

# MOMENTUM

The Guilford County Workforce Development Board  
Program Year 2018-19 Annual Report



Workforce and economic development activities continue to be a top priority for business and community leaders throughout Guilford County. We recognize that businesses are dependent on highly skilled and educated workers to meet the growing demands of our local economy. This is particularly true since there are currently more local jobs available than there are candidates to fill them. There is an increased need to expose our emerging and existing workforce, particularly our working poor, to career opportunities that pay self-sufficient wages in high-demand occupations. This is why the Guilford County Workforce Development Board is proud to provide strategic direction to staff to develop a well-qualified workforce that will be prepared to fill positions of today and tomorrow.

Our workforce development system began a transformation over the past year, and our Workforce Development Board sees this as an terrific opportunity. With a transition in leadership, we found it beneficial to convene and develop a strategic approach to move our system forward with purpose, productivity, trust and transparency. We invested in a systems analysis by a national workforce expert that informed us of the strengths of our system, as well as opportunities that we have to be one of the best workforce systems in North Carolina. We are extremely pleased with the results of the analysis, and we have identified some key areas where we can create greater impacts in our community.

We will focus on alignment in policies and services available through the workforce system which will enhance services to businesses and job seekers alike. We will ensure that investments in occupational and skill enhancements remain aligned with emerging and high-growth occupational areas throughout the Triad. We will challenge staff to be innovative in their approach when developing programs and services that address the needs of our job seekers. We will continue to advocate at local, state and federal levels to ensure that partnerships and resources remain a high priority for our appointed and elected officials. We will work to develop a brand that increases awareness of services and speaks to the impacts that we are making throughout our community.

Our success remains contingent upon strong relationships and partnerships that leverage knowledge and resources needed to create economies of scale that build communities. Our Workforce Development Board has made a commitment to developing those relationships with our community stakeholders. We have committed ourselves to supporting and directing staff in a way that leads to effective systems of accountability and superior performance. Finally, we remain dedicated to creating a world-class workforce system that can be celebrated.

The Guilford Workforce Development Board thanks you for your ongoing support and trust in our system. We thank our staff for their commitment and dedication to this important work. We look forward to sharing our success with each of you as we continue develop a workforce system that we can all be proud of!

Sincerely,

**Harley Garrison**

CEO, Starr Electric Company, Inc.

Acting Guilford County WDB Chair

# Workforce Development Board Members



Harley S. Garrison	Chief Executive Officer Starr Electric Company, Inc.
Diane Everhart	HR Manager, Workforce Development Cone Health
Tracey Jeffries	Human Resources Packrite
George Jordan	President MT Company
Dave Robson	Director of Operational Excellence United Healthcare
Bob Hudson	Wealth Management Advisor Northwest Mutual
Tonya Foster	Vice President Core Technology Molding Group
Will Berry	VP of Operations Berico Fuels
Gary Graham	President Graham Personnel Services
Rachel Eitzen	Recording Secretary/BA Teamsters Local 391
Alvin Warwick	Business Manager Local Union 342 IBEW
Donna Newton	Director, Workforce Initiatives Triad Workforce Solutions/GAP
David Ramsey	Sr. VP of Economic Development Greensboro Chamber of Commerce
Dr. Beth Pitonzo	VP of Instruction Guilford Technical Community College
Ray Trapp	Director of External Affairs North Carolina A&T University
Sandy Dunbeck	Sr. VP of Economic Development High Point Economic Development
Caroline Brigmon	Regional Operations Director NC Division of Workforce Solutions
Sheryl Dotson	Regional Manager NC Services for the Blind



There has never been a more exciting, or critically important, time for workforce development in Guilford County. We are experiencing exceptionally low unemployment rates while the rate of businesses locating and expanding in Guilford County, continues to rise. As we face a lack of skilled workers prepared to meet the needs of our local businesses, our system has found itself having to reevaluate the way that we do business. Through this all, we continue to embrace the new space we are in and have placed an incredible amount of energy into shifting our approach to create better alignment in services with the needs of our community.

This year has been one of tremendous change and momentum for our local workforce development system. After forty years of service, we celebrated the retirement of a long-serving Executive Director, undoubtedly leaving a tangible void in our system. We have strategically expanded our administrative and business services teams to ensure that we are well-positioned to respond to our communities' continuously changing needs. We welcomed new service providers into our Career Center system to develop collaborative teams that could serve our community in efficient and effective ways. We have placed a greater focus on creating strategic partnerships that create programming which address critical barriers, while better preparing our workforce for jobs that are paying livable wages.

