adults participated in a community service involvement at the Habitat for Humanity ReStore of Randolph County. Each of our participants assisted with unloading an entire 18-wheeler full of donations for the Habitat for Humanity ReStore. In addition to unloading the items, they also assisted with inventory, placing the donations in their designated area throughout the store as well as providing customer service throughout the day. Our young adults felt they gained confidence, self-esteem, learned new skills through volunteering and social action, including organizational skills, communication, teamwork and group skills. They felt that they were making a difference and helping improve the community.

Moore County:

- Youth participated in the Food Bank of Central & Eastern North Carolina: NO One Goes Hungry Campaign held 6/1/18 in Aberdeen, North Carolina.

Orange County:

- NextGen also volunteered with the Toy Chest Program in Orange County where they helped with counting and stocking toys, registering parents, and escorting clients to pick out toys for their children.

- The NextGen young adults pulled out their pink and collaborated with Orange County DSS to assist job seekers in the community with registering for NC Works Online, filing out job applications, and completing resumes. The NextGen young adults were able to practice some of the soft skills they learned in workshops offered through the program such as: social skills, communication, leadership, and team building. They were able to interact

with employers and job seekers. The NextGen team felt they were able to empathize with job seekers and lend a helping hand, just as the NextGen program has done for them. This community service event was a success for the NextGen young adults and those they were able to support.

Alamance County:

- On September 23 2017, a group of Alamance County NextGen participants came together to help a local nonprofit organization, Animal Resource Friends (ARF), assisting the needs of animals within Alamance county by providing food, shelter, fences, and resources to low income owners. NextGen assisted in the monthly food distribution activity, by helping pick inventory for clients, hauling the items to client cars and assisting clients with their particular pet needs. NextGen participants learned problem solving skills, teamwork, step by step order taking, task completion, correct lifting technique and serving their community through direct volunteering. They also learned about local animal services, additional volunteer opportunities and how to better communicate the needs of animals within Alamance County.

Southwestern Workforce Development Board

- Served 95 youth participants in program year 2017.
- 60 new enrollments.
- 100% of youth served were out-of-school.
- 100% of youth served were low income youth.
- 70% of the youth who exited the program that participated in training/education activity received a credential.
- 32% of youth participated in the work experience program.
- 43% of youth who exited the program entered full-time employment.

Triangle South Workforce Development Board

- Served 186 youth participants in program year 2017.
- 78 of the number of young adults exited gained employment during the 2nd or 4th quarter after exit.
- 24 young adults were honored during the local area awards banquet with six (6) earning an Associate of Arts or Associate of Science Degree; thirteen (13) earning a credential or diploma; and five (5) earning a highs school diploma.
- 72 of the total number served during PY17 were provided academic or occupational skills training.
- 97 of the total number served during PY17 participated in monthly civic/social, leadership, or financial literacy development.
- 12 young adults attended the North Carolina Youth Summit.
- 24 young adults completed the BelFlex Junior Mentoring Academy. BelFlex, Sanford, NC Branch, a staffing agency, provides job readiness training and mentorship as an employer outreach service to local high school students residing in Lee County, NC.

Turning Point Workforce Development Board

- Served 269 youth participants in program year 2017.
- NextGen career services participants completed the following volunteer activities:
  - o Weldon STEM High School Career Academies
    - Created and sustained the Chargers' Pantry and Resource Closet prepared 2510 boxed meals as well as clothing to over 150 families.
  - o Choanoke Area Development Association
    - Participated in the Northampton County Relay for Life Event.
    - Stocked pantry shelves at Food of the Albemarle in Elizabeth City.
    - Facilitated Americorp Vista's community workshop "Surviving the Economy."
  - o Cooperative Extension Service of Halifax County
    - Served wounded warriors and family members dinner at Camp Lejeune Air Force Base.

Western Piedmont Workforce Development Board

- Served 240 youth participants in program year 2017.
- Met all the youth DOL performance measures at 100% or better.
- Exceeded our goals for work experience for PY2017 by spending over 32% of the programmatic budget on work experience for 50 youth and young adults.

- Held our 1st annual NextGen hiring event across four counties on the same day and at the same time. NextGen staff recruited employers making them aware that those attending the event would be between the ages of 16 and 24 and would have little or no work experience. We had participation from an average of 17 employers per county and 20 youth/young adults per county.
- Held a local youth summit for over 80 youth at the North Carolina Center for Engineering Technologies. Attendees were divided into groups and presented a collection of random items and were asked to create something useful and compete with other groups. Youth who attended engaged in leadership development, creativity, entrepreneurship, and public speaking activities.



Success Stories

Cape Fear WDB

Kayla Clewis
Kayla enrolled in our program at the age of 20. She was in distress and was dealing with a lot of personal challenges in her life. A high school dropout, she was a single parent with no support system. With the help of the Cape Fear Workforce Development Board, she completed the GED program at an accelerated pace, obtained her driver's license, and is attending Southeastern Community College in the Office Administration program. She applied for a work experience opportunity at the Division of Aging and, upon a successful interview, was selected for this position. Kayla used to live in the past and talk about the mistakes she had made. Now she focuses on making good choices and her future holds endless possibilities. This is how WIOA Title I Youth program can change lives of our young people one individual at a time. She is now more optimistic about life overall and has a sense of independence and determination to be self-sufficient and have a career.

Edquon Davis
Edquon Davis heard about the WIOA Title I Youth program while taking a Welding Fundamentals Class at Cape Fear Community College. A quiet and well-mannered young man, his goal was to complete all of the courses in the welding program. However, unemployment and budget restraints became barriers to accomplishing his goal. After completion of his first course, Edquon enrolled in the Out-of-School Youth Program with the assistance of the Cape Fear Workforce Development Board. He received funding for three welding courses - MIG, STICK and TIG. Upon successful completion of these classes, Edquon obtained certification in all three areas.



Edquon became employed as a sales representative for a local Advance Auto Parts store. Still in training, he kept all of his appointments and stayed focused on completing his courses. On the day he graduated, Edquon explored job openings at the Pender County NCWorks Career Center with the assistance of his Youth Advocate. Additionally, with the aid of the local Business Services Representative, he explored the local job market and received resume assistance. In January 2018, all his hard work and determination paid off. Edquon was hired as a full-time employee of Vertex Railcar Corporation earning $20.00/hour plus benefits. His future looks bright and the Cape Fear Local Area is proud to share his success story.

Capital Area WDB

Odilia Espinoza
Like many young adults, Odilia Espinoza, was undecided about what her next steps were after graduating from high school. She was seeking an employment opportunity and was having a hard time obtaining a position due to not having enough experience. "When I first met Odilia she was quiet and a little nervous around other people" stated her former Youth Advocate, Bianca Harris. However, once Odilia enrolled into the NCWorks NextGen Program, that all changed. Odilia began to come out of her shell and her confidence increased as she attended career readiness workshops, updated her resume and successfully participated in mock interviews. NextGen staff quickly noticed that Odilia was a promising candidate for a paid internship opportunity.

During her time with NCWorks NextGen, Odilia participated in two work experiences (WEX) at Wake County Human Services. One in the Family Services Department and the other as an assistant to the Director at the Millbrook Center. Some of Odilia's duties included: answering phones, filing documentation, creating flyers, translating documents and preparing agendas, for the management team plus the Community Advisory Committee (CAC). Through this experience, Odilia began to network and her efforts did not go unnoticed. She applied to the Wake County Human Services Energy Assistance Department and was offered a temporary position.

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Capital Area WDB

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After the temporary position ended, Odilia was able to utilize her experience, plus internal references and recommendations to obtain a permanent position at Wake County Human Services as a Customer Service Representative. Like many other young adults, Odilia's journey in the Workforce started off challenging. However, with consist encouragement, from NCWorks NextGen, preparation and the right tools she was able to secure employment. Now, the sky is the limit for her and her future.

Tekayla Jackson

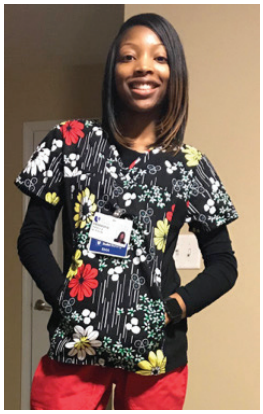
Tekayla Jackson embodies all the characteristics that staff at the NCWorks NextGen Career Center hope to instill in all of their program participants. Tekayla first enrolled at the career center in Smithfield in June 2017 with the hope of becoming a certified medical assistant. Tekayla's prior work history had mainly centered around jobs in customer service and sales. Tekayla knew she liked working and interacting with people, but she wanted to do more. She wanted to really make a difference helping people, as well as obtain a career that could support her and her son.

With a high school diploma and associate of arts already under her belt, Tekayla registered for a distance learning program at San Joaquin Valley College. Along with her course work Tekayla needed to receive the hands-on training required to become a certified medical assistant. Through her own hard-work and determination, as well as some help from the staff at NextGen, Tekayla was able to start a work experience as a medical assistant at the Benson Area Medical Center.

During Tekayla's time at the clinic she trained on various tasks such as measuring and recording vital signs, gathering patient history for the provider, assisting with patient care, performing intramuscular injections and EKG's, and obtaining lab specimens. Even though Tekayla was learning new skills in a fast-paced environment she was "always eager to learn, always had a smile and a great attitude," according to Kristy Southerland, the clinical nurse supervisor at Benson Area Medical Center. Kristy says, "Tekayla grew so much since she started. She showed more confidence in her skills and overall settled in well with our group." Tekayla was definitely missed by staff at the clinic following the completion of her work experience.

Tekayla is now a registered medical assistant with a permanent position working at Duke Health Center of Clayton. She is not only advancing her medical skills, but also continuing her education. Tekayla plans to return to school to complete a bachelor's of science in nursing and prepare for a future career as a registered nurse. With the support of her family and the staff at NextGen always behind her, we know she will be able to reach this goal in no time

Caitlyn McLamb



Caitlyn first came to the NextGen Career Center in July 2013 when she was just 18 years old. She was fresh out of high school and seeking assistance with identifying a career pathway. Before enrolling with NextGen, her work history was limited to brief and mainly retail positions. Caitlyn enjoyed working with people, and wanted to find a career pathway where she could make a positive impact. After working with NextGen staff and through personal reflection and exploration, she became determined to begin a career in the healthcare industry. NextGen began using its resources to help Caitlyn's aspirations become reality. The road has been long, but Caitlyn has proven her dedication to success. "Her tremendous work ethic and positive attitude has always shown during her time as a participant in our youth program," says Amanda Tyndall, Caitlyn's career counselor.

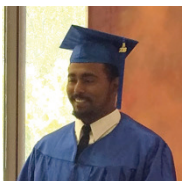
After completing coursework at Johnston Community College in October 2013, Caitlyn was ready to start a Certified Nursing Assistant work experience position at Home Health Care in Smithfield. She was provided the necessary training to properly care for patients. Caitlyn would read and record every patient's vitals, aid them with any treatments needed and assist with their daily living activities. She was working hard to gain the necessary experience for working with patients and also learning the various roles in the healthcare field. With some short time off to start a family, Caitlyn was soon back in the workforce. In September 2015, she started a work experience at the SECU Hospice House in Smithfield as a Unit Secretary, completing various administrative duties and handling room accommodations for all patients.

With another new addition to her family, Caitlyn was able to take a brief step back from working to do some career exploration and really determine what career path was right for her. While she wanted to remain in healthcare, her experiences and personal interests led her to choose dentistry as the next step in her career pathway. Caitlyn enrolled in courses at Wake Tech and took a major step in her career by completing a work experience through NextGen as a Dental Assistant at Clayton Pediatric Dentistry.

Caitlyn trained on dental tool sterilization and room preparation procedures, while also learning the delicate skill of working with children. Caitlyn continues to balance school and life as mother and wife, as she moves forward in her dental assisting program. With the support of her family and the NextGen staff, along with some hard work and determination, Caitlyn is on the road to having a successful career.

Centralina WDB

Charles Coleman



Charles Coleman enrolled into NextGen Services on October 17, 2017. He completed and received his GED on May 8, 2018. Charles is slated to start at Rowan Cabarrus Community College in the Fall to study Welding.

Brennan Rhames



Brennan Rhames was enrolled into WIOA Services in January 2016. Brennan completed and received his GED on May 8, 2018. Brennan is now focusing on furthering his education and potentially studying in the field of Nursing.

Mandolin Feaster



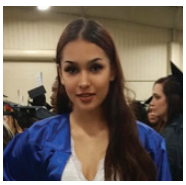
Mandolin enrolled into NextGen Youth Services in November 2017. Mandolin completed and received her GED May 2018. Mandolin recently started working with a local cleaning service. It is Mandolin's ultimate goal to one day own and operate her own cleaning service. CDS will be assisting Mandolin with Entrepreneurial Skills Training in the near future.

Ebony Connor



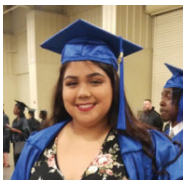
Ebony enrolled into NextGen Youth Services on November 2017. She successfully completed and received her GED on April 24, 2018. Ebony recently started working at Freightliner and is planning to start school in the Fall at Rowan Cabarrus Community College.

