

**DAVIDSONWORKS BOARD ANNUAL MEETING**  
**Minutes**

- DATE:** Thursday, August 27, 2020
- TIME:** 8:00 A.M.
- PLACE:** “GoToMeeting”
- MEMBERS:** Board Chair – Brian Hughes, Vice Chair - Jane Murphy, Barry Sink, Craig Goodson, Dan Mathews, Darrin Hartness, David Davis, David Hiller, Don Clinard, Hal Routh, Jeff McIntyre, John Clowney, LaRue Cribb, Michael Holmes, Pat Phillips, and Sandy Motley
- MEMBERS ABSENT:** Beverly Swing, Darrick Horton, Derrick Swink, Fred McClure, Kat Barrier, Kevin Chapman, Lee Comer, LeeAnn Tuttle-Thomas, Mike Sharpe, Randy Everhart, Stacy English, Steve Googe, and Steve Shell
- NCWORK COMMITTEE:** Rose McDaniel
- YOUTH COUNCIL:** Nicole Piggott and Sherri Trotter
- STAFF:** Pam Walton, Beth Mitchell, Cris Waugh, Eric Torrence, Sondra Willis, and Will Fulbright
- GUESTS:** Diane Roberts, CTE Director Thomasville City Schools; Susan Huneycutt, Associate Dean of Arts, & Sciences Education DCCC; Joe Wallace Lexington Chamber of Commerce; Dr. Chris Kennedy, Assistant Superintendent – Thomasville City Schools; and Dr. Emily Lipe, Superintendent Davidson County Schools
- SUCCESS STORY GUESTS: Participants:** Lexi Wright, Terica Davis, Tiffany Thompson, Daisy Cruz, Timothy Southard, Angela Landreth, Marty Hogan, Farrah Abbott, and Melissa Smith – Tyro Learning Center
- HANDOUTS:** Agenda, Minutes, and DavidsonWorks WDB Performance Chart

**RECAP of August 27, 2020 Meeting**

- 1.Pam Walton – DavidsonWorks Director called the meeting to order and thanked everyone for his or her attendance. Pam took roll call for attendance.
- 2.Minutes from the May 28, 2020 were approved
- 3.Success stories were celebrated with DavidsonWorks special guests via PowerPoint
- 4.Brian Hughes & Pam Walton recognized and thanked staff, partners, and Board members

**I. Welcome**

Brian Hughes, WDB Chair and Pam Walton, DavidsonWorks Director called the meeting to order and thanked everyone for his or her attendance. Pam took roll call for virtual meeting.

**Vote on Minutes**

Minutes from the May 28, 2020 meeting were approved.

## **II. WDB Business**

### DavidsonWorks WDB Performance for PY2020

WDB members were given a DavidsonWorks WDB Performance sheet via email. Pam shared in detail the numbers listed on the performance sheet. The performance sheet listed the goals and percentages for Adult, Dislocated Worker, Youth, and Wagner-Peyser participations. Each year these goals are negotiated with the state, based on the previous year performance; these goals increase each year. Pam was happy to share that DavidsonWorks exceeded every goal over 100% - see chart for more details. Pam stated, when you see numbers like these, it really shows the commitment our staff has to making sure customers are helped and served when they walk through our doors. Our staff follow up with customers and go over and beyond the call of duty to make sure customers are successful.

### Program Year 2020 Calendar

Pam stated that everyone should have gotten a calendar via email for all WDB and subcommittee meetings for Program Year 2020. Pam let WDB members know that if they would like to serve on other committees such as Youth Council or NCWorks Committee, please let us know.

### Services during COVID-19

As of August, our NCWorks Career Center in Thomasville is now open by appointments only. Customers can come into the office to job search or do assessment; we are also enrolling customers into courses. We have customers seated 6 feet apart, we ask our customers to wear a mask, as well as all staff are asked to wear mask. Things are going really well and customers are happy that we are open to serve them.