We have been intentional in engaging local businesses, and they have been invaluable in identifying critical skills needed to address the talent shortages that we, much like many other communities around the state, continue to face. We have collaborated with and worked through community organizations to launch new initiatives to increase awareness throughout the business community. We were able to increase resources to provide reimbursements to close skill gaps for new hires, as well as expand grant opportunities to up-skill incumbent workers for local businesses. We have engaged businesses to inform us of the skills and credentials needed to enter into targeted occupations through career pathways. All of this is done to create a well-prepared workforce that meets the needs of our business community.

Amid our momentum has been an undercurrent of transitional uncertainty, yet despite this – our system has not skipped a beat. We continue to outperform all our locally negotiated, state and federal performance standards. We are experiencing extraordinary returns on the employment and training resources that we are investing in our community, having returned more than \$163M in expected revenue to Guilford County alone. Our staff continues to embrace new leadership at the Executive and Board levels and remain eager to propel our services to the next level. We remain enthusiastic about our system's momentum...excited for our community's potential.

On behalf of the Guilford Workforce Development Board and its Staff, I would like to thank members of our community for your ongoing support of the work that we do. This includes appointed and elected officials, community and business leaders, as well as our valued community partners. We look forward to continuing to develop a workforce that meets the needs of our local businesses and nurturing relationships that provide opportunities for meaningful collaborations to serve our community better.

Sincerely,

A handwritten signature in black ink, appearing to read 'Chris Rivera'. The signature is fluid and stylized, with a long horizontal stroke extending to the right.

Chris Rivera  
Interim Executive Director

# Workforce Development Staff





## Key Accomplishments >>

**120** students were introduced to coding through Code Guilford Summer Camps:

**43** Elementary School

**27** Middle School

**20** High School

**7** Young Adults

**23** Adults



The Guilford County Workforce Development Board introduced Code Guilford, a community coding workforce initiative designed to expose students and the local workforce to technology-based careers. The initiative provided a unique educational opportunity for underrepresented students attending targeted select Title I schools, as well as out-of-school youth and adults to gain exposure into the exciting world of coding through a fun, hands-on summer camp.

## Partners >>

Code Guilford brought together partners in true collaboration to develop a talent pipeline for computer science-related careers in our community. Partners include: Guilford County Workforce Development Board, Welfare Reform Liaison Project, Guilford County Schools, Guilford Technical Community College and North Carolina A&T University.



In interactive, four-day summer camps, participants used Everyone Can Code resources designed by Apple, Inc. to learn how to code in Swift; Apple's easy-to-learn programming language that empowers anyone to create world-class apps.



"Code Guilford" is a pilot initiative providing a unique educational opportunity for cohorts of underrepresented students attending targeted Title I schools, as well as out-of-school youth and adults to gain exposure into the exciting world of computer science through a fun, hands-on and interactive **ONE WEEK** summer camp.

### Greensboro

### High Point

#### Title I Elementary School

Washington Elementary  
Gillespie Elementary  
Bessemer Elementary

Fairview Elementary  
Kirkman Park Elementary  
Montlieu Academy of Tech.

#### Title I Middle Schools

Swann Middle School  
Hairston Middle School  
Lincoln Middle School

Welborne Academy  
Ferndale Middle School

#### Title I High Schools

Dudley High School  
STEM Early College @ A&T

High Point Central High School  
Andrews High School

The NextGen Young Adult Program provides employment and training services to youth ages 16-24 throughout Guilford County. NextGen serves youth with barriers and require additional assistance to enter or complete an education program or to secure and retain employment. This year, our NextGen Young Adult Services team, operated by Educational Data Systems, Inc., provided case managed services to 255 young adults in our community.



NextGen and Guilford County Schools conducted two "School-to-Work" Hiring Events that were attended by a combined 300 young adults aged 16-24 with over 25 employers. On-the-spot interviews allowed our participants to put into practice the resume writing and mock interviewing skills they had been learning. Soft skill workshops were conducted within the Guilford County School system prior to the hiring events. Soft skill workshops were conducted within the Guilford County School system prior to the hiring events. An overwhelming number of attendees were dressed in professional interviewing attire and displayed the skills they had learned in their workshops.