Adriana Vazquez



As a customer participating in NEXTGEN Services Adriana was studying to obtain her official GED w/ Rowan Cabarrus Community College while participating in a paid work experience opportunity with Goodwill. She has grown tremendously in a short amount of time and has been committed to both school and work. She graduated with her GED May 2018. Adriana was also nominated for the 2018 Governor's NCWorks Award of Distinction.

Maria Saaavedra



Maria's main goal was to graduate with her official GED from Rowan Cabarrus Community College. She succeeded in her goal and was a graduate in May 2018. Maria graduated within 4 months of her officially starting.

Jordan



Jordan is working in a clerical capacity at Asbury Academy. She assists the staff, students and parents with many tasks daily. Jordan loves this position and it confirmed her desire to pursue this type of employment as her career pathway. She loves what she does and wishes to learn as much as possible while she is in this placement as she knows this knowledge/skills will serve her well as she pursues permanent employment.

Charlotte Works WDB

Khadaijah Krider

I joined the Work and Learn program in October of 2016. Before I talk about my journey in the program, I would like to tell you a little about my background. At sixteen years-old, I found out I was pregnant! At sixteen I wasn't scared, believe it or not I was motivated. I fought and skipped school majority of the time, my son was going to be my reason to get myself together. Kamari was born in April of 2011 ... July of 2011 my son's father passed away. At that moment reality had set in, I was going to be a SINGLE TEEN MOTHER. I was no longer motivated or focused. I dropped out of school and struggled mentally, life was heavy for me at a young age. At 18 I got myself together, applied for a warehouse job and found myself dedicating time and energy into a job that I couldn't grow in. After 3 long years, I decided I wanted more. Not only for me but for my son. I came to this "AWESOME" campus and with patience, I got my GED at 21. I walked across the stage and knew I wanted to keep going. So, I finally left my warehouse job and started working for a security company on the weekends. My sister who is currently in the Work and Learn program, gave me a flyer. In October of 2016 I went through the intake process. A week later I started my soft skills course, Adair was the teacher at the time and he knew I was awesome. Seriously, Adair knew my morning routine and I still made it to class on time. I wanted this! I went through the soft skills course, took the CRC's, and even took an additional math course with Mr. Lincoln. At times I was frustrated! I felt I was ready to jump into a field, but eventually I understood there's a process to everything. It gave me time to figure out what I really wanted to do. I started my CNA course in January of this year, at Umanah Healthcare Institute. Iris Grady, who is my career advisor called and asked me to present this brilliant idea of doing an internship with Mrs. Umanah. I presented it, and 2 weeks into my CNA course I started my internship. So now I was a student, handling 2 jobs with a child. By April I completed my CNA 1, Med Aide, and Phlebotomy courses. It was not the easiest thing to do but with a great support team it got done! The program was not all work, we had some great moments. I walked across the stage again at 22. I've attended celebrations, shopping trips, CIAA events, basketball games, and even trips. Speaking of trips, Mrs. Grady invited me to attend a youth summit in Cary, NC, this was not too long after I completed my courses. I explained to Mrs. Grady, I'm not sure if I'd be able to attend as my security job might not let me go. I eventually agreed. As soon as we pulled to our hotel in Cary, my supervisor at the time called me and said "Ms. Krider, we won't need you next weekend, I'm letting you go!". It was bittersweet, but I knew it was time for something better. In June of this year I was hired on full-time with Umanah. Currently employed as an administrative assistant. And working as a part-time CNA at a home healthcare agency. Before any title I'm a MOTHER. My point is you may go through things that you don't understand but trust your journey. This is a GREAT program with amazing opportunities. Put in the work, and I promise IT WILL NOT GO UNNOTICED!

Khamiah Alderman

Ms. Alderman is unique. She is a bright student, full of promise, purpose and poise but she carries within herself an altruistic appeal that is truly admirable. She understands people. She is a young millennial who remains on the pulse of what concerns people today. She is a well rounded, grounded and mature young lady. She is currently maintaining above a 4.0 GPA while holding positions in multiple orgranizations. She is a College Ambassador, a tutor at the Unierstiy Regional library, a MeckEd volunteer with Carolina Healthcare Systems University Hospital and secretary for both the Key Club and the Vance student council. While she is involved in so many extra-curricular activities, she still has a major focus on her academic health. She excels in all subjects but favors English. She is well known by teachers and staff as a model student in and outside of the classroom.

Career Pathways Advisor learned of the student's interest in becoming a pediatric surgeon and forged a relationship with a current partner, Carolinas Healthcare Systems to coordinate an internship opportunity for the student to intern with a medical facility. During this work experience the student gained invaluable knowledge of the working environment within the medical field. Khamiah has completed more than 8 weeks successfully exploring the various departments within the hospital but favors the Maternity department. She has received glowing reviews from staff members within the Maternity department where she has spent most of her time. At the end of her work experience, she received a "mastered satisfaction" in all areas.

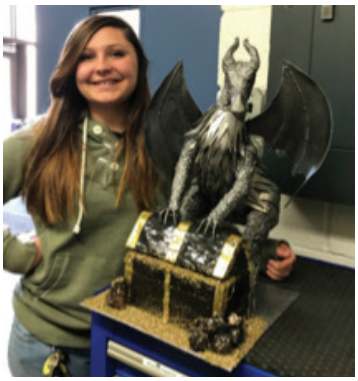
Ms. Alderman is a great student and has been involved in numerous activities, is a huge fan of reading and has volunteered her time with Promising Pages and the Public Library. She continues

to strive for greatness in and outside of the classroom. Khamiah has a desire to improve her condition in life through hard work, determination, acceptance of personal responsibility and grit. She operates with a "there is always room to improve" mindset. This is proven by attending tutoring sessions for classes, not due to failing grades but to ensure that she stays on top of her studies. Knowing Khamiah's love for reading and the English subject and speaking with her English teacher gave me an even clearer idea of what type of student she really is. She stated that early in the school year, Khamiah felt like she was "going through the motions" in previous English classes, but now taking AP English, it requires her to think about language and writing differently. For example, Khamiah's fall semester current event presentation was so well synced with video and real time verbal commentary that students realized weaknesses in their own presentations. This resulted in each student visiting the teacher to receive impromptu presentation feedback. Ultimately, Khamiah has been an inspiration to others in her class.

Khamiah is currently one of the top Juniors in her class at Vance High School in Charlotte NC. She is continuing in her internship with the Carolina Healthcare System working within the Maternity department...the future looks bright!!!

Cumberland County WDB

Sara Salsbury



Meet Sara Salsbury! Sara is a successful student from our Young Adult program! Sara attends Fayetteville Technical Community College and is earning her welding certification. She was eligible to compete at the National Leadership and Skills Conference in Louisville, KY on June 25-29, 2018 after placing first in the Welding Sculpture category at the SkillsUSA State Conference in Greensboro. Congratulations Sara!

Lamonty Bullock



Cumberland County NCWorks Career Center is proud to announce that Lamonty Bullock was selected as the 2018 Governor's NCWorks Award of Distinction in Workforce Development for the Young Adult Category.

From the eligibility and enrollment process to the participation in a week-long LEGACY training, Lamonty never stopped smiling–a smile that echoed the words he later shared: "It's now or never. I got nuttin' else to lose." It is these few but profound words that propelled Lamonty into the Cumberland County NCWorks NEXTGEN Young Adult Program. Lamonty was found eligible for the WIOA Youth & Young Adult Services and was enrolled on January 2, 2018. He is an out-of-school young adult that came through the Department of Social Services from June 3, 2011 until he was emancipated on his 18th birthday on February 24, 2012. An active participant in the workshops that are sponsored by the Career Center, Lamonty demonstrates strong leadership skills which were quickly revealed through his registration and participation in the 5-day LEGACY training, NCWorks 3-day Leadership Development Seminar, Roadmaps 2 Success, Resume & Cover Letter Writing, Conflict Resolution, Customer Service 101 and the Strategic Networking Workshops. Lamonty registered and successfully completed Part 1 of Fundamental Skills for the Substance Abuse Counselor Program at Fayetteville Technical Community College on March 1, 2018 and is awaiting the start of Part II. Lamonty is currently participating in the NEXTGEN WEX Program as an Emergency Assistant Aide with Fayetteville Urban Ministries at a pay rate of $14.00 per hour.

The Governor's NCWorks Awards of Distinction honor outstanding examples from the state's workforce development system. The NCWorks Commission, appointed by the Governor and operating as the state's official workforce development board, recognized these outstanding individuals and businesses including Lamonty at a ceremony held during the 2017 NCWorks Partnership Conference in October.

DavidsonWorks WDB

Lovell Phan



Lovell and his family moved into the Lexington area in the middle of October 2017. Due to the timing of his move, the local school advised him to enroll into the Get REAL Program instead of waiting until the next semester.

Lovell last attended North Rowan high school, the last grade he completed was the eighth. While attending North Rowan high school he completed five credits and those five credits transferred into the Get REAL Program.

Lovell TABE scores allowed him to immediately start working on his high school credits. Since enrolling in October, he earned nine credits and only needs nine more to complete the program. Lovell is currently working on four of the nine credits.

Lovell has been involved in the Student Government Association while attending Get REAL, and has participated in the work experience program by working at the Lexington YMCA. Lovell has also completed a Job Readiness class being offered by Davidson Works and is presently enrolled in the ACA 090 Student Success Strategies class at Davidson County Community College twice a week.

The ACA 090 class helps potential students who are planning to enroll in college with skills and strategies that will promote success in college life, career, and lifetime goals. Lovell is WIOA eligible and will be sponsored by Davidson Works once he completes his high school diploma.

Allison Hughes



Allison Hughes enrolled into the Get REAL Program January 2018. She was previously enrolled in Enlighten Academy a computer class out of Spokane, Washington. While enrolled in that program she completed five credits and those credits transferred into the Get REAL Program.

Allison qualified for the adult high school program with her TABE scores being 12.9 in Reading, Math, and Language. She needed 18 credits to complete her high school diploma. Since enrolling in January Allison has completed five credits and is working on four more.

Allison is working at the Lexington YMCA in the Daycare Center, the job she held prior to enrolling in Get REAL. She is presently our Student Government Association president and is also participating in the ACA 090 Student Success Strategies Class at DCCC twice a week. This class helps students with skills and strategies to promote success in college, career, and life.

Allison has been a positive role model since enrolling into the program. She has a willingness to help staff and fellow classmates. Allison helps with all SGA activities, comes to school on a regular basis. Her leadership skills are shown each week as she conducts meeting with Ms. Brown and Mr. Torrence on activities from the student body.

Allison is a WIOA participant and will be sponsored by Davidson Works when she completes her high school diploma and seeks secondary opportunities.

Durham WDB

Tevin Guasp

Tevin is originally from the Bronx, New York, and before settling in Durham, NC with his mother and two younger sisters, he has lived in many other states, including a stay with his grandmother in South Carolina. Tevin enrolled in the YES program in 2012, after dropping out of Hillside High School in his junior year. Although Tevin has faced challenges in his life that would make many young people give up, Tevin has made it a point not only to not give up, but to take those challenges and turn them into learning opportunities. Tevin could have given up a long time ago, but

with support from his family, friends, and community programs such as NCWorks NextGen, he knows that defeat is not an option. Tevin has a bright future and he can achieve any goal that he sets for himself, not only in the NextGen program, but also in his life. Tevin represents how important it is to have a positive attitude and not focus on the negative.

When the NCWorks Program began in November 2017, Tevin was assigned to me, Career Coach Crystal Taylor. I contacted Tevin and asked him to come into the office to meet the new staff and share more about himself and his background. In that first meeting, Tevin came with his mother, who seemed much more interested in the program than Tevin. My initial thought was, "This is going to be a challenge!" Tevin did not seem motivated or interested in being in the program. However, the second meeting fared a lot better. Tevin arrived on time and communicated more openly. I worked with Tevin to revise his resume and create an Individual Employment Plan based on the new goals of completing his GED and obtaining employment. After the second meeting, it became clear that Tevin had finally let his guard down and could see that the NextGen program was there to help him accomplish his goals. Tevin not only went back to school at the Achievement Academy of Durham, but he also did everything necessary to make sure he was in attendance and pass all of his required tests. Tevin has since completed and surpassed almost every goal he set. With his determination, I am certain that Tevin will complete the few remaining goals and continue his success beyond the NextGen program.

Tevin has made tremendous strides from his first introduction to the YES program to becoming a successful participant in the NextGen program. Tevin has successfully completed two work experiences, one at Meineke Car Care Center and the other at Rebuilding Together of The Triangle, where he helped remodel homes. Tevin has passed his language arts, social studies, and reading tests, leaving only passing his math test before he can receive his GED. Tevin is currently enrolled in the Electrician Pre-Apprenticeship program given through JATC, where he plans to become an Electrician upon successful completion of the program. Tevin, has shown maturity and determination throughout this process. For example, during his work experiences, each morning Tevin had to walk at least one mile to reach a designated pick up spot so he wouldn't miss work. Now that he has moved on to the apprenticeship program, he makes sure he has the appropriate bus passes to get him to his assignment on time every morning. Tevin has never complained about having to get up extra early to catch the bus, and he is always smiling and in good spirits. Tevin is always responsive and does everything asked of him, He exemplifies excellent communication skills with his Career Coach. Often when constructive criticism is offered, many people react negatively, but Tevin has consistently taken every situation and turned it into a positive result. Tevin truly reflects how to turn around any circumstance and create the life that you want to live.

