



# Kerr-Tar Board of Directors

## **Franklin County**

Junious Debnam  
Sidney Dunston \*  
Dazale Kearney  
Marsha Strawbridge (Bunn)  
Phil Meador (Franklinton)  
Betty Wright \* (Louisburg)  
Fonzie Flowers (Youngsville)

## **Person County**

Jimmy Clayton \*  
Kenneth Perry  
Connee White  
Reggie Horton \* (Roxboro)

## **Warren County**

John Alston \*  
Jennifer Pierce  
Walter Powell \*  
Carroll Harris (Macon)  
Gary Plummer (Middleburg)  
Wayne Aycock (Norlina)  
Walter Gardner \* (Warrenton)

- Indicates an Executive Committee Member

**Vice Chairman,** Jimmy Clayton (Person County)

**Chairman,** Quon Bridges, (Oxford)

**Treasurer,** Sidney Dunston (Franklin County)

## **Granville County**

W. E. Averette  
Zelodis Jay \*  
Francine Chavis  
Tom Lane \* (Butner)  
Ernie Anderson (Creedmoor)  
Quon Bridges \* (Oxford)  
Kevin Easter (Stem)  
Michael Williford (Stovall)

## **Vance County**

Mary Anderson  
Carolyn Faines  
Leo Kelly \*  
Eddie Ellington \* (Henderson)  
Jerry Joyner (Kittrell)

## **At Large Members**

David Smith \* (Granville County)  
Bryan Pfohl \* (Granville County)  
Danny Wright \* (Vance County)



# Chairman's Remarks



It has been both a pleasure and an honor to serve as your Kerr – Tar Chairman for the past year. The COG staff led by our Executive Director Diane Cox have exemplified to the entire board the highest level of professionalism in their work for the region. It was wonderful to observe the dedication and commitment of the outstanding COG staff as they worked to implement programs that benefit our counties and municipalities.

I must give special thanks to Gina Parham who sent me many emails and texts to keep me and the COG board members on track concerning meetings and necessary signatures for documents to ensure the smooth running of the COG. It is important to note that the COG is an extension of our local units of government and on a daily basis provides resources to assist them in addressing local and regional issues that impact us all.

At every meeting the staff provided vital information to the board so that we are informed of the activities of the COG. The board received an impressive presentation concerning North Carolina's statewide water and wastewater infrastructure master plan. It was quite impressive to see how North Carolina working with local entities is putting in place appropriate infrastructure to handle wastewater and provide safe drinking water for future generation.

I was most impressed with the efforts of the COG to reach out to our most vulnerable populations by providing services through Aging and Mobility programs. If you have not visited our Senior Centers in our area, please take time to do so. All the Senior centers are impressive, and our Board had the wonderful experience of conducting a tour and meeting at the senior center in Person county. The senior games are another popular event and the participation is outstanding all over the region.

The Workforce Development Programs provide training and advice to the unemployed as well as the underemployed workers so that they can provide for their families and contribute to the community. These efforts include training and workshops that help individuals with prior criminal records to return to the workforce and contribute to society in a positive way.

I cannot say enough about the many elected officials, community leaders, business owners and volunteers who make up the Kerr-Tar board. I want to thank these men and women who volunteer their valuable time to serve and work together for the benefit of our surrounding counties and municipalities. As I hand over the gavel know that my life has certainly been enriched by working with all these outstanding individuals. We can all be confident that the future is bright and that the Kerr– Tar COG will continue to serve us with excellence.