## Key Accomplishments >>

**226** new Young Adult enrollments

**104** participants exited the program

Average wage of Exiting Youth was **\$10.60**

**73%** of participants are employed or in secondary education **180** days after exit

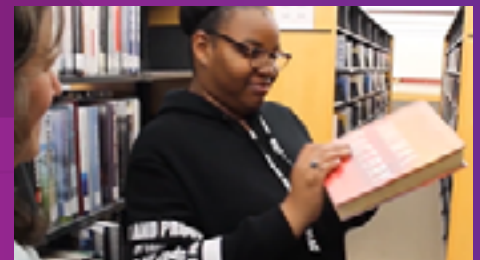
The NextGen program built work experience relationships with **29** different employers

**77** Young Adults participated in a Work Experience

Tamara Williams discovered NextGen through her high school. She signed up for the program to learn about the job application process and gain a better understanding of what jobs were out there. A Youth Advocate provided some assessments and reviewed potential opportunities with Tamara. Tamara was able to acquire an internship in Greensboro's central library system. The work experience has provided Tamara job skills and a sense of what type of career she wants for herself. Tamara said of her future pathway, "I have a promising career at a library."



"I left school 9th grade while attending Eastern High School. I had my daughter in 2013 at the age of 18 and my focus for going back was nonexistent. In 2017 my boyfriend joined the NextGen program for classes and that sparked my interest in NC WORKS. I set up an appointment and met my counselor, she set me down and opened my eyes to the possibility of going for my GED and after 3 months I passed my last test Jan 7th and walked the stage in June. I started to attend my daily classes and workshops and progressed forward in the youth program. Then with the help of NCWorks I started at A&T in March



for my phlebotomy program and passed my test becoming a certified phlebotomist. With the help of NextGen I have completed things I didn't think I would and I want to thank my counselor who was a text or call away anytime and the NextGen program for the push that I needed. As of today I am enrolled at GTCC with Biotechnology as my major with a whole different outlook on life because no matter how late you start if you put your mind to it all is possible."

I'leya Wilkerson, NextGen Young Adult Participant

# Adult & Dislocated Worker Services

Adult and Dislocated Worker Services in Guilford County are designed to provide quality employment and training services to assist eligible individuals in finding and qualifying for meaningful employment, and to help employers find the skilled workers they need to compete and succeed in business. This year, Adult & Dislocated Worker team, operated by ResCare Workforce Services, provided case managed services to nearly 760 adults experiencing significant barriers to employment, and contributed to providing services to 868 Guilford County businesses.



NCWorks Staff Promotes Work-Based Learning

NCWorks staff in collaboration with the Guilford County Workforce Development Board Business Services Unit provided a strategic way for employers to gain knowledge about NCWorks Business & Employer Services. Staff conducted a training presentation to representatives from over 30 employers at the NCWorks Career Center Job Fair.

The NCWorks Career Center co-hosted the Greensboro "Roundtable on Employment & Pay Equity: Forward Together", with the Greensboro Commission on the Status of Women. Women (including men) from our local area learned the facts about employment and earnings for women in Guilford County. Local and regional presenters provided information on topics such as: What is the impact of education on earnings? What can be done to minimize the mommy penalty? What policies can you support to change your personal earnings power?



## Key Accomplishments >>

Partnered to provide services to **27.5K** customers visiting our Career Centers

Enrolled **589** new customers into case managed (career and training) services

**221** industry credentials were earned by customers participating in training services

Average wage of Adults exiting case managed services was **\$16.82** per hour

**73%** of participants are employed or in secondary education **180** days after exit

The NextGen program built work experience relationships with **29** different employers

**34%** of Young Adults received a Work Experience



# Welcome Home Initiative

Workforce Development collaborated with The City of Greensboro's Neighborhood Development and the Salvation Army to pilot a targeted housing and employment initiative called Welcome Home (**H**ousing **O**pportunities **M**atching **E**mployment). The goal was to create a sustainable model to move individuals/families from homeless to housed and connect unemployed/underemployed participants to meaningful employment. The program provided housing location and stabilization services to assist individuals in shelters to obtain permanent housing; training to enhance mobility to meaningful employment; and subsidized work experience at employer sites to build workplace skills that lead to sustainable employment.



When life becomes difficult, tight, or turns unexpectedly, it is easy to lose focus and become confused and overwhelmed. The car is repossessed, you move into a hotel, and you work all hours of the day, worried for your kids' safety and next week's meals.

