

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

**DATE:** Thursday, March 25, 2021

**TIME:** 8:00 A.M.

**PLACE:** GoToMeeing - Virtual

**MEMBERS:** Board Chair - Brian Hughes, Vice-Chair- Jane Murphy, Kat Berrier, Don Clinard, John Clowney, David Davis, Craig Goodson, Hal Routh, Dr. Darrin Hartness, Dan Mathews, Jeff McIntyre, and Beverly Swing

**MEMBERS ABSENT:** Kevin Chapman, Lee Comer, LaRue Cribb, Stacy English, Randy Everhart, Steve Googe, David Hiller, David Hiller, Michael Holmes, Darrick Horton, Fred McClure, Sandy Motley, Mike Sharpe, Steve Shell, Barry Sink, and Derrick Swink

**GUESTS:** Caroline Brigmon, Jonathan Brown, DDCC; Catherine Gentry, Jody Lawrence, DDCC, Chris Kennedy, Assistant Superintendent Thomasville City Schools, Dr. Antra Wells Superintendent; and Joe Wallace, Lexington Chamber

**STAFF:** Pam Walton, Beth Mitchell, Cris Waugh, and Sondra Willis

**EMAIL:** Agenda, Minutes, and Internal Monitoring Report

**RECAP of March 25, 2021 Meeting**

1. DavidsonWorks Director Pam Walton, called the meeting to order
2. Minutes from the March 25, 2021 meeting were approved
3. Financial Review of Youth Program
4. Program Update

I. **Welcome / Introductions**

Pam welcomed everyone to the virtual meeting. It is required that a roll call be made at the beginning of the meeting and for every vote. Senate Bill 704 addressed how to conduct business during the quarantine and how to hold public meetings.

## II. **Item for Approval**

### Minutes

A motion by Don Clinard and a second by Dan Mathews to approve the minutes from the March 25, 2021 meeting as written was followed by a unanimous approval by the full board.

## III. **Annual Plan Update**

Pam stated that each year DavidsonWorks has to submit a plan to the state on how the centers will operate and use WIOA funding over the next year. This plan is due to the state by May 7, 2021, however, there will not be another Board meeting prior to the submission, so therefore, an email will be sent for everyone to review and cast their vote to approve or disapprove of the plan before it is submitted. Pam reminded board members that every 4-years DavidsonWorks has to submit a comprehensive plan, which was last year, so this plan is more of an administrative adjustment noting any changes that need to be made. Last year when the 4-year plan was submitted is when COVID was still relatively new and no one really knew what would happen during the coming months. Pam stated that the staff at DavidsonWorks did a great job with helping customers and coming up with creative ideas on how to serve customers. This year's plan will include the strategies DavidsonWorks has put in place to serve customers such as how they have adjusted, things they will keep using that are working well and new things that they will do. A lot of things have been done by trial and error the past year, but if it works we plan keep it and if it doesn't work we will tweak it and try again.

### Youth Services

A link was sent to board members that was presented by Get REAL's Director, Sherri Trotter. This presentation was hosted by Burlington English, Sherri shared the success that they have been having with the youth program during COVID. What Get REAL has shown during this pandemic is that being able to reach students where they are and working with them as best suits the student, helps them excel academically. Get REAL changed courses during COVID by allowing students to pick up their homework if they felt more comfortable with working from home or they could come into the center. Students really responded to these changes and had good success. Get REAL also had a good number of students to graduate last year. Sherri also talked about a student who came to Get REAL and got his GED, went to DDCC to learn welding, got his certification and is now he is traveling the world doing contracted welding and making great money!

### Adult and Dislocated Worker RFP

Pam mentioned that the WIOA law requires that the NCWorks Centers release an RFP for its Adult and Dislocated Workers and One Stop Services, which will be released on Monday March 29, 2021. Pam will keep the board updated as information becomes available.

### Board Membership

Board membership is also a part of the Local Plan and board membership is looking good, although we are still looking for representation from a Davidson County staffing agency, per a Board member suggestion at the last WDB meeting. Pam asked if anyone knew of anyone who could fill this role to please let her know and she will get in contact with them; previous suggestions have been unsuccessful at this time.