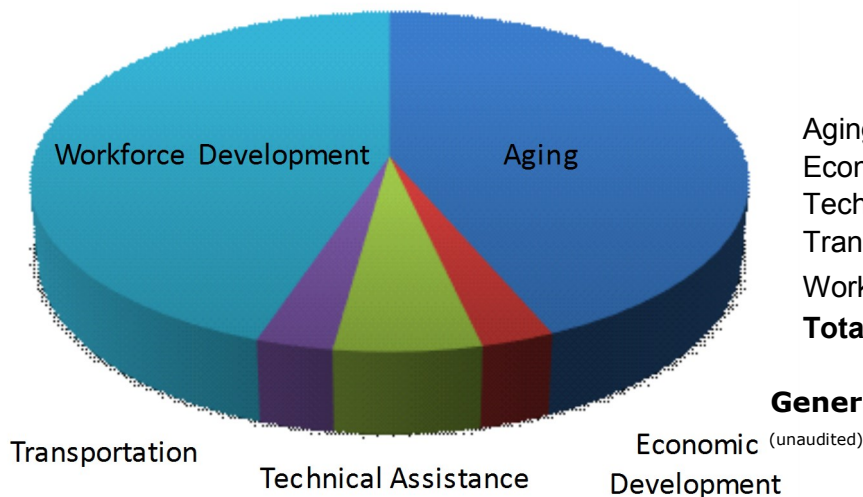
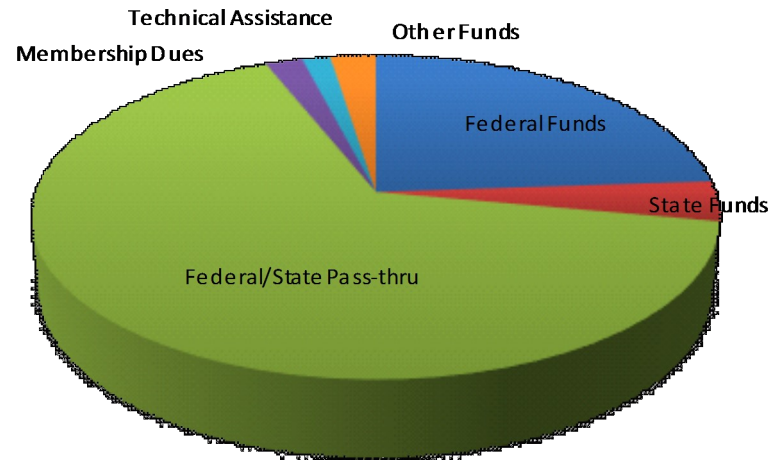
S. Quon Bridges  
2017-18 Chairman

# Financial

**General Fund Balance Beginning of Year: \$247,849**

## Revenues Received FY 17-18

Federal Funds	\$ 1,557,791	23.91%
State Funds	\$ 259,930	3.99%
Federal/State Pass-thru	\$ 4,304,150	66.06%
Membership Dues	\$ 132,182	2.03%
Technical Assistance	\$ 99,487	1.53%
Other Funds	<u>\$ 161,745</u>	<u>2.48%</u>
<b>Total</b>	<b>\$ 6,515,285</b>	<b>100.00%</b>



## Program Expenditures FY 17-18

Aging	\$ 2,782,169	43.54%
Economic Development	\$ 183,408	2.87%
Technical Assistance	\$ 368,252	5.76%
Transportation	\$ 192,612	3.01%
Workforce Development	<u>\$ 2,863,132</u>	<u>44.81%</u>
<b>Total</b>	<b>\$ 6,389,573</b>	<b>100.00%</b>

**General Fund Balance End of Year: \$336,092**

Kerr-Tar Regional Council of Governments' Finance Department maintains the accounting and Financial management system in order to comply with North Carolina Local Government and Fiscal Control Act, as well as other requirements of its funding partners.



# 2017 Annual Banquet

## 2017 Award Winners from left to right:

Edgar Smoak Outstanding County Elected Official, Bill Tatum Outstanding Manager, Joe Shearon Outstanding COG Board Member, Mike Inscoe Outstanding Municipal Elected Official and Debra Weary Outstanding Clerk to the Board.



# Member Services Events



RTRP Regional Event August 2017



Annual Night Out Against Crime  
August 2017



Rural Forum-August 2017



Disaster Preparedness Meeting  
February 2018



Regional Opioid  
Workshop-May 2018

Water Resources  
Presentation by NC  
DEQ-June 2018



Rep. Garrison, Jimmy Clayton, Diane Cox and  
Danny Wright at Legislative Day -May 2018



Aging Legislative Breakfast-  
February 2018



# Area Agency on Aging

## Home and Community Care Block Grant

The Kerr-Tar Area Agency on Aging administers and monitors the Home and Community Care Block Grant (HCCBG) for five counties. County aging service providers were allocated about \$1.9 million in order to provide services such as in-home aid, nutrition, transportation and other senior services.