This was the life of Maranda, and this was her struggle last year. A single mom of three boys, Maranda grew tired of placing what felt like her entire life into the back of her van only to wonder, "Where do I go?"

Through the Salvation Army of Greensboro, Maranda was introduced to "Welcome HOME." Maranda was the first to experience Welcome HOME's life-changing opportunities. She now says Welcome HOME has helped her to refocus, start a new job and learn how to make a house a home — a real home.



## Key Accomplishments >>

Two increased their wages

- One moved from \$11/hour to \$14/hour
- One obtained a supervisory role

One participant took their Barber Licensure exam and is awaiting results

One participant began entrepreneurial classes at the Nussbaum Center

One participant began a Nurse Assistant I Training Program at GTCC

## Housing >>



- 9 Received rental assistance/secured housing
- 9 Received assistance with security deposits
- 210 # of weekly case management sessions provided
- 144 # of transportation passes provided
- 59 # of food assistance bags/meat boxes provided
- 9 Received rental assistance/secured housing

## Workforce Development >>

- 11 Participants referred to Workforce Development
- 5 Assigned to a 1,000 hour paid internship
- 5 Currently working
- 2 Left program on their own volition



# GUILFORD COUNTY WORKFORCE DEVELOPMENT BOARD

## Basic Career Services >>

### Total Visits by Center



Greensboro 17,416  
High Point 10,032

**27,448**

### Total Jobseekers by Center



Greensboro 6,965  
High Point 3,887

**10,852**

## Case Managed Services >>

**77** Youth Work Experiences

### WIOA Enrollments by Program



### Occupational Training Outcomes



# PERFORMANCE DASHBOARD

July 1, 2018 — June 30, 2019 • Performance Year 2018

## Returns Exceed Investment >>

Last year (PY18-19), the **Guilford County Workforce Development Board** invested approximately **\$4.02 million** into workforce services throughout Guilford County

**10,904** individuals accessed and received services

**6,915** individuals obtained employment

**\$163 million** estimated annual earnings were returned to the community

For every **\$1** invested, **\$40.55** was returned to the community

Source of data: NC Division of Workforce Solutions Future Works System (9/10/19)

