



Capital Area Workforce Development Board Meeting

March 26, 2026

Zoom Meeting

Board Members Present:

Kenneth Angeli, NC Career Center, Raleigh
Doug Blizzard, Catapult
Rodney Carson, SAS
Terrence De Franco, IotaComm
Sue Holaday, Summit Designs
Jerilyn Iacovetto, Ankura Consulting
Nicole Jarvis Miller, Mass General Brigham
Brian Holland, Sectigo
Paul Kane, Home Builders Assoc. of Raleigh-Wake County
Vic McCormick, Johnston Community College
Shawnice Meador, Public Ed Works
Jerry Pedley, Mertek, Inc
Dreama Pilson, CTI Systems
Melissa Short, Transitions Life Care
Jordan Thomas, NC DHHS
Zac West, Sanford Contractors
Tom White, North Carolina State University
Ross Yeager, North Regional Career Center

Staff Present:

Pat E. Sturdivant, Executive Director
Shanae Artis, Wake LRC
Barbara Brother, Business Engagement Director
Arva Gathers, Workforce Development Senior Program Consultant
Sonja Godsey, One-Stop System Director
Jamie Reyno, Healthcare Initiative Coordinator
Malinda Todd, Assistant Director
Jasmin Volkel, Strategic Initiatives Manager
Crystal Waters, Executive Assistant
Brenda Wilkerson, Communications Manager

Guests Present:

Christina Dusenberry, EDSI
Kenneth Gathers, EQUUS Workforce Solutions
Monica Gemperlein, Wake Technical Community College
Chistine Grisby
Taylor Kirks, JCI
Jennifer Saladis-Moscoso
Ivette Hughes-Serrano, EDSI
Josh Peacock

Minutes Prepared by: Crystal Waters

Item	Discussion	Actions		
		What	When	Who
1. Call to Order	Chair Brian Holland called the meeting to order and reviewed virtual meeting protocols. Crystal Waters called the roll and a quorum was confirmed. Brian discussed transitioning to hybrid board meetings beginning Fall 2026, noting the goal is to create more opportunities for engagement while still maintaining the accessibility and flexibility of virtual meetings. He introduced two new board members, Terrence DeFranco, CEO and President of IotaComm and Zac West, Development Director of Sanford Contractors, who each shared brief remarks. Brian provided an update on federal workforce policy discussions, including emerging legislative priorities and narratives around workforce system reform. He emphasized the importance of ensuring accurate representation of workforce outcomes and highlighted the need for continued Board engagement in advocacy and communication efforts, particularly considering potential funding and policy changes.			
2. Action of Minutes	The draft minutes from the December 4, 2025, meeting were approved without corrections or objections.			
3. Voting Items	There were voting items to select the 2026 WIOA Youth Service Providers contracts for the NCWorks and NextGen career centers. The recommendations and supporting materials were mailed to the board on Thursday, March 12th. An RFP Review Committee which consisted of CAWD staff reviewed the proposals and made recommendations to the Executive Committee. On March 4, the Executive Committee voted to advance the staff recommendations. The review committee included:			

	• Arva Gathers, Workforce Development Senior Program Consultant • Kima Sidberry, Workforce Development Program Consultant • Thomas Pulickal, Fiscal Department Business Manager • Jasmin Volkel, Strategic Initiatives Manager Brian Holland asked if there were any comments or questions about the recommendation for Educational Data Systems Inc. There were no questions or comments. The motion was shown. Motion: To award EDSI a contract for Program Year 2026-2027 as WIOA Youth Service Provider for Wake, Lee, and Chatham Counties with an option to renew for up to three years. Staff will negotiate contract terms and agreements. Staff will determine funding levels once allocations have been identified. Staff anticipate funding of approximately \$1,550,000. Tom White made the motion to accept the recommendation for Educational Data Systems, Inc. Rodney Carson seconded the motion. All voted in favor. A quorum was met by members present or represented by proxy. Brian asked if there were any comments or questions about the recommendation for Johnston County Industries (JCI). There were no questions or comments. The motion was shown. Motion: To award Johnston County Industries (JCI) a contract for Program Year 2026-2027 as the WIOA Youth Service Provider in Johnston County with an option to renew for up to three years. Staff will negotiate contract terms and agreements. Staff will determine funding levels once allocations have been identified. Staff anticipate funding of approximately \$600,000.			
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	Tom White made the motion to accept the recommendation for Johnston County Industries. Ross Yeager seconded the motion. All voted in favor. A quorum was met by members present or represented by proxy. Brian asked if there were any comments or questions about the recommendation for the Orange County Department of Social Services. There were no questions or comments. The motion was shown. Motion: To award Orange County Department of Social Services for Program Year 2026-2027 as the WIOA Youth Service Provider for Orange County with conditions and an option to renew for up to three years. Orange County Performance Conditions (6-Month Review Period): • Demonstrate improvement in enrollments and WIOA performance outcomes • Improved responsiveness to CAWD concerns • If measurable improvement is not achieved within six months (beginning Q4 PY2025 review period and ending Q1 PY26), CAWD reserves the right to terminate the contract and transition participants to EDSI to ensure performance protection and service continuity. Staff will negotiate contract terms and agreements. Staff will determine funding levels once allocations have been identified. Staff anticipate funding of approximately \$184,500.00. Melissa Short made the motion to accept the recommendation for the Orange County Department of Social Services. Tom White seconded the motion. All voted in favor. A quorum was met by members present or represented by proxy.			
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	The following board members provided a proxy vote of “yay” for all motions: • Rob Axford • Mark Bertoncino • Cameron McNeill • Jill Straight Brian thanked everyone for their attention to the voting items.			
4. Board Committee Updates	Advocacy and Outreach Committee Paul Kane, Committee Chair, presented for the Advocacy & Outreach Committee. Their goal is to strengthen CAWD’s financial resilience by diversifying funding. The committee plans to grow non-governmental revenue to at least 10% of CAWD’s total annual funding through sources such as private, philanthropic, and earned income sources, reducing dependency on WIOA and other federal funds by June 2028. Paul discussed the development of a supporting foundation. The concept is in the exploratory phase, with consideration of structure, leadership, and alignment with funder priorities. <u>Advocacy Outreach Committee Presentation.pdf</u> Customer Success Committee Sue Holaday, Committee Chair, presented for the Customer Success Committee. Their goal is to increase the number of participants served across CAWD’s five-county region by at least 30% by June 30, 2028, with a particular emphasis on expanding outreach and access for priority populations. This will be achieved through a data-informed strategy that enhances both virtual and in-person service delivery, increases the number and variety of community-based access points, and strengthens partnerships with trusted organizations. Sue reported that heat maps were used as a tool to visually identify service coverage, gaps			

	and areas of high need. The maps support data-driven decision-making and help guide outreach and resource alignment. <i>Customer Success Committee Presentation.pdf</i> Employer Engagement Committee Nicole Miller, Committee Chair, presented for the Employer Engagement Committee. They plan to deepen strategic partnerships with employers in high-demand sectors by developing sustainable, industry-driven collaborations by 2028. The Committee aims to define and implement a replicable sector partnership model that produces measurable improvements in talent pipeline growth, employer participation, and job quality. Based on labor market data and regional input, the committee recommended prioritizing healthcare, advanced manufacturing, construction, and transportation & warehousing as the high-growth, in-demand sectors. A vote was conducted to gauge Board support for the recommendation. The Board voted to approve the recommended sectors. <i>Employer Engagement Committee Presentation.pdf</i>			
5. Director's Update	Pat Sturdivant, Executive Director, encouraged members to use the Operations Report as a tool for understanding program activity while focusing Board meetings on strategic priorities. She noted that the program summary remains consistent, while updates and highlights change quarterly. Board members were encouraged to engage directly with staff for additional insight. Pat mentioned the board training videos, each 3–5 minutes, summarize key workforce board functions.			

	Highlights: • Community-Based Organization (CBO) grants expand service reach, engage priority populations, and strengthen connections with community partners. • Healthcare Collaborative and Wake LRC Success stories were shared which highlight the real-world impact of workforce programs, demonstrating how targeted services and partnerships helped participants overcome barriers, gain credentials, and secure employment. • Digital Outreach Strategy will strengthen CAWD's digital presence and outreach, with a focus on increasing visibility of programs and services. <u>Board Training Videos Playlist</u> <u>Digital Marketing Presentation.pdf</u>			
6. Workforce Board Breakout	Board members were placed into breakout groups based on their assigned committees. The purpose was to gather perspectives and insights on what members are seeing across their organizations and communities. Each group discussed a question aligned with the goal of another committee, providing an opportunity for cross-committee input and diverse perspectives. Guests were randomly assigned to groups, and staff supported each session by facilitating discussion and capturing key points. Breakout sessions notes are below. <u>Customer-Success-Committee-Breakout Session Notes.pdf</u> <u>Advocacy-Outreach-Committee-Breakout Session Notes.pdf</u> <u>Employer-Engagement-Committee-Breakout-Session-Notes.pdf</u>			

Public Participation	There was no public participation.			
8. Other Business	There was no other business			
9. Wrap Up	Brian Holland reminded the board to continue sharing ideas and community feedback beyond the meeting. He emphasized the importance of both traditional WIOA-funded training and broader support for individuals who might otherwise be overlooked. He stressed continued advocacy, awareness, and improvement, thanked the group, and adjourned the meeting.			
Meeting Adjourned: 10:30 am				