<b>2018</b>	<b>HCCBG</b>	<b>Clients Served</b>	
<b>County</b>	<b>*Units Served</b>	<b>People Served</b>	<b>At/Below Poverty Level</b>
Franklin	22,193	431	199
Granville	39,938	489	80
Person	22,331	165	81
Vance	29,920	240	141
Warren	31,064	383	181
<b>Total</b>	<b>145,446</b>	<b>1708</b>	<b>682</b>

\*1 unit = 1 Meal (Home Delivered Nutrition, Congregate Nutrition)

1 Trip (Transportation)

1 Hour (In-Home Aide Services)

<b>2018</b>	<b>Allocations</b>		
<b>County</b>	<b>HCCBG</b>	<b>General Purpose</b>	<b>Total</b>
Franklin	465,604	21,877	487,481
Granville	431,292	18,232	449,524
Person	344,258	10,939	355,197
Vance	348,838	10,939	359,777
Warren	270,510	10,939	281,449
<b>Total</b>	<b>1,860,502</b>	<b>72,926</b>	<b>1,933,428</b>

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# Area Agency on Aging

## Family Caregiver Support Program

The AAA Family Caregiver Support Program is a service program authorized by the Older Americans Act Amendments. This program provides services for family caregivers through various network providers within five counties. Services consist of information to caregivers about available services, assistance to caregivers gaining access to services, support groups and caregiver training, respite care and supplemental services, on a limited basis. Eligibility requirements include a person of any age providing unpaid care for an older adult age 60 and better or providing care for a person with Alzheimer's Disease or another related brain disorder.

This year, the AAA has served more than 700 individuals through both in-reach and outreach events! This includes Health Fairs, Lunch and Learns, evidence-based programs and more!

Within this region, caregiver trainings and support are imperative to well-being and overall health within one's journey as a caregiver. Different programs that are offered throughout the Family Caregiver Support Program include PTC (Powerful Tools for Caregivers), DFNC (Dementia Friendly North Carolina), PASTA (Parenting A Second Time Around) and the VDT (Virtual Dementia Tour).

**Powerful Tools for Caregivers** is a six-week, evidence-based curriculum that highly encourages caregivers to utilize and improve self-care. Caring for a family member or friend with a chronic condition or progressive disease can be physically, emotionally and financially draining. In the six-weekly classes, caregivers develop a wealth of self-care tools to reduce stress, change negative self-talk, and communicate needs to service providers and healthcare staff. This year, the AAA conducted their first PTC class in Vance County at Spring Street Missionary Baptist Church for caregivers in the community. The AAA surpassed the average number for PTC attendees, usually eight, to a total of thirteen participants. The class equipped caregivers with tools that are manageable, creative and effective within daily life. The AAA has plans to conduct another class soon in Warren County.

**Dementia Friends** is an international movement, implemented in the United Kingdom, and is now prominent within the state of North Carolina. The purpose of this movement is to change the way individuals think, act, and talk about dementia. This program consists of attending a one-hour informational session to learn about this worldwide movement, about living with dementia, and the simple things we as a community can do to support someone who is living with the disease. Once undergoing this program, an individual becomes a "Dementia Friend". The individual who leads the informational session is known as the "Dementia Champion". Dementia Champions persistently target communities, holding informational sessions to educate others on becoming a dementia friend. There are currently *ten* dementia champions throughout this region. The end-goal is to create a dementia-friendly community. A dementia friendly community consists of a collaboration of entities (banks, restaurants, hospitals, volunteers etc.) working together to make the community recognize individuals living with dementia and have ways to make living easier.

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## Area Agency on Aging

This year, the AAA has presented Dementia Friends to the faculty and students of the Gerontology Program at Vance-Granville South Campus and Senior Center Staff throughout the region. The AAA intends on having this program spread to the community within each region within the next year, illuminating the public with the movement in hopes of creating dementia friendly communities.

**The Family Caregiver Support Program** can also provide services to relative caregivers, age 55 or older, who are living with and raising a relative child (18 or younger) or an adult with a disability. Within today's society, it is common that we witness many children whose parents are not present. This can be due to death, incarceration, legal issues, etc. Parenting a Second Time Around is an eight-week, research-based curriculum that addresses the needs of families in which grandparents or other relatives are raising children. Grounded in the latest research on parenting, child development, and legal issue, this curriculum offers individuals raising children the opportunity gain confidence, knowledge and skills. The AAA recently adopted this program and intends on providing this educational course near the end of the summer.