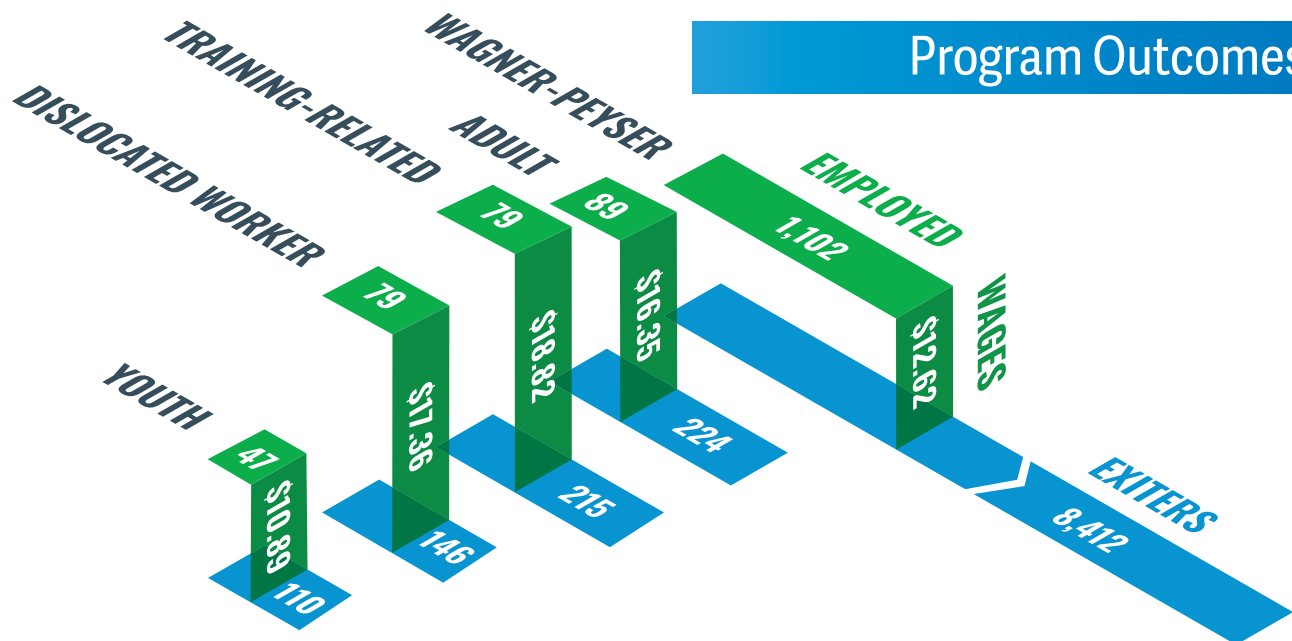
## Business Services >>

**868**  
Employers Served



**Job Placement Outcomes**

## Program Outcomes >>



## Key Accomplishments >>

Hosted an On the Job Training Career Fair at GTCC Center for Advanced Manufacturing

- **31** companies participated
- **150** job seekers attended

Awarded **\$155,000** in Incumbent Worker Training Grants to local small businesses to up-skill their existing workforce:

- **13** businesses received grants upwards of **\$15,000**
- **175+** workers received skill-enhancement training

Conducted a series of "Power Breakfasts" themed *"Get The Edge On Work-Based Learning Opportunities"* in which approximately **35** local companies participated

Provided Worker Dislocation Services to five Guilford County companies that were downsizing their workforce and information sessions to approximately **500** impacted workers

Guilford County Workforce Development Board's Business Services Committee tours the Center for Advanced Manufacturing campus.



## Business Services

The Guilford County Workforce Development Board's Business Services Unit works with businesses to identify critical workforce issues; focusing on high-growth/in-demand occupations within the Advanced Manufacturing, Transportation & Logistics, Healthcare, and Aviation industries. Our Business Services Representatives consult with new and existing businesses to deliver customized workforce development solutions in partnership with economic developers, community colleges and other stakeholders. More importantly, our team helps businesses navigate and convene a complex network of education, government and private sector resources to build a workforce that meets current and future needs while boosting competitiveness and profitability. This year, our Business Services Unit collaborated with partners and providers to offer services to more than 800 local businesses.



In response to the Serta Simmons Bedding closure, which resulted in 112 employees being laid off, a targeted job fair was hosted exclusively for those impacted. Thirty-five local businesses were in attendance to interview affected workers.



Business Services collaborated with Leadership Greensboro, Class of 2019 to create a marketing strategy to promote Work Ready Communities to local businesses



# Finish Line Grants

Too often, financial emergencies like unexpected healthcare costs, childcare expenses, or car breakdowns prevent community college students who are on the cusp of completion from reaching that milestone. On July 12, 2018, Governor Roy Cooper announced the Finish Line Grants program to help community college students complete their training when facing unforeseen challenges. Grants were available for the 2018-2019 school year and remain available for the 2019-2020 school year. Our partnership – involving Guilford Technical Community College and the Guilford County Workforce Development Board – collaborated to apply for funding and established a joint process for reviewing funding requests from students who have completed 50 percent of their degree or credential (including their current enrollment).



Guilford County finished the year as a front-runner in the state by administering nearly \$170,000 dollars in grants to over 200 deserving students. Guilford County Workforce Development Board Program Monitor, Nathan Arrington (pictured), presented at a Statewide Symposium which highlighted our success.

## Career Center Highlights >>

High Point Library & NCWorks Resource Fair:  
Provided NCWorks Career Consultation, Housing, and Employment Opportunities

Job Readiness Workshop partnership of the Catalyst Project Taskforce (Morehead Recreation): assisted job seekers for HP Rockers Career Fair

Enhanced workshops to better prepare customers for employment opportunities such as:

Employability skills on topic:

- Understanding the job search process on what Employers and HR personnel who are looking for qualified candidates.
- Identifying transferable skills and how to use on resumes and cover letter.
- Identifying what social media links for networking and job search
- How to present and prepare for interview.
- Mock interview with customers.

Working Smart workshops, facilitated by GTCC, for WIOA customers

Navigating NC Works Online

- To fully utilize NC Works system to create a profile using customer resume, job search, virtual recruiter, labor market information, training information

Customer service survey has been very positive feedback from the customer we serve. And how we can improve our services.

