



# **Capital Area Workforce Development Board Retreat**

**September 24, 2020**

**Zoom Meeting**

**Board Members Present:**

Rob Axford, IBEW 553  
Deborah Bolin, Johnston County Youth Services, Inc.  
Joy Callahan, Johnston Community College  
Rodney Carson, SAS, Inc.  
Craig Hagood, House-Autry Mills, Inc.  
Brian Holland, Global Knowledge Training, LLC  
Jo Anne Honeycutt, Wake County Public School System  
Nicole Jarvis-Miller, Advance Auto Parts  
Harold Keen, KS Bank  
Howard Manning, Dorcas Ministries  
Tony Marshall, Innovative Systems Group  
Prem Ranganath, Trilliant Networks  
Melissa Short, Transitions Life Care  
Cindy Waite, Accentuate Staffing  
Tom White, North Carolina State University  
Cindy Waite, Accentuate Staffing  
Chip Wood, NC Department of Commerce

**Staff Present:**

Pat Sturdivant, Executive Director  
Thomas Pulickal, Business Manager  
Jane Sterner, One-Stop System Director  
Malinda Todd, Strategic Initiatives Director  
Crystal Waters, Executive Assistant  
Kimberly Wheeler, Business Engagement Director  
Brenda Wilkerson, Communications Manager

**Guests Present:**

Ted Abernathy, Economic Leadership  
Patrick Buford, EDSI  
Gail McDougal, Wake County School System  
Janny Mealar, Wake County Human Services  
Alicia Price, EDSI  
Amanda Tyndall, Johnston County Industries  
Kirks Taylor, Johnston County Industries

Minutes Prepared by: Crystal Waters

Item	Discussion	Actions		
		What	When	Who
<b>1. Call to Order</b>	<p>Brian Holland welcomed everyone to the meeting. Crystal Waters called the roll. Brian provided some housekeeping rules and discussed the agenda for the meeting.</p> <p>Brian introduced a new Board member. Harold Keen is the President and CEO, of KS Bank in Clayton, NC. He acknowledged the presence of Gail McDougal, Wake County Public School, who is in the process of becoming a board member. Gail will be replacing Joy Frankoff who retired in June.</p> <p>He reminded everyone that after the discussion, Board members will enter breakout rooms and the meeting will end for guests.</p>			
<b>2. Covid-19 Economic Impact</b>	<p>Brian said that the purpose of this retreat was to talk about the impact of COVID on the economy and on the CAWD Strategic Plan.</p> <p>He introduced Ted Abernathy, Managing Partner of Economic Leadership. Ted has 40 years of experience in directing local and regional economic development and workforce development programs. Economic Leadership is a small group of data, strategy and policy experts working with private and public clients to analyze competitiveness, develop strategy, identify best practices, and reimagine the future.</p> <p><b>Highlights:</b></p> <ul style="list-style-type: none"> <li>• North Carolina is in the middle of the national average in job loss.</li> <li>• More people are relocating to metro suburbia areas not to the rural areas. Raleigh is in the top 15 cities for newly remote workers.</li> <li>• Reserve workforce demands will increase. Temporary, part-time, on-demand jobs, and contract employment will be more important because companies are unsure about the economy.</li> <li>• Re-emphasis and emphasis on the use of robotics within the service and retail industry. This will create jobs in programming, monitoring, making, and repairing robots. Automation does not reduce jobs but changes jobs; moves them up in the skill set.</li> </ul>			

	<ul style="list-style-type: none"> <li>• Reshoring and redundant supply chains will come back to North America. There will be opportunities in bio/pharma, medical devices, defense, and food. Raleigh area is strong in bio/pharm and food research.</li> <li>• Retail and lodging workers will need to be retrained due to the projected closings in those industries.</li> <li>• Reflection on fairness. COVID-19 impact has enhanced the disparities in food, housing and employment. North Carolina is at the national average with 12% of household with insufficient food. North Carolina is worse than the national average with 27% of household behind in rent.</li> <li>• Raleigh metro area is one of the most competitive places in America in the ability to attract talent.</li> <li>• Workforce boards need to understand where there are opportunities and anticipate where the high-end jobs will be after the COVID-19 ends.</li> </ul> <p>Ted Abernathy's full presentation and the recording of the meeting are attached.</p>			
<b>3. Breakout Sessions</b>	<p>Board members and staff were assigned to the following breakout rooms.</p> <ul style="list-style-type: none"> <li>• Customer Success</li> <li>• Outreach</li> <li>• Sector Strategies</li> </ul> <p>Ted Abernathy and Pat Sturdivant spent time in each room.</p> <p>Recordings for Customer Success and the Outreach sessions and notes from the Sector Strategies session are attached.</p>			
<b>4. Wrap up Closing Remarks</b>	<p>Brian suggested that the committees continue the discussion and work through any changes to their strategies at their next meeting. The committees will give reports at the December meeting. The next board meeting is December 2, 2020</p>			
<b>Meeting Adjourned: 10:29am</b>				