It is no secret that dementia has become an epidemic within society. Recognizing and understanding dementia, for most, is non-transparent. The AAA has a program that can help families, caregivers, healthcare professionals and volunteers experience what it might feel like living with dementia. *The Virtual Dementia Tour* is an evidence-based and scientifically proven method of building a great understanding of dementia through the use of patented sensory tools and instruction-based research, conducted by P.K. Beville, M.S., a specialist in Geriatrics and the founder of Second Wind Dreams, a non-profit organization based out of Georgia. The tour enables caregivers and others to experience for themselves the physical and mental challenges those with dementia face and use the experience to provide better person-centered care. This year, the AAA conducted the VDT in various healthcare and rehabilitation centers for administration, nurses, CNA's, etc. The AAA has served 70 individuals using this tool! Going into the next year, the AAA plans to perform this tour to first responders, community colleges, and many other public organizations.

Support groups are a vital piece of caregiving and are offered monthly within our region. Some benefits of joining a support group include expression of thoughts and feelings, access to resources, learning new techniques and strategies to alleviate caregiving hardships, and more.

**Options Counseling** is a free service that provides adults 60 years and better and individuals with disabilities of any age with information they need in regards to transitioning to their community of choice. The AAA received ten referrals from multiple nursing homes and hospitals throughout our region for individuals interested in transitioning into the community. All referrals were reviewed and acted upon within a timely manner. Over half of the individuals, interested in transitioning have followed through with the process.

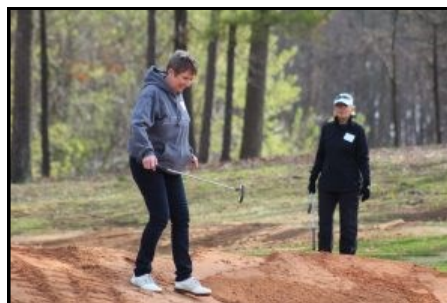
**Local Contact Agency (LCA)** The LCA is responsible for working with the Options Counselor, Nursing Home staff and most importantly, the client. This involves discussing options with clients for transferring in the community by offering contact information for community based services that may assist with transition.

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# Area Agency on Aging

## Region K Senior Games

Senior Games is a holistic approach to body, mind and spirit and staying fit while enjoying the company of friends, family, cheerleaders and volunteers. More than 280 athletes - age 50 and better participated in the Region K Games. The games were held from March 22, 2018 through May 24, 2018 at venues across the five county region. The events are broken down into two categories, Sport Events and SilverArts. The sporting events consists of basketball shooting, softball and baseball throw, pickleball, horseshoes, shuffleboard, golf and more. SilverArts is broken down into categories consisting of **Heritage Arts** such as crocheting, needlework, quilting and jewelry, **Literary Arts** such as essays, short stories, life experiences and poems, **Visual Arts** such as acrylics, oils, photography, watercolor and more, and **Performing Arts** which are performed at SilverArts and Awards Program as the last event of the season. Out of all of our 280 participants, 246 qualified for State Finals which are held in the fall.





# Area Agency on Aging

## Volunteer Luncheon

The 3<sup>rd</sup> Annual Kerr-Tar Volunteer Appreciation Lunch took place on Friday, June 1, 2018 at the Henderson Country Club. The Kerr-Tar Area Agency on Aging recognized the volunteers with a lunch, flowers and a special gift. There were more than 50 people that attended and everyone talked amongst their selves, sharing stories of volunteer experiences in and out of their network.



# Area Agency on Aging



## **Senior Health Insurance Information Program (SHIIP)**

### **& Senior Medicare Patrol (SMP)**

The Kerr-Tar AAA has three SHIIP volunteers or counselors. As SHIIP counselors, we assist Medicare beneficiaries and caregivers and provide unbiased information about Medicare and Medicare Services. We also help people recognize and prevent Medicare billing errors and possible fraud and abuse through our NC Senior Medicare Patrol (SMP).

During the 2017-2018 Kerr-Tar AAA held public forums and media events throughout the region where we educated consumers, caregivers and other professionals about SMP. This grant assists older adults in the detection, prevention and how to report scams. The AAA has conducted 9 out-reach events reaching over 400 persons in the region.