THRIVE events and former offender representative of NCWorks

# Creating Momentum & Improving Our System

The Local Workforce Development Board and the Chief Elected Officials in the Guilford County Workforce Development area oversee the One-Stop System responsible for employment and training opportunities for job seekers, youth, and business customers. Included in the responsibilities is ensuring established policies and procedures achieve program quality and the outcomes meet objectives of the Workforce Innovation and Opportunity Act.



The Guilford County Workforce Development Board convened to prepare for PY19-20, as well as to create vision and direction for our local workforce system. National Association of Workforce Development Professionals President, MaryAnn Lawrence, facilitated the Strategic Planning Retreat, which was hosted at Barber Park Event Center.



This rebrand presents a unique opportunity to:

- Provide a consistent image of the organization
- Position the organization for change and growth in the future and support an evolving marketing strategy
- Define who we are, what we do, who we do it for, how and why
- Articulate that message to an audience who is hungry for our services and eager to join our cause.

One of the many activities which took place during this Strategic Planning Meeting was a SWOT analysis. One of key weaknesses listed was a lack of brand identity and marketing strategy. To address these issues, the Board Staff has focused on creating a new brand identity and developing a targeted marketing strategy.

In the coming months, the Guilford County Workforce Development Board will begin promoting itself as GuilfordWorks. This new branding is intended to compete in a crowded marketplace to reach target audiences and help establish The Guilford County Workforce Development Board as a “Trustworthy” partner for their job-seeking and business services needs.

The new wordmark illustrates many of the key concepts outlined by the Board at the Strategic Planning Meeting.

- Convener
- Connector
- Facilitator
- Collaborator
- Strategic Partner
- Community Oriented
- Results-Oriented



# Creating Momentum & Improving Our System

Guilford Workforce Development Board Staff remain committed to creating open lines of communication with our operational (NCWorks Career Center) staff and partners. To accomplish this, Staff closed our 2018-2019 program year with a Town Hall/Staff Development Day to gain valuable feedback on what our teams need to serve our customers, as well as to thank them for an amazing year of service in the midst of great transition.



# Center Certification

The NCWorks Commission, a gubernatorial appointed State Workforce Development Board, has established customer service standards for all NCWorks Career Centers to ensure high-quality and consistent service delivery across the state. NCWorks Career Centers assist job seekers with improving their skills and finding jobs and help businesses develop a qualified workforce. Career Centers undergo rigorous desk reviews and site evaluations to ensure that all staff, services, partnerships and outcomes are aligned with local, regional and state standards.

**Customer  
Centered  
Design &  
Accessibility**

**Partnerships &  
Integrated  
Services**

**Professional  
Staff**

**Performance  
& Customer  
Satisfaction**



Pictured (L-R): Chris Rivera, Interim Executive Director; Harley Garrison, WDB Chair; Caroline Brigmon, Regional Operations Director; Tony Copeland, Secretary of Commerce; and Tom Rabon, NCWorks Commission Chair.

On November 6, 2019, NCWorks Career Centers – Greensboro/High Point were recognized by the NCWorks Commission for successfully meeting requirements prescribed in the certification application.



The Guilford County Workforce Development Board submitted its application for certification in November 2018. Certifications remain effective for a period of three (3) years from the date of the Commission's certification letter.



# *NCWorks Career Center Certification*

*is awarded to*

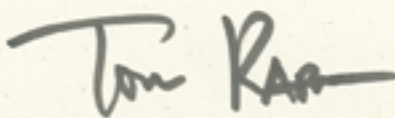
**Guilford County Workforce Development Consortium**

*for center(s) located at:*

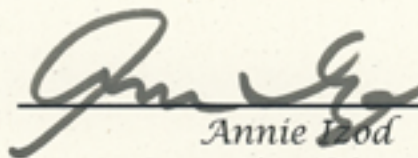
2301 West Meadowview Drive, Greensboro  
607 Idol Street, High Point

*This certification signifies that the career center(s) shown above  
have satisfied the requirements and standards established by the  
NCWorks Commission for quality customer service.*

*Granted:* November 2019



Tom Rabon  
Chair  
NCWorks Commission



Annie Iod  
Executive Director  
NCWorks Commission

A proud partner of the  
americanjobcenter  
network

# WIOA Career Center and Program Service Providers

## One-Stop & Career Center Operations >>



Two Hawk Workforce Solutions

Two Hawk Workforce Services realizes the job seeker is a key ingredient to successful workforce development programs.

We work directly with both Adult and Dislocated Workers, individuals with disabilities, underemployed individuals and individuals receiving public assistance. In fact, our corporate mission statement highlights our commitment to the job seeker. "We believe in the human spirit and offer our services to all people."



**Murray Miller,**  
Operations Dir./  
One Stop Operator



**Susan Gerke,**  
Greensboro Career  
Center Manager

## WIOA Adult & Dislocated Worker Services >>



ResCare Workforce Services

ResCare Workforce Services is the nation's most comprehensive provider of services and solutions designed to help put people to work. With more than 350 ResCare-managed operations throughout the nation, our team of more 2,000 workforce professionals use the industry's best practices to assist approximately 1 million job seekers and thousands of employers annually to help reduce poverty, crime and unemployment in the communities we serve.



**Jean Hill,**  
Project Director

## WIOA Young Adult Services >>



Educational Data Systems, Inc.

EDSI (Educational Data Systems, Inc.) is a national workforce development, talent solutions and consulting company with a passion for helping great companies and communities train and retain great people. Our In-School and Out-of-School Youth programs help clients gain the skills they need for high-demand jobs in their communities. We provide training, workshops, field trips, mentoring and internships that allow youth to explore new areas and find out what they're good at.

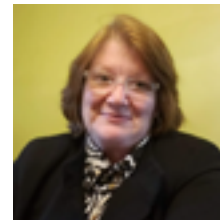


**Erik Swanson,**  
NextGen  
Program Manager

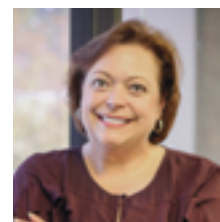


North Carolina Division of  
Workforce Solutions

At the Division of Workforce Solutions, we help people in North Carolina find jobs. To accomplish our mission, we administer a statewide system of workforce programs that prepare North Carolinians for employment. We offer services for adults, veterans, youth, and more. We help employers find the qualified talent they need to make their businesses thrive. To maintain the quality of all those services, we train our state's workforce professionals. We operate NCWorks Online, the state's official job-search portal that is helping connect talented individuals with employers.



**Caroline Brigmon,**  
Regional Operations  
Director



**Karen McIntosh,**  
Division of  
Workforce  
Solutions Manager



# State of North Carolina

**ROY COOPER**  
GOVERNOR

**WORKFORCE DEVELOPMENT PROFESSIONALS MONTH**

**2019**

**BY THE GOVERNOR OF THE STATE OF NORTH CAROLINA**

## **A PROCLAMATION**

**WHEREAS**, it is important to the State of North Carolina that all citizens are adequately prepared for future career opportunities amidst a changing global economy; and

**WHEREAS**, the strength of North Carolina's workforce is one of the most important factors affecting the decisions of businesses to locate or expand in our state; and

**WHEREAS**, workforce development professionals help North Carolinians obtain good jobs and become successful, productive workers, and help North Carolina businesses find new employees, train the employees they have, and develop strong talent pipelines; and

**WHEREAS**, workforce development professionals help to connect job seekers, employees, and employers to important information, resources, and services; and

**WHEREAS**, the NC Job Ready initiative invests in workforce development and skills and education attainment, employer leadership, and local innovation; and

**WHEREAS**, in a time of low unemployment, it is critical to promote skills and education attainment so North Carolinians are ready for the jobs of today and tomorrow; to support employer leadership to remain relevant to evolving industry needs; and to advance local innovation to the statewide level; and

**WHEREAS**, workforce development professionals serve within NCWorks, North Carolina's workforce development system, as well as within the North Carolina Department of Commerce, state government, local Workforce Development Boards, community colleges, public schools, and other organizations; and

**WHEREAS**, the expertise and leadership of workforce development professionals strengthen North Carolina's economy, education, and efficiency;

**NOW, THEREFORE**, I, ROY COOPER, Governor of the State of North Carolina, do hereby proclaim October, 2019, as "**WORKFORCE DEVELOPMENT PROFESSIONALS MONTH**" in North Carolina, and commend its observance to all citizens.



  
Roy Cooper  
Governor

**IN WITNESS WHEREOF**, I have hereunto set my hand and affixed the Great Seal of the State of North Carolina at the Capitol in Raleigh this first day of October in the year of our Lord two thousand and nineteen and of the Independence of the United States of America the two hundred and forty-fourth.



guilford  
WORKS