



WORKFORCE INNOVATION AND OPPORTUNITY ACT
Youth Program Report
PY 2023

JULY 2023 - JUNE 2024

Report produced and
provided by NCAWDB
Director's Council



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Introduction

Workforce development provides opportunities to connect, train and educate residents for careers that help businesses and our economy thrive. Youth and young adults' exposure to these opportunities are critical to the talent pipeline needed for a strong economy. North Carolina's 20 workforce development boards continue to incorporate new strategies to remove roadblocks for in-school and out-of-school youth, and engage young adults ages 16 to 24 who face barriers to employment.

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

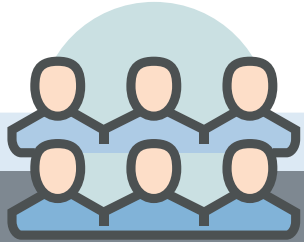
- » education;
- » career pathways;
- » career experience;
- » leadership development; and,
- » wraparound services.

By partnering with local employers and community organizations, NCWorks NextGen ensures that youth not only gain the skills needed for in-demand jobs but also build lasting connections within their communities. Through WIOA funding, the NCWorks NextGen Youth program plays a critical role in shaping the future workforce of North Carolina by preparing young individuals for sustainable careers and fostering economic growth. 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 23¹:

- » **74.1 percent** were employed within six months.
- » **75.4 percent** remained employed after 1 year.
- » **55.6 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



1,557

Total New Enrollments



Total Youth Served

3,063

COST PER PARTICIPANT
\$4,995



High School Diplomas

228



High School Equivalencies

249

Credentials/Degrees Earned

718

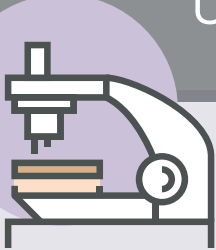


1,029

College Tours/
Post-Secondary Exposure



Work-Based Learning Opportunities



1,020



Enrolled in
Occupational Skills Training

775



Working Smart/
Soft Skills Graduates

1,105

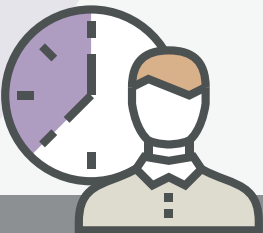
Entered Post-Secondary Education

162



913

Entered Employment



Received Supportive Services

1,395



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



Reports From NC Workforce Development Boards

Accomplishments

- Total New Youth Enrollments: 109
 - Total Youth Served: 164
 - Total Credentials Youth Earned: 31
 - Total Youth Participated in College Tours: 12
 - Total Soft/Working Smart Skills Graduate: 40
 - Total Youth Who Entered Post-Secondary Education: 11
 - Total Youth Who Obtained High School Diplomas: 8
 - Total Youth Who Obtained High School Equivalencies: 6
 - Total Youth in Work-based Learning Opportunities: 35
 - Total Youth Enrolled in Occupational Skills Training: 73
 - Total Youth That Entered Employment: 52
 - Total Youth That Received Supportive Services: 73
-
- The Cape Fear Workforce Development Board established a partnership with Brunswick, New Hanover, and Pender County Schools to reach out to local high school students to educate students about their career and employment options while in high school and after they graduate from high school. WIOA and board staff have participated in several job fairs/hiring events, career and college fair days, and workshop days to provide students with information on the WIOA program and the opportunities that are available to them. This unique partnership has given students in local high schools the chance to seek additional financial assistance through the Workforce Innovation and Opportunity Act (WIOA) Title I youth program to help them with funding college after graduation and applying for job opportunities and Work Experience Internships after they have attended and participated in career and college fair events.
 - The Cape Fear Workforce Development Board along with various partner agencies hosted a Regional Opportunity Youth Conversation for youth ages 16-24.
 - Community Spotlight: Cape Fear Community Cohort Team Brings Regional Leaders Together to Support Opportunity Youth. On December 13, 2023, youth program leaders and industry professionals from Brunswick, Columbus, New

Hanover and Pender counties gathered at Brunswick Community College in Leland for the Four-County Regional Conversation on Opportunity Youth – a meeting of leaders with the shared goal of better connecting young adults to employment and upward economic mobility. Read More Article from IEI Digest: <https://iei.ncsu.edu/2024/01/23/cape-fear-community-cohort-team-brings-regional-leaders-together-to-support-opportunity-youth/>

- On June 3, 2024 the Cape Fear WDB board and staff, NCWorks, and WIOA youth program participated in the CC4S Carolina Across 100 Project monthly community meeting where relevant information was shared with youth organizations and agencies about educational attainment. The CC4S Carolina Across 100 Project role is to identify what is deemed as quality of life for youth and bring that vision to life. The goal is to create a safety net and to provide young adults with the resources they need to become productive citizens that will thrive in their local community.

Grant Recipients

Brunswick Community College	\$255,000
Southeastern Community College	\$354,000
Two Hawk Workforce Services	\$425,000

NextGen Expenditures

Total Operating Costs	\$355,307
Total Participant Costs	\$260,484
Total Costs	\$615,791

Training Expenditures

Total of All Participant Training Expenditures	\$125,348
Training Expenditures as a Percentage of Total Expenditures	20%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$162,847
Work-Based Expenditures as a Percentage of Total Expenditures	26%

Success Stories

Maurice

Maurice, graduated from East Columbus High School in Lake Waccamaw, NC in May 2021. In August, 2021, he enrolled in Southeastern Community College in Electrical Engineering. In Spring 2022, transportation and other extenuating circumstances caused him to have to enroll in online courses in Fall 2022.



Maurice came to the NCWorks Career Center to seek assistance with training; however, his grades did not meet requirements. Staff helped him to improve his grades, and he enrolled in the WIOA program. Maurice has been an exemplary participant since then. He is a member of Crusade for Christ (CRU) and is now the SGA President and a Student Ambassador at SCC with a GPA of 3.0.

Maurice volunteered as Rocco, Southeastern Community College's mascot and obtained his first ever employment through Work Experience with the maintenance department. He exceeded expectations as an employee and became a permanent hire. With his electrical major, the maintenance position equips Maurice with the necessary job skills and experience that he needs for the workforce.

Maurice actively participates in the WIOA Youth program at, engaging in campuswide and countywide volunteer and leadership development opportunities. Maurice will graduate May 10, 2024, with an Associates degree in Electrical Engineering.

Maurice says, "If I had one piece of advice for those attending technical institutions, I would advise students to reach out to their local NCWorks office and seek the benefits it offers. For me, NCWorks has afforded me the opportunity to obtain employment through a Work Experience at Southeastern Community College while assisting me with tuition, books and fees for my coursework of study while providing me with resources while on campus to be

successful as well as giving me the community resources that is needed for me to become self-sufficient."

Alexia

Alexia is a brilliant young woman and mother of a pair of twins who are a year old. She is enrolled in the WIOA Nextgen Youth program. Her dream is to study to be a teacher of young children and to be able to provide a better education to her children. She is doing a Work Experience (WEX) with YMCA in the area of childcare.

Through these three months Alexia has proven to be an exceptional worker, and this can be verified with the good references of her supervisor.



She has learned the importance of maintaining consistency at work and how to be indispensable by showing the best of herself.

Unfortunately, Alexia had to take a 2-week hiatus in October from her WEX when her mother passed away. But she showed great courage by moving forward, working for her family, and going beyond her sadness to raise her two children. This young woman shows great tenacity by her example, becoming one of the great success stories that have passed through the WIOA program.



Community Spotlight: Cape Fear Community Cohort Team Brings Regional Leaders Together to Support Opportunity Youth December 13, 2023



Accomplishments

- Total New Youth Enrollments: 161
 - Total Youth Served: 320
 - Total Credentials Youth Earned: 47
 - Total Youth Participated in College Tours: 197
 - Total Soft/Working Smart Skills Graduate: 315
 - Total Youth Who Obtained High School Diplomas: 4
 - Total Youth Who Obtained High School Equivalencies: 10
 - Total Youth in Work-based Learning Opportunities: 71
 - Total Youth Entering Apprenticeship Opportunities: 12
 - Total Youth Enrolled in Occupational Skills Training: 32
 - Total Youth That Entered Employment: 105
 - Total Youth That Received Supportive Services: 348
-
- Nine NextGen Wake and Johnston youth and young adults participated in Governor Roy Cooper’s Page Program during the week of July 31, 2023. This program was developed to inspire a new generation of leaders. During the program, participants took part in the day-to-day tasks of the Governor’s office and gained knowledge in civics, history, service, and professional development. They also had the opportunity to shadow staff of different state departments. The NextGen participants left this experience inspired and excited.
 - In October 2023, CAWD and NextGen Wake expanded the Apprenticeship Prep Program (APP) to include more industries. NextGen collaborated with Carolina Trucking to implement a Truck Driver pre-apprenticeship to train young people interested in truck driving. Eleven participants went through the truck driver training with a goal of ten completers. After completion of training, participants received job readiness training (mock interviewing, resume prep, etc.) to prepare for employment opportunities. Nine participants secured employment and one participant has decided to take the entrepreneurship route by securing funds to purchase a truck to work for himself. They are all well on their way to success!
 - To improve measurable skill gains performance measure,

NextGen Johnston staff organized a basic skill testing workshop in December 2023 for GED students and independent learners. Fifteen participants attended. The workshop covered topics such as strengths and weaknesses, goal setting, study strategies, resource awareness, self-advocacy, motivation, and continuous improvement. Participants learned the importance of tracking their educational progress through regular basic skills assessments. These workshops are a regular part of the support system to help participants reach their educational goals.

- The NextGen program helps participants earn their GED by working with community college partners and staff. Passing the GED test is a major achievement due to its challenging material, requiring dedication and thorough preparation. Capital Area WDB celebrates when participants succeed while also partnering with local high schools to work with students and offer NextGen services to those in need. Congratulations to the fourteen NextGen participants who earned their High School Diploma/GED this year!

Grant Recipients

Educational Data Systems, Inc (EDSI)	\$1,252,926
Johnston County Industries, Inc (JCI)	\$500,000
Orange DSS	\$184,354

NextGen Expenditures

Total Operating Costs	\$698,850
Total Participant Costs	\$484,035
Total Costs	\$1,182,885

Training Expenditures

Total of All Participant Training Expenditures	\$138,906
Training Expenditures as a Percentage of Total Expenditures	12%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$349,271
Work-Based Expenditures as a Percentage of Total Expenditures	30%

Success Stories

Maryanne

Maryanne started her journey with the NCWorks NextGen Johnston program in October 2018 at 16 years old, aiming to earn her GED despite dropping out of high school and lacking basic skills. She quickly passed three GED exams but struggled with the final math test. Between 2018 and 2023, Maryanne faced several challenges, including becoming a military spouse, experiencing motherhood, relocating temporarily, and dealing with the pandemic. Despite these obstacles, she stayed determined.



By November 2023, she had attempted the math exam three times, narrowly missing the passing score of 145 by one point. Each failed attempt required a 60-day wait before retesting, testing her patience. With encouragement from NextGen staff and using creative study methods, she persevered and passed the math exam on January 24, 2024, after five years of effort.

Maryanne’s journey continues as she now aims to become a dental hygienist. She is enrolled in the Dental Assisting program at NC Dental U in Smithfield, attending weekly classes, achieving excellent grades, and gaining practical experience through a 16-hour job shadow program. She plans to pursue work-based learning in the dental field upon completing her course in May 2024 and is considering a dental hygiene degree once she secures a stable income to support her family. Maryanne's proactive approach and determination set her on a path to success.

Braylon

Braylon joined the NextGen Wake program in September 2023 after a challenging academic journey, having been expelled from three high school programs. He enrolled in the NextGen program basic skills deficient with the intent of completing his GED; however, he was very skeptical and not trusting of the process. Through mentorship and guidance from NextGen staff, he learned to begin trusting the process.

Shortly thereafter and with a new attitude, Braylon began finding success in his academics and started passing his official GED tests. In February 2024, he achieved his goal of obtaining his GED. With this success, he has a completely new outlook on life and is considering going to Wake Tech Community College to continue his education in Mechanics. Finishing high school was not even a thought for Braylon. Employed full-time and still active in the NextGen program, he is focused on his career goals and believes in a brighter future with endless possibilities.



NextGen participants who participated in Governor Page Program, Governor Cooper and NextGen staff in July 2023.



Truck Driving Pre-apprenticeship graduates with NextGen Program Manager and Business Service Representative in November 2023.



Accomplishments

- Total New Youth Enrollments: 46
 - Total Youth Served: 87
 - Total Credentials Youth Earned: 17
 - Total Youth Participated in College Tours: 55
 - Total Soft/Working Smart Skills Graduate: 7
 - Total Youth Who Obtained High School Diplomas: 2
 - Total Youth Who Obtained High School Equivalencies: 8
 - Total Youth in Work-based Learning Opportunities: 21
 - Total Youth Enrolled in Occupational Skills Training: 16
 - Total Youth That Received Supportive Services: 5
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- Partnership with United Way of Lincoln County for Carolina Across 100 project to increase outreach and provide services to youth aged 16-24 in the marginalized communities.
 - Partnership with Stanly Community College, M & R Electrical, and Apprenticeship NC - 1 apprentice currently enrolled.
 - Implemented online booking and integrated scheduling for NextGen customers to include our NC Centralina app, which has significantly improved case manager accessibility. This streamlined approach allows customers to easily schedule appointments at their convenience, enhancing service efficiency and customer satisfaction.
 - Presented our partnership model with NextGen Centralina and ApprenticeshipNC to several local areas, including at the NCWorks Partnership Conference. This collaboration showcases how strategic partnerships can strengthen workforce development, providing young adults with pathways to apprenticeships and long-term career success.

Grant Recipients

Equus Workforce Solutions	\$855,041
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NextGen Expenditures

Total Operating Costs	\$945,092
Total Participant Costs	\$102,460
Total Costs	\$1,047,552

Training Expenditures

Total of All Participant Training Expenditures	\$35,694
Training Expenditures as a Percentage of Total Expenditures	3%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$376,704
Work-Based Expenditures as a Percentage of Total Expenditures	36%

Success Stories

Jalen

Jalen has exhibited exceptional dedication, perseverance, and achievements in the field of welding. Despite facing significant challenges growing up with financial constraints in a single-parent household, Jalen seized the opportunity to participate in Centralina WDB-funded NextGen services in May 2023. He diligently completed the required career exploration assessments and engaged in discussions with his Career Development Specialist at the NCWorks Career Center-Lincoln in Lincolnton to explore career options. Jalen's commitment to his career path was further demonstrated through an 8-week Work Experience program in welding with Campbell & Sons Machining Inc., from June to August 2023. During



this time, he demonstrated outstanding commitment, quickly mastering new skills and showcasing his natural talent for the craft. Following the completion of his Work Experience, Jalen secured full-time, employment with Campbell & Sons Machining Inc. making \$12.00 per hour, further demonstrating his determination and ability to excel in the industry. Moreover, Jalen's commitment to his education is commendable. Despite his current full-time demanding work schedule, he took on part-time enrollment at Gaston College in the Welding Technology to become a certified welder in August 2023, showcasing his dedication to professional development and advancement. Jalen's journey from Work Experience to full-time employment, coupled with his pursuit of certification, is a testament to his hard work, resilience, and unwavering determination to succeed. Upon completion of his first semester at Gaston College. Jalen's mentor, owner of Campbell and Sons, urged Jalen to explore the dynamic world of software engineering. Jalen decided to transfer to a self-paced program at Western Governors University majoring in Software Engineering. Jalen's mentor states, "Jalen is doing a great job and it has been a pleasure to work with him and NextGen Centralina."

Savannah

Savannah, a 20-year-old with remarkable resilience, has defied the odds and overcome significant obstacles in her life. Struggling with internal issues within her family during COVID-19, she faced the daunting task of finding a new living environment to support herself. Despite her shyness and anxiety, she was determined to seek increased confidence and direction in her life. She began working with NextGen on May 7, 2023.



Having graduated from high school with no prior work experience, Savannah embraced the opportunity to enter a Work Experience contract with the Town of East Spencer. Centralina's NCWorks Business Services Representative developed this opportunity with the Town Manager of East Spencer. The Work Experience position, Customer Service Representative at the town splash pad, required her to interact with the

public and her co-workers, a challenge she willingly accepted to foster personal growth and maturity.

During the 8-week Work Experience, Savannah honed her skills and gained valuable firsthand experience. This opportunity not only provided her with practical knowledge but also bolstered her confidence and reinforced her determination to succeed. Savannah's dedication and enthusiasm garnered high praise from her team members and supervisors, leading to a significant boost in her confidence and sense of support.

Thanks to this invaluable and successful Work Experience, Centralina NextGen services immediately placed Savannah in an On-The-Job Training (OJT) contract with another reputable company in Rowan County, Makenzie Taxidermy Supply. The OJT opportunity promises to be another steppingstone in Savannah's personal and professional growth. With her determination, dedication, and the support of NextGen, she is poised to make a lasting impact in her new role.

Savannah's journey toward self-sufficiency amidst the shadows of homelessness and domestic violence is a testament to her indomitable spirit and resilience.



Savannah working at McKenzie Sports

Accomplishments

- Total New Youth Enrollments: 205
- Total Youth Served: 417
- Total Credentials Youth Earned: 86
- Total Youth Participated in College Tours: 221
- Total Soft/Working Smart Skills Graduate: 140
- Total Youth Who Entered Post-Secondary Education: 33
- Total Youth Who Obtained High School Diplomas: 41
- Total Youth Who Obtained High School Equivalencies: 38
- Total Youth in Work-based Learning Opportunities: 191
- Total Youth Enrolled in Occupational Skills Training: 82
- Total Youth That Entered Employment: 63
- Total Youth That Received Supportive Services: 111

Grant Recipients

Central Piedmont Community College	\$936,507
MeckEd	\$621,027
Equus Workforce Solutions	\$545,408

NextGen Expenditures

Total Operating Costs	\$227,588
Total Participant Costs	\$1,997,222
Total Costs	\$2,224,810

Training Expenditures

Total of All Participant Training Expenditures	\$371,816
Training Expenditures as a Percentage of Total Expenditures	17%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$635,113
Work-Based Expenditures as a Percentage of Total Expenditures	29%

Success Stories

Jahmare

Jahmare joined MeckEd Career Pathways in November 2021 during 10th grade. Transitioning from a single-parent household and acclimating to life in a new state, he encountered many obstacles. Despite his mother’s steadfast efforts to provide stability, financial constraints hindered Jahmare’s aspirations for activities outside of home. However, with the return of in-person high school after the Pandemic, Jahmare explored new interests by participating with MeckEd Career Pathways.



Jahmare took advantage of services offered by MeckEd Career Pathways and completed job shadows, internships, Working Smart, career readiness, resume and interview prep, dinner etiquette, mentorship and other work-readiness activities. Acknowledging the financial strain on Jahmare’s family, MeckEd assisted by covering fees including transportation and food costs, enabling Jahmare and his mother to worry less and be fully engaged in program opportunities. Jahmare embarked on a series of internships and worked-based learning opportunities not only enhancing his resume but also cultivating real-world experiences and chances to grow professionally. MeckEd’s curated field trips exposed him to multiple professions, broadening his horizons and equipping him with tools to navigate the job market. MeckEd facilitated networking opportunities, fostering connections with professionals who extended guidance and mentorship throughout Jahmare’s time in the program. He began to be more involved in school and community, rekindling his passion for football. His internships helped him foster vital community engagement skills, and he quickly became a leader and advocate for his peers. He graduates high school this year.

With his sights set on a new chapter at Claflin University in South Carolina, Jahmare begins the next phase of his educational journey. Having completed multiple internships with MeckEd Career Pathways, Jahmare plans to make his mark becoming involved in sports and leadership programs that serve the student body. His story illuminates the

transformative power of perseverance, resilience, and dedication in the pursuit of one’s dreams.

Brenda

In October 2022, Brenda joined the NextGen program at Central Piedmont Community College. Little did she know this partnership would catapult her life from student to intern to full time employee! Brenda arrived at Central Piedmont with hurdles. As a single mother, she faced health and housing challenges, yet she desired more. To make ends meet and attend class, she worked as a barista, often arriving during the wee hours of the morning.



Upon enrollment, opportunities unfolded. Brenda was assigned a Career Advisor, completed Working Smart, and attended program leadership events, worksite tours, and job shadows. She also enrolled in complementary tutoring to enhance her reading and math skills, particularly math, to overcome this deficiency.

Things progressed smoothly for Brenda as she registered in training for information technology and secured a work-experience internship as a bilingual administrative assistant. She subsequently landed a second administrative Work Experience internship while enrolled in college.

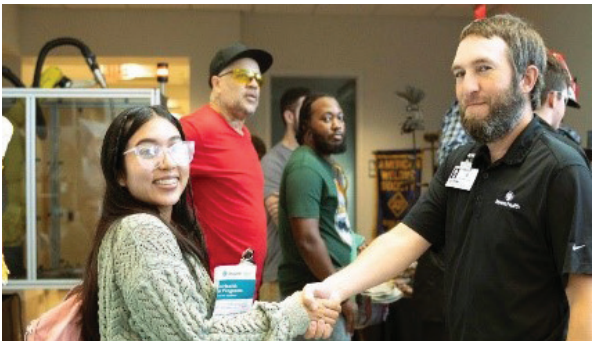
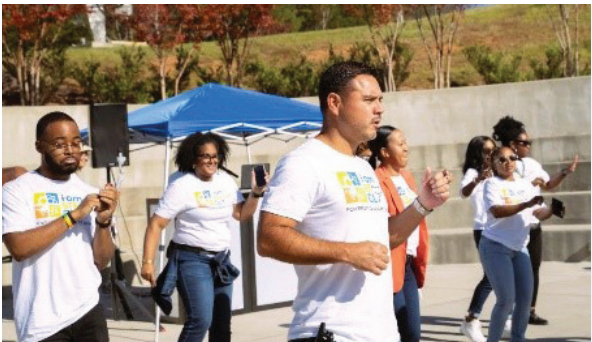
Then life kicked in.

Brenda experienced unexpected health challenges. With assistance from her NextGen Career Advisor, she received critical support. “I highly appreciated all the support throughout my time with NextGen,” she says.

With encouragement from the NextGen Work-Based Learning Manager, Brenda landed a full-time job with Mecklenburg County as Client Intake Support Specialist. She adds, “I want to thank you for providing the lead for the county job. I am pleased to inform you that I was selected for the position. Thank you for all that you do for your students and helping us get prepared for the workforce.”

In her current temp-to-permanent role, Brenda earns \$24.75 per hour while helping others. Additionally, she earned an information technology credential, expanding occupation choices as she navigates a new career. Through NextGen, Brenda has learned not giving up is key to reaching one’s goals!

I am STEAM event!



Accomplishments

- Total New Youth Enrollments: 19
 - Total Youth Served: 57
 - Total Credentials Youth Earned: 3
 - Total Youth Participated in College Tours: 6
 - Total Soft/Working Smart Skills Graduate: 10
 - Total Youth Who Obtained High School Diplomas: 1
 - Total Youth in Work-based Learning Opportunities: 8
 - Total Youth Enrolled in Occupational Skills Training: 7
 - Total Youth That Entered Employment: 12
 - Total Youth That Received Supportive Services: 28
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- Attended the Durham Youth Build Program event aimed at curbing violence in areas with high gun violence rates. The event attracted 20-40 attendees with six young adults expressing interest in part-time employment and learning more about the NextGen program.
 - Participated in a weekend event with the H.E.A.R.T.S. program. This non-profit organization focuses on educating and equipping adolescent parents with the tools needed to become independent and self-sufficient. There were approximately 25 attendees, and 18 people signed up for more information about NextGen. Four participants followed up and two were enrolled in the NextGen program.
 - Attended Hayti Youth Event at Holton Resource Center. There were approximately 30-50 kids ranging from ages 5-17 years old. Although most attendees were outside of NextGen age group, multiple parents stopped by to learn more about the program.
 - Conducted mock interview sessions for the Durham YouthWorks Summer Internship Program and Durham Tech's Business department. Both sessions resulted in new program referrals, enrollments and Work Experience opportunities.

Grant Recipients

Eckerd Youth Alternatives, Inc.	\$300,000
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NextGen Expenditures

Total Operating Costs	\$163,103
Total Participant Costs	\$27,142
Total Costs	\$190,245

Training Expenditures

Total of All Participant Training Expenditures	\$0
Training Expenditures as a Percentage of Total Expenditures	0%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$55,401
Work-Based Expenditures as a Percentage of Total Expenditures	29%

Success Stories

A'mont

A'mont, a 24-year-old who was driven to transform his life, found the opportunities he needed with the NextGen program. Working in a restaurant provided him with income, but he yearned for more – he wanted a stable, fulfilling career.



A'mont joined NextGen with a clear goal: to advance his career. Through career exploration, A'mont mapped out a path to success which identified his passion for driving and the potential of a career in the trucking industry. He enrolled in Carolina Trucking Academy to obtain his CDL Class A license, a crucial step toward becoming an over-the-road truck driver.

A'mont developed time management skills and acquired techniques to study the course material. A'mont's determination never wavered as he committed himself fully

to his training at Carolina Trucking Academy. His hard work paid off when he successfully completed the program and received his CDL Class A license on June 4, 2024.

With his new qualification, A'mont's prospects brightened considerably. He is currently completing a specialized training course to prepare for a role with Mabe Trucking Co., a well-respected company in the industry. This opportunity marks a significant milestone in A'mont's journey to rebuilding his life and obtaining a rewarding career, despite his justice-involved past.

A'mont's story is a testament to the transformative power of dedication, support, and the right opportunities. Through NextGen, A'mont has accomplished his objectives, and created a bright future for himself and his family.

Jordan

Jordan is a participant in the NextGen program and is currently on a Work Experience (WEX) assignment with M4media. Jordan is training with M4media's Sales & Marketing Team, learning market research, data mining, prospecting, and appointment setting for new potential clients. He is a Marketing student at Durham Technical Community College. Jordan's formal education, combined with real-world experience at M4media, is enhancing his understanding of the sales and marketing industry. M4media is inspired by having Jordan as a WEX Trainee and is motivated to partner to provide on-the-job training in live audio and video production for interested youth. In addition to the skills listed previously, Jordan will also learn about managing a show, running a successful production, using effective communication, creating impactful productions, storytelling, and implementing audio and video production. Jordan is excited to return to Durham Tech this fall to continue his degree program with hopes of transferring to a four-year university to complete his studies and securing a permanent position with a Sales and Marketing Firm.



Kamari

Kamari is a participant in the NextGen program who recently successfully completed a Work Experience (WEX) assignment with Ellis Jones Funeral Home. As a Transition Technician, Kamari learned the order of a funeral service from start to finish, including responsibilities such as escorting guests and family members to the service, arranging flowers and remains for services, and helping with the preparation of remains. Prior to joining the NextGen Program, Kamari was working part-time at Frankie's Fun Park. He was referred to the Next-Gen Program and describes his experience as amazing and life-changing. He expressed gratitude to NCWorks, the Next-Gen Program, and the Jones Family for the opportunity with a nod to specific individuals who guided and encouraged him to consider attending mortuary school. Kamari has received permanent job placement with Ellis Jones while working with his Career Coach to enroll in and identify scholarship/ grant opportunities to cover his Mortuary Science training at Fayetteville Technical Community College. Kamari really enjoys working in this field and is considering opening his own funeral home in the future.



Solomon, an electrician student at Durham Tech, successfully completed a Work Experience as an Electrician Helper with a local employer.



Accomplishments

- Total New Youth Enrollments: 128
- Total Youth Served: 260
- Total Credentials Youth Earned: 45
- Total Youth Participated in College Tours: 33
- Total Soft/Working Smart Skills Graduate: 63
- Total Youth Who Entered Post-Secondary Education: 3
- Total Youth Who Obtained High School Equivalencies: 28
- Total Youth in Work-based Learning Opportunities: 25
- Total Youth Enrolled in Occupational Skills Training: 57
- Total Youth That Entered Employment: 81
- Total Youth That Received Supportive Services: 88

- 17 NextGen Youth participated in Financial Literacy Training
- 44 NextGen Youth were enrolled in Alternative Secondary school services or dropout recovery services

Grant Recipients

Carteret Community College	\$309,268
Coastal Carolina Community College	\$216,245
Eckerd Youth Alternatives	\$352,988
Lenoir Community College	\$304,948
Wayne Community College	\$160,000
Wayne County Public Schools	\$147,402

NextGen Expenditures

Total Operating Costs	\$838,551
Total Participant Costs	\$404,360
Total Costs	\$1,242,911

Training Expenditures

Total of All Participant Training Expenditures	\$127,148
Training Expenditures as a Percentage of Total Expenditures	10%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$277,212
Work-Based Expenditures as a Percentage of Total Expenditures	22%

Success Stories

Nayeli

Nayeli's journey is a testament to the power of determination, support, and passion for helping others. Her story began at Carteret Community College (CCC) where she enrolled in the Basic Skills Program. From there, she took a significant step enrolling in the Workforce Innovation and Opportunity Act (WIOA) NextGen Youth Program opening the door to a Work Experience Program at Carteret Landing as an Activities Assistant. Working closely with residents, Nayeli discovered her true calling: helping people. She completed her adult high school education at CCC in December 2023 and swiftly moved forward by enrolling in the CNA Program in January. By March, she had completed the CNA Course, and in May, she successfully passed the North Carolina Nurse Aide Exam.



Nayeli's journey is far from over. She plans to take prerequisites for the nursing program this fall, with hopes of applying to the CCC Nursing Program next year. Her dedication and proactive approach to her education and career planning have not gone unnoticed. Her WIOA Career Advisor expressed immense pride in Nayeli's achievements and unwavering commitment to her goals.

Nayeli's passion for helping others, especially as a bilingual nurse, will make her an invaluable asset to the healthcare system. She is poised to be a strong advocate for patients who struggle with English, ensuring they receive the care and support they need.

Reflecting on her journey, Nayeli shared, "WIOA has helped me tremendously financially and has given me the best support and best advisor. I am beyond grateful for this program and can't wait for more to come."

Nayeli continues to achieve her goals and make a profound impact in the healthcare field. Her story is a shining example

of what can be accomplished with determination, support, and a passion for helping others.

Raytheon

Raytheon came to the NextGen Program in August 2023. He already had his high school diploma and was ready to work on his future. Raytheon wanted to work at one of the local manufacturing companies where he hope to embark on a long career. He felt that having his Forklift operating credentials would be a good way to enhance his hiring prospects with one of these companies. He enrolled in the forklift course at Craven Community College – VOLT Center where he gained experience with several types of forklift machines, as well as, materials handling, safety, and security and operations management to name a few. After the completion of the Forklift Operator training, his career coach asked if he would like to try a Work Experience (WEX) at one of the local manufacturing companies, Chatsworth Products, Inc. (CPI). He was excited and nervous! CPI took him in and not only utilized the training that he learned from the college but taught him some "real life" experience working in manufacturing. He learned teamwork, accountability, communication, organization and ultimately, how to be a great employee! After completion of his WEX, the Shipping and Receiving Manager at CPI was so impressed with Raytheon that he offered him a full-time position.



Kenneth

Kenneth's journey is a testament to the power of perseverance and the transformative impact of the right opportunities. Facing personal and family challenges that had derailed his priorities, Kenneth found himself at a crossroads. In April of 2024, he enrolled in a GED program, marking the beginning of a remarkable turnaround.



Kenneth's introduction to the Workforce Innovation and Opportunity Act (WIOA) program came during his GED orientation. He learned that WIOA could assist with tuition, textbooks, transportation, and valuable Work Experience. Kenneth saw this program as a lifeline and a catalyst for his ambitions. In just six weeks, he successfully completed all four GED tests, a significant milestone that paved the way for his next academic endeavor.

This fall, Kenneth starts the Information Systems program at Carteret Community College. Kenneth's plan is to complete his associate's degree, then transfer to East Carolina University to pursue a Bachelor's degree in Information Systems.

One of the most valuable aspects of Kenneth's journey has been the practical experience gained through the WIOA program. Working in the IT Department at Carteret Community College, he has been able to break through barriers to entering the IT field. This hands-on experience provides Kenneth with a solid foundation and a competitive edge for his future.

"WIOA gave me a boost to begin thinking about college, which has helped me create a solid plan going forward in life. So far, the Work Experience is letting me work in the IT Department at Carteret Community College, which helps with the main entry barrier into IT later in life," Kenneth stated.

Kenneth's story is an inspiring example of how determination, support, and the right opportunities leads to remarkable success. From overcoming personal and family challenges to excelling academically and gaining valuable work experience, Kenneth is on a path to a bright and promising future.



Accomplishments

- Total New Youth Enrollments: 39
- Total Youth Served: 74
- Total Credentials Youth Earned: 29
- Total Youth Participated in College Tours: 19
- Total Soft/Working Smart Skills Graduate: 22
- Total Youth Who Entered Post-Secondary Education: 9
- Total Youth Who Obtained High School Diplomas: 5
- Total Youth Who Obtained High School Equivalencies: 10
- Total Youth in Work-based Learning Opportunities: 291
- Total Youth Enrolled in Occupational Skills Training: 15
- Total Youth That Received Supportive Services: 92

- Job Fair at RS Central High School for students

Grant Recipients

Ross Innovative Employment Solutions
\$374,000

NextGen Expenditures

Total Operating Costs	\$208,054
Total Participant Costs	\$106,683
Total Costs	\$314,737

Training Expenditures

Total of All Participant Training Expenditures	\$29,164
Training Expenditures as a Percentage of Total Expenditures	9%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$77,518
Work-Based Expenditures as a Percentage of Total Expenditures	25%

Success Stories

Elijah

Elijah was fifteen years old when he enrolled into the Workforce Innovation and Opportunity Act (WIOA) NextGen Youth Program of the Foothills Workforce Development Board in August 2021. Elijah came into NextGen with a diagnosed disability of juvenile arthritis which causes inflammation of the joints, pain, swelling, stiffness and at times, loss of motion.



His condition has not prevented Elijah from overcoming obstacles and crushing his goals. He has maintained honor roll status throughout his time in NextGen, while he continues to motivate others with his academic capabilities. Elijah graduated in May 2024 from Pinnacle Classical Academy with his high school diploma and an associate's degree from Cleveland Community College.

He has participated in other NextGen activities such as the Youth Summit in 2021, an entrepreneurial workshop in 2022, Chess Club, and multiple Work Experiences including the Cleveland County Library and Hospice of Cleveland County. His Work Experience supervisors have agreed that Elijah is a positive, hard-working, happy individual, who enjoys learning and developing new skill sets. Elijah has demonstrated determination and persistence in the face of his barriers and continues to be successful each day that goes by.

He has applied himself wholeheartedly in his Work Experiences and learned numerous critical skills such as time management, organization, communication, customer service, problem-solving, and teamwork. Elijah has been a model NextGen participant.

On June 15, 2023, Elijah received a letter from Governor Roy Cooper informing him he was selected to receive the 2023 Governors' NCWorks Award of Distinction for Outstanding Teen. Governor Cooper commended Elijah for his strong commitment to education and training as demonstrated by his active participation in the NextGen program, work-based learning, and community college courses. He received the award at the Annual NC Works Partnership Conference in Greensboro, October 2023.



On Thursday, February 29th, 2024, McDowell Tech hosted a Business Expo. Over thirty local employers were present to highlight their businesses including Manufacturing, Healthcare, Construction, Public Safety, Childcare, Cosmetology, Esthetics, Accounting, and many more career paths. This event was a terrific opportunity for students to match McDowell Tech programs with various employers. It was open to MEC/MAI, high school, private high school, and homeschool high school students.



On March 6, 2024, McDowell High School hosted a job fair for their students. Over thirty-four businesses and organizations participated to help educate the students about different jobs/opportunities available for them. Students from all grade levels (9-12) were able to walk around and get information from everyone.

Making It Work Engineering Expo

The Making it Work Engineering Expo is a three-phase day with over two hundred high school juniors and seniors from Cleveland, Rutherford and surrounding counties. The first phase includes an industry tour with students visiting a local manufacturing plant near their high school. Next is the industry expo. The students were given bingo cards which receive a mark for every vendor they meet with. They then turn their completed bingo cards in for a door prize.

The final and most hands-on event of the day was the engineering competition hosted by NC State University. NC State Industry Expansion Solutions (IES) representatives led the competitions. Divided into groups of three or four, the students were asked to build a power-generating windmill from nothing but a CD, popsicle sticks, scissors, post-it notes and a glue stick. Though they were minimally supplied and only given 45 minutes to complete the challenge, the competition yielded remarkable results. When ready for testing, the IES rep used a power meter to measure the electricity generated by the hand-created windmills. The highest generated power was in the five hundred watts range. The winning team created a popsicle windmill that emanated enough watts to charge four car batteries.

Expo vendors also informed the region's brightest young minds about the vast diversity of career opportunities available in Cleveland County manufacturing operations. The event was heavily focused on engineering. Other career paths within manufacturing were also highlighted including technology, science, mathematics, accounting, and marketing-based careers. This event teaches students that manufacturing is more than just assembly lines and "outdated" work.



Accomplishments

- Total New Youth Enrollments: 34
 - Total Youth Served: 62
 - Total Credentials Youth Earned: 18
 - Total Youth Who Obtained High School Equivalencies: 1
 - Total Youth in Work-based Learning Opportunities: 2
 - Total Youth Enrolled in Occupational Skills Training: 24
 - Total Youth That Entered Employment: 8
 - Total Youth That Received Supportive Services: 37
-
- Developed partnership with Union Road Library who provided crafts, story time and dancing for the children of our participants during workshops.
 - Participated in local area Career Fairs
 - Participated in various community outreach events
 - Presented NextGen services for the Basic Skills Student Success Class Sessions at Gaston College
 - Youth participant served on the Youth Committee for the local workforce board
 - College Tour Stop for the Teen Parenting Program – Gaston County Health Department
 - Conducted 6 successful workshops for program participants
 - Valentines for Veterans; prepared heart shaped cards to send greetings to local Veterans Affairs hospitals and military retirement facilities.

Grant Recipients

Gaston College
\$306,856

NextGen Expenditures

Total Operating Costs	\$210,576
Total Participant Costs	\$96,280
Total Costs	\$306,856

Training Expenditures

Total of All Participant Training Expenditures	\$61,412
Training Expenditures as a Percentage of Total Expenditures	20%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$34,868
Work-Based Expenditures as a Percentage of Total Expenditures	11%

Success Stories

Julissa

Julissa came to the NextGen program in October 2021, a single mother and Deferred Action for Childhood Arrivals (DACA) recipient, seeking to further her education and career. Prior to entering the program, she had already earned her high school diploma and Nurse Aide I certification. Although her CNA work had strained her physically, Julissa knew the importance of maintaining employment so she could continue to provide for her son. Unemployed, Julissa enrolled in the NextGen program securing employment at CaroMont Health working 7am-7pm 3 days a week allowing her to focus on her studies and take care of her son. NextGen provided supportive services as she pursued training in Medical Assisting.



In May 2022, Julissa was accepted into the Medical Assisting Program at Gaston excelling in her courses and clinicals. A leader among her classmates, she demonstrated the ability to assess complex situations and make sound decisions. In July 2023, Julissa completed the Medical Assisting Program. She passed her certification exam with excellence! The minimum score to pass the exam was 425. Julissa scored 587.

Whether mastering a new procedure or handling a demanding patient, Julissa remained resilient and positive. Julissa participated in the Skills USA competition. She secured third place in the state. Julissa and her team were featured in Medical Professionals Charlotte Magazine for their incredible accomplishments at Skills USA. She received the Outstanding Student Award for Medical Assisting. This recognition underscores her commitment to excellence, teamwork, and professionalism. She consistently goes above and beyond to contribute to the success of the team.

Julissa is employed at Atrium Health as a Certified/Registered Medical Assistant II where she assists with patient care and clerical, environmental, and organizational tasks. Julissa's combination of academic excellence, clinical skills, and unwavering dedication makes her a true asset to her healthcare team.

Tamiya

Tamiya came to NCWorks NextGen at the age of 23, unemployed, a single parent, food stamp and WIC recipient and living in a high poverty area. Tamiya contacted NextGen with the desire to become a Dental Assistant. Her Career Advisor assisted Tamiya in providing options for training.



Tamiya completed her research and decided to attend NC Dental U. Tamiya enrolled in the NextGen program on June 6, 2023 and she signed up for the July 18, 2023 class. Tamiya completed the class strong with an "A" and shined as one of the few students that completed clinicals. Tamiya graduated on September 12, 2023, passing her credential exam making her a Dental Assistant. After completing her training, Tamiya inquired about an opportunity for Work Experience (WEX).

Tamiya began her WEX on September 26, 2023, at a local dentist office. Tamiya not only showed and applied her skills she learned in her training at NC Dental U, but she has continuously developed and acquired even more skills. Recently, her Career Advisor spoke with the office manager at the dentist office who had nothing but positive things to say about

Tamiya and her work efforts. Upon completion of her WEX Tamiya will be an asset to any dental office that she becomes gainfully employed with.

Shemar

Twenty-two year old Shemar came to NextGen seeking assistance to obtain his commercial driver's license. He began training with Transenergy on July 8, 2023. He overcame many obstacles while he completed his training with Transenergy. When the time came for testing for his CDL, Shemar had problems with his car. The testing location was an hour away, and Shemar needed transportation. He sought help from friends and family to get there with no success. Not losing hope, he contacted his Career Advisor for additional options. After much discussion, it was decided that the Career Advisor would take him for his test. Shemar took the test but did not pass. Shemar was given a second chance on January 5, 2024, to retake his test. The participant's car was back working, but he still needed assistance with gasoline. NextGen provided Shemar with a gas card for the trip. Shemar took the test, passed, and obtained his CDL! Shemar continued to persevere and diligently sought to find employment as a CDL driver. He used all of his resources from within and outside of the program. Months went by with no success; however, Shemar did not give up. His diligence and perseverance paid off. Shemar notified his case manager on May 16, 2024, that he received a job offer from United Rentals as a Route Service Delivery Driver. Shemar began working his new job at United Rentals on June 10, 2024.



Accomplishments

- Total New Youth Enrollments: 114
 - Total Youth Served: 160
 - Total Credentials Youth Earned: 20
 - Total Youth Participated in College Tours: 18
 - Total Soft/Working Smart Skills Graduate: 126
 - Total Youth in Work-based Learning Opportunities: 31
 - Total Youth Entering Apprenticeship Opportunities: 7
 - Total Youth Enrolled in Occupational Skills Training: 27
 - Total Youth That Entered Employment: 94
 - Total Youth That Received Supportive Services: 37
-
- The NC Youth Forum featured (2) GuilfordWorks Youth/ Young Adults as guest speakers during the "Shared Journeys: Participant Success Stories" session. The sessions highlighted the drive both participants shared in their successful completion of training and employment in Information Technology with local partner Nehemiah Community Empowerment Center, Inc.
 - GuilfordWorks' NextGen in partnership with the City of High Point hosted the "Opporteenity" Fair, an opportunity for Guilford County youth to meet with local employers to learn more about the available job opportunities. Held at the Truist Point Stadium on March 13th, the event hosted over 300 youth.
 - GuilfordWorks successfully launched the Emerging Workforce Committee. This committee provides ongoing oversight and direction for strategic initiatives that address workforce issues faced by an emerging workforce. The committee also provides oversight and guidance in the development and implementation of a comprehensive youth system in the Local Area.
 - In collaboration with Guilford Technical Community College and Pinnacle Financial Partners; GuilfordWorks rebranded and redesigned the 500 Jobs Initiative into the Summer Vocation. A series of mini boot camps focused on preparing youth/ young adults for summer jobs and career opportunities promoting interviewing skills, conflict resolution, and financial literacy.

Grant Recipients

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

Total Operating Costs	\$1,114,742
Total Participant Costs	\$263,361
Total Costs	\$1,378,103

Training Expenditures

Total of All Participant Training Expenditures	\$45,200
Training Expenditures as a Percentage of Total Expenditures	3%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$218,161
Work-Based Expenditures as a Percentage of Total Expenditures	16%

Success Stories

Quran

Quran began working with the NCWorks NextGen program in November 2023. Having no high school diploma, Quran was determined to gain meaningful employment to better his life and provide for his two younger brothers. He completed the intake process and the required training and workshops, and soon after, participated in a Work Experience (WEX) program with Punch for Pounds. This Work Experience allowed him to gain essential professional development skills. Quran also enrolled at the Guilford Technical Community College (GTCC) High Point campus to complete the GED program. By January 2024, Quran began training for his commercial driver's license (CDL) certification with Lorac Academy in Greensboro.



While staying in the course and with support from his youth

advocate and Career Advisors, Quran passed his permit test and, by March 2024, received his CDL. In April 2024, he received an offer to work with RH Barringer Distribution Company as a distribution driver, making over \$20/hour full-time with benefits. Quran is still finishing his GED program with GTCC and says he is extremely proud of himself and all that he accomplished.

Nafarriah

Nafarriah came to NCWorks NextGen to begin her career journey by working to obtain her commercial driver's license (CDL) but found she lacked the necessary soft skills to navigate her chosen path. She began her educational journey with Guilford Technical Community College (GTCC), and through her tireless effort and dedication, she exceeded expectations and completed her courses.

Nafarriah received several job offers after completing courses at GTCC and ultimately chose to work for Harris Teeter Distribution Center in Greensboro as a driver.

While working with NextGen, she also helped encourage fellow NextGen participants and offered her support and guidance. Nafarriah's successful journey with NextGen allowed her to find a pathway to a brighter future.



Youth receiving assistance at the Emerging Workforce Center



Youth attending the Annual OpporTEENity Fair



Staff and featured youth attending the Annual OpporTEENity Fair



Accomplishments

- Total New Youth Enrollments: 35
 - Total Youth Served: 88
 - Total Credentials Youth Earned: 9
 - Total Youth Participated in College Tours: 14
 - Total Soft/Working Smart Skills Graduate: 46
 - Total Youth Who Entered Post-Secondary Education: 6
 - Total Youth Who Obtained High School Diplomas: 1
 - Total Youth Who Obtained High School Equivalencies: 5
 - Total Youth in Work-based Learning Opportunities: 23
 - Total Youth Enrolled in Occupational Skills Training: 22
 - Total Youth That Entered Employment: 29
 - Total Youth That Received Supportive Services: 27
-
- Recipient of 2023 Governor's NCWorks Award of Distinction for Outstanding Young Adult
 - Maintained increased focused on paid work based learning opportunities for young adults
 - Participated in our first ever elementary level career fair with Yancey County Schools 5th graders
 - Ongoing engagement with high school career days, back-to-school fairs, and community college events
 - Implementation of Virtual Reality career exploration platform

Grant Recipients

Goodwill Industries of Northwest North Carolina	\$205,000
Mayland Community College	\$225,000

NextGen Expenditures

Total Operating Costs	\$362,676
Total Participant Costs	\$121,114
Total Costs	\$483,790

Training Expenditures

Total of All Participant Training Expenditures	\$18,717
Training Expenditures as a Percentage of Total Expenditures	4%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$144,960
Work-Based Expenditures as a Percentage of Total Expenditures	30%

Success Stories

Hannah

After graduating high school and facing some major barriers, Hannah came to NCWorks seeking guidance for education and employment. Serving as a member of the Fork Mountain Fire Department, she was interested in a career as an Emergency Medical Technician (EMT)/Paramedic. After enrolling in NextGen and working with her Career Advisor, she and her Career Advisor developed a plan to assist her in reaching her goals.



Hannah began EMT training at Mayland Community College and began participating in a Work Experience at Mitchell Medics. Her Work Experience exposed her to the frontlines as well as behind the scenes allowing her to participate in rescue drills, management tasks, and problem-solving activities.

Upon completing her EMT class in December 2023, she was hired by Mitchell Medics in January 2024. Hannah continues to build on her education with additional classes, such as Hazmat training, and promotes her career with younger

students at local career day events. Hannah loves her career and supporting her local community.

Erik

Erik was referred to Yancey NCWorks by the local Department of Social Services and enrolled in NextGen for assistance in continuing his education after COVID. NextGen assisted Erik with work readiness skills and educational guidance while he enrolled as a Mechanical Engineer major. Erik graduated from NC State University in May 2023 and is currently interviewing towards achieving his career goals.



Niels

After participating in a volunteer day with Ashe Habitat for Humanity, Niels developed a keen interest in working with Habitat. Recognizing his enthusiasm and potential, but needing more experience and skills, NextGen provided a paid Work Experience. This allowed him to work in both the Habitat store and local construction sites, actively contributing to building homes in the community while acquiring new skills and improving his communication abilities. Habitat for Humanity recognized Niels' dedication and offered him a full-time position where he continues to thrive in his role.



Macey

Macey enrolled with NCWorks NextGen which assisted her in completing her GED, participating in a paid Work Experience at Poppy's Wildcraft, gaining employment, and entering Mayland Community College. Through



working with her Career Advisor, Macey has learned work readiness skills and developed her educational plan and career goals.

Shaleigh

Dealing with lifelong illness and losing her mother to breast cancer, Shaleigh received additional guidance and support through NextGen as she graduated high school and developed her educational goals. She now attends Appalachian State University pursuing a degree in Building Design.



Jeffrey, NextGen Youth Award Winner at 2023 NC Partnership Conference

Accomplishments

- Total New Youth Enrollments: 36
- Total Youth Served: 63
- Total Credentials Youth Earned: 21
- Total Youth Participated in College Tours: 3
- Total Soft/Working Smart Skills Graduate: 1
- Total Youth Who Obtained High School Diplomas: 2
- Total Youth in Work-based Learning Opportunities: 10
- Total Youth Enrolled in Occupational Skills Training: 14
- Total Youth That Entered Employment: 27
- Total Youth That Received Supportive Services: 10

- The 4th Annual Young Adult Hiring Event was held on May 9, 2024
- Financial Literacy Activities for those in Work Based Learning
- Study Skills – Tutoring one on one
- V.I.E.W. – (Vance-Granville's Initiative on Equity for Women)
- Interviewing Skills (Mock Interviews)
- Annual Martin Luther King Program at the college
- Held Virtual Reality Workshops to introduce customers to occupations within our regional career pathways through over 30 career simulations

Grant Recipients

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

NextGen Expenditures

Total Operating Costs	\$240,310
Total Participant Costs	\$54,627
Total Costs	\$294,937

Training Expenditures

Total of All Participant Training Expenditures	\$16,568
Training Expenditures as a Percentage of Total Expenditures	6%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$71,091
Work-Based Expenditures as a Percentage of Total Expenditures	24%

Success Stories

Crystal

It's a common story many people may have heard over the years. A determined single mother working hard to make life better for her child. The story may be sound familiar, but the women in it are always very real. For 24-year-old Crystal and her eight-month-old daughter, Alina, her story is very real. "I'm a single parent and I wanted something better for our future," Crystal said. "I was job-hopping, and I need something more stable for both of us."



"NCWorks gave me a great opportunity to continue my education," Crystal said. "She supported me, and it gave me a push to start my new career."

While her motivation to go back to school came from her young daughter, the encouragement came from Crystal's own mother who she credits for helping her push through the long days and not give up. "It was a hard process," Crystal said. "There was a point where I just wanted to give up and my mom was the one who kept saying, you just gotta do it."

In March, Crystal completed two certifications including her CNA I and Medication Aide through Vance Granville Community College. Days later, she attended a job fair at NCWorks with Henderson Nursing and Senior Living Center and was hired on the spot.

Tyler

Tyler, a native of Franklin County, enrolled in the WIOA Youth Program at Vance-Granville Community College in December 2023. He was a high school graduate seeking to further his education/training to obtain his Commercial Driver's License (CDL) , Class A License. When he enrolled in the NextGen youth program, he was working part-time as a Recreation Assistant at the YMCA of the Triangle Area. He was working only 14-15 hours a week. He realized that he wanted to make a difference in his life and pursue a career as a CDL driver for full-time employment and financial stability.



Tyler planned to begin the CDL class training in January 2024, but unfortunately, he did not receive his CDL permit in time to start the class. With determination and perseverance, he was obtained his CDL permit and started CDL class training on April 1, 2024. Tyler successfully completed the CDL class training on May 31, 2024 with perfect attendance. He is currently seeking employment as a CDL driver.

Casey

Casey is a NextGen customer who is scheduled to take the CDL training next month at Vance-Granville Community College. Casey requested assistance with a job search while waiting for his training to begin. After a career interest assessment, staff determined that a paid Work Experience would allow Casey to gain occupational skills within his designated career pathway while earning wages. He is currently working as a Construction Helper with Ken's Construction.



Young Adult Hiring Event

The Kerr-Tar Workforce Development Board and NCWorks, in partnership with the Career & Technical Education Coordinators/Career Development Coordinations with schools in the Kerr-Tar Region, held a Young Adult Hiring Event on Tuesday, May 9 from 12:00pm to 4:00pm. The event was held at the Raleigh Road Outdoor Theatre in Henderson.

There were a total of 149 job seekers who attended--119 high school seniors and 30 participants from the general public. 25 employers from the five-county region participated onsite to meet the students and share information about available opportunities. Many of the job seekers were able to identify careers that they would like to pursue after graduation. The concessions stand was open serving delicious food and giveaways and music throughout the day contributed to the positive and encouraging atmosphere.



On April 17th the US Department of Labor Deputy Assistant Secretary Lenita Jacobs-Simmons visited the Kerr-Tar NCWorks Career Center to attend a special presentation about the NC PROWD program. The days events also included opportunities to highlight Kerr-Tar's partnership with Kittrell Job Corps and their students demonstrating the implementation of innovative career exploration modules at the Kerr-Tar NCWorks Career Center through the use of virtual reality.

Accomplishments

- Total New Youth Enrollments: 75
- Total Youth Served: 170
- Total Credentials Youth Earned: 34
- Total Youth Participated in College Tours: 24
- Total Soft/Working Smart Skills Graduate: 30
- Total Youth Who Entered Post-Secondary Education: 8
- Total Youth Who Obtained High School Diplomas: 7
- Total Youth Who Obtained High School Equivalencies: 2
- Total Youth in Work-based Learning Opportunities: 48
- Total Youth Enrolled in Occupational Skills Training: 43
- Total Youth That Entered Employment: 13
- Total Youth That Received Supportive Services: 49

Grant Recipients

Bladen Community College	\$122,039
Two Hawk Workforce Services - Hoke County	\$109,259
Partners In Ministry – Richmond County	\$140,858
Partners In Ministry – Scotland County	\$118,590
Scotland County High Schools	\$39,530
Two Hawk Workforce Services - Robeson County	\$300,190

NextGen Expenditures

Total Operating Costs	\$440,744
Total Participant Costs	\$23,140
Total Costs	\$463,884

Training Expenditures

Total of All Participant Training Expenditures	\$125,876
Training Expenditures as a Percentage of Total Expenditures	27%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$171,829
Work-Based Expenditures as a Percentage of Total Expenditures	37%

Success Stories

Jeffrey

Jeffrey came to the Robeson County NextGen Program seeking resume building assistance, career exploration and financial support with occupational skills training. He was a high school graduate and was employed as a stocker at a local retail store. While he enjoyed his current role, he aspired to be able to help his community.



With the assistance provided through the program, Jeffrey explored work interest assessments and completed basic skills testing. At the conclusion of the assessments, it was revealed that Jeffrey scored high in the artistic and investigative categories of the work interest profiler; however, he was basic skills deficient. With guidance from the Robeson County NextGen Program Career Advisor, Jeffrey participated in labor market research, resume writing workshops and career exploration sessions. Upon completion of these activities, he determined he would like to become a police officer.

Jeffrey enrolled in occupational skills training at Robeson Community College on January 8, 2024. In spite of his scoring as basic skills deficient, he excelled in training. His area of study was Basic Law Enforcement. Focused on his goals, Jeffrey attended required classes and was connected to the Robeson County Sheriff’s office during his training. On June 17, 2024, he successfully completed occupational skills training. With assistance from the NextGen program Jeffrey gained hands-on experience that led to his being hired full time at the Robeson County Sheriff’s office as a Law Enforcement Officer. He has stated that he is excited about his career and is looking forward to protecting and serving his community. Jeffrey has expressed gratitude to the Robeson County NextGen Program for the services rendered to help him reach his goals.

Tommy

Tommy’s mother died a few years ago during COVID leaving him to be raised by his father. Despite not having the

presence of his mother, Tommy still thrived. During his 10th grade year, he experienced difficulties, but he bounced back with the assistance from the Scotland County In-School NextGen Program.

Tommy was enrolled in the program on August 8, 2023. He desired to improve his basic skills scores, gain employability skills and obtain his high school diploma. His aspirations included attending college with a career goal in Computer Technology (CT). Tommy had a positive outlook and was grateful for every opportunity afforded him. He used those opportunities to guide him to his desired outcomes. Through his participation, Tommy has gained real world, workplace experience in his field of interest. This opportunity has allowed Tommy to build his network, push him out of his comfort zone, and gain transferable workplace skills. Tommy gained exposure to the pros and cons of the workplace by working among professionals in the educational environment. Additionally, by participating in work-related and financial literacy activities, he knows how to properly utilize his earnings to pay his bills, contribute to his savings account, and monitor his credit.



Through the assistance of the NexGen Program, Tommy successfully passed all of his required Math and English classes. Additionally, he earned the Conover Workplace Job Readiness Certification, CTL Certification and Industry Recognized Credentials to include: DHS/FEMA IS-100, IS-200, IS-700, and IS-800.

Tommy graduated from Scotland High School on Friday, June 7, 2024. He finished his senior year as an A-Honor Roll student and a CTE Completer in Law and Science, Technology, Engineering and Math (STEM). He plans to attend Richmond Community College to become a Computer Engineer Technician.

Garria

Garria came to the Bladen Community College NextGen Program seeking life skills training, career exploration, occupational skills training and supportive services. She was an unemployed out of school youth who was lacking skills to

secure full-time employment. With the assistance provided through the program, Garria explored work interest assessments and completed basic skills testing. At the conclusion of the assessments, it was revealed that Garria scored high in the social category and was basic skills deficient in math. After further discussion with the Career Advisor, a service strategy plan was developed. It was determined that Garria’s ultimate goal was to pursue the Nursing Program at Southeastern Community College and attain employment in the healthcare field as a nurse.



Recognizing the program’s rigorous nature, she braced herself for the mental and emotional challenges ahead. Amidst her efforts, she encountered a setback when one of her instructor’s expressed doubts and suggested she consider an alternative career path due to her academic performance falling short of expectations. Garria refused to relinquish her dream of becoming a nurse and sought guidance from her Career Advisor. Throughout her journey, she participated in tutoring activities, leadership development and financial literacy workshops. These resources contributed to her personal and professional growth.

Focused on her goals, Garria persevered and graduated from Southeastern Community College with a Practical Nursing Diploma in December 2023. Subsequently, she achieved another milestone by successfully passing her state board of nursing exam in January 2024. Garria is currently employed as a Licensed Practical Nurse at Cape Fear Valley Neurology located in Fayetteville, NC. In this capacity, she plays a crucial role in delivering medical care to individuals grappling with neurological diseases, injuries, and disorders. Her responsibilities contribute to the holistic treatment and well-being of those in her care.



Accomplishments

- Total New Youth Enrollments: 65
 - Total Youth Served: 106
 - Total Credentials Youth Earned: 34
 - Total Youth Participated in College Tours: 1
 - Total Soft/Working Smart Skills Graduate: 37
 - Total Youth Who Entered Post-Secondary Education: 5
 - Total Youth Who Obtained High School Diplomas: 6
 - Total Youth Who Obtained High School Equivalencies: 1
 - Total Youth in Work-based Learning Opportunities: 23
 - Total Youth Enrolled in Occupational Skills Training: 62
 - Total Youth That Entered Employment: 29
 - Total Youth That Received Supportive Services: 63
-
- NextGen openhouse at Cumberland NCWorks Career Center on 05.04.2024; 370 registered in ncworks.gov and 169 attended informational session regarding summer internships/WEX, and other Youths WIOA services.

Grant Recipients

EQUUS Workforce Solutions – Cumberland	\$650,000
EQUUS Workforce Solutions – Sampson	\$35,000
EQUUS Workforce Solutions – Moore	\$100,000
EQUUS Workforce Solutions – Montgomery	\$35,000
Harnett County Government	\$100,000

NextGen Expenditures

Total Operating Costs	\$218,305
Total Participant Costs	\$93,526
Total Costs	\$311,831

Training Expenditures

Total of All Participant Training Expenditures	\$90,192
Training Expenditures as a Percentage of Total Expenditures	29%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$205,203
Work-Based Expenditures as a Percentage of Total Expenditures	66%

Success Stories

Keyshana

Keyshana, who joined the NextGen program at age 20, sought tuition assistance to become a Certified Nursing Assistant (CNA). Her commitment to her career development led her to Cumberland Nursing Academy, where she excelled in the CAN program. Upon successfully obtaining her CNA certification, Keyshana's ambition drove her to further enhance her skills. She returned to Cumberland Nursing Academy to complete the Medication Aide training and exam, demonstrating her dedication to advancing in the healthcare field. Keyshana's determination and success serve as an inspiration to others, showcasing her commitment to achieving excellence in her career pathway.



Deborah

Deborah, a 24-year-old single mother, enrolled in the NextGen program as an Out-of-School Youth seeking to further her education and achieve self-sufficiency. Raised by her single father, a military veteran who overcame significant challenges to become a successful business owner, Deborah has been inspired by his resilience and success. Determined to overcome her own obstacles, Deborah set clear goals for obtaining training and finding stable employment. On September 5, 2023, she began her studies at Cumberland Nursing Academy to pursue a Certified Nursing Assistant (CNA) Certification. After passing her state exams, Deborah secured employment as a CNA at Cape Fear Valley Hospital, earning \$17.00 per hour. Cape Fear Valley Hospital has further supported Deborah by sponsoring her to obtain her Certified Nursing Assistant II License. Deborah is thriving in her role, enjoying the opportunity to help others and advance her career.



Ahnieyha

Ahnieyha, a 24-year-old participant in the NextGen program, embarked on her journey with the goal of advancing her career in healthcare. Despite facing several challenges, she successfully navigated these obstacles with the support of her career advisor. On October 4, 2023, Ahnieyha completed the Nurse Aide 1 program at Cumberland Nursing Academy. Demonstrating her competence and determination, she passed all her exams on the first attempt by October 30, 2023. Eager to build on her achievements, Ahnieyha is now enrolled in the upcoming Medication Aide program at Cumberland Nursing Academy. With a clear vision for her future, she is enthusiastic about furthering her career in healthcare.



Jayla

Jayla, a 19-year-old waitress, enrolled in the WIOA NextGen Program on July 18, 2023, seeking to overcome her barriers to employment, including limited workplace skills and a basic skills deficiency in reading. Her goals included career counseling, career pathway training, work-based learning, and leadership development. Jayla faced significant challenges in enrolling in the Esthetics Technician class due to a lack of available seats for Fall 2023 at Central Carolina Community College. Despite her discouragement, she secured a spot in the Spring 2024 semester. Further complications arose when her financial aid application was denied due to external issues, risking her enrollment. The WIOA program intervened to provide the necessary support, preventing Jayla from being dropped from her training. On May 3, 2024, Jayla graduated with three certificates in Esthetics Technician and received a temporary license. Her perseverance and successful completion of her training earned her an incentive, overcoming of her obstacles.



Jerell

With barriers including limited workplace skills and deficiencies in Reading and Math, Jerell sought support from the program to enhance his basic skills and career readiness. The WIOA NextGen Program provided tutoring assistance through Dunn PAL, helping Jerell improve his reading and math proficiency. Additionally, Jerell received career counseling and engaged in work-based learning opportunities, which included roles as a Media Instructor, Tutor, and Mentor Coordinator. These experiences contributed to his development of transferable and soft skills essential for the workplace. Jerell successfully completed his high school education, graduating from Triton High School on May 30, 2024. For his accomplishments, he received an incentive from a private donor.



Jada

Jada enrolled as a 24-year-old single parent who was unemployed. Previously, Jada worked as a cashier at Carolina Butcher, earning \$12.00 an hour, until her termination in June 2023. Her primary barriers to employment included a history as a former offender, single parent responsibilities, and a sporadic work history. Jada's career goal was to obtain a CDL Class B Truck Driver certification to secure local employment and support her child. Jada committed to her training at Carolina Trucking Academy, completing all required hours and successfully passing her Class B Truck Driver exam. Jada secured an unsubsidized position as a truck driver with Eagle Rock Concrete.



Accomplishments

- Total New Youth Enrollments: 77
 - Total Youth Served: 254
 - Total Credentials Youth Earned: 134
 - Total Youth Participated in College Tours: 66
 - Total Soft/Working Smart Skills Graduate: 162
 - Total Youth Who Entered Post-Secondary Education: 18
 - Total Youth Who Obtained High School Diplomas: 62
 - Total Youth Who Obtained High School Equivalencies: 44
 - Total Youth in Work-based Learning Opportunities: 87
 - Total Youth Enrolled in Occupational Skills Training: 122
 - Total Youth That Entered Employment: 177
 - Total Youth That Received Supportive Services: 92
-
- Purchased an unlimited license for the region to Metrix Learning.com with access to 7000 soft skill and career exploration classes.
 - Success in Construction Career Day with over 800 Youth in attendance.
 - Purchased TransfrVR headsets for youth career exploration.
 - Held our first Summer Employment Youth Program.
 - Go Places grant for 16-24 years of age is celebrating its second year.
 - Youth Committee and Work Based Learning Committee members are working on more paid Work Experience and registered apprenticeship opportunities, as well as battling barriers.
 - Developing a Youth Transportation Program.
 - Enrolling more Out of School Youth On the Job Training participants.
 - Work Experience at an all time high of 335% of required expenditures.
-

Grant Recipients

Goodwill of Northwest NC	\$354,926
Henderson County Schools	\$182,701
Madison County Schools	\$77,422

NextGen Expenditures

Total Operating Costs	\$161,669
Total Participant Costs	\$591,015
Total Costs	\$752,684

Training Expenditures

Total of All Participant Training Expenditures	\$19,785
Training Expenditures as a Percentage of Total Expenditures	3%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$571,231
Work-Based Expenditures as a Percentage of Total Expenditures	76%

Success Stories

Dustin

Dustin has exhibited a remarkable work ethic and a genuine passion for his pursuits. Despite facing educational and financial challenges, he has displayed unwavering determination towards his academic and professional goals. Currently, he is engaged in two diverse internships- one in wildlife rehabilitation and the other in a horse therapy program. Horse therapy, also known as equine-assisted therapy or equine-assisted psychotherapy (EAP), involves interactions between individuals and horses to promote emotional growth and healing. This therapeutic approach is particularly beneficial for mental health issues due to the unique qualities of horses and their ability to respond to human emotions and behaviors. Dustin has proven himself to be a dedicated asset to both organizations. His contributions, whether caring for animals, maintaining facilities, training volunteers, or assisting in therapy sessions have been invaluable!



Dustin's commitment to his education is truly commendable. Pursuing classes towards the veterinary technician program reflects his clear focus and ambition to excel in

his chosen field. It is evident that he possesses the drive and enthusiasm necessary to succeed. Even when Dustin is being challenged academically, he pushes himself harder to grasp the material, even if it means visiting the tutoring center multiple times a week or asking professors for clarification. The most recent academic triumph for Dustin includes passing his extremely challenging Chemistry class and being officially accepted into the Veterinary Technician program at the local community college where he has been taking classes for the past year.

Jordan

Jordan bounced around from school to school since an early age. His mother was not always present in his life, and Jordan's father passed away when he was young. Jordan attended four different elementary schools as a child. He has survived two open heart surgeries as a toddler and in middle school. Jordan now lives with his grandmother and has found a high school to attend in his district. Upon meeting Jordan, the Career Advisor and he talked about graduating from high school and getting that diploma to find a good job. Jordan has always been searching for a place he could belong. Finally, Jordan has found a place that he loves and is prospering. Jordan has not missed one day of school since enrolling. According to him, "North is unlike any other school I've been to. You can tell the teachers care about the kids and want to see them do good." He has finished classes on-line while also taking classes in person and working. He is on track to graduate with his high school diploma, and he is excited to show his grandmother his accomplishments.



Jordan is excelling in his Work Experience (WEX) at school. Jordan's supervisor explained, "Jordan has worked very hard this semester. He is courteous and always willing to learn new things. He works independently and doesn't need extra guidance after the directions are given. He hasn't missed one day since starting his Work Experience. He always reports to work on time."

Jordan is a survivor, a good person, a hard worker, and now has a place where he belongs, up on stage with all the other 2024 graduates. He is the first to receive a high school diploma in his family.

Lavendar

Lavendar was enrolled in the NextGen Program shortly after her enrollment at Madison High School in February 2022. She had previously been homeschooled and enrolled with a limited number of credits. It was believed she could catch up more quickly by completing her classes online at Madison's Velocity Learning Center which allows students to work at their own pace. Soon it became evident that Lavendar was determined to do just that. Not only was she completing her classes at lightning speed, but also with the support of the NextGen Program, Lavendar gained valuable Work Experience as an assistant in the weight room. The program also provided the supportive services needed to assist her in reaching her goals.



In just over two years Lavendar has not only earned enough credits to graduate high school, but through AB Tech's College and Career Promise Program, she has also earned 25 college credits and boasts a GPA of 3.826. She is now working full-time and has been accepted into the University of North Carolina at Asheville for the fall 2024 semester.

While a participant in the NextGen Program, Lavendar transformed from a shy young girl into a confident young woman with a strong work ethic. With her hard work and determination, she will succeed at anything she sets out to accomplish.

Accomplishments

- Total New Youth Enrollments: 10
 - Total Youth Served: 61
 - Total Credentials Youth Earned: 8
 - Total Youth Participated in College Tours: 20
 - Total Soft/Working Smart Skills Graduate: 20
 - Total Youth Who Entered Post-Secondary Education: 3
 - Total Youth Who Obtained High School Diplomas: 2
 - Total Youth Who Obtained High School Equivalencies: 1
 - Total Youth in Work-based Learning Opportunities: 3
 - Total Youth Enrolled in Occupational Skills Training: 6
 - Total Youth That Entered Employment: 40
 - Total Youth That Received Supportive Services: 30
-
- Hosted our 6th annual Real World simulation event. We welcomed 123 teenagers and young adults from 8 counties who spent the day having fun while learning valuable lessons about how their educational and career choices will have an impact on their finances and their lifestyle.
 - Worked with community partners to host 4 Adulting Day events which integrate lessons on self-sufficiency with career exploration, labor market information, and financial literacy education.
 - Continued our Employer in the Foyer initiative by partnering with local businesses and College of the Albemarle to provide Youth with opportunities to participate in virtual reality career exploration, speak with employers about related careers, and learn about the training needed to enter the featured careers.
 - NextGen staff attended over 60 community outreach events.
 - Participated in job fairs at 7 local high schools helping to expose youth to career opportunities with local employers and share information about the services available through NextGen and the NCWorks Career Centers.
 - Conducted 17 workshops for local high schools to help improve interviewing skills, refine resumes and cover letters, promote career exploration, and build soft skills to prepare students for the workforce.

Grant Recipients

N/A Services Provided In-House

NextGen Expenditures

Total Operating Costs	\$265,198
Total Participant Costs	\$18,496
Total Costs	\$283,694

Training Expenditures

Total of All Participant Training Expenditures	\$14,419
Training Expenditures as a Percentage of Total Expenditures	5%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$87,770
Work-Based Expenditures as a Percentage of Total Expenditures	31%

Success Stories

Shadonna

Shadonna enrolled in the NextGen program as a 22 year-old high school graduate with a strong desire to work. Shadonna was having trouble finding employment that would meet her needs as someone who struggles with a chronic illness and recently having dropped out of classes at College of the Albemarle (COA) due to her health challenges. She was searching for guidance to help her determine her next steps in life.



Shadonna began fully taking advantage of everything NextGen had to offer as soon as she enrolled. She attended workshops to help her get work-ready, met with her Career Advisor regularly, and received incentives for her participation. She also attended a 3-day overnight Career Success Camp at the recommendation of her Career Advisor. Shadonna was committed to developing herself as a future professional.

Through the NextGen program, Shadonna participated in a paid Work Experience as an Office Assistant with Elizabeth City Pasquotank County Parks and Recreation. Shadonna's supervisor was extremely pleased with her performance, rating her as exemplary on each of her evaluations and noting that she helped streamline office function and increase productivity. Shadonna learned a great deal as well, acquiring new skills including cash handling, cash reconciliation, and marketing. At the end of her Work Experience, she was offered a full-time permanent position, which she gladly accepted.

Not wanting to stop there, Shadonna enrolled at College Of Albemarle again to pursue an Associates Degree in Business Administration. Shadonna started classes in the Fall 2023 and is currently making progress towards her post-secondary goals.

Dashawn

Dashawn enrolled in NextGen during his senior year at Northeastern High School where he was enrolled in the Occupational Course of Study Diploma program. He was looking for assistance developing employability skills so that he could enter the workforce upon graduating. Dashawn lives with a disability that makes many aspects of life more challenging, but knew that he wanted to find a job that would work for him.



Upon enrolling in the program, Dashawn began attending workshops on topics including how to complete a successful application and interviewing techniques in preparation for entering a paid Work Experience. Dashawn had an interest in working with animals and hoped to find employment that would align with that interest. He participated in Job Shadows to explore his options and to practice basic employability skills like how to show up to a job site at a scheduled time.

Dashawn was ultimately placed in a Work Experience with a local dog grooming business, Doggie Styles by Shannon. He worked there throughout his senior year while maintaining excellent grades and completing his High School Diploma.

After graduation, Dashawn continued to work in his Work Experience (WEX) for several months until it successfully concluded. By that time, Dashawn had proven himself to be a valuable employee and was offered a permanent position as a Dog Groomer's Assistant.

Dashawn is a great example of a successful NextGen participant who committed to his employment goals and worked hard to achieve them.

Grady

Grady enrolled in NextGen as an 18-year-old student in the occupational course of study at Northeast Academy for Aerospace & Advanced Technologies (NEAAAT). Grady had an interest in the automotive industry but had never worked before and expressed a need for help developing general work skills, gaining technical skills related to the automotive industry, improving his interviewing skills, strengthening his resume, and securing employment that would provide accommodations for his disability. Grady accomplished a great deal during his enrollment. He participated in mock interviewing, worked with his Career Advisor to build his resume, reviewed labor market information on careers in the automotive field, received his high school diploma, and completed an 800-hour paid Work Experience with Hall Mile One Auto Group's body shop. Grady's Work Experience supervisor was pleased with his performance and said this on his final evaluation, "Grady has grown a lot since coming to our facility. He has learned the proper techniques in finish sanding, undercoating, and using shop air-operated tools. He is meticulous in what he has been tasked with." After successfully completing his paid Work Experience, Grady began working with his Career Advisor to secure permanent employment in the automotive industry. He is now employed full-time at Graham's Collision Center and continues to work with his Carer Advisor to explore opportunities to progress further in his field.



Accomplishments

- Total New Youth Enrollments: 142
 - Total Youth Served: 283
 - Total Credentials Youth Earned: 99
 - Total Youth Participated in College Tours: 130
 - Total Soft/Working Smart Skills Graduate: 26
 - Total Youth Who Entered Post-Secondary Education: 5
 - Total Youth Who Obtained High School Diplomas: 37
 - Total Youth Who Obtained High School Equivalencies: 19
 - Total Youth in Work-based Learning Opportunities: 49
 - Total Youth Entering Apprenticeship Opportunities: 2
 - Total Youth Enrolled in Occupational Skills Training: 116
 - Total Youth That Entered Employment: 18
 - Total Youth That Received Supportive Services: 155
-
- Davie County NextGen participant, Rebecca, had the opportunity to meet Lieutenant Governor, Mark Robinson, and tour the North Carolina State Legislative Building on August 9, 2023. After Rebecca expressed an interest in pursuing a career in law and politics, her NextGen case manager was able to arrange a tour of the Legislative Building. During this opportunity, Rebecca got a chance to speak with the Lt. Governor and local Davie County representative Julia C. Howard. Rebecca has since completed the adult high school program at Davidson-Davie Community College and plans to enroll at Pffiefer University in the fall.
 - In October 2023, NextGen youth traveled to Memphis, TN, for a leadership development trip.. During this trip, participants attended a financial literacy workshop led by one of the NextGen case managers. This workshop focused on setting and accomplishing financial goals, creating an action plan and budget, weighing needs vs wants, analyzing opportunity costs, developing a spending/saving/investing plan, limiting expenses during a crisis, and managing peer pressure. By navigating through real life scenarios, participants practiced and applied the knowledge and skills gained through the workshop. Attendees also were given the opportunity tour LeyMoynes-Owen College, a Historically Black College.

During their tour, they learned about the college's history and what college life is like from the perspective of several current students. Other tour stops included local attractions such as lunch at the iconic Hattie B's Hot Chicken and the Four Way Soul Food restaurant, STAX Music Museum, the National Civil Rights Museum, Buc-ees truck stop, and the local outlet stores.

- In March 2024, NextGen youth participated in "The Real World" event in Winston Salem, NC. This event was a hands-on simulation for high school youth to learn about life in the "Real World." Participants were first challenged to create a monthly budget based on an assigned salary and then to purchase items required to maintain a home, insurance, transportation, health services, groceries, recreation, etc., all while keeping within their budget. During the event, attendees visited different stations staffed by community volunteers, learned about money management, spent their money, and discussed their financial decisions. This event gave students a glimpse into the financial reality of the world they live in based on their own career choices and goals.

Grant Recipients

Davidson-Davie Community College	\$190,000
Goodwill Industries of Northwest NC	\$1,410,000

NextGen Expenditures

Total Operating Costs	\$475,712
Total Participant Costs	\$1,281,312
Total Costs	\$1,757,024

Training Expenditures

Total of All Participant Training Expenditures	\$756,829
Training Expenditures as a Percentage of Total Expenditures	43%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$524,483
Work-Based Expenditures as a Percentage of Total Expenditures	30%

Success Stories

Paul

Paul came to the NextGen program in May 2023. After some career exploration and with his case manager's assistance, Paul enrolled in Forsyth Technical Community College's Nursing Assistant I training program in October 2023. Even though he was faced with the possibility of eviction and homelessness, he persevered and successfully completed the program with good grades and perfect attendance in December 2023. Although Paul's first attempt to pass the skills and written tests for certification was unsuccessful, he did not let this stop him. He studied harder and eventually passed both tests to obtain his NC certification in February 2024. Paul is currently working as a traveling nurse assistant. This position aligns with his strong passion to help others and desire to travel to see different parts of North Carolina. Paul is thankful for the NextGen Youth Program for helping him achieve his goals.



Shanyia

Shanyia enrolled in the NextGen Youth program in May 2022. Shanyia came to the program eager for something different in her life and with an interest in aviation. With her case manager's assistance, Shanyia registered for the Aviation program at Guilford Technical Community College in August 2022. During the first week of class, Shanyia was involved in a horrible car accident that almost took her life. She unfortunately had to drop out of the program while she spent months in recovery and physical therapy. Throughout this adversity, Shaniya remained positive about her future. Fully recovered, Shanyia re-enrolled in the Aviation Program in February 2023. After passing her first two classes, she faced another tragedy. Her father passed



away, and she had to take additional time away from training. Although she missed a lot of time, her instructor allowed her retake the class. Shanyia successfully completed the program in October 2023 and obtained a full-time job as a Structures Mechanic at Honda Jet Aircraft in November 2023.

Justin

Justin was referred to the NextGen program by his high school teacher for career coaching and Work Experience. He enrolled in the NextGen program during his junior year of high school. In September 2023, he started a Work Experience with the Boys and Girls Club of Davidson County to learn work readiness skills. Through this experience, Justin learned how to prepare for a job, prepare for interviews, determine appropriate workwear, manage his time appropriately, and communicate effectively. After greatly impressing his worksite supervisor, Justin was selected to attend the Boys and Girls Club Governor's Page Program in Raleigh in March 2024. Through this opportunity, Justin met the Governor of North Carolina, Roy Cooper, and several other state representatives gaining a better understanding on how the government works. Justin graduated from Thomasville High School in June 2024 and plans to attend Davidson-Davie Community College in the fall. Justin was also named Thomasville Rotary's "Student of the Month" and was inducted into the Thomasville High School's National Honor Society.



Justin (top left) was invited to participate in the Boys and Girls Club Governor's Page Program.

Accomplishments

- Total New Youth Enrollments: 65
 - Total Youth Served: 85
 - Total Credentials Youth Earned: 15
 - Total Youth Participated in College Tours: 15
 - Total Soft/Working Smart Skills Graduate: 7
 - Total Youth Who Entered Post-Secondary Education: 1
 - Total Youth Who Obtained High School Diplomas: 6
 - Total Youth Who Obtained High School Equivalencies: 10
 - Total Youth in Work-based Learning Opportunities: 13
 - Total Youth Entering Apprenticeship Opportunities: 9
 - Total Youth Enrolled in Occupational Skills Training: 22
 - Total Youth That Received Supportive Services: 26
-
- Expanded Made-In initiative to all five counties
 - Integrated Transfr VR into Case Management, Exam Training and practice, and preparation for WEX; one student used the Transfr VR CNA1 training to practice taking blood pressure to pass the licensing exam.
 - Participated and hosted a variety of Career Fairs and employment resource events throughout the region.
 - Hosted Open House at newly renovated career centers.
 - Hosted a resource table at the Bertie County Medicare expansion event featuring Governor Roy Cooper
 - Participated in Pitt Community College Biotechnology Boot Camp
 - Hosted Career and Job Opportunity Giveaway event with Bertie County Hive House.
 - Featured in Carolina Across 100 Our State Our Work Summit in November, 2023.
 - Completed Rivers East Academy for all five counties, where teachers from public schools learned about manufacturing careers in the region and participated in training and roundtable discussions with occupational instructors and employers.
 - Partnered with Beaufort County Community College to co-enroll College and Career Readiness (CCR) youth in both CCR and NextGen. Career Advisor and other staff visited classes and conducted work readiness activities including mock interviews, financial literacy, and networking/interactive skills.

Grant Recipients

Visionary Connections \$997,058

NextGen Expenditures

Total Operating Costs	\$415,906
Total Participant Costs	\$65,560
Total Costs	\$481,466

Training Expenditures

Total of All Participant Training Expenditures	\$32,133
Training Expenditures as a Percentage of Total Expenditures	7%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$33,427
Work-Based Expenditures as a Percentage of Total Expenditures	7%

Success Stories

Kristin

Kristin encountered numerous obstacles on her journey to success, including a period of unemployment and the responsibility of caring for her younger sister full-time. Despite these challenges, she seized the opportunity presented by the NextGen program. She enrolled in the automobile technician program at Martin Community College, and through engaging in work with the Work Experience (WEX) program and demonstrating perseverance and determination, she completed the program and embarked on a transformative journey towards a new chapter in her life.



Starting with her assessment on August 22, 2022, Kristin displayed unwavering dedication, ultimately achieving the completion of her Associate degree on December 15, 2023.

Her remarkable achievements include receiving a certificate from Martin Community College in recognition of her

proficiency as a basic transportation technician. Additionally, she obtained a diploma in automobile system technology and a degree in applied sciences. Her unwavering commitment to continuous learning was evident through her acquisition of a variety of certifications including Automotive Systems, Basic Transportation, Suspension and Steering, Industrial Safety, Advance Transportation Electronics, Basic Welding Processes, and an entrepreneur certification.

Upon the conclusion of her program, Kristin transitioned into the workforce, paving the way for a brighter and more promising future. Her journey serves as a profound testament to her resilience and unwavering pursuit of personal and professional growth.

Shayla

Shayla, a 23-year-old unemployed single mother with the barrier of a legal issue, did an evaluation of her current circumstances and decided she wanted a different and better life for her family and herself. Although she had a high school diploma, she lacked the needed work experience and skills to obtain a job that would provide income to be self-sufficient. As an out of school youth, she decided to enroll in the NextGen program for assistance with her goals. Her only work experience was as a fast-food worker. She was low income and financially unable to go to school. In addition to her legal situation, child care need was also a barrier to her success



Shayla considered changing career goals, but her heart's desire was to be in the medical field. She decided that to improve her quality of life she would seek assistance and direction from the NextGen program.

Shayla enrolled in the NextGen program on February 24, 2021. She completed a 6-hour job shadow and participated in Work Experience (WEX) as administrative assistant with a health care provider. She enjoyed working in the medical setting and received professional work skills to enhance her resume. While participating in WEX, Shayla's Career Advisor helped her find the means to have her legal charges expunged. Together they worked to resolve the legal matter

as she continued to achieve her goals.

After completing WEX and updating her resume, Shayla obtained unsubsidized employment as an emergency medical technician. An honor student, Shayla obtained her Healthcare Management Technology Certificate, MCM Long-Term Care Certificate, Customer Service and Collections Management Certificate, and an Associate in Applied Science in Health Management Technology by the end of 2023. In November, she was also recognized in the "Carolina Across 100 Our State Our Work" celebration honoring Opportunity Youth throughout the state.

Jaden

Jaden co-enrolled in NextGen in Beaufort County Community College's College and Career Readiness (CCR WIOA Title II) program. His goal was to complete his high school equivalency diploma and enroll in college as a full-time student. His success led to his being selected as keynote speaker at his CCR graduation. According to his speech, Jaden was denied a traditional education and kept at home. He begged his parents to enroll him in a public school, but they refused, so he left home and came to the college to earn a high school equivalency diploma also enrolling in NextGen to assist him in reaching his goals.



"This is the story that I have to tell, although it's not typical, it's mine," he said. "Not everyone has a story about the teacher that kept telling them to push forward in tough times, but we have something special. We have something that they don't. We have the story to tell that in the face of adversity, we not only did it, but we triumphed. That we were able to succeed in the face of that adversity. That we can give hope to those that share experiences like ours. I don't know your story, but I know that in the face of adversity, we made it through, and that gives me hope for all of you in this room, those in the future, that they have hope as well."

Accomplishments

- Total New Youth Enrollments: 45
- Total Youth Served: 86
- Total Credentials Youth Earned: 18
- Total Youth Participated in College Tours: 25
- Total Soft/Working Smart Skills Graduate: 3
- Total Youth Who Entered Post-Secondary Education: 18
- Total Youth Who Obtained High School Equivalencies: 58
- Total Youth in Work-based Learning Opportunities: 19
- Total Youth That Entered Employment: 44
- Total Youth That Received Supportive Services: 56

Grant Recipients

HIGHTS	\$251,710
Haywood County Schools	\$110,000

NextGen Expenditures

Total Operating Costs	\$272,389
Total Participant Costs	\$59,749
Total Costs	\$332,138

Training Expenditures

Total of All Participant Training Expenditures	\$19,925
Training Expenditures as a Percentage of Total Expenditures	6%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$39,824
Work-Based Expenditures as a Percentage of Total Expenditures	12%

Success Stories

Arthur

Arthur graduated with his Adult High School Diploma through Southwestern Community College. He participated in a WIOA sponsored work-based learning experience with a local electrician and was hired as a full-time employee.



Leigha

Leigha is a single mother who returned to school to better provide for her daughter. She obtained her Adult High School Diploma through WIOA and will start the nursing pathway this fall.



Lynzey

Lynzey attained her high school equivalency Diploma through WIOA and Bridge Academy at Tri-County Community College. Lynzey engaged in a WIOA-sponsored Work Experience with the Valley River Humane Society. She plans to return to school to become a veterinary technician in the Chattanooga area.



Dakoda and Zander



Dakoda (pictured far left) and Zander (pictured next to Dakota) obtained their Adult High School Diplomas through WIOA and Bridge Academy at Tri County Community College.

Dakoda plans to go to college to study art.

Zander is currently in a Work Experience with a local auto dealer where he obtained his certification to conduct North Carolina state vehicle inspections and plans to work in the automotive industry upon completion of his Work Experience.

Devin

Devin obtained her high school diploma through WIOA and the Haywood Community Learning Center with Haywood County Schools. Devin was involved in a WIOA work experience with Beau Monde Salon and Spa in Waynesville North Carolina. Devin was offered employment with Beau Monde after successfully completing the work experience. Devin has enrolled at AB Tech to obtain her degree/certification in Cosmetology with the plan of continuing her employment at Beau Monde.



Cheyenne

Participating in a WIOA Summer Youth Employment (SYEP) experience with No Wrong Door, Cheyenne is excited about the opportunity to give back to her community and help others. She shares enthusiasm for learning about different facets of the non-profit including helping stock the pantry for food items to provide to No Wrong Door participants, answering the phone at the front desk, and learning customer service skills. Cheyenne is 17, graduated with her SCC HISET diploma in June, and has one child who is 19 months old.



Accomplishments

- Total New Youth Enrollments: 60
- Total Youth Served: 134
- Total Credentials Youth Earned: 5
- Total Youth Participated in College Tours: 74
- Total Soft/Working Smart Skills Graduate: 45
- Total Youth Who Entered Post-Secondary Education: 16
- Total Youth Who Obtained High School Diplomas: 22
- Total Youth Who Obtained High School Equivalencies: 6
- Total Youth in Work-based Learning Opportunities: 42
- Total Youth That Entered Employment: 86

Grant Recipients

Opportunities Industrialization Center of Wilson, Inc.	\$232,013
Opportunities Industrialization Center of Rocky Mount, Inc.	\$457,402
Halifax Cooperative Extension	\$78,405
Choanoke Area Development Association (CADA)	\$156,218

NextGen Expenditures

Total Operating Costs	\$727,463
Total Participant Costs	\$290,963
Total Costs	\$1,018,426

Training Expenditures

Total of All Participant Training Expenditures	\$290,963
Training Expenditures as a Percentage of Total Expenditures	29%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$246,571
Work-Based Expenditures as a Percentage of Total Expenditures	24%

Success Stories

Marcus

Marcus enrolled in the NextGen program through Halifax Cooperative Extension in November 2021. When Marcus enrolled, he was in the Specialized Foster Care Program for youth and faced barriers that limited his ability and blocked his pathway to success. As a high school dropout, Marcus experienced social and academic obstacles that affected his confidence and challenged his ability to communicate, learn, and effectively progress academically and in various tasks.



Through his participation in WIOA, Marcus developed academic awareness and improved his developmental skills! With a focus on obtaining his high school diploma and career development experience, Marcus learned essential skills that encouraged leadership, academic excellence, and career planning. Marcus developed an interest in community activities and participated in social forums, seminars, financial forums, and college tours. His Career Advisor assisted him in enrolling in Halifax Community College to obtain his GED while developing study skills and career concepts to prepare for the future workforce. With leadership and development opportunities, the present barriers began to erode as Marcus learned the importance of positive social interactions, academic success, and financial stability through career choices.

With new goals and expectations, his Career Advisor enrolled Marcus in Work Experience (WEX) to assist in developing more workforce skills and abilities. Marcus worked at the Town of Halifax where he gained career experience, skills, and a strong work ethic as a groundskeeper.

With a new perspective on education and career goals, Marcus studied diligently and exceeded the recommended scores on the state issued test! Due to his hard work and determination, on September 20, 2023, Marcus received his GED from Halifax Community College. In addition, Marcus obtained a full-time position with Lowe's Distribution Center in Garysburg, NC.

Jaquan

Jaquan enrolled in the NextGen Program through Opportunities Industrialization Center (OIC) of Rocky Mount in June 2020 as an In-School Youth. When Jaquan began, he faced barriers that challenged his ability to progress academically and limited his development socially. He experienced social and physical obstacles that dramatically affected his confidence and altered his ability to communicate, learn, and advance in his studies.



Through his participation in WIOA, Jaquan's academic and social awareness increased steadily! With a focus on leadership and development, Jaquan built essential skills that cultivated leadership, career planning, and academic success. Jaquan engaged in outreach events, social forums, and summer activities. Recognizing change and growth, his career advisor further assisted him with study skills and career concepts to prepare for post-secondary education enrollment and the future workforce. As a result of the leadership and development opportunities, the present challenges began to erode as Jaquan learned the importance of positive social interactions and academic excellence leading to exciting career choices.

With new expectations, Jaquan's Career Advisor assisted him by enrolling him in Work Experience (WEX) at a local warehouse and then referred him to the Boys and Girls Club to gain more developmental skills in team work, career exploration, and self-development. Through his participation in WEX, Jaquan developed a strong passion for helping others, and a deeply devoted interest in community activities, youth, and criminal law.

With fresh determination and a focused perspective on educational and career goals, Jaquan graduated with his High School Diploma with the Class of 2024! He has chosen to further his education by attending Wesleyan University in Rocky Mount, NC, this Fall pursuing a degree in Criminal Justice. Jaquan will be a first-generation college student in his family and an empowering voice for the youth of the future in his chosen career pathway.

Tanasha

Tanasha enrolled in the NextGen program through Opportunities Industrialization Center of Wilson as an Out-of-School Youth in October 2023. As a parenting youth, Tanasha faced challenges in securing employment that was sustainable for her growing family. Tanasha did not have previous work history, and with limited experience, had not chosen a career interest. Determined to become self-sufficient and support her family, Tanasha eagerly pursued her goal of entering the workforce with full-time employment.



Tanasha's Career Advisor assisted her through strategic career planning to develop strong goals and discover a desired career pathway. Through work maturity and leadership and development activities, Tanasha engaged in employment seminars, activities, pre-employment trainings, and gained the leadership skills needed to prepare her for employment. While participating, Tanasha gained valuable skills and training for work readiness to develop her resume and increase her career focus. After gaining the assistance needed, she made progress on her goal as she obtained temporary, part-time employment with Quantum Plastics as a Machine Operator earning \$13.00 per hour. However, her journey was not complete, and she continued to pursue the goal of obtaining full-time employment.

Her Career Advisor assisted Tanasha with completing job applications, mock interviews, and resume writing while she continued to attend the employment training seminars to sharpen her skills. In addition, her advisor provided guidance while she attended sessions of leadership, financial literacy, and budgeting to help reduce lingering financial barriers. With hard work and determination, Tanasha applied for and obtained a higher position with Quantum Plastics as a full-time General Labor Leader, earning an increase to \$14.50 per hour.



Accomplishments

- Total New Youth Enrollments: 92
 - Total Youth Served: 132
 - Total Credentials Youth Earned: 45
 - Total Youth Participated in College Tours: 96
 - Total Soft/Working Smart Skills Graduate: 5
 - Total Youth Who Entered Post-Secondary Education: 26
 - Total Youth Who Obtained High School Diplomas: 22
 - Total Youth Who Obtained High School Equivalencies: 2
 - Total Youth in Work-based Learning Opportunities: 28
 - Total Youth Enrolled in Occupational Skills Training: 35
 - Total Youth That Entered Employment: 35
 - Total Youth That Received Supportive Services: 68
-
- Workforce Development/NextGen collaborative partnerships with CTE (public education) and TRIO (Community College) focusing on work-based learning initiatives for youth and young adults who need the additional support of NextGen
 - Partnership with Work in Burke and Western Piedmont Community College in a local innovation grant (Opt In and JET) to reduce the number of opportunity youth in Burke county through education and work-based learning opportunities leading to jobs and increased wages.

Grant Recipients

Ross Innovative Employment Solutions	\$1,429,098
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NextGen Expenditures

Total Operating Costs	\$339,360
Total Participant Costs	\$276,035
Total Costs	\$615,395

Training Expenditures

Total of All Participant Training Expenditures	\$97,856
Training Expenditures as a Percentage of Total Expenditures	16%

Work-Based Learning Expenditures

Total Work-Based Learning Expenditures	\$178,179
Work-Based Expenditures as a Percentage of Total Expenditures	29%

Success Stories

Francis

Francis has learned how to achieve most of his goals independently once he arrived in the United States a couple of years ago. He learned English on his own, and he sought out education from his local community college, Caldwell County Community and Technical Institute (CCC&TI). His advisor at the college recommended he visit NCWorks for financial support and mentorship in order to further achieve his goals for his future. He met with NextGen Career Advisors to determine next steps. His Career Advisors encouraged him to complete his High School Diploma while also completing Truck Driver Training at TransTech, and on May 10th, he graduated from high school.



Francis said, "The program, WIOA, helped me a lot with their support and consistency to keep me going, and to be able to take the tests that were required for me to obtain my diploma. The staff members of this program were always looking out for me and checking up to see how I was doing regarding my studies. I am very thankful in many aspects because they kept me positive, telling me that it is going to help me in my path to obtain more jobs and more studies. I appreciate my NextGen Career Advisor because she was the one that helped me through the process. Obtaining my High School Diploma was something that was hard in its moments and stressing in others. Without this program and the support given it would not have been that quick to get."

Samantha

As a single mother, Samantha was unemployed and unsure of her next steps. She met with a NextGen Career Advisor and discussed the possibility of attending Catawba Valley Community College (CVCC) for Dental Assisting. Samantha received an application and began working on getting her items together in the following weeks. Samantha was excited for this opportunity and was informed that she was eligible for services.



Samantha was enrolled in the NextGen program in February 2023, but her classes did not start until August 2023. The NextGen Business Services Representative discussed the possibility of a Work Experience (WEX) with Samantha, and she saw this as an opportunity to expand her skillset and prepare her for class. She started her WEX at the Greater Hickory Cooperative Christian Ministries (GHCCM) in the dental clinic as an assistant making \$16 per hour in May 2023. She used the dental practice software, participated in a job shadow of the dental assistants and dentists and attained other skills she needed to enter this career pathway. Samantha completed her WEX hours during the fall semester while also attending classes and clinicals. Now, almost a year later, Samantha will be completing her training at CVCC and finding full-time employment. Samantha has

been the ideal NextGen participant and is looking forward to see what she achieves next!

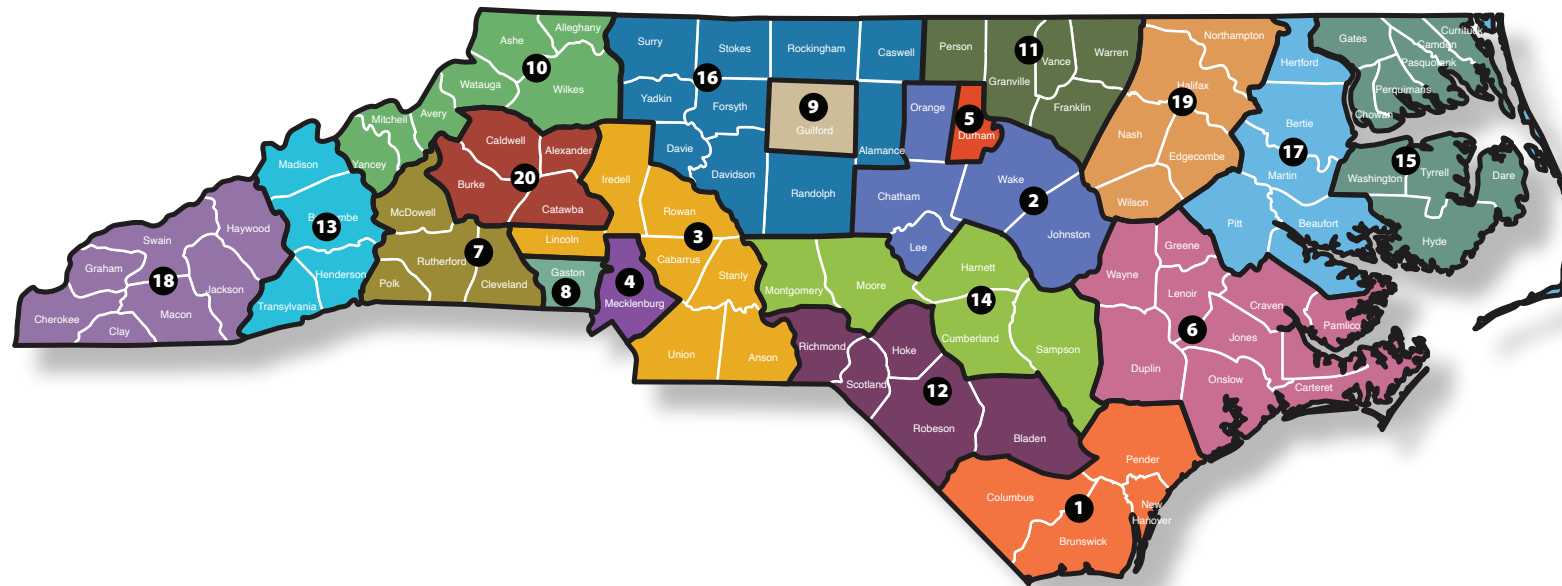
Haziel

As Haziel shares, "My name is Haziel; I am in college and pursuing a career in healthcare management. I remember just meeting with the NextGen business services representative (BSR) at the end of my senior year and discussing what internships I would be interested in. I wasn't sure what I wanted to do or if I would even land an internship in some setting that caught my attention. As time passed during the summer, the BSR let me know that he had gotten in contact with a Hospice Care Center called Carolina Caring. This was the best thing that has happened to me. I was struggling with what I wanted to do with my life after I had graduated high school. As soon as I started with this program, I found what I wanted to do. The work site has treated me as an employee, and I have been guided by the best mentors. I really couldn't have asked for more. My expectations were high, but let me tell you, that it is even better than I imagined. I am beyond blessed to have such an opportunity; everyone is always telling me how lucky I am to have found this program. All I have to say to people whenever I share my experience so far is good things. I have been granted a badge to walk into any building on campus, I have been given a work laptop, and I even have my work email. I would have never imagined myself to have such an amazing work/learning experience."



He is grateful for the experience and being a part of this amazing program.

North Carolina Workforce Development Boards



- 1 Cape Fear WDB**
Brunswick, Columbus, New Hanover, Pender
- 2 Capital Area WDB**
Chatham, Johnston, Lee, Orange, Wake
- 3 Centralina WDB**
Anson, Cabarrus, Iredell, Lincoln, Rowan, Stanly, Union
- 4 Charlotte Works WDB**
Mecklenburg

- 5 Durham WDB**
Durham
- 6 Eastern Carolina WDB**
Carteret, Craven, Duplin, Greene, Jones, Lenoir, Onslow, Pamlico, Wayne
- 7 Foothills WDB**
Cleveland, McDowell, Polk, Rutherford
- 8 Gaston County WDB**
Gaston

- 9 GuilfordWorks WDB**
Guilford
- 10 High Country WDB**
Alleghany, Ashe, Avery, Mitchell, Watauga, Wilkes, Yancey
- 11 Kerr-Tar WDB**
Franklin, Granville, Person, Vance, Warren
- 12 Lumber River WDB**
Bladen, Hoke, Richmond, Robeson, Scotland
- 13 Mountain Area WDB**
Buncombe, Henderson, Madison, Transylvania
- 14 Mid-Carolina WDB**
Cumberland, Harnett, Moore, Montgomery, Sampson
- 15 Northeastern WDB**
Camden, Chowan, Currituck, Dare, Gates, Hyde, Pasquotank, Perquimans, Tyrrell, Washington

- 16 Piedmont Triad Regional WDB**
Alamance, Caswell, Davie, Davidson, Forsyth, Randolph, Rockingham, Stokes, Surry, Yadkin
- 17 Rivers East WDB**
Beaufort, Bertie, Hertford, Martin, Pitt
- 18 Southwestern WDB**
Cherokee, Clay, Graham, Haywood, Jackson, Macon, Swain
- 19 Turning Point WDB**
Edgecombe, Halifax, Nash, Northampton, Wilson
- 20 Western Piedmont WDB**
Alexander, Burke, Caldwell, Catawba



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 WDB

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

- Workforce Development Board Chair: Jim Flock, General Manager, Blair-HSM
- Executive Director: Ginger Brick

Capital Area WDB

[Chatham, Johnston, Lee, Orange, Wake](#)

- Workforce Development Board Chair: Brian Holland, General Counsel, Sectigo
- Executive Director: Pat E. Sturdivant

Centralina WDB

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

- Workforce Development Board Chair: Kristina Horton, Vice-President, Southern Piedmont Piping
- Executive Director: David Hollars

Charlotte Works WDB

[Mecklenburg](#)

- Workforce Development Board Chair: Raki McGregor, Sr. Vice-President, Novant Health
- Executive Director: Anna London

Durham WDB

[Durham](#)

- Workforce Development Board Chair: Cyril (CJ) Broderick, Jr. President/CEO, Greater Durham Black Chamber of Commerce
- Acting Executive Director: Adria Graham Scott

Eastern Carolina WDB

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

- Workforce Development Board Chair: Mr. Frank Emory, Owner, Emory Construction
- Executive Director: Bill Green

Foothills WDB

[Cleveland, McDowell, Polk, Rutherford](#)

- Workforce Development Board Chair: Mark Weber, Plant Manager, Key Gas Components
- Executive Director: Annette Staley

Gaston County WDB

[Gaston](#)

- Workforce Development Board Chair: Selina Lee, Owner, W.D. Lee & Company
- Executive Director: Angela Karchmer

GuilfordWorks WDB

[Guilford](#)

- Workforce Development Board Chair: Eva Ogden, Senior Vice President, Pinnacle Financial Partners
- Executive Director: Dr. Danielle Harrison

High Country WDB

[Alleghany, Ashe, Avery, Mitchell, Watauga, Wilkes, Yancey](#)

- Workforce Development Board Chair: Edward Hinson, Chief Marketing Officer, SkyBest Communications
- Executive Director: Misty Bishop-Price

Kerr-Tar WDB

[Franklin, Granville, Person, Vance, Warren](#)

- Workforce Development Board Chair: Vanessa Cooke-Alvarado, HR Manager, Dill Air Controls
- Executive Director: Lou Grillo

Lumber River WDB

[Bladen, Hoke, Richmond, Robeson, Scotland](#)

- Workforce Development Board Chair: John E. Cummings, Owner, Legacy Development Inc.
- Executive Director: Patricia Hammonds

Mid-Carolina Workforce Development Board

[Cumberland, Harnett, Moore, Montgomery, Sampson](#)

- Workforce Development Board Chair: Xavier DeBrough, CEO, DeBrough & Co.
- Executive Director: Justin Hembree

Mountain Area WDB

[Buncombe, Henderson, Madison, Transylvania](#)

- Workforce Development Board Chair: Graham Fields, Assistant to the President, Advent Health
- Executive Director: Nathan Ramsey

Northeastern WDB

[Camden, Chowan, Currituck, Dare, Gates, Hyde, Pasquotank, Perquimans, Tyrrell, Washington](#)

- Workforce Development Board Chair: Sean Lavin, Manager of Program Operations, TCOM, LP
- Executive Director: David Whitmer

Piedmont Triad Regional WDB

[Alamance, Caswell, Davidson, Davie, Forsyth, Randolph, Rockingham, Surry, Stokes, Yadkin](#)

- Workforce Development Board Chair: W. Trent Cockerham, President & Chief Executive Officer, Hospice of the Piedmont
- Executive Director: Wendy Walker-Fox

Rivers East WDB

[Beaufort, Bertie, Hertford, Martin, Pitt](#)

- Workforce Development Board Chair: Jenny Brown, Human Resources Strategic Consultant, ECU Health
- Executive Director: Jennie Bowen

Southwestern WDB

[Clay, Graham, Haywood, Macon, Jackson, Swain, Cherokee](#)

- Workforce Development Board Chair: Judy Chapman, General Manager, Dnet Internet Services
- Executive Director: David Garrett

Turning Point WDB

[Edgecombe, Nash, Halifax, Northampton, Wilson](#)

- Workforce Development Board Chair: Cindy Harrell, Executive Director Diversified Opportunities, Inc.
- Executive Director: Michael Williams

Western Piedmont WDB

[Burke, Caldwell, Alexander, Catawba](#)

- Workforce Development Board Chair: Josh McKinney, Vice President, Peoples Bank
- Executive Director: Charity Patterson Hamber

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Member NCWorks Commission
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Educational Data Systems Inc.



Equus Workforce Solutions



Goodwill



John M Belk Endowment



Eckerd



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