## **Senior Tar Heel Legislature**

The North Carolina General Assembly, with the passage of the Senate Bill 479, created the North Carolina Senior Tar Heel Legislature (STHL) in July 1993. The STHL was created to provide information to older adults on the legislative process and matters being considered by the North Carolina General Assembly, promote citizen involvement and advocacy concerning aging issues before the North Carolina General Assembly, and assess the legislative needs of older adults by convening a forum modeled after the North Carolina General Assembly.

Each of the 100 North Carolina counties is entitled to one delegate to the STHL. Most counties also have an alternate delegate. Delegates and alternates must be age 60 or better and residents of their respective county. The AAA provides staff support for the STHL. Regional delegates and alternates are selected by the Kerr-Tar AAA. The Senior Tar Heel Legislature meets three times a year to advocate on behalf of older persons. Each year the legislators choose the top five legislative priorities. Delegates and alternates from each county advocate with the North Carolina General Assembly for the passage of legislation to improve the lives of older adults.

## **Regional STHL Delegates and Alternates**

Franklin County- Patsy Douglass (D), Rosa Robinson (A)

Granville County- Annette Parham Myers (D), Sue Bryant (A)

Person County- Robert Allen (D), Vacant (A)

Vance County- Sandra Tubs (D), Vacant (A)

Warren County- Charles Jefferson (D), Julius J Mann III (A)



# Area Agency on Aging

## Scam Jam 2018 : Protect Your Assets

On June 7, the Kerr-Tar Area Agency on Aging along with the Vance County Senior Center hosted a SCAM JAM to help educate seniors to protect themselves from frauds and scams. The Vance County SCAM JAM was a free educational and entertaining forum where seniors learned to avoid today's scams and frauds, from identity theft to telemarketing, Medicare frauds and even Grandparent Scams. The presenters included speakers from NC Department of Insurance, NC Secretary of State, Better Business Bureau of Eastern NC, Vance County Adult Services, and the local Vance County Sheriff's office.



Stephanie Bias, NCDOTI



John Maron, NC Secretary of State



Kayla Gilbert, BBB of Eastern NC



Shanika Hargrove, Vance Adult Services



John Shelton, Vance Sheriff's Dept.



Jillian Hardin, Kerr-Tar AAA Director

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# Area Agency on Aging

## Regional Long Term Care Ombudsman Program

The Ombudsman program is federally mandated thru amendments made to the Older American's Act. The intent of this project was to provide advocacy services to the frail and vulnerable elderly across our nation. Today this program serves individuals residing in Long Term Care facilities and their support systems, in all 50 states. Each program has the same core initiatives; to provide advocacy, education, information and referral services, and other supportive services to residents, family members, staff and others in the community related to Long Term Care and any other Aging related issues/questions. We assist with complaints filed on behalf of the individuals living in homes licensed by the state as a long term care setting (for example these settings are designated as Nursing Home, Adult Care Home and Family Care Home in North Carolina. These titles may vary from state to state.)

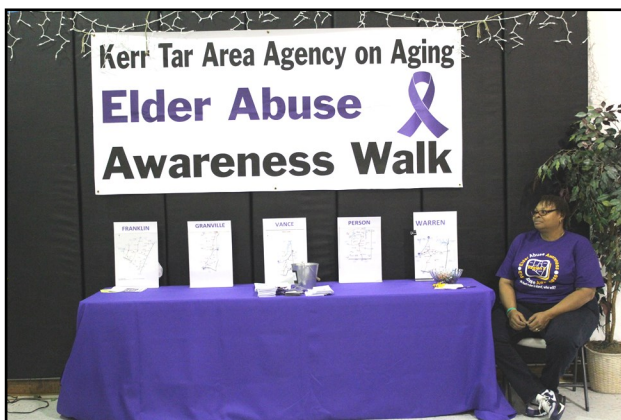
In our region, the program provides these same services. Our office staff diligently attempt to ensure that each individual is respected and provided the services requested and to offer support with one goal: Ensuring a quality existence for all of our citizens, those in and/or outside of a long-term care facility.