### Business and Industry Update

Cris Waugh, the Business and Industry Manager, stated that their unit has been reaching out to employers to assist with finding employees. Cris thought about hosting drive-thru job fairs, but thought that maybe it would be too hot for staff /employers, so they did virtual job fairs. The job fair consists of using "GoToMeeting" which the employer uses to sign in from their office and job seekers whom have designated times to come into the office to interview with the employer. DavidsonWorks has had twelve virtual job fairs in the month of August with nine employers. Cris stated that the biggest problem is finding job seekers for the employers. The job fairs were posted on DavidsonWorks website, Facebook, library, reminder phone calls were made, NCWorks Center, and other sources. All together there have been twenty-three job seekers. Pam stated that other areas are having the very same problem with finding job seekers. It's a complex problem with job seekers: many have anxiety over the COVID pandemic and are afraid to return to work, or they have child care issues, or are caring for elderly family members.

Pam left time for Q&A

## **III. Celebrating Success**

Due to COVID-19, presentations were shown on PowerPoint during the virtual meeting to highlight the successes of the DavidsonWorks Workforce Development program participants.

### Youth Teen Success – Lexi Wright

Eric Torrence - Career Development Consultant, introduced Lexi Wright, a youth participant in the Get REAL Program.

*Lexi enrolled into the Get REAL/NextGen Program on January 15, 2019. Lexi last attended East Davidson High School where she had only completed four credits towards her high school diploma. Her parents tried homeschooling, but it hadn't been successful due to their work schedules. Lexi had a hard time attending public school; she would do well for a while but then she would miss weeks and sometimes months at a time. Not being able to attend class regularly impeded her progress towards*

*obtaining her high school diploma. Lexi learned about the Get REAL/NextGen Program and attended an orientation with her parents. Lexi and her parents thought this would be a good program and hoped it would help her get the credits she needed to finish her high school diploma. The issues that had plagued Lexi in the public high school continued after she enrolled into the Get REAL/NextGEN program. She would attend school and work very hard, but then something would happen and she would miss days and weeks at a time in school again. Through the support of her instructors, Lexi was able to keep up with her work and she and her parents were determined she was going to finish her high school diploma this time! She would have to work hard, she needed eighteen credits to complete the program. Lexi did work hard: her attendance improved and she worked through some of the issues that had been plaguing her in public school. As Lexi completed credits toward her high school diploma, her confidence grew and she worked harder and harder to finish. All this hard work paid off on June 8, 2020 when she completed the last credit she needed in order to receive her high school diploma! Lexi plans to attend Davidson County Community College in the Fall of 2020 where she will be sponsored by WIOA/Davidson Works.*

#### **Adult/Dislocated Worker Success – Terica Davis**

Nancy Holland - DavidsonWorks Career Development Consultant, helped Terica Davis who was a Dislocated Worker participant in a WIOA sponsored training program.

*As a teenager, Terica Davis, was kicked out of high school and later went to Get REAL where she attained her GED. Terica told me that she got started off on the wrong foot, but turned her life around. Five years ago, Terica had a very premature daughter, and didn't think she would live. Terica told God that if He let her daughter live, she would turn her life around. Her daughter lived, and Terica decided to go back to school and get a degree.*

*Terica did not know what she wanted to study, but a Career Counselor at DCCC introduced her to Human Services. She researched the program and realized it was a field where she could be what she calls, "A professional helper." This fit her personality and she decided to pursue it.*

*DavidsonWorks previously assisted Terica's boyfriend in going back to school, and Terica had received job search and resume assistance from the Thomasville Career Center before, so Terica reached out for WIOA scholarship as well. Terica told me that although she doesn't have a diagnosed learning disability, college was more difficult for her than for most. She had to work very hard, use her resources, and get additional help. There were many times she wanted to give up, but then she'd get a good grade and feel energized to keep going. It was sometimes difficult to focus on school when she was also working part time, and a solely parenting her daughter who had been diagnosed with autism. Even saying "no" when her friends wanted to hang out on the weekends became something Terica had to do. Terica had a couple of financial setbacks while in school, and she received additional assistance from the Finish Line Grant for utilities, a car repair, and urgent oral surgery.*

*Terica persevered and successfully attained her Associates Degree in Human Services in May 2020. Currently, she is job searching, while also assisting her precious daughter adjust to school for the first time.*

#### **Adult/Dislocated Worker Success – Tiffany Thompson**

Nancy Holland - DavidsonWorks Career Development Consultant, helped Tiffany Thompson who was a Dislocated Worker participant in a WIOA sponsored training program.

*When Tiffany Thompson first came to NC Works, she was not only homeless but hopeless and discouraged. As a single mom, her only goal was to make a better life for her and her daughter. NC Works gave Tiffany the hope that she so desperately needed. Tiffany stated that "working with Nancy Holland has been a phenomenal experience. She not only believed in my success but she walked along side me encouraging me throughout my entire journey. Making sure that I had the necessary books,*

*supplies and resources I needed to be a success. I chose nursing as my career pathway. Although the end is very rewarding and promising, the journey taken in order to arrive there isn't easy. There were moments when I questioned my own abilities and considered throwing in the towel. However, I realized that my dream of becoming a nurse was much bigger than me. I had people looking at me, depending on me and rooting for me, so failure was not an option. Thanks to NC Works my dream of becoming a nurse finally became a reality. I am a proud graduate of the class of 2020 Practical Nursing program at Forsyth Tech Community College. When you look at me know that I started out with literally nothing and now I have the whole world at my fingertips."*

*Tiffany is now employed with Wake Forest Baptist Hospital!*

**Adult/Dislocated Worker Success – Daisy Cruz**

Cheryl Lide - DavidsonWorks Career Development Consultant, introduced Daisy Cruz who was a Dislocated Worker participant in a WIOA sponsored training program.

*Daisy Cruz came to DavidsonWorks as a WIOA participant who received funding for an accelerated dental school as a dental assistant. Daisy is currently working at Wiry Smiles in Salisbury and Morrisville offices. She graduated from the dental program in June and started working for Wiry Smiles on August 3, 2020. We are so proud of Daisy.*

**Adult/Dislocated Worker Success – Kristy Caldwell**

Cheryl Lide - DavidsonWorks Career Development Consultant, introduced Kristy Caldwell who was a Dislocated Worker participant in a WIOA sponsored training program.

*Kristy Caldwell came to DavidsonWorks through DCCC Finish Line Grant. Kristy was soon enrolled in the WIOA program at DavidsonWorks. She passed her NCLES in July, she is currently in the Surgical Academy at Baptist hospital for a position as a nurse. The academy will last a total of 4-weeks, then she will be able to choose a team and will follow a preceptor for another 2-weeks. We are so proud to be a part of Kristy success.*

**Adult/Dislocated Worker Success – Timothy Southard**

Megan Williams - DavidsonWorks Career Development Consultant, introduced Timothy Southard who was a Dislocated Worker participant in a WIOA sponsored training program.

*Timothy Southard was part of the Heritage Home Layoff. He had worked for them for 40- years as a Maintenance Technician. He came to us after the Rapid Response with a handwritten resume that he had worked up and a 3-ring binder of all his certifications. We helped him build his resume, create an email address, taught him how to job search and fill out online applications.*

*Timothy was hired by Forsyth Technical Community College in their Electrical Maintenance Dept. He says it's "the best job I've ever had. I wish I had it 30-years ago."*

**Adult/Dislocated Worker Success – Angela Landreth**

Janet Money - DavidsonWorks Customer Service and Resource Specialist, introduced Angela Landreth who was a Dislocated Worker participant in a WIOA sponsored training program.

*Angela Landreth was a recent High School graduate that needed to go to work after high school. Janet and Angela created a resume and Angela applied at a staffing company. They put her to work in an office position at Leggett and Platt. Leggett and Platt hired her permanently after her time was up with the staffing agency.*

*She has been promoted twice since she first started. She started out checking, stocking, and matching orders, when she was first hired, then she moved up to helping with data entry. Angela is now the leader*

*of running credit cards and charging customers for their orders. We are so proud of her and all of her accomplishments.*

*The NCWorks Career Center is once again thankful to be able to assist customers to obtain employment and put them on the road to success.*

#### **Adult/Dislocated Worker Success – Marty Hogan**

Janet Money - DavidsonWorks Customer Service and Resource Specialist, introduced Marty Hogan who was a Dislocated Worker participant in a WIOA sponsored training program.

*Marty Hogan was a customer of the NCWorks Career in Thomasville. Marty came into our office searching for a career. He wanted a career helping people. Staff assisted Marty in creating a professional resume highlighting his core competencies. Marty has been successful in his job search. He has obtained employment at the NCWorks Career center in High Point working under EDSI as a Career Advisor Talent Engagement Specialist.*

*Marty also works with a program called Man Cave. This is a program that works with the youth keeping them on the right path in today's society. This program empowers individuals, transform lives, and helps prepare them for the future. Marty feels he is fulfilling his vision in life while helping others.*

*NCWorks Career Center is grateful to be able to assist our customers in finding their passion in life and be successful. Marty loves his new job and is appreciative of the opportunity to develop new skills. Marty also expressed his appreciation to the NCWorks Career Center for the assistance he received every time he came into the center.*

#### **Business Recognition – Tyro Learning Center**

Cris Waugh - DavidsonWorks Business & Industry Manager, introduced Melissa Smith Director of Tyro Learning Center. One of Tyro Learning Center's employees went through a work experience at DavidsonWorks. That employee's name is Farrah Abbott.

*Tyro Learning Center needed to hire a teacher for one of the children's classes due to staff retirement. I spoke with Melissa, the Center Operator, about DavidsonWorks and training opportunities available. Melissa was very interested and hopeful we would be able to assist her with filling the position. I reached out to the Career Development Consultants to see if they were working with anyone in the Early Childhood credential program or if they were working with someone who already had the credential. Career Development Consultant, Nancy Holland, had a student enrolled that was almost finished with the credential but because of class schedules, would not finish up the degree until the following spring at DCCC. Nancy & I scheduled a meeting with her training enrolled customer, Farrah Abbot, to discuss the possibility of a paid work experience at Tyro Learning Center. After discussion with Farrah we agreed that this would be a good opportunity for her. Farrah lived in Tyro, was almost finished with her EC credential and needed a job—hopefully in the childcare field. Farrah began her paid work experience at Tyro Learning Center (TLC) in the two-year old's classroom. Because of state mandated restrictions, Farrah could not work in the older children's class without having the credential. Farrah completed the Work Experience and afterward, was hired to continue as a full-time staff person at TLC.*

*When the time came for Farrah to finish taking the classes she needed to complete her degree, TLC allowed Farrah to continue working while attending classes to complete the Early Childhood credential.*

*Melissa Smith was very grateful for the training opportunity through the WIOA program. This allowed her to 'try out' Farrah before offering her a position. Melissa continues to ask for more students like Farrah to work with the children. Farrah is also grateful for the training opportunity through WIOA and the Work Experience in the childcare field.*

#### **IV. Closing Remarks**

WDB Chair Brian Hughes thanked the WDB members, NCWorks Career Center employees, Davidson County Government, and the Board of Commissioners for all of their support. Mr. Hughes stated through these unrepresented times everyone has pulled together by adapting and persevering. It is this collected effort that is critical to the success of the program to those who are served.

#### **Workforce Development Annual Board meeting PowerPoint:**

<https://www.loom.com/share/570ee1de4a384916a1262beb373eb469>

#### **Adjournment**

Time having expired, and the meeting was adjourned.