## **IV. Service and Staffing Update**

DavidsonWorks has opened its centers fully without having to make appointments. The centers have not seen much walk-in traffic, but hope to see that change over the next few weeks due to people getting vaccinated and moving about more, and the governor lifting more restrictions. Customers are still asked to wear a mask when using the center. Staff are still cleaning behind each customer and spacing them 6-feet apart. DavidsonWorks has been fortunate in that no staff member has contracted COVID-19 and has been healthy. However, DavidsonWorks had one employee to pass away, Edna Snyder, an 18-year employee; Edna was our Accountability Specialist.

Pam shared a story of a veteran that came into the center yesterday and our veteran representative was able to connect him with a job. The veteran stated that he was glad that our center was here for him and that he did not have access to a computer, internet or phone. It is always good to hear this type of feedback from our customers - he got a job before he left that day!

Pam left time for Q&A

A question was asked about how job seekers would use the center when it comes to showing proof of job search results; have there been an influx of people? David Davis the DWS Manager stated that the work search is required and people drawing unemployment are required to keep job search history for 2 to 3 years in the case of future audits. It is discussed with each customer what their work search plan is and the

type of work they are looking for. DWS staff don't have to see the job search history nor upload it into the system at this time; however, there is discussion at the state-level to make this a part of the process in the future to ensure accountability on the person drawing unemployment. There has been an increase in password resets in the NCWorks System. These resets are where people who have not put a registration in the system are now required to put their registration in the system in order to file a weekly certification to get their benefits; these people are considered new to the system, so they have to be given a password and user ID.

Pam stated that over the last week people are saying that they are coming in because they "have to" and not because they are actually looking for a job. Brian with Lowes Millwork stated that he is seeing a sharp increase in no-call - no-shows in interviews, people are applying, but are not showing up; Brian was curious if this is the case across the board or coincidental. It is across the board as far as discussion with other employers have said.

Dan Matthews with Southeastern Installations asked what was DavidsonWorks plan to make the public aware/outreach that the centers are now fully opened to help connect employers with employees. Pam stated that DavidsonWorks is looking to do something around mid-April by announcing on all of its social media outlets such as Facebook, Instagram, Dispatch, etc. It is important that the citizens of Davidson County know that there are job openings. A board member stated that there was a new online publication called "Davidson Local" that will launch April 5th, which would include some freelance writers like Cassandra Lockhart and Antoinette Kure who are putting this publication together because the Dispatch has been purchased over and over again, which has become more of a regional type of news. Having Davidson Local would focus more on Davidson County and they may be looking for new ideas and would be worth reaching out to them. Joe Wallace with the Lexington Chamber will send Pam Davidson Local contact information.

A job fair was mentioned, Pam stated that Cris Waugh, the Business and Industry Manager, has been working on this however, due to COVID, our job fairs will need to look a little different than before. For example, some other areas have hosted drive-thru job fairs; Pam hopes that now we can offer some type of job fair in the near future.

Beverly Swing with Vitacost mentioned that they have hired 598 people since March of 2020. Some of them did not show up to work after being hired, some did not return back after orientation, or after working 4-hours, or after break however, many people were hired due to the work load need. Retention has always been a problem, but just know that there is work out here if people are willing to work.

Darrin Hartness informed employers that when they are looking to hire to make DDCC a choice of help for hiring employees. DDCC offers customized training, which is paid for through the state. DDCC is expanding its apprenticeship program for

more sustainable employees, DDCC also helps with educating the employer's workforce. Please reach out to them with any help you may need.

Cris mentioned that DavidsonWorks has on-the-job-training (OJT) available, if a candidate has some of the skills that employers are looking for and need a little more on the job training, Davidson Works can create a training program to help that employee while paying up to half their wages. DavidsonWorks also offers the Incumbent Worker Grant to help train an employer's existing employees. The Incumbent Worker Grant is a reimbursement grant for employers, please reach out to Cris at Davidson Works.

Cris is working to reassemble the Business and Industry team; this team previously was made up of different members of the community, other agencies who work with employers. Cris is trying to pull this team back together with new faces in new roles in order to have a more collaborative unit.

V. **Closing Remarks**

Brian Hughes, Board Chair thanked everyone for attending the meeting with hopes of possibly meeting in-person during the May 27th meeting.

The next WBD Board meeting is scheduled for Thursday, May 27, 2021.

VI. **Adjournment**

Time having expired the meeting was adjourned.