- Investigated 33 complaints and made 139 facility visits.
  - Conducted 23 staff Trainings; Topics were Resident Rights Aging Sensitivity and Elder Abuse
  - Facilitated 40 Community Education events. Attendees were residents, outreach/support staff, facility staff, non-facility healthcare professionals and the individuals from the general public. The topics ranged from Resident Rights, Aging Sensitivity, Elder Abuse Awareness, Effective Advocacy, Community Advisory Committee program and Ombudsman Program as a whole along with several other topics. Highlights from this year include – the Annual Elder Abuse Awareness Walk 2018 held in Vance County on June 15, 2018(100+ attendees), Bed Bugs workshop in Vance County November 3, 2018 (50 individuals attended) and Workshop for community support staff on the Transition to Community Living Initiative with Cardinal Innovations in Granville County on November 29, 2017 (40 individuals attended). Thru this educational avenue of outreach, this program has reached hundreds of individuals in our region and spent over 200 hours in preparation, travel and on-site services to better “inform” our community.
  - Assistance provided to approximately 400 Citizen contacts/requests for information. This contact is either direct or indirect. It includes community leaders, professionals (health care/legal/law enforcement, etc...), laypersons, clergy, residents, family members, LTC facility staff, in and out of our state.
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## Area Agency on Aging

- Provided supervision and technical assistance to 35 Community Advisory Committee Volunteers. This equated to 52 different contacts. In lieu of changes in the program at the state level Refresher/ New Member Orientation Training was provided to all volunteers. WE ARE IN NEED OF VOLUNTEERS IN FRANKLIN, PERSON, VANCE and WARREN COUNTIES - Please contact this office for more information on who should apply!

### Elder Abuse Awareness Walk





# Community and Economic Development

## Roanoke River Basin Water Quality Training

The Kerr –Tar COG, in conjunction with Upper Coastal Plain COG hosted a workshop themed: Partnership & Knowledge Into Action: Water Management Workshop among Roanoke River Basin stakeholders in Warren County. The workshop provided education and training in watershed management. The workshop was the result of NC Department of Environmental Quality Water Quality Management Planning Gant. [8-22-17]



Above: Brooke Masa, Biologist with the NC Wildlife Resources Commission and Ken Krulik, Warren County Planning Director



In preparation of the 2020 Census, the COG hosted a Local Update of Census Addresses (LUCA) Training geared towards County staff at the Granville County Expo and Convention Center. The training featured representatives from the US Census Bureau and NC Office of State Budget & Management. [12-19-17]

During FY 17-18, the COG undertook a regional approach to solving the region's Broadband needs. Franklin, Granville, and Vance Counties enlisted the assistance of a Broadband Consultant to assist with formulating RFP's for the competitive bid process. Here, County representatives are receiving an update from the consultant. [4-25-18]





# Community and Economic Development



In November, Gov. Cooper travelled to Vance County to announce Mako Medical Labs would be investing in the community, by creating 153 jobs over the course of five years. The company's expansion to Vance County was through efforts by the North Carolina Department of Commerce and the Economic Development Partnership of N.C. (EDPNC).

Below: Vance County Commissioners are joined by Mikey, Mako's mascot.



# Community and Economic Development

Over the course of two-days, the NC Rural Center hosted Rural Counts Forums throughout the region. The forums were apart of the Center's Rural Counts Initiative, identifying 10 strategies for the future of the state's rural communities. [8-28 thru 8-29-17]



In May, the NC Outdoor Recreation Industry Office, housed within the NC Department of Commerce. The held a listening sessions at the Granville County Expo to 1) Build relationships and a common understanding of the opportunities and barriers around growing the outdoor recreation industry in the region; 2) Gain a common analysis on what is and what is not currently working to grow an outdoor recreation economy in the region; 3) Identify the spectrum of outdoor recreation opportunities in the region; and 4) Identify new ideas to support, promote, and expand outdoor recreation employment opportunities locally and regionally. [5-21-18]





## Planning & Transportation



In November, the COG hosted a School Bus Anti-Idling Workshop focused on reducing diesel emissions from school buses on school grounds. Attendees included all five of our region's school systems. This workshop featured new technologies in school bus design and retrofitting on older school buses.

Above: Michael Kelly and Alrik Lunsford are joined by representatives from Carolina Thomas, Gregory Poole, and White's International—the state's three largest school bus vendors.

### NC DOT Open House



Members of the KTRPO's TAC and TCC attended a NCDOT Open House for Division 5 Projects in Durham. The KTRPO is located in NCDOT Div. 5. This Open House allowed citizens to provide comments on the region's proposed transportation projects. [6-19-18]

# