

**MINUTES OF THE CENTRALINA WORKFORCE DEVELOPMENT BOARD  
CENTRALINA WORKFORCE DEVELOPMENT CONSORTIUM  
TUESDAY FEBRUARY 13, 2018 – 4:00 PM  
ROWAN-CABARRUS CC – NC RESEARCH CAMPUS – ROOM 115  
KANNAPOLIS, NORTH CAROLINA**

In attendance or present by proxy were the following:

**WDB MEMBERS**

Reinaldo Peres, Chair  
Mike Beaver  
Milton Chicas  
Tracie Brunt Hampton  
Danny Poplin  
Anthony Simpson  
Monica Johnson  
John Challis  
Lula Jackson  
Peter Xiong  
Michael Smith  
Lewis Goldsmith  
Gisella Aparicio-Busse  
Suzanne Hearn  
Fernando Little  
Jack Sharrett  
Kristina Forbes, Vice Chair, Proxy  
Carl Larson, Proxy  
Dr. Carol Spalding, Proxy  
Mary Walls, Proxy

**OTHERS IN ATTENDANCE**

Kenneth McCoy, Centralina Workforce Services  
Lori Carlson, Vocational Rehabilitation  
Donna Beaver, Rowan County DSS  
Kim Carpenter, Centralina Workforce Services  
Debbie Davis, NCWorks Career Center-Rowan  
Linda Ejlali, NCWorks Career Center-Union  
Donnie Mann, NCWorks Career Center-Stanly  
Gary Mason, Centralina Workforce Services - NEXTGEN  
Todd Morris, South Piedmont Community College  
Amy Weatherman, Centralina Workforce Services  
Jill Lutz, Gaston College  
Daryle Adams, Kannapolis City Schools  
Karen Adams McIntosh, NCWorks Career Center-Statesville  
Monica Gramling, NCWorks Career Center-Anson  
Denisha Torrance-Nesbit, NCWorks Career Center-Cabarrus  
Sylvia Jones, NCWorks Career Center-Mooresville  
Leshia Smith, Lumbee Regional Development Association  
Vivian Clawson, NCWorks Career Center-Cabarrus  
LeeAnn Nixon, Cabarrus Economic Development  
Ronne Grantham, NC Commerce-Division of Workforce Solutions,  
Shelton Moore, I-CARE, Inc.  
Linda Woodruff, Vocational Rehabilitation  
Adrian Tait, ResCare Workforce Services  
Ben Jacobs, Lumbee Regional Development Association  
Frances Thornton, Centralina Workforce Services – NEXTGEN  
Kara Brown, Lincoln Economic Development Association (LEDA)  
Cliff Brumfield, Lincoln Economic Development Association (LEDA)  
Ronnie Bryant, Charlotte Regional Partnership  
Anthony Burton, Charlotte Regional Partnership  
Geraldo Gaspe, Da Vinci Child Care  
Rusty Parker, Cabarrus County Schools

**CONSORTIUM MEMBERS**

Elizabeth Poole (Cabarrus)

### **Call to Order**

Centralina WDB Chair Panico Peres called meeting to order at 4:00PM. Centralina NEXTGEN Services Leader Gary Mason offered the invocation.

### **Confirm Quorum for Meeting/Mission & Vision Statement Affirmation/Minutes of Last Meeting**

Twenty (20) Board members, four (4) by proxy, were present or represented at the meeting thereby constituting a quorum for the Centralina WDB. One (1) Consortium member was present. No quorum was present for Consortium. Sherika Rich confirmed the quorum for the meeting.

Minutes of the December 12, 2017 WDB/Consortium meeting were reviewed. With no questions or comments regarding the minutes, a motion was made by Board member Tracie Hampton and seconded by Board member Lewis Goldsmith for the acceptance of the December 12, 2017 WDB/Consortium minutes as submitted. The minutes were unanimously approved.

### **Introduction/Welcome of Guests**

Board Chair Panico Peres welcomed guests to the meeting and welcomed new Board member Jack Sharrett who is the President of GM Nameplate in Monroe (Union County).

### **Mission and Vision Statements**

Centralina WDB Member John Challis read the mission and vision statements for the Board.

### **Mission Moment – Lincoln County Economic Development Association – EDGE Factor**

Cliff Brumfield and Kara Brown from the Lincoln County Economic Development Association (LEDA) shared how they worked with Centralina WDB Business Services Leader Mark Seifel to apply for and receive a Maximize Carolina Grant from NC Commerce - Division of Workforce Services. The grant supports Lincoln County's 5-year workforce strategy to develop a talent pipeline for their Advanced Manufacturing industry, which represents a large and strategic segment of their county's economic development plan. Over the last few years, in partnership with their Lincoln Industrial Managers Association and Lincoln County Schools, the county has developed a 4 course CTE curriculum aligned with the skills their industry needed and has resulted in six Manufacturing or Mechatronics Career and College Promise pathways and an Apprenticeship program that provides students with college credits to be applied toward a technical degree or a four-year university. With the program in place the effort now is to promote the image of a career in manufacturing and recruit students into the program. The Maximize Carolina grant provided funding for contracting with EDGE Factor, a recognized media and promotion expert for production of a career awareness event targeted at 8th graders and a 3-year subscription to a tool kit for use by middle and high school teachers in associating the classroom material to applications in the workplace. With the resources provided by the grant, the expectation is to have 500 students enrolled in the pathway for the coming school year with 50% pursuing an apprenticeship, related technical degree or joining the manufacturing workforce upon graduation.

Cliff and Kara thanked the Centralina WDB for their support of the EDGE Factor and their willingness to help build the talent pipeline for manufacturers in the region.

### **Economic Development and Workforce Development – Ronnie Bryant – Charlotte Regional Partnership**

Ronnie Bryant, President and CEO of Charlotte Regional Partnership (CRP), provided an overview of the history and purpose of the CRP. Ronnie offered a review of activities that happened in 2017. He noted that the top three decision drivers regarding economic development are labor force, location, and available real estate. Ronnie added that our labor force continues to grow as the region as 106 new residents every day. Ronnie placed emphasis on the importance of a strong workforce development board and its role in assuring he has the key thing that every business wants – skilled talent.

Ronnie provided information on the bid proposal submitting for the region to Amazon for their proposed HQ2 facility. A total of 21 sites within six counties in two states were presented for consideration. Ronnie noted how local workforce development boards helped the CRP with the Amazon proposal. He stated that it is important for all workforce entities and partners to understand the 5 key CRP target sectors in the region. He concluded by stating that there are still potential areas for collaboration between economic development and workforce development.

After Mr. Bryant's presentation, Board Chair Peres allowed the opportunity for questions. Suzanne Hearn asked how the trends of business owners have shifted. Ronnie Bryant responded that real estate was more prominent in the past but now skilled labor is more significant, adding that "companies follow labor". Suzanne followed up by asking if incentives were important. Mr. Bryant responded that "not really in overall decisions they make a good project better." Milton Chicas asked if we have enough people to do IT jobs to accommodate an Amazon type project. Ronnie stated that Amazon told the Charlotte Regional Partnership that they had a creative proposal, but we have a low number of tech workers today. Adrian Tait with ResCare asked about trends in projects. Ronnie stated that the CRP is seeing many requests for information regarding projects for manufacturing/auto parts from international companies. Monica Johnson asked about what we learned from the failed Amazon bid process. Ronnie answered that we gained a great compilation of data possibly leading to new partnerships. Panico Peres noted that with Amazon's proposal and with a growing workforce of millennials that millennials are choosing quality of life which is a huge plus for our region.

Chairman Peres thanked Ronnie Bryant for his presentation and his support of the work of the Centralina WDB.

### **Environmental Scanning – Leading Information**

Board members and staff shared information about the current events in their respective counties and businesses.

**Fernando Little**- Healthcare industry is still experiencing a nursing shortage. Atrium Health is partnering with many agencies.

**Peter Xiong**-Recently they are dealing with employee illness at plant (Greiner Bio-One).

**Suzanne Hearn**- 75% of Literacy Council of Union County budget comes from grants and other resources. NCWorks Career Center - Union has been very busy. Upcoming job fair at South Piedmont Community College in March.

**John Challis**- Recruiting for NGK; but turnover is still an issue. Business is good.

**Tony Simpson**- Still working on finding qualified job-seekers. Gaston College Apprenticeship 321 currently working with 7 companies. College has also started a Building Maintenance Certification program. LEDA offering leadership training classes for local businesses.

**Tracie Hampton**- Tours by Kannapolis City Schools students and NCMI trainees of S&D Coffee. Installing new roaster. Work Ready Community-Cabarrus is at 90% of their goal.

**Gisella Busse**- Very busy. Expansion continues at Husky Rack & Wire. Continuing to do their own welding training. Need material handlers.

**Lewis Goldsmith**- Flu cases have tremendously increased business. Still recruiting qualified nurses and CNAs for Novant Health. Comprehensive Core Cancer Center is still being developed.

**Mike Beaver**- Rowan-Salisbury Schools-Groundhog Day job-shadowing held on February 2 was very successful with over 50 companies participating. IDEA Center opened in Salisbury for entrepreneurs and start-ups

**Milton Chicas**- Wayne Brothers Construction opened two new offices in Savannah Georgia and Clarksville Tennessee. Working on BMW and Mercedes Benz projects. Still in need of employees. Will discuss Youth Apprenticeships at upcoming Board Meeting on April 10.

**Jack Sharett**- GM Nameplate has been in Union County since 1959. GM Nameplate is in competition with Amazon for talent in Seattle. Working with South Piedmont Community College for develop a scholarship program.

**Mark Seifel**- Employers raising starting wages to attract talent, especially with construction and manufacturing industries.

**Lula Jackson**- Anson County still searching for a county manager. Department of Social Services planning for new building. Discussed issues related to working poor. Anson County Schools implementing Work Keys to help promote manufacturing careers with parents and students

**Danny Poplin**- Stanly County Schools hiring a new superintendent, Dr. Jeff James

**Michael Smith**- City of Albemarle developing new business park near Locust. New industrial announcement for Stanly County will happen next week. Incentives are performance based and available to existing and new business.

**Monica Johnson**-Growth mode at Michelin. Accepting applications. Company welcomes new CEO for Michelin USA.

**Liz Poole**- Needs for all high school seniors to take Work Keys assessment. Lobbying for North Carolina legislators to pay for program. Meeting next week for Work-Ready Community team in Cabarrus County. Participated in Institute for Emerging Issues forum which had the focus on Early Childhood Education (birth to age 3). Also discussed problem with school student vaping CBD oils.

### **Conflict of Interest/Code of Conduct Policy-David Hollars**

Centralina WDB Executive Director David Hollars explained to Board members why the Conflict of Interest policy needed to be updated and signed. Hollars explained the difficulties other Boards have been experiencing with conflict of interest and conduct issues with regards to WIOA and One-Stop Operator procurement. David also explained NCGS 14-234 (the basis for the new policy) changes made to the policy, and applicable guidelines that require each Board member, Board staff, and Contractor staff to individually sign the Conflict of Interest Policy and the Code of Conduct Policy agreements.

After review and discussion Chair Peres called for a motion for approval of the new Conflict of Interest Policy and the Code of Conduct Policy. Lula Jackson made a motion to approve the new policies. Tracie Hampton seconded the motion. The motion was unanimously approved

### **Focus Teams Assignments- Focus Team Chairs**

Focus team assignment additions and changes were shared via a handout. Each focus team chair discussed progress of their respective teams and steps moving forward.

### **Literacy Program- Milton Chicas/Waynes Brothers**

Milton shared brief history of Literacy Program at Wayne Brothers Construction. The program started in early 2001 targeting Hispanic employees. The Literacy Program is now in partnership with Literacy Council of Union County. It includes an English Second Language (ESL) program that assists the entire family. The program involved areas of robotics and music to keep the learning interesting. The collaborative efforts of the programs have proven to be very successful.

### **Workforce Activities and Briefing**

#### Upcoming Events-David Hollars

- NEXTGEN Council Meeting February 27, 2018-Location change for this meeting to Rowan Cabarrus Community College – NCRC campus in Kannapolis
- Board training to be held in Kernersville- March 8
- Centralina COG Annual Conference will be held on April 12 at Central Piedmont Community College-Harris Campus

#### NCWorks Career Center Pathways week-Mark Seifel

Mark Seifel provided information on NCWorks Career Pathways Week. Pathways session for our region was held on January 25 at Centralina offices.

#### NCWorks Registration- Ken McCoy

Ken McCoy spoke about the importance of employers registering with NCWorks and provided Board members with a handout explaining the registration process.

#### Labor Market Information Report

Centralina Area- February 2018

#### Recent News Articles

### **Other Business**

**The next meeting of the Centralina WDB and Consortium is scheduled for Tuesday, April 10, 2018 at 4:00 PM at Rowan-Cabarrus Community College–NC Research Campus – Kannapolis.**

There being no further business to come before the WDB and Consortium, Board Chair, Panico Peres adjourned the meeting at 6:00 PM