



Capital Area Workforce Development Board Meeting

June 25, 2026

Zoom Meeting

Board Members Present:

Kenneth Angeli, NC Career Center, Raleigh
Doug Blizzard, Catapult
Rodney Carson, SAS
Michael Haley, WC Economic Development
Sue Holaday, Summit Designs
Brian Holland, Sectigo
Courtney Holcomb, Bharat Forge
Nicole Jarvis Miller, Mass General Brigham
Paul Kane, Home Builders Assoc. of Raleigh-Wake County
Tamika Walker Kelly, NCAE
Vic McCormick, Johnston Community College
Cameron McNeill, NC Department of Transportation
Kristina Gates Nix, UNC Medical Center/Chatham
Danielle Sardo, Biogen
Melissa Short, Transitions Life Care
Jill Straight, Meals On Wheels
Zac West, Sanford Contractors
Tom White, North Carolina State University
Ross Yeager, North Regional Career Center

Staff Present:

Pat E. Sturdivant, Executive Director
Emily Bestimt, Employer Engagement Consulta
Barbara Brothers, Business Engagement Director
Sonja Godsey, One-Stop System Director
Malinda Todd, Assistant Director
Jasmin Volkel, Strategic Initiatives Manager
Crystal Waters, Executive Assistant

Guests Present:

Derek Brady, Lightcast
Kenneth Gathers, EQUUS Workforce Solutions
Dr. Christopher Laney, Lightcast
Taylor Kirks, JCI
Jennifer Saladis, EDSI

Minutes Prepared by: Crystal Waters

Item	Discussion	Actions		
		What	When	Who
1. Call to Order	Brian Holland, Chair, called the meeting to order and reviewed the virtual meeting protocols. Crystal Waters conducted the roll call, and a quorum was confirmed. Brian announced that Board meetings will transition to a hybrid format in the fall, with the first hybrid meeting scheduled for September 24. He noted that the purpose of moving to a hybrid model is to increase opportunities for engagement while maintaining the accessibility and flexibility of virtual participation. He emphasized the importance of members confirming their attendance in advance to support effective planning by staff. He also acknowledged the retirement of two Board members, Glenda Underwood and Jill Straight, and expressed appreciation for their service. Jill Straight shared a few words of gratitude with the Board.			
2. Action of Minutes	The draft minutes from the March 25, 2026, meeting were approved without corrections or objections.			
3. Voting Items	There was a vote to select the 2026 WIOA Adult/Dislocated Worker Service Provider for Orange County. CAWD issued an RFP in May 2026 for WIOA for Adult and Dislocated Worker services in Orange County. One proposal was received by the established deadline from the Orange County Department of Social Services. An RFP Review Committee, consisting of the following CAWD staff, evaluated the proposal against the criteria published in the RFP: • Arva Gathers, Workforce Development Senior Program Consultant • Thomas Pulickal, Fiscal Department Business Manager			

	• Kima Sidberry, Workforce Development Program Consultant • Jasmin Volkel, Strategic Initiatives Manager Brian Holland asked if there were any comments or questions about the recommendation to select the Orange County Department of Social Services. There were no questions or comments. The motion was presented as follows: Motion: To award Orange County DSS a contract for Program Year 2026-2027 as the WIOA Adult / Dislocated Worker Service Provider in Orange County. Final funding will be determined following confirmation of CAWD's allocations and completion of contract negotiations. Staff anticipate an award of approximately \$200,000. Tom White made the motion to accept the recommendation for Orange County Department of Social Services. Melissa Short seconded the motion. All voted in favor. A quorum was met by members present or represented by proxy. The following board members provided a proxy vote of "yay" for the motion: • Dreama Pilson • Jordan Thomas			
4. Board Committee Updates	Customer Success Committee Sue Holaday, Committee Chair, provided an update on the committee's goal toward increasing participant access across CAWD's five-county region. Their focus remains on three priority populations: individuals experiencing homelessness, recent college graduates (ages 19 to 24), and youth aging out of foster care. Sue shared key findings from the recently completed Community Mapping and Gap Analysis, which identified rural access, transportation, and digital connectivity as the primary barriers to workforce services. The committee reported continued progress			

	toward its strategic goal of increasing participants served, particularly through established community partnerships. The committee's next phase will focus on strengthening community partnerships, launching the Workforce Nexus Coalition, expanding outreach to priority populations, and increasing access through targeted rural engagement initiatives. Board members were encouraged to support the initiative by identifying trusted community partners and access points as implementation moves forward. <u>Customer Success Committee Presentation.pdf</u> Employer Engagement Committee Nicole Jarvis Miller, Committee Chair, provided an update on the Employer Engagement Committee's efforts to strengthen strategic partnerships with employers in high-growth, in-demand industries. The committee continues to focus on healthcare, construction, advanced manufacturing, and transportation and logistics while developing an employer-driven sector partnership model to strengthen talent pipelines and support workforce needs. Nicole shared highlights from the recent Construction Roundtable, where employers identified common workforce challenges, including recruitment and retention, limited availability of experienced workers to mentor new employees, and the need to expand talent pipelines. The discussion also emphasized strengthening partnerships with educators, community organizations, and other workforce partners to increase career awareness and prepare job seekers for careers in the skilled trades. The committee's next steps include expanding direct employer engagement through one-on-one outreach and formalizing an employer-led collaborative to identify workforce solutions and strengthen long-term sector partnerships.			
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	<u>Employer Engagement Committee Presentation.pdf</u> Advocacy and Outreach Committee Paul Kane, Committee Chair, provided an update on the Advocacy & Outreach Committee's efforts to strengthen CAWD's long-term financial resilience by diversifying funding sources. The committee continues to advance strategies to increase private, philanthropic, and earned revenue while reducing reliance on federal funding to support a more comprehensive workforce system. Recent progress includes developing the framework for the CAWD Foundation, creating leadership role descriptions and recruitment strategies, reviewing fundraising models used by similar organizations, and outlining the steps needed to update the Foundation's structure and governance. The committee's next steps include recruiting Foundation leadership, defining the Foundation's fundraising identity and priorities, and building the capacity needed to support sustainable resource development and expand workforce services. Board members were encouraged to leverage their professional networks to help recruit Foundation leaders with strong connections in industry, government, and philanthropy. <u>Advocacy Outreach Committee Presentation.pdf</u>			
5. Guest Speaker	Dr. Christopher Laney, Vice President of Public Sector Impact and Labor Economist at Lightcast, provided an overview of the growing impact of artificial intelligence on the workforce and labor market. He discussed global workforce trends, labor shortages, and the increasing demand for AI-related and durable skills across industries. Dr. Laney emphasized the importance of preparing workers and employers to adapt to			

	technological change through data-driven workforce strategies. A copy of the presentation is below. <i>Dr. Christopher Laney FAULT-LINES.pdf</i> Additional resources shared during the meeting: https://bipartisanpolicy.org/hub/ai-and-workforce-navigator/skills-data-dashboard/ https://lightcast.io/resources/research/stanford-ai-index-2026#Pro-Serv-CTA https://kb.lightcast.io/en/articles/7960247-lightcast-sectors			
6. Director's Update	Pat Sturdivant, Executive Director, highlighted key operational updates from the Operations Report and invited Board members to submit any follow-up questions. Pat reported continued growth in Youth program enrollment and outcomes, while noting declines in Adult program participation due to the expiration of supplemental federal funding. She also informed the Board that CAWD's Program Year 2026 allocation reflects a 13% reduction, approximately \$1 million less than the previous year, which has resulted in staffing reductions among service providers and fewer resources available for workforce services. Pat emphasized the importance of diversifying funding sources to help mitigate the impact on service delivery.			
7. Public Participation	There was no public participation.			
8. Other Business	There was no other business.			
9. Misc.	Brian Holland reminded Board members that the September 24 Board meeting will be held in a hybrid format and encouraged members to confirm their attendance in advance.			
Meeting Adjourned: 10:30 am				