Nathan Overby



Nathan Overby has been in the WIOA program since June of 2015, while attending the Achievement Academy of Durham. Nathan came to the program wanting to complete his GED, but he was nervous based on previous unsuccessful attempts to complete his education. His grandmother recalls bringing young Nathan for a kindergarten entry evaluation in the 1990s, and the teacher warning her that her grandson would never be capable of attending college. However, with WIOA tutoring and study skills, Nathan was able to overcome his fears, complete his GED and enroll in Durham Technical Community College.

Nathan is currently enrolled in Durham Technical Community College on the path towards a degree in mechanical engineering.

"At my old school, I would get off track but, at Achievement Academy, I could work with a tutor one-on-one, and I was actually able to focus and concentrate on what I was learning," Nathan says, "now I get recognized for being successful."

Nathan was proud to walk across the stage this past spring and receive his High School Equivalency.

Additionally, Nathan has been employed at a local retail store assisting customers and stocking while pursuing an occupational skills certificate.

Eastern Carolina WDB

Shaneequa Garrett



Shaneequa entered Lenoir Community College's WIOA Program in May of 2016. She dropped out of high school during her junior year due to a learning disability (ADHD). She stated she was overwhelmed and could not concentrate or stay focused while in class. She was a 23-year old single mother of two young sons whom, at the time, were homeless and living amongst friends and relatives. She desired to obtain her High School Equivalency Diploma and NAII Certificate. She stated, "I have hit rock bottom and need my GED in order to be self-sufficient and take care of my boys." Shaneequa scored basic skills deficient in math and struggled with math computation. Due to Shaneequa's circumstances, she was unable to attend classes on campus. While working part-time as a NAI, Shaneequa checked out math books and observed educational YouTube videos in order to prepare for the HSE tests. With sheer determination and a resolve to complete her goals, Shaneequa continued working, taking care of her children, and studying until she was ready to take the tests. She took her first test on June 18, 2016 and had passed three of the tests by November, 2016. On March 29, 2017 Shaneequa completed the remainder of her tests and officially obtained her High School Equivalency Diploma. Shaneequa Garrett graduated from Lenoir Community College in May of 2017. Shaneequa enjoys being around people and has outstanding social skills. She loves spending time with her children and helping others in any way possible. While enrolled in the WIOA Out-of-School Youth program, Shaneequa was determined, energetic, and goal-oriented, which enabled her to juggle work, school, and be a mother to her children. She has been an excellent role model to her family, co-workers, and friends. She has an out-going personality, is self-motivated, and displays good work ethics. With these positive characteristics and skills, Shaneequa was approved for paid work (WEX) at Caswell Center in Kinston, NC. She completed over 300 hours before being offered a full-time position. Shaneequa moved herself and children out of a homeless situation and into an apartment. She is now employed full-time and has two part-time jobs. Through the WIOA Work Experience Program (WEX), Shaneequa was employed part-time as a Nurse Aide I at Caswell Center in Kinston, NC on August 18, 2017. Due to her strong work ethics and positive attitude, Shaneequa was hired full-time in November 2017. Shaneequa is still a full-time employee at Caswell Center as a Developmental Tech I. She also works part-time during the week and on weekends as a home health care provider. Shaneequa has purchased a car and is in the process of being approved for a house loan. She stated, "If it wasn't for the WIOA program, I would still be living off the government."

Gabrielle Gaskill



Gabrielle first entered the Carteret County NCWorks Career Center as a shy young woman with criminal charges, and facing more, due to her previous addiction to drugs. All she wanted to do was get a job, but with her past, this was proving difficult. Unsure about enrolling into the WIOA Out-of-School Youth Program, her Youth Advisor was able to explain the services the program provides and encouraged her to try Work Experience. Gabrielle's first placement was as a Human Resource Assistant where she gained hands on experience in technology, clerical and administration, customer service, soft skills and other transferable skills needed for a career. Still undecided about her career path, her Youth Advisor set her up with a second work experience. While this employer was hesitant to bring on a justice served individual, they took a chance. Gabrielle excelled as an Administrative Assistant and was offered a full-time job at her worksite. However, by this time Gabrielle had realized that she wanted to help people get their lives back on track as she had done and declined the job offer to enroll in school for a degree in Human Service Technology. Her Youth Advisor was able to provide a third work experience within the human services field. Gabrielle assisted her supervisor in providing support to patients recovering from substance abuse, serving as the initial contact for clients and referring services. Other tasks included facilitating proper scheduling of appointments and acting as a liaison between client and Patient Coordinator. Recognizing Gabrielle's potential, her supervisors hired her to work in their counseling center. Gabrielle has exemplified excellence through this program. She has become a strong leader, leading by example, taking responsibility and being consistently reliable. While she has not yet completed her degree, she continues to engage in school and other WIOA funded activities and maintains a 4.0 grade point average. Gabrielle is an inspiration in her service to the program, her education and her work ethic.

Gaston County WDB

Antonio Nichols



Antonio is an outstanding young man who entered the Gaston College NextGen Youth Program in September 2017 and who has from day one aspired to follow his career goals and work in the HVAC field. He has an easy going and positive demeanor while also having the work ethic of a hard worker.

He attended a job fair at Gaston County DSS in October 2017. He was introduced to the HR Director for GSM, Donna Caskey. She was interested in him for one of her permanent HVAC positions through OJT and scheduled him for an interview. His case manager assisted him by updating his resume, providing interviewing tips and completing a mock interview with him to insure that he was completely ready for his job interview. Donna had three different supervisors that completed interviews with him. The employer was impressed with him and he was scheduled for a 2nd interview.

In the meantime, Antonio's father decided that he didn't want Antonio living with him and changed the locks on the doors. His case manager worked with him to find alternative living arrangements, counseled him on how to talk to his dad about letting him move back in with him, and talked to Antonio's dad to see if he would meet with them to discuss a resolution to the situation that was making Antonio homeless. Antonio's dad refused to sit down with them and talk about letting Antonio move back in. Therefore, the case manager continued to assist him with finding a solution to his homelessness. Eventually, Antonio was ready to start his job at GSM as a commercial HVAC installer through OJT. The NextGen program gave him gas cards to use until he got his first check, purchased work boots for him, and also purchased all the tools he would need for his new position. Antonio started out at $13 per hour in his Commercial HVAC position. He showed great strides in his HVAC work performance, along with also showing great determination to continue and move up in his career. During his OJT period, he was increased to $16 per hour! In March 2018, he decided he was also interested in going back to school to get a certificate in HVAC so that he could better understand all the different aspects of HVAC and do an even better job for his employer.

NextGen has been happy to provide for his next steps for success in his journey with employment and training. We look forward to seeing what he accomplishes next!

Guilford County WDB

Christian Newsome

Christian Newsome enrolled into the WIOA Program in September 2017. He had longed dreamed of becoming a truck driver but lacked opportunity, and resources to realize his dream. Hearing about the NEXTGEN program from friends, he came into the High Point NCWorks Career Center seeking services. Christian Newsome enrolled into the NEXTGEN Young Adult Program in September 2017.

Christian received orientation to the program, completed an initial skills and aptitude assessment and was connected to a Talent Development consultant to complete the enrollment process. As with many customers, Christian was somewhat disappointed to learn that he was not going to be immediately placed directly into truck drivers training. Christian received career guidance, completed additional career explorations assessments to ensure his interests aligned with his goals, and began career planning with his Development Consultant.

As Christian and his Development Consultant began the planning process, Christian learned that he had deficient literary skills, which he understood would need remediation prior to him attaining meaningful employment; particularly in his desired oc-

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cupation. Christian and his Development Consultant prepared an Individualized Employment plan that included completing a series of work readiness workshops, as well as participating in basic skills classes that would help remediate his literacy deficiencies. Within a short period of time, Christian was able to upgrade his literacy skills and complete the work readiness workshop series that were prescribed and was ready to begin pursuing his dream of becoming a truck driver.

Christian received a scholarship through the NEXTGEN Youth Program to attend a Commercial Driver's License (CDL) training course at TransTech, Inc. in Winston Salem, NC in October 2017. He was excited to begin this training and remained committed to realizing his dream. With ease, Christian completed his training program on November 17, 2017 and almost immediately obtained his official CDL license on November 20, 2017. Christian, still eager to begin his career as a truck driver, met with his Development Consultant to construct a resume and prepare for interviews.

Christian was interviewed and hired by A & D Holdings, Inc. on January, 22 2018 earning $15.00 per hour as a Waste Technician Driver. Due to his age of 20, he could not receive his hazardous waste endorsement until turning 21, however, his employer promised him a wage increase of $22 to $27 per hour after that time. Christian's success was largely due in part to NCWorks/NEXTGEN providing him the proper career counseling and guidance, providing the proper assessment tools and helping to gain understanding about his career path and steps needed to be successful. Christian realized that a career plan did not necessarily mean "forever" to reach a goal.

High Country WDB

Dorothy Garland

Faced with a number of barriers, Dorothy Garland used her determination and resources to put herself on the road towards success. Despite the tragic events Dorothy was faced with, she was able to push through and see her goals come to fruition.



Dorothy Garland (right) with her career advisor April Jones (left)

Unfortunately, life presented some major hardships for Dorothy. Dorothy's mother was diagnosed with dementia which resulted in her placement in a nursing home. During this time, Dorothy's dad passed away due to stage four cancer. Due to her brother's disability, he moved to Pennsylvania to live with his grandma. Determined to finish school on time with her graduating class, Dorothy stayed in her home town. Having no other family to stay with at the age of 16, she was placed in the foster care system.

Dorothy was referred to NextGen/WIOA during this last year of her schooling at the Mayland Early College. She was required to complete an internship for her Human Services degree. Already working 30 hours a week to support herself, while attending high school and college classes, she was worried she would not be able to handle all the requirements to graduate.

While receiving ongoing guidance and support from her career advisor at the NCWorks Career Center, she participated in the work experience program which assisted her with a paid work experience meeting her class requirements, and monetarily enabling her to cut back on her work hours in order to balance her responsibilities. Her placement at DSS as a social work intern, not only provided additional work experience but also valuable employment resources.

Having successfully completed her educational requirements, during May 2018, Dorothy proudly graduated with her high school diploma, and her Associates Degree in Human Services. She is now interested in pursuing her next goal of a bachelor's degree.

Katelind McCann



Katelind McCann is a young mother of two young boys. She has worked hard to provide for her children and complete her Adult High School Diploma Spring 2018. She has faced many struggles and is now ready for the next stage of her life. Katelind plans to attend Wilkes Community College in the Fall of 2018 and would eventually like to become a Labor and Delivery Nurse.

Kerr-Tar WDB

Regia Williams

Regia Williams exemplifies excellence and professionalism in all aspects of her life. Though a child in foster care, Regia Williams overcame those odds. She excelled in high school, completing her coursework and obtaining her diploma 5 months early. While maintaining a 3.8 GPA and taking a heavy course load, Regia participated in cheer team and volunteered throughout the community. In 2015, Regia was named the NAACP Youth of the Year. From 2014 to 2017, she volunteered daily during the school year and worked as a camp counselor over the summers at the Boys and Girls Club. Actively participating in the Fountain of Life Outreach Ministry at her Church since June of 2014, Regia works with other members to expand the ministry. Regia is also a member of the Praise Team at her Church where she helps to coordinate the entire Sunday service every 5th Sunday, including the sermon. Even with her busy schedule, Regia is finding time to build her Church's website. Since enrolling with the NCWorks NextGen program in January, Regia has gone above and beyond, completing a two week long HRD class, and enrolling in the Tech Hire program at the local community college, and participating in a Work Experience, where she has been praised for her professionalism and dedication. Regia has overcome the hardships that foster care children face and has made a strong commitment to ensuring a bright future for herself. She cares deeply about her community and actively works to make a positive impact on it.

Regia expresses a strong interest in the IT field and in helping others, including animals. Regia came into the program extremely driven, wanting to take advantage of everything the program had to offer. Being a young high school graduate, Regia did need some assistance with soft skills. She attended the HRD Course, Working Smart, where she excelled actively participated in all the activities presented during the class. When first enrolled, Regia took the initiative to complete our resume workshop. Through the workshop, Regia not only got a professional resume, but she also obtained the skills to build her resume in the future. Regia eagerly enrolled in a work experience at a local animal shelter. Though not in her initially desired career pathway, Regia has a love for animals that she wanted the opportunity to experience potentially working with them. Prior to starting the work experience, Regia job shadowed, ensuring that the position was something she would enjoy.

After completion of work experience at the Granville Animal Shelter they hired her part-time. As stated previously, Regia is waiting to take advantage of the Tech Hire program offered at Vance-Granville Community College.

Lumber River WDB

Aaron Jacobs



Aaron Jacobs enrolled into the WIOA Out-of-School Youth Program at Bladen Community College in December 2017. Aaron was seeking financial assistance with returning to school to complete his Associate Degree as a Mechanical Engineer at Cape Fear Community College. Aaron was persistent with his goals and was willing to work hard to achieve them. Aaron lives with his grandparents, who were unable to provide him with the financial support he needed to complete his degree. The WIOA Youth Program assisted Aaron with supportive services; such as books and travel assistance. This provided him the resources to return to school for the spring semester of 2018. In February 2018, Aaron spoke with the WIOA Youth Program Specialist, about participating in an internship that would allow him to gain hands on experience in his career field as a Mechanical Engineer. The WIOA Program Specialist assisted Aaron with an internship placement with Eddie's Wrecker Service in Bolton NC. Aaron worked hard and successfully completed the internship placement on June 1, 2018. Upon completion of placement he was offered a permanent position, as Diesel Engine Specialist, which he gladly accepted. While enrolled in the WIOA

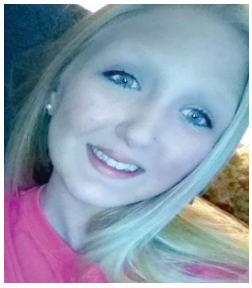
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Lumber River WDB

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program, Aaron participated in various workshops and training opportunities to include: leadership skills, financial literacy, resume writing and attended various regional events. Jennifer Farris, WIOA Program Specialist, stated "Aaron is soft spoken and gentle individual who strives to succeed academically and professionally".

Kimberlee Sessoms



Bladen Community College student Kimberlee Sessoms is not afraid of a challenge. In May, she graduated as a Certified Nursing Assistant (CNA) and received her high school diploma through the college readiness program.

"My dad and grandparents were my inspiration," remarked Sessoms. "My dad died two years ago, and he wanted me to get an education."

In middle school, Sessoms was an excellent student. In the seventh grade, she tested into the Duke University Talent Identification Program (TIP), and was always at the top of her class. But high school presented Sessoms with a different environment and difficult personal choices. She never finished high school. "I just made bad decisions," she stated. "I took the wrong road." Over the next year, she worked on her high school credentials at Bladen Community College twice, never completing the program. "I wanted so much to make my dad and grandparents proud of me," recounted Sessoms, so she enrolled again in a high school credentialing class at BCC. While she was working at a gas station, a friend's mother encouraged her to consider taking the CNA classes while working on her GED.

Sessoms remembered the journey. "It was hard. My grandparents drove me to and from class every day."

But weeks before she would graduate, her grandmother became ill and died on the same day that Sessoms finished her last class at BCC.

"It's been such a long process," she stated. "But I have tried really hard to turn my life around and that is what matters to me." Travis Locklear, director for college readiness described Sessoms' commitment as inspirational to both students and faculty. "Kimberlee has really persevered," he remarked. "She is a great example to others."

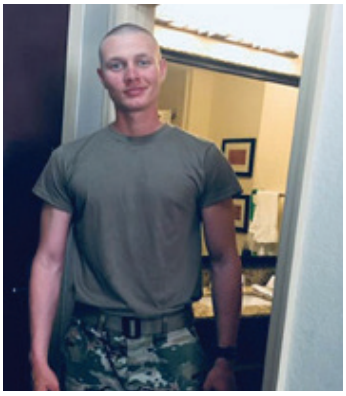
Sessoms success was enhanced by the WIOA Out-of-School Youth Program. The initiative was able to purchase books and nursing supplies, provide travel to and from the college, and pay for Sessoms' high school diploma tests.

While enrolled in the WIOA Youth Program, Sessoms participated in a variety of leadership activities including financial literacy, work ethics training, resume writing, the application process, and other regional events sponsored by the Lumber River Council of Government Youth Services.

Jennifer Farris, WIOA Youth Program Specialist, stated "Kim has a very pleasant personality and an eagerness to learn new skills to advance herself and strive toward success."

Through the efforts of the WIOA, Sessoms is now employed as a Certified Nursing Assistant I with Bladen East Health and Rehabilitation.

Kyle Walters



Kyle enrolled into WIOA services in September 2015 after dropping out of high school. He stated school was too much of a struggle. Kyle was basic skills deficient in both math and reading. He was referred to the WIOA Program from one of his Counselor's at the high school. Staff visited Kyle at home and spoke with him and his mother concerning Kyle returning back to high school. After several weeks of pursuing Kyle to make a decision, he decided to go to the local Alternative School to pursue his high school diploma, because he had higher aspirations

for himself to become a Merchant Marine. Kyle persevered once he entered the school. He started attending remediation classes that were offered at the Alternative School and attended Partners In Ministry afterschool tutoring two days a week, to help increase his literacy/numeracy scores. Partners In Ministry setup one-on-one sessions with Kyle to help him overcome his deficiencies he had. It was difficult for him at first but the consistency of meeting with the instructor coupled with the support of the afterschool tutoring sessions helped him to increase his scores. By the end of the school year Kyle was on the A/B honor roll list and promoted to the 12th grade.

Kyle began to utilize his strength for leadership by encouraging others to remain focused and pursue their high school diploma, despite their circumstances. The staff at the high school soon saw his leadership abilities and offered him a role as Youth Ambassador. In June 2017 Kyle graduated high school, maintain his A/B status and making the Distinguished List.

The services Kyle received from the program did not stop there. Through his experience with accomplishing his high school diploma he discovered his career pathway. Through his experience of being a Youth Ambassador he came to realize how much he liked helping other people. He made arrangements to speak with a recruiter and then scored well enough on the ASVAB test to enter the Marine Corp. He joined the Marines in October of 2017 and said he loves it. He's now working hard to become a Merchant Marine. He has already been promoted to a Military Police Officer (MPO). Kyle was asked about how he feels about his accomplishments, he said, "I am proud". He continues to encourage his peers to work hard to pursue their goals to this day. We here at Partners In Ministry, are proud of Kyle Walters and all of his accomplishments and are looking forward to hearing from him soon that he is now a Merchant Marine. Without the WIOA Programs youth, such as Kyle, would not have the services available to help them transition through everyday life struggles.

Antoin McNeill

Antoin McNeill is one of the youth that had a successful transition from Scotland County Schools to Partners in ministry. Antoin is a young African American male that has faced several barriers throughout his life. He currently has four children ranging from five years old to seven months old. His one and only purpose is to provide for his family. At one point they were homeless living day by day out of a motel.

Throughout his experience with the WIOA program he has completed two work experiences, one with Willow Place Assist Living and Partners in Ministry. He also received support services through the program purchasing his Work Keys testing and work uniforms for his placement at Willow Place.

Antoin gained meaningful employment with Perdue Farms about a year and a half ago. He started out making $10.50 an hour. He gained a promotion to back up line leader after being there for six months. After being employed for almost a year he was promoted again to a Mentor. With this promotion came a pay raise to $11.00 an hour. He will also be receiving another raise in the coming months to $13.75 an hour. With his hard work and determination he was able to find a home for rent and moved his family to a better house.

Perdue noticed his potential and his barriers. They invested in him and helped him to become the successful young father that he is today. Along with his job duties he also presents to new employees. He gives a presentation on new perspective employees on what Perdue can do for you. He talks about his life and hardships and how, through Perdue has been able to become successful.

Mountain Area WDB

Sasha Houle

Few people have a love for life like Sasha Houle. Her lightheartedness and joyful spirit radiate from her personality. Although she has faced obstacles throughout her life that would have beaten-down and defeated most people; she is not resentful or bitter. To the contrary, rather than let them define her, Sasha has met challenges head-on, with strength, and determination.

In October, Sasha sought help in applying for a position as a FEMA Call Center Agent. The position entailed taking phone calls from the victims of Hurricanes Harvey and Irma and directing them to the appropriate agencies. She had a phone interview with a company representative. Even in this type of interview, her caring nature was evident. The FEMA contractor hired her that day. Sasha worked full time, demonstrating compassion and kindness to those in need. In addition, through the WIOA NCWorks NextGen Youth Intervention program, she finished Nursing Assistant Training. Her goal is to work for a hospital in Labor and Delivery.

Sasha is such a positive influence to those around her; motivating and encouraging them to be the best they can be. She exemplifies resilience, dedication, and resolve. Her strength of character and service-oriented disposition makes her an excellent role model for young and old alike.

Frankie Frasure

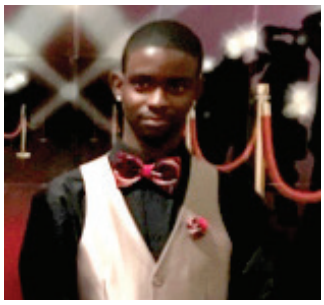
Frankie demonstrated the drive to succeed, but needed direction. Coming from a family environment of alcoholism and incarceration, trust was not easy for him. His living situation was impossible and he felt unwanted. Transportation was an issue for him, but through WIOA-supported work experience, his life began to turn around. He first worked as a coach's assistant where he helped setting up and breaking down track meets. After finding reliable transportation his work experience continued with Ingles Markets. He developed new friendships and relationships with people he would have never known.

After graduating from high school, Frankie had another setback with his living situation and was unable to continue his education as planned. Fortunately, a friend offered him a place to stay, his situation improved, a door opened where he was able to move on, and he enrolled in college. Once again, Frankie was excelling at Asheville-Buncombe Technical Community College and working part-time. When he graduates from post-secondary school, he will have an Associate's Degree in Health and Fitness Science.

During his free time, Frankie boxes and works out to relieve stress. He has the desire to mentor other youth to guide them to overcome life's challenges. Frankie is an amazing story of how WIOA opens doors for youth that would never have had those options.

Northeastern WDB

Latray Simpson



Latray is 20 years old, native of Roper, NC and graduated from Plymouth High School in 2015. After graduation, Latray had a difficult time finding employment which he attributed to his lack of workplace skills and age. He came to the NCWorks Career Center in Edenton to inquire about an open position, but he wasn't eligible for the position due to lack of work experience. This was an ongoing problem for other jobs he applied for. At the Career Center, he was introduced to NextGen services to start building the skills he needed to start a career.

After enrollment in NextGen, Latray became very active in the program. He started attending tutoring through Sylvan to boost his math and reading skills and completed the Working Smart Curriculum to improve his soft skills in preparation for future employment. He also attended the NC Annual Youth Summit in 2016 and 2017 along with college and business tours.

Latray always had an interest in automotive work and with the help of his father restored a few cars. His NextGen Career Advisor told him to capitalize on his interest and skills and assisted him with enrolling at Lenoir Community College in the Automotive Body Repair Certificate Program. He did well in the program and honed his skills by participating in a work experience at Feyer Ford Collision and Repair Shop in Plymouth during Spring break and weekends. As a result of his hard work, skills and professionalism displayed during his work experience, he secured a position with Feyer Ford Collision and Repair Shop upon graduation with his certificate in Auto Body Repair.

Northwest Piedmont WDB

Destiny Satterwhite



Destiny Sattwerwhite learned about the NextGen Youth Program from the Head Start program her child attended. "There was a speaker that came to speak with us about resources available and she referred me to the Rockingham NextGen Youth Program to help me achieve my goals," says Destiny.

Some of the services Destiny was introduced to include career coaching, mock interviewing, and resume writing. Destiny says these services helped her land several job interviews and offers.

Destiny says participating in the NextGen Youth Program did more than help her career. "Life was stressful and I didn't know how I was going to achieve my ultimate goal of becoming an esthetician." The NextGen Youth Program helped her find that direction. "I am at ease because my biggest challenges are behind me."

After participating in the NextGen Youth Program, Destiny earned her Esthetician license and landed a job at Ulta in Burlington.

She says the NextGen Youth Program team helped make this all possible. "I haven't come in contact with any other people that have had a heart to help like Danielle and Rhonda. These ladies make it their business to make sure they provided me with all that I needed, without their help and expertise I would not be where I am today."

Mariana Rodriguez



Mariana has been in the Piedmont Triad Regional Workforce Development Board NextGen Youth Program since 2016, while in the program Mariana has earned her certification in phlebotomy and will be graduating with a degree in surgical technology. Mariana has been able to overcome and persevere through so many road blocks all while being a single mother of a 2 year old child.

During Mariana's surgical tech courses and clinicals, she participated in work experience at the Goodwill in Mayodan. Several days of the week Mariana would not be able to see her child because she was either working, in class or clinicals. Mariana was able to uphold her values and determination during this time. So much so that the surgery team at Wake Forrest Baptist Hospital Women's Center has requested that Mariana learn and study with their team, they have also been holding a position open for her. As soon as she graduates and passes the state exam, there will be a position for her.

Mariana is an intelligent and driven young woman who I would describe as someone who has 'GRIT' -courage and resolve, accomplishing a goal over an extended period of time despite experiences with failure and adversity.

Region C WDB

Miranda Avis
Miranda Avis is an in school student who has been involved in the Cleveland County WIOA Youth Program this school year. She was referred to us by staff at Burns High School.

Miranda was considered homeless through the McKinney-Vento Act, and was living with a teacher who had taken her in. Although she struggled in reading and math, Miranda was clearly a good student with determination and drive. She worked hard to increase in those areas and has consistently earned good grades in school.

Miranda was interested in working, but was limited due to her circumstances. We decided to place her in a work experience at her school where transportation would not be an issue. Miranda worked in the afternoons and evenings after school as a custodian, and continues to work this summer.

She graduated from Burns in June, and has been accepted into college at Western Carolina University where she will study business in the fall. She has earned various scholarships that will help her while there. Miranda did not let her struggles and limitations deter her, and she continues to work hard and focus on her goals.

Destiny Mader
Destiny Mader was selected to receive the 2017 Governor's NCWorks award of distinction as an "Outstanding Young Adult". She is a positive role model for North Carolinas young adults. She has an unfailing dedication, commitment and perseverance to self-improvement and career attainment.

Her story began in a less than stable home environment. She struggled with poverty and homelessness, moving from place to place and hopping from school to school. The current man of the house did not work and tension over the lack of income remained constant. Destiny was badgered by him to quit school and get a job.

The home environment became too strained, and Destiny dropped out of school and out of the house. She packed her sleeping bag and called a spot under a Main Street bridge her home.

Destiny's perseverance never died. She landed a job at McDonald's and someone saw the leadership potential she possessed and she began training for management. With this leadership role with McDonald's, Destiny realized a glimmer of ability.

She was curious about the Manufacturing Certification class. Six weeks later she graduated with several national certifications and her GED. She was in class five to six hours daily, and then worked all night. In her "spare time" Destiny performed her Work Based Learning at the NCWorks Center 20 hours a week. She found her passion in teaching, and rolled up her sleeves to assist in the classroom.

A sponge for learning and role model of doing what's right, she serves as a role model to other students and patrons at the Center, modeling those ideal traits desired by employers. She is mature beyond her young age. Destiny now assists at McDowell Technical Community College – in office work, classrooms and wherever she is needed. She takes it upon herself to master new systems and materials. Most notable, however, is her compassion in helping others. Destiny is currently enrolled in Web Technology at McDowell Technical Community College. She has been inducted in the Phi Thea Kappa International Honor Society and the National Vocational Honor Society. She is comfortable providing one-on-one tutoring or facing an entire group. She has spoken to civic groups about the services of the Center and has attended Workforce Pipeline meetings. She has served on a special team to address a technological need for a local major industry, after a lifetime of rejection, poverty and failures. She was a guest speaker at the "NC Youth Summit" this past spring and enjoyed associating and relating with her peers.

She has discovered her niche in life and her future is wide open. She is truly a success story of what a hand up mixed with encouragement and motivation can do for a person.

Region Q WDB

Christopher Noel
Christopher Noel came to the Pitt County NextGen Program seeking assistance with work experience. Christopher was placed on a worksite that allowed him to gain valuable work readiness skills. After some time, he applied for an Installation Technician position with AM Communications.

Christopher has excelled and is doing well. He has been assigned a company vehicle and performs jobs in Pitt County as well as the Kinston area. He has been able to move into an apartment in Winterville and has become self-sufficient

Shaqwanda Moore
Shaqwanda Moore came to NCWorks as a single mother working part-time, barely making ends meet. She knew she had to make a change.

Shaqwanda knew she loved working with the public and accepted an on-the-job training opportunity with Metropolitan Property Management in the Accounting/Reception Department. Shaqwanda began working at Metropolitan in February of 2017 and became a full-time employee in July.

While working at Metropolitan, Shaqwanda learned their filing systems, data entry system, how to manage rental properties, state and federal laws pertaining to property management, accounts receivables and accounts payables procedure, bank deposits and refunds and much more. She was able to attend specialized training (Southeast Affordable Housing Management Association Training) to upgrade her knowledge of the field.

Today, Shaqwanda feels she is finally able to take a deep breath knowing she is financially stable and no longer living paycheck to paycheck. She is able to better provide for her 6 year old son and they are moving into a larger space at the end of the month. Now that she is working a steady schedule she is able to spend more quality time with her son. Shaqwanda concludes she is healthier and happier now that she has gotten back in the gym and has been working on her financial, physical, mental, and spiritual well-being.

We congratulate Shaqwanda on her successes and celebrate with her - in that we could play a small part in helping her succeed and achieve her goals.

Regional Partnership WDB

Anthony Harlan
Anthony "Skylar" Harlan applied for the Workforce Innovations and Opportunity Act (WIOA) program on June 15, 2016. At the age of 16, Skylar's life turned upside down when his mother passed away. During this time, Skylar had become a foster child and eventually was adopted by his grandmother.



Skylar experienced a very hard time coping with the passing of his mother. Many areas of his life were affected. His grades decreased and his behavior escalated to a point where his grandmother kicked him out the day he turned 18.

Skylar, still enrolled in his senior year of high school, became homeless. His high school guidance counselor assisted with placing Skylar in a shelter as well as referring him to the WIOA young adult program.

Finally, Skylar recognized potential in life and felt he was needed so he fought hard to succeed with the intent to graduate high school and hopefully join the Navy. His determination and willpower was evident when Skylar graduated Southwestern High School in June of 2017 and immediately met with the Navy recruiters to discuss military options.

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Skylar will be joining the Navy in the near future once he completes certain requirements in order to be accepted. In the meantime, Skylar has found employment as a Security Officer for Marksman Security at the International Home Furniture Center (IHFC) in High Point. The Training Director quoted, "Skylar is an impressively motivated young man and we are happy to have him on our team". Skylar was hired on the spot as a full time permanent employee.

Skylar is very pleased to have found work that he truly enjoys to do. His plan is to work and make the necessary adjustments within his personal life to achieve his short term goals. Skylar will then set out to achieve his long term goal of joining the Navy.

Ashley Short

Ashley Short is a 24 year old, with one child. She is in our Older Youth Program. She came to us seeking assistance with funding so she could complete her education in the medical field. We met on several occasions and her main objective was that she complete LPN training so that she could gain sustainable employment in order to take care of her daughter and herself.

She also shared in our interview that she has always wanted to be a nurse, since she was a little girl. Ashley was employed part-time as a CNA making $12.00 an hour at (At Home Care Facility) and she was currently enrolled in the nursing program at Central Carolina Community College full time.

She worked hard at being a mother, a student, and an employee. Some days things seem a little hectic and she wanted to quit, but she stayed focused and kept her eye on the prize, which was her LPN Diploma. She completed training May 8, 2017, Central Carolina Community College, earning her LPN Diploma.

She started working for Pine Needle Nursing Home, June 2017, earning $18.00 an hour. Dedication and hard work paid off because she has completed training and has gained sustainable employment in less than a year with a higher salary and benefits.

Southwestern WDB

Dericka Farley

At the age of 23 and with two young children, Dericka Farley of Graham County decided she needed to return to school to obtain her GED. She left high school after finishing the eleventh grade. Her primary motivation for getting back into the classroom was to be able to demonstrate to her children that no matter what your age, you can always do something to change the course of your life.

At 23, Dericka was older than most of the other GED students so it took courage for her to take that big first step. She was enrolled in the WIOA Youth Program on February 20, 2018, with an aggressive goal of obtaining her GED by March 31, 2018. Dericka jumped in with both feet, attending class as much as possible while continuing to care for her children.

She worked consistently with her instructor and studied hard. On March 21, 2018, ten days before her goal, Dericka obtained her GED. On May 12, 2018, she confidently walked across the stage at Tri-County Community College in cap and gown to receive her diploma amidst the cheers of her family members. Dericka is currently a full-time college student, with a long-term goal of becoming a registered nurse.

Lisa Cates

My name is Lisa Cates and I am currently 18 years old. When Brookely Nicholson, my WIOA case manager, asked me to share my story I was unsure how far to go back; so after some thought I decided to go back enough to emphasize how Haywood Community Learning Center and the WIOA program changed my life.

My family was homeless and my mother walked out of the situation when I was young. I moved out from under my parents at the age of 15. It was necessary that I get on my feet and away from my parents due to an unhealthy lifestyle that I did not want. I was working full time at Zaxby's and attending Haywood Early College. After 2 ½ years at Haywood Early College I decided to drop out because the school and work load was too much. In

December of 2016 I enrolled at Haywood Community Learning Center and by January I was taking classes and learning at my own pace. I had a schedule that worked around my busy job and provided me with the support and encouragement that I needed to move forward with my education.

Brookely saw my situation and talked with me about the WIOA program and how it could help me get on my feet and have stability which is something I have never had before. I have always wanted to expand my knowledge in the Culinary Arts field and thus Brookely organized me a paid internship with a successful and prestigious local restaurant, The Sweet Onion. WIOA paid for all my uniforms needed for my internship such as shirts and nonskid shoes. WIOA also assisted me with gas money to and from school when needed.

As I continued to progress in my high school courses the Sweet Onion restaurant saw my potential and offered me full-time work by paying the remaining part of my salary since WIOA could only pay for 25 hours a week. WIOA provided me another opportunity by paying for me to take a class and receiving four certificates that would advance my culinary skills as well as making me more qualified. The certificates included: NIMS of basic machinery, Working Smart, and two levels of OSHA certificates. I was the youngest participant in Haywood County to ever receive these certificates.

I was able to put my 2 week notice in at Zaxby's due to the Sweet Onion offering me a full time job after my internship ended. I loved my job at the Sweet Onion and the people I worked with. I learned a great deal about the culinary field through the owner and chef who had traveled all around the world making unique dishes.

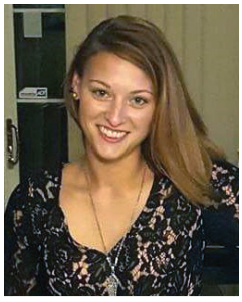
I felt like my life was heading in a completely new direction than it was 6 months prior, and I wasn't struggling in a mountain of unattainable school work that seemed pointless. I was learning things from the teachers and staff at HCLC that were useful like programs called EVERFI. EVERFI taught me the difference between mortgages and rent, different bank accounts, and interests that can accrue on accounts. I was able to support myself through working at the Sweet Onion and received my high school diploma in June 2017.

I graduated an entire year early with my high school diploma and now I have my own apartment where I support myself and my two younger siblings and even drive. I am trying to enroll at Haywood Community College to complete my last six classes for my associate's degree and then I plan to become a business major where I can create my own business or restaurant one day. I am still working with Brookely to assist me with college applications, Pell Grant, Unaccompanied youth form, and financial Aid applications. I recommend HCLC and the WIOA program to all my friends that are struggling in their traditional public school. Without HCLC and the WIOA program I would not have been able to obtain my high school diploma, find a job I enjoy, go to college, be independent, and financially stable. The program truly cares about every student and understands the difficult situations youth encounter. WIOA program helped me prepare for my future as well as provided me opportunities I would not have otherwise had and HCLC provided me a way to better my future through my high school diploma.

Triangle South WDB

Ashley Rothove

Ashley Rothove was a military dependent who spent her entire life moving from state to state and school to school. The constant relocation eventually took a toll on her desire to learn, and she ended up having to repeat a grade. Ashley began to hang out with the wrong crowd, and she dropped out of high school in the 10th grade.



After dropping out of school, Ashley moved out on her own and found a minimum wage job. After she spent some time struggling financially and living paycheck to paycheck, Ashley began to realize how important having an education was and she made the decision to complete her high school education and earn a college degree.

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Ashley enrolled into the Central Carolina Community College Adult High School Diploma program, and earned her Diploma in December of 2016. She decided to pursue a career in the healthcare industry, and was placed in a paid work experience opportunity with Universal Healthcare in Lillington as a Patient Care Assistant. After successfully completing her work experience, Universal Healthcare hired Ashley in a part-time position.

After Ashley successfully completing her paid work experience opportunity as a Patient Care Assistant, she was hired by Universal Healthcare as a Patient Care Aide in part-time unsubsidized employment earning $8.50 an hour. As a Patient Care Assistant, Ashley is responsible for administering personal care and assists in transporting residents to activities and therapy in the building. Ashley is also responsible for distributing snack items to the residents and assists the nurses by reporting any behavioral concerns of the residents. Ashley is currently in the process of completing her eighty hours of training to become a certified Patient Care Assistant.

Ashley is currently enrolled at Fayetteville Technical Community College and is studying to be a Radiologist. She enjoys working in the medical field and is glad she made the decision to complete high school and enroll in college.

Ashley enjoys spending quality time with family and friends, is an avid bowler, and is always willing to give a helping hand in her community. Ashley is a dedicated individual who is committed to reaching her goals and is willing to put in the work necessary to achieve them. Ashley is always polite and respectful, and during her WIOA enrollment, she has gained the skills necessary to be more marketable and employable in the medical field through her time spent in her work experience opportunity, and through the skills gained in her leadership development activities.

Sheneka McNeill



In 2015, Sheneka McNeill was an underemployed, twenty year old high school graduate, who was dealing with some serious issues in her home life. She lacked social skills, was extremely shy, and had basic skills deficiencies in both reading and math. When Sheneka decided that she did not want to spend the rest of her life working a part-time job with no opportunities for advancement, she enrolled into the WIOA Young Adult and Youth Program at the Harnett County Department of Workforce Development in Lillington, NC.

After enrolling, Sheneka's case manager, Anitra Hart, discovered she was deficient in both basic math and reading skills. So Mrs. Hart assisted Sheneka with enrolling into the Central Carolina Community College (CCCC) Career Readiness Certificate (CRC) program. This program allowed Sheneka to improve her math and reading skills, and upon completion of the course, she earned a Silver CRC Certificate.

After Sheneka earned her CRC, she enrolled into CCCC to pursue an Associate's Degree in Early Childhood Education. Sheneka loves children and is looking forward to one day becoming a preschool teacher. With that stated, Mrs. Hart ensured that Sheneka received some hands on experience working with children by placing her in work experience opportunities with Kidd's Place Too as a childcare worker, and with the Dunn Police Athletic League (PAL) as an Enrichment Instructor Assistant.

In addition to the work experience and education Sheneka was gaining, Mrs. Hart helped her overcome her shyness and poor communication skills by encouraging her participation in various Leadership Development activities. Sheneka attended the TSWDB Young Adult and Youth Rally, the Chick Fil-A Customer Service Training, the NC Youth Summit, and became the Youth Chair of the Standing Youth Committee for the TSWDB. In her role as Chair, Sheneka assists in organizing various community service projects for the WIOA Harnett County Youth participants, helps with the planning of the Annual Youth Banquet, and attends all leadership activities for the youth and young adults. Because of this, Sheneka has become much more sociable with people and is now a leader amongst her WIOA program peers. She has also gained a deeper understanding of the importance of community service projects.

Currently, Sheneka is still working towards her degree, and has just finished up her work experience with Dunn PAL. Due to her hard work and determination as an Enrichment Instructor Assistant with the organization, Sheneka has been offered a permanent position! This young lady is a wonderful example of why the WIOA Young Adult and Youth program is so important to our local area, and we are proud to have her as a member of our community.

Turning Point WDB

Daisha Dupree

Daisha is a young lady with many obstacles during the course of her young life. Mental health issues, neglect, and homelessness are only a few. She assumed the role of "parent" to her 2 younger siblings, after being abandoned by their mother. This responsibility fell on Daisha while a student herself.



Daisha Dupree left; Phyllis Neville right

She was able to live with multiple friends as she tried to provide a stable environment for her younger siblings. There were few other family member to turn to, some of which would not provide any help. Her great aunt did take her and siblings in for a short time, ensuring that they were provided care.

After some time, Daisha's mother returned and wanted to reunite with her children. However, the happy reunion would only last a few months, as Daisha's mother began to become abusive towards her children. Furthermore, the great aunt that once stepped in and cared for them had passed away leaving Daisha and her siblings in a hopeless situation.

After some time, Daisha was referred, by a school social worker, to the WIOA youth program, to speak with someone regarding her circumstances and to seek assistance changing her current situation. Phyllis Neville, WIOA Coordinator, representing Weldon STEM High School Career Academies (WSHSCA) enrolled Daisha into WIOA and immediately began assisting Daisha overcome some of her barriers. Daisha received assistance in job searching, skill building, resume writing, and workplace etiquette.

With assistance from WIOA Daisha was able to find employment at Crackle Barrel as a waitress, all while completing multiple community service projects, tutoring elementary aged children, and serving as senior class president at WSHSCA.

In the midst of it all, she managed to find time to prepare for college and has been accepted into Chowan University where she will start her journey fall 2018. She plans to major in Psychology, with plans to pursue a Master's Degree in Child Psychology. Her desire is to work with children that have been emotionally and physically abused. She is motivated to changing the lives of those that may suffer in some of the same situations she has overcome. She understands the impact a positive and caring adult can have on the life of a young person who may feel hopeless.

OIC, Inc Armored Eagles Robotics Team

During this triumphant break into the robotics world, students from Edgecombe and Nash Counties had the opportunity to meet with other like-minded students from North Carolina. FIRST (For Inspiration & Recognition in Science & Technology) competitions grant students adult-like experiences as gracious professionals by working with people and businesses in technology applications. This experience encourages high-quality work, emphasizes the value of working with others and respecting individuals and the community. Lorenzo Wilkins, Founder and CEO of Compass Youth Centers, introduced OIC to the FIRST Robotics Competition. FIRST convenes a national network of schools, organizations and industries to promote STEM programming to students of all ages and backgrounds.



Two and a half months ago when the OIC, Turning Point Workforce Development, NCWorks NextGen, and Compass Youth Center joined forces, little did we know that we would produce a Winning Team! Coupled with the Bridge Builder Foundation, young men from Manhood Monday Mentor Program accepted the challenge and the work began. Seven weeks later they had a working and functional Robot, and the team named Armored Eagles, Team 6215, was up and running. We assigned Dr. Daud Cole, a Scientist

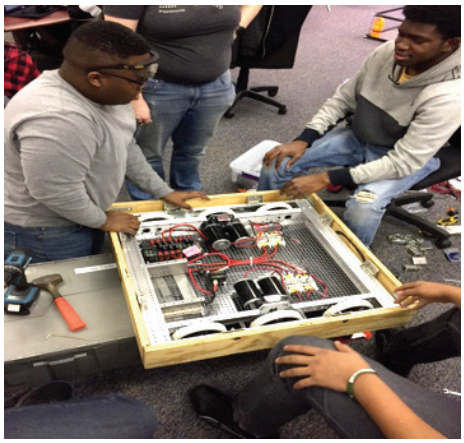
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Turning Point WDB

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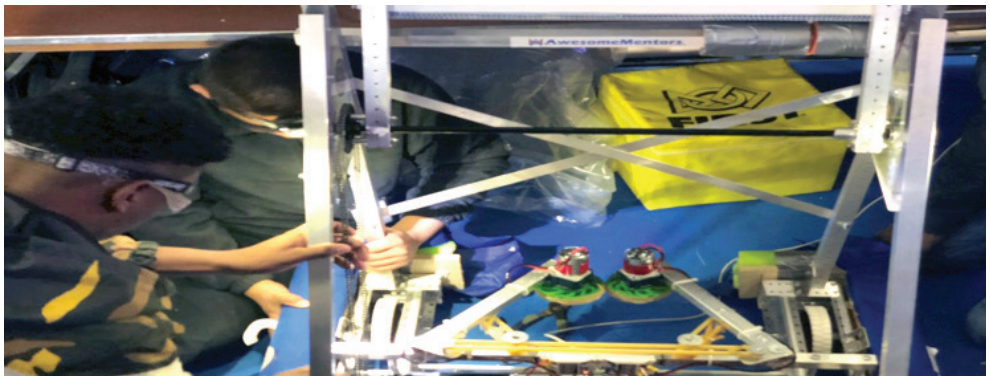
with our Organization, to take the lead and build the Team, and build he did. He brought on board Mr. Harold Lynch, an Electrical Engineer from Edgecombe Community College, and Mr. Chauncey Perry, Computer Science Engineer, from the Bridge Builder Foundation. Armored Eagles adventure and training took us to Durham, NC, where they joined forces with the Durham Academy of Math and Science robotics team 900 and a relationship was formed. The training and learning curve was steep for the Armored Eagles, as a first year Team, but definitely not a bridge to far for the students. They were used to challenges, steep learning curves, difficult situations, and always having to perform under enormous stress. At the first Competition, there were 32 other teams ready to compete in the FIRST Power Up Robotics Competition at the Pitt County Event in the Gymnasium on the East Carolina University's Campus. The Event was three days with a full day and a half of Arcade Competition. The Armored Eagles watched the Winner's Board as they move up and down the rankings. At the end of the Competition on Sunday, they found themselves in the playoffs with a chance to move on if selected in an Alliance with other Teams. When selection was over they were chosen to move on into the finals. When the final match was over the Armored Eagles and their Alliance were victorious (1st Place). The Team was geared up for the next competition in Forsyth County Event at the Winston-Salem Fair Grounds. This event was also three days with a full day and a half of Arcade Competition. The Armored Eagles won the Judges Award and qualified to compete in the State Championship held at Campbell University. The team won the Judges Award at the State Championships. We had an outstanding season as a first year team and looking forward to doing bigger and better things next season.











Western Piedmont WDB

Daniel Duckworth

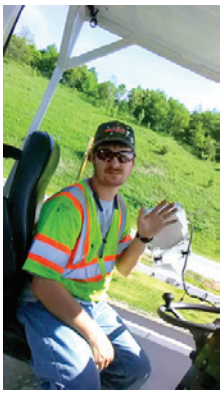
Daniel Duckworth came into the Burke NCWorks Career Center needing job training. Daniel was having a difficult time finding employment due to a disability, being basic skills deficient, and lacking any work experience. As part of the NEXTGen Youth/Young Adult program, Daniel was placed in a work experience opportunity with Blue Ridge Striping in Valdese where he found his niche driving the crash truck for the road painting crew.

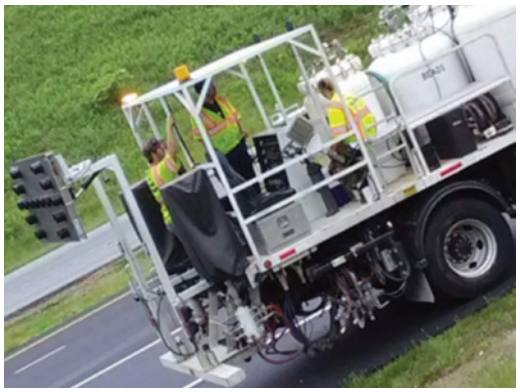


Over the past several months, Daniel has increased his literacy skills by over 5 grade levels. He has shown significant growth in his work skills, social skills, communication skills, problem solving abilities, and conflict resolution. Daniel is also self-supporting now and no longer needing disability. At the end of his work experience, he was hired on full-time with Blue Ridge Striping.

William Pruitt

William Pruitt came in to WIOA needing job training. He was placed with Goodwill Career Connections as part of the WIOA's Work Experience Program. This was William's first job ever! He was placed as an environmental specialist. Sandy Williams, the manager of Goodwill took William under her wing and included him on big decisions. Goodwill intended to open a brand new facility next to William's worksite and needed to get ideas for their grand opening. William suggested that Goodwill support its local High School ROTC by allowing them to come and present the flag at the opening. Now, this idea has spread throughout Goodwill, as they are including ROTC groups all over the state for the ceremonies. William successfully completed the Manufacturing Academy in November and was vigilant in his employment. Within a week William had an interview lined up with Sarstedt and was soon offered a job as a quality inspector! This is Will's first week of work and he is very excited about stepping into the workforce.





William also intends to further his education this January by attending the Mechatronics Fundamentals course at CVCC.



Grant Recipients

Cape Fear Workforce Development Board

Educational Data Systems, Inc.	$631,600
Southeastern Community College	$250,000
Telamon Corporation	$250,000
Leading Into New Communities, Inc.	$96,000

Capital Area Workforce Development Board

Educational Data Systems, Inc. (EDSI)	$1,057,167
Johnston County Industries, Inc. (JCI)	$500,000

Centralina Workforce Development Board

ResCare Workforce Services	$1,347,354

Charlotte Works Workforce Development Board

ResCare Workforce Services	$958,000
MeckEd	$441,751
Central Piedmont Community College	$700,000

Cumberland County Workforce Development Board

ResCare Workforce Services	$1,118,275

DavidsonWorks Workforce Development Board

Davidson County Community College	$145,000

Durham Workforce Development Board

Eckerd Connects	$390,000

Eastern Carolina Workforce Development Board

Cartert Community College	$211,621
Coastal Carolina Community College	$144,996
Craven County Schools	$118,390
Greene Lamp, Inc.	$284,394
Jones County Schools	$65,853
Lenoir Community College	$227,408
Onslow County Schools	$138,086
Wayne Community College	$102,068

Gaston County Workforce Development Board

Two Hawk Workforce Services	$722,417
Gaston College	$450,000

Guilford Workforce Development Board

ResCare Workforce Services	$1,199,998

High Country Workforce Development Board

Mayland Community College	$215,000
ResCare	$255,00

Kerr-Tar Workforce Development Board

Educational Data Systems, Incorporated	$350,000
Piedmont Community College	$150,000
Vance-Granville Community College	$205,000

Lumber River Workforce Development Board

Bladen Community College	$150,944
Scotland County Schools	$55,295
UNCP	$613,073
Partners In Ministry - Scotland County (OSY)	$150,883
Partners in Ministry - Richmond County	$185,862
Hoke County Schools	$183,880

Mountain Area Workforce Development Board

Blue Ridge Community College	$74,655
Buncombe County Board of Education	$132,148
Goodwill Industries of Northwest North Carolina	$79,285
Green Opportunities, Incorporated	$87,585
Henderson County Board of Public Education	$149,693
Madison County Schools Board of Education	$87,454

Northeastern Workforce Development Board

Northeastern WDB	$563,397
Sylvan Tutoring Services	$67,000

Northwest Piedmont Workforce Development Board

Goodwill Industries of Northwest North Carolina	$1,728,944

Region C Workforce Development Board

Cleveland County Schools	$334,060
McDowell Technical Community College	$181,557

Region Q Workforce Development Board

Pitt Community College	$424,806
Choanoke Area Development Association	$384,497
Mid-East Commission	$193,079



Grant Recipients

Regional Partnership Workforce Development Board

Alamance County-Richmond Committee Support Center (RCSC)	$236,324
Montgomery County-RCSC	$68,612
Moore County-RCSC	$112,552
Orange County-Department of Scoial Services (DSS)	$276,353
Randolph County-RCSC	$199,666

Southwestern Workforce Development Board

Mountain Projects, Inc.	$297,451
Haywood County Schools	$47,549
Southwestern Workforce Development Board	$105,873

Triangle South Workforce Development Board

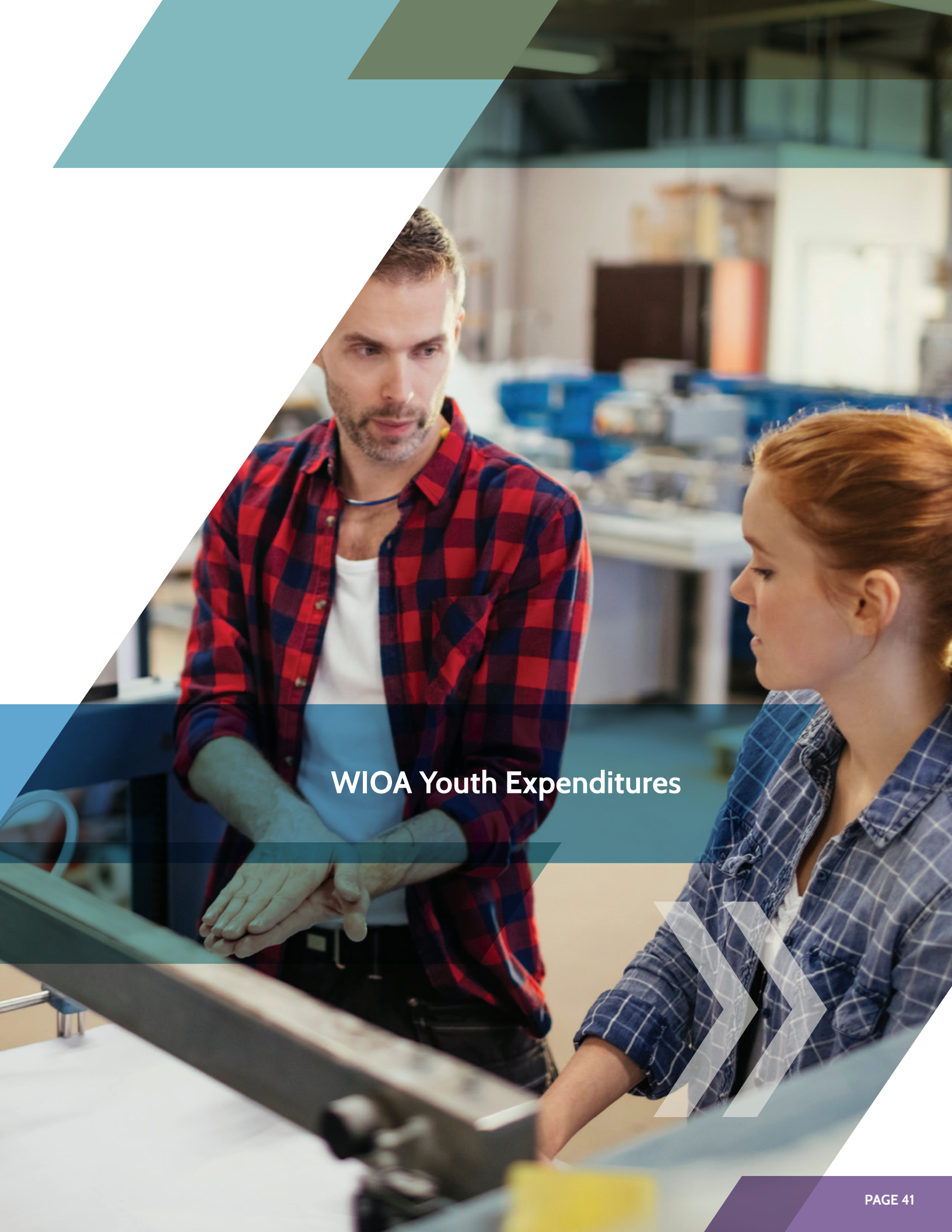
Chatham County	$140,775
Harnett County	$237,387
Lee County	$177, 905.00
Sampson County	$154, 983.00

Turning Point Workforce Development Board

Choanoke Area Development Association; inc	$208,843
Cooperative Extension Service of Halifax County	$75,282
Rocky Mount Opportunities & Industrailization Center	$563,703
Wilson County Opportunities & Industrailization Center	$312,157
Weldon City Schools	$52,278

Western Piedmont Workforce Development Board

Ross Innovative Employment Solutions	$802,756



WIOA Youth Expenditures

WIOA Youth Expenditures

All Workforce Development Boards - July 2017 - June 2018

Expenditures	Operating Costs	Total Operating Expenditures										
		Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area
		Cape Fear	Capital Area	Centralina	Charlotte Works	Cumberland	Davidson Works	Durham	Eastern Carolina	Gaston	Guilford	High Country
		Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)
	Direct Salaries	$543,930.31	$813,753.28	$669,279.45	$905,666.00	$213,906.66	$209,037.70	$216,062.39	$493,063.71	$140,042.95	$654,496.27	$274,586.81
	Fringe Benefits	$172,504.07	$215,427.55	$182,659.49	$224,157.00	$49,103.98	$85,878.85	$71,843.13	$169,800.37	$36,108.81	$158,960.24	$73,506.69
	Indirect Costs	$113,018.72	$0.00	$184,620.05	$103,485.00	$29,195.43	$0.00	$32,265.50	$30,911.12	$0.00	$73,192.36	$46,973.97
	Staff Travel Expenses	$31,121.38	$23,146.63	$13,428.32	$32,791.00	$3,495.48	$4,548.36	$9,621.10	$28,874.49	$944.89	$4,991.13	$14,876.20
	Staff Training	$22,170.71	$10,393.20	$7,091.83	$32,874.00		$92.66	$979.32	$2,516.50	$0.00	$15,440.43	$
	Advertising & Public Relations	$324.33	$185.28	$11,563.04	$34,772.00	-	$0.00	$	$658.16	$228.21	$881.26	$502.25
	Printing & Publications	$1,267.00	$921.73	$0.00	$1,889.00	$89.76	$76.51	$1,703.32	$997.84	$1,559.92	$1,836.69	$76.42
	Meeting Related Expenses	$943.00	$6,720.61	$5,918.14	$2,370.00	-	$550.86	$5,555.26	$5,733.25	$0.00	$3,305.38	$391.86
	Materials, Supplies, & Postage	$4,137.30	$4,500.90	$5,509.73	$26,725.00	$4,757.81	$1,185.85	$7,165.73	$6,651.15	$909.12	$6,392.98	$2,876.80
	Insurance	$432.00	$0.00	$5,215.07	$4,046.00	$1,820.50	$0.00	$404.09	$3,316.95	$0.00	$5,183.74	$895.04
	Occupancy Costs - Lease/Utilities	$63,288.57	$128,053.58	$2,100.00	$49,598.00		$7,839.07	$20,509.80	$18,266.26	$0.00	$91,260.32	$33,209.93
	Equipment	$0.00	$18,191.33	$15,576.50	$2,430.00		$1,807.46	$5,164.84	$3,761.66	$0.00	$28,727.74	($544.75)
	Communications	$2,576.00	$2,521.64	$7,117.99	$17,195.00	$925.81	$4,005.07	$5,893.96	$7,583.52	$2,213.12	$4,228.44	$
	Subscriptions & Dues	$947.67	$6,360.77	$4,322.42	$1,213.00		$373.40	$139.95	$2,156.35		$4,888.68	$20.00
	Profit	$0.00	$0.00	$95,218.86	$54,035.00	$25,679.20					$41,003.07	$12,373.24
	Other - Program Costs	$0.00	$268.21		$10,963.00		$1,900.00	$1,100.66			$8,475.36	
	Other - Prof. Services/IT/Contract Labor		$791.67	$8,353.64	$9,070.00	$809.98	$1,380.05				$13,582.09	$1,004.44
	Other - Audit Costs	$4,750.92							$10,046.66			
	Other - Admin Alloc to Program											
	Total Staff Costs	$961,411.98	$1,231,236.38	$1,217,974.53	$1,513,279.00	$329,784.61	$318,675.84	$378,409.05	$784,337.99	$182,007.02	$1,116,846.18	$460,748.90

Expenditures	Participant Training Costs	Total Participant Training Costs										
		Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area
		Cape Fear	Capital Area	Centralina	Charlotte Works	Cumberland	Davidson Works	Durham	Eastern Carolina	Gaston	Guilford	High Country
		Amount ($)	Amount ($)	Amount ($)		Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)
	OJT Wages Reimbursement		$42,359.04	$4,294.85			$	$		$13,260.23	$2,280.01	$8,640.00
	Internship & Work Experience Wages & Fringe Benefits	$163,417.28	$269,678.58	$91,697.30	$466,191.00	$67,874.18	$68,325.32	$72,616.04	$387,498.98	$47,489.97	$147,113.21	$75,467.75
	Class Size Training	$1,372.26	$0.00	$0.00	$0.00		$	$	$0.00	$9,533.44	$0.00	$
	Supplies (Books, Uniforms, and Other Training Supplies)	$3,437.89	$0.00	$0.00	$132,209.00	$4,552.39	$96.82	$107.41	$76,068.79	$2,579.88	$8,881.06	$1,900.00
	Individual Training Accounts (ITAs)/Scholarships	$31,099.07	$30,096.89	$1,097.38	$139,303.00	$36,505.77	$1,950.33	$1,023.50	$0.00	$0.00	$27,288.42	$33,619.05
	Participant Incentives	$0.00	$0.00	$0.00	$0.00	$2,532.00	$3,876.88	$669.22	$2,000.00	$1,379.34	$200.00	$4,259.59
	Supportive Services	$9,275.70	$28,211.27	$539.70	$89,555.00	$17,680.04		$19,457.26	$7,359.98	$14,724.44	$20,727.36	$3,092.61
	Insurance											
	Other - Transportation		$10,881.57			$1,702.05						
	Other - Tutoring											
	Other - Program Costs		$187,495.65	$22,033.02			$100.00	$580.30	$23,970.44			
	Other - Non ITA Training											
	Total Participant Costs	$208,602.20	$568,723.00	$119,662.25	$827,258.00	$130,846.43	$74,349.35	$94,453.73	$496,898.19	$88,967.30	$206,490.06	$126,979.00

Total Expenditures	Total Expenditures	Total Operating and Participant Training Expenditures										
		Cape Fear	Capital Area	Centralina	Charlotte Works	Cumberland	Davidson Works	Durham	Eastern Carolina	Gaston	Guilford	High Country
	Total Operating Costs	$961,411.98	$1,231,236.38	$1,217,974.53	$1,513,279.00	$329,784.61	$318,675.84	$378,409.05	$784,337.99	$182,007.02	$1,116,846.18	$460,748.90
	Total Participant Costs	$208,602.20	$568,723.00	$119,662.25	$827,258.00	$130,846.43	$74,349.35	$94,453.73	$496,898.19	$88,967.30	$206,490.06	$126,979.00
	Grand Total	$1,170,014.18	$1,799,959.38	$1,337,636.78	$2,340,537.00	$460,631.04	$393,025.19	$472,862.78	$1,281,236.18	$270,974.32	$1,323,336.24	$587,727.90

Summary Totals	Operating Costs		Participant Training Costs	Total
Grand Total - Expenditures	$15,596,704.04		$6,375,393.14	$21,972,097.18

Training Expenditures	
Total of All Participant Training Expenditures	$6,375,393.14
Training Expenditures as a Percentage of Total Expenditures	29.02%

Work-based Learning Expenditures	
Total of All Work-based Learning Expenditures	$5,401,815.89
Work-based Learning Expenditures as a Percentage of Total Expenditures	24.6%

Note: Work-based Learning is a subset of Training Expenditures and consists of the OJT Wages Reimbursement and Internship & Work Experience Wages & Fringe Benefits expenditure categories. Does not reflect staffing costs associated with with Work-based Learning opportunities (+2%-5% more).

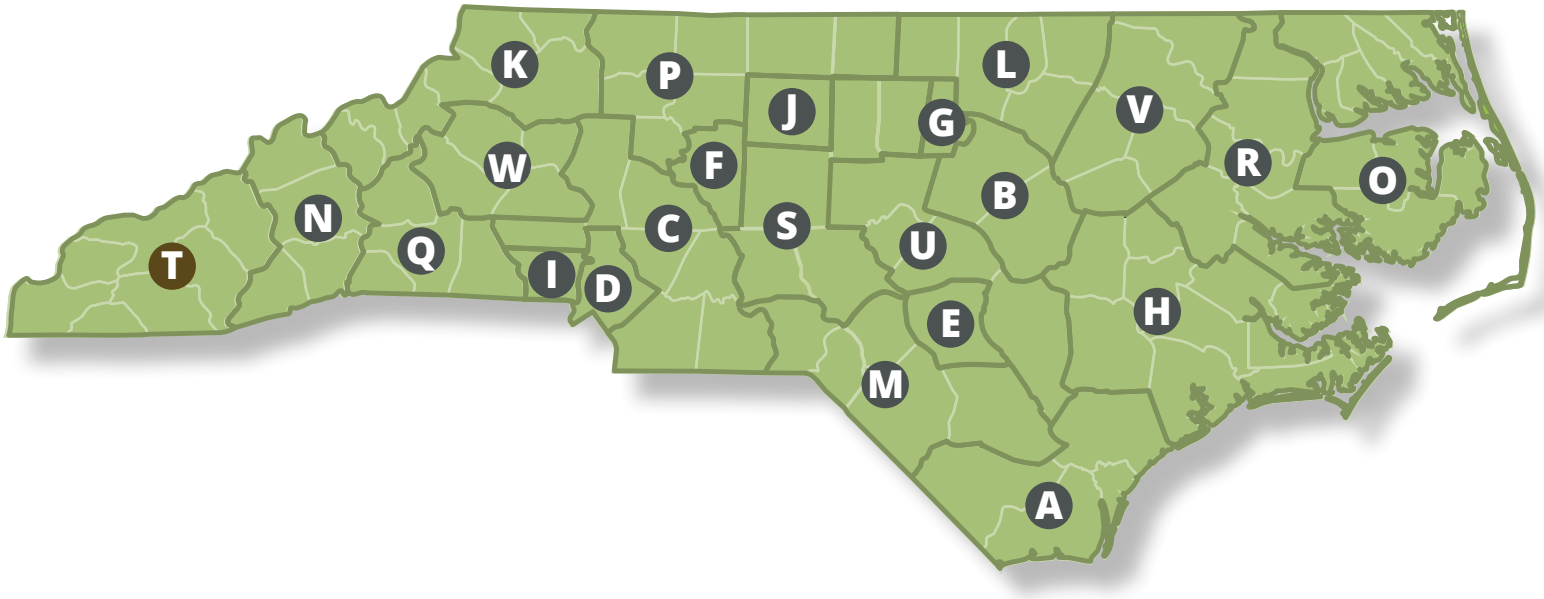
Total Operating Expenditures													Total of All Columns (Administrative & Programmatic)
Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area		
Kerr Tar	Lumber River	Mountain Area	Northeastern	Piedmont Triad	Region C	Region Q	Regional Partnership	Southwestern	Triangle South	Turning Point	Western Piedmont		
Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)		Amount ($)
$305,864.78	$448,479.96	$306,397.25	$211,462.06	$522,799.39	$207,299.13	$394,526.35	$445,375.28	$212,647.11	$229,155.79	$661,156.28	$266,076.64		$9,345,065.55
$100,564.89	$161,028.45	$115,965.48	$54,552.14	$200,072.27	$71,827.40	$142,851.47	$123,135.80	$76,442.72	$78,717.87	$163,328.04	$58,379.62		$2,786,816.33
$43,448.00	$12,591.24	$14,781.67	$67,068.29	$97,979.39	$43,607.67	$113,363.20	$201.64	$52,303.86	$9,485.00	$	$50,906.62		$1,119,398.73
$21,310.68	$36,767.98	$10,819.66	$21,272.69	$7,360.15	$9,211.15	$25,231.03	$22,028.69	$40,347.23	$10,854.73	$24,532.50	$10,657.90		$408,233.36
$0.00	$	$1,035.22	$193.07	$7,036.94	$680.16	$18,180.75	$15,430.62	$391.66	$0.00	$602.76	$		$135,109.83
$523.54	$	$455.50	$2,052.59	$251.31	$0.00	$3,917.18	$3,106.74	$172.28	$0.00	$	$		$59,593.68
$439.30	$	$0.00	$3,919.97	$897.11	$0.00	$1,998.26	$1,114.78	$2,234.43	$0.00	$	$		$21,022.05
$0.00	$8,265.43	$2,433.87	$1,989.92	$804.06	$451.48	$7,951.79	$3,669.98	$1,020.70	$4,705.26	$2,298.57	$		$65,079.42
$215.33	$60,842.83	$6,913.15	$4,214.84	$12,074.09	$362.16	$11,232.23	$10,037.55	$10,585.48	$2,486.06	$35.00	$		$189,811.08
$0.00	$	$0.00	$0.00	$1,369.35	$943.00	$0.00	$7,148.99	$33.74	$250.00	$	$		$31,058.47
$4,196.79	$114,150.40	$0.00	$1,149.95	$66,833.93	$1,404.22	$8,936.18	$51,761.26	$7,543.23	$3,417.73	$23,359.00	$14,622.24		$711,500.46
$5,123.46	$13,983.99	$116.06	$3,151.11	$6,686.33	$1,298.84	$0.00	$1,011.01	$1,904.49	$3,674.37	$	$		$112,064.44
$0.00		$0.00	$4,278.63	$9,503.84	$1,789.88	$6,598.16	$3,948.52	$6,004.28	$1,797.50	$1,548.00	$		$89,729.35
$4,650.02		$1,179.02	$969.92	$3,189.62	$830.15	$4,636.56	$16,381.16	$829.00	$76.44		$		$53,164.13
				$0.00							$48,186.34		$276,495.71
$16,298.16			$597.47				$10,010.66		$100.00	$50,556.59	$4,836.55		$105,106.66
$3,926.95			$159.83	$25,537.73	$853.00			$2,098.06					$67,567.44
		$1,180.60			$1,359.16			$2,550.00					$19,887.34
													$0.00
$506,561.90	$856,110.28	$461,277.48	$377,032.48	$962,395.51	$341,917.40	$739,423.16	$714,362.68	$417,108.27	$344,720.75	$927,416.74	$453,665.91		$15,596,704.04

Total Participant Training Costs												Total of All Columns (Administrative & Programmatic)
Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	Local Area	
Kerr Tar	Lumber River	Mountain Area	Northeastern	Piedmont Triad	Region C	Region Q	Regional Partnership	Southwestern	Triangle South	Turning Point	Western Piedmont	
Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)	Amount ($)
$9,695.62	$23,696.70	$0.00			$120,810.07	$26,073.00	$330.00		$4,621.40	$		$256,060.92
$119,636.25	$518,058.38	$134,291.67	$92,160.11	$468,316.87	$0.00	$243,240.00	$113,213.51	$41,039.97	$26,403.10	$293,290.45	$272,633.53	$4,179,653.45
$0.00	$	$0.00	$0.00	$0.00		$0.00	$0.00	$0.00	$0.00	$	$	$10,905.70
$0.00	$2,405.03	$9,166.95	$14,457.09	$34,814.10	$295.27	$6,221.00	$121,946.49	$3,883.10	$8,507.66	$2,827.97	$	$434,357.90
$27,138.87	$9,519.82	$10,460.15	$17,091.85	$0.00	$37,680.15	$12,603.00	$0.00	$0.00	$52,706.13	$	$51,654.54	$520,837.92
$900.00	$1,831.32		$0.00	$1,503.64	$11,980.00	$4,830.00	$465.00	$2,748.24	$2,500.00	$681.00	$	$42,356.23
$13,813.83	$18,655.25		$45,614.88	$68,484.80	$13,932.94	$30,541.00	$39,201.39	$1,690.99	$29,422.48	$14,015.00	$56,514.43	$542,510.35
	$211.25						$156.79			$3,845.00		$4,213.04
												$12,583.62
			$1,470.00									$1,470.00
$24,318.88	$24,918.89		$4,185.14	$2,535.18			$646.68			$42,249.31		$333,033.49
$37,410.52												$37,410.52
$232,913.97	$599,296.64	$153,918.77	$174,979.07	$575,654.59	$184,698.43	$323,508.00	$275,959.86	$49,362.30	$124,160.77	$356,908.73	$380,802.50	$6,375,393.14

Total Operating and Participant Training Expenditures											Total
Kerr Tar	Lumber River	Mountain Area	Northeastern	Piedmont Triad	Region C	Region Q	Regional Partnership	Southwestern	Triangle South	Turning Point	Western Piedmont	
$506,561.90	$856,110.28	$461,277.48	$377,032.48	$962,395.51	$341,917.40	$739,423.16	$714,362.68	$417,108.27	$344,720.75	$927,416.74	$453,665.91	$15,596,704.04
$232,913.97	$599,296.64	$153,918.77	$174,979.07	$575,654.59	$184,698.43	$323,508.00	$275,959.86	$49,362.30	$124,160.77	$356,908.73	$380,802.50	$6,375,393.14
$739,475.87	$1,455,406.92	$615,196.25	$552,011.55	$1,538,050.10	$526,615.83	$1,062,931.16	$990,322.54	$466,470.57	$468,881.52	$1,284,325.47	$834,468.41	$21,972,097.18



North Carolina Workforce



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

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

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

D **Charlotte Works Workforce Development Board**
Mecklenburg

E **Cumberland County Workforce Development Board**
Cumberland

F **DavidsonWorks Workforce Development Board**
Davidson

G **Durham Workforce Development Board**
Durham

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

Development Boards



I **Gaston County Workforce Development Board**
Gaston

J **Guilford County Workforce Development Board**
Guilford

K **High Country Workforce Development Board**
Alleghany, Ashe, Avery, Mitchell, Watauga, Wilkes, Yancey

L **Kerr-Tar Workforce Development Board**
Franklin, Granville, Person, Vance, Warren

M **Lumber River Workforce Development Board**
Bladen, Hoke, Richmond, Robeson, Scotland

N **Mountain Area Workforce Development Board**
Buncombe, Henderson, Madison, Transylvania

O **Northeastern Workforce Development Board**
Camden, Chowan, Currituck, Dare, Gates, Hyde, Pasquotank, Perquimans, Tyrrell, Washington

P **Piedmont Triad Regional Workforce Development Board**
Forsyth, Davie, Surry, Stokes, Rockingham, Yadkin, Caswell

Q **Region C Workforce Development Board**
Cleveland, McDowell, Polk, Rutherford

R **Region Q Workforce Development Board**
Beaufort, Bertie, Hertford, Martin, Pitt

S **Regional Partnership Workforce Development Board**
Alamance, Montgomery, Moore, Orange, Randolph

T **Southwestern Workforce Development Board**
Clay, Graham, Haywood, Macon, Jackson, Swain, Cherokee

U **Triangle South Workforce Development Board**
Harnett, Lee, Chatham, Sampson

V **Turning Point Workforce Development Board**
Edgecombe, Nash, Halifax, Northampton, Wilson

W **Western Piedmont Workforce Development Board**
Burke, Caldwell, Alexander, Catawba

North Carolina Workforce Boards Chair + Directors

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

Cape Fear Workforce Development Board
Brunswick, Columbus, New Hanover, Pender
- Workforce Development Board Chair: Jim Kornegay
- Executive Director: Ginger Brick

Capital Area Workforce Development Board
Johnston, Wake
- Workforce Development Board Chair: Valerie Sachariat, Director of Recruiting, Spectrum
- Executive Director: Pat Sturdivant

Centralina Workforce Development Board
Anson, Cabarrus, Iredell, Lincoln, Rowan, Stanly, Union
- Workforce Development Board Chair: Reinaldo Panico Peres, President/CEO No Borders Consulting Group
- Executive Director: David Hollars

Charlotte Works Workforce Development Board
Mecklenburg
- Workforce Development Board Chair: Toya Allen, Director, Client Success, Cornerstone on Demand
- Executive Director: Danielle Frazier

Cumberland County Workforce Development Board
Cumberland
- Workforce Development Board Chair: Dina Simcox, Assistant General Manager, Cross Creek Mall
- Executive Director: Nedra Rodriguez

Davidson Works Workforce Development Board
Davidson
- Workforce Development Board Chair: Neal Grimes, President/Owner, Pallet Resource of NC
- Executive Director: Pam Walton

Durham Workforce Development Board
Durham
- Workforce Development Board Chair: Steven Williams, Founder/CEO, Global Ventures of North America, LLC
- Executive Director: Andre Pettigrew

Eastern Carolina Workforce Development Board
Carteret, Craven, Duplin, Greene, Jones, Lenoir, Onslow, Pamlico, Wayne
- Workforce Development Board Chair: Carla Byrnes, Owner, B & B Yacht Designs
- Executive Director: Tammy Childers

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

Guilford Workforce Development Board
Guilford
- Workforce Development Board Chair: Karl Robinson, President R & R Transportation
- Executive Director: Lillian Plummer

High Country Workforce Development Board

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

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

Kerr Tar Workforce Development Board

Franklin, Granville, Person, Vance, Warren

- Workforce Development Board Chair: Derrick Sims, Safety Manager, US Flue Cured Tobacco
- Executive Director: Vincent Gilreath

Lumber River Workforce Development Board

Bladen, Hoke, Richmond, Robeson, Scotland

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

Mountain Area Workforce Development Board

Buncombe, Henderson, Madison, Transylvania

- Workforce Development Board Chair: Terry Collins, Human Resources Manager, GE/ GE Lighting Systems, Incorporated
- Executive Director: Nathan Ramsey

Northeastern Workforce Development Board

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

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

Piedmont Triad Regional Workforce Development Board

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

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

Region C Workforce Development Board

Cleveland, McDowell, Polk, Rutherford

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

Region Q Workforce Development Board

Beaufort, Bertie, Hertford, Martin, Pitt

- Workforce Development Board Chair: Jenny Brown, Human Resources Manager, Vidant-Beaufort
- Executive Director: Jennie Bowen

Regional Partnership Workforce Development Board

Alamance, Montgomery, Moore, Orange, Randolph

- Workforce Development Board Chair: Ricardo Romero, Business Development Officer AVP, First Bank
- Executive Director: James Bain

Southwestern Workforce Development Board

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

- Workforce Development Board Chair: Dennis Myers, Work Adjustment Coordinator, Industrial Opportunities, Inc.
- Executive Director: David Garrett

Triangle South Workforce Development Board

Harnett, Lee, Chatham, Sampson

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

Turning Point Workforce Development Board

Edgecombe, Nash, Halifax, Northampton, Wilson

- Workforce Development Board Chair: Helen Collins, Assistant Vice President, BB&T
- Executive Director: Michael Williams

Western Piedmont Workforce Development Board

Burke, Caldwell, Alexander, Catawba

- Workforce Development Board Chair: Marty Water, President/Owner, Marlin Chemical
- Executive Director: Wendy Johnson

North Carolina Association of Workforce Development Boards (NCAWDB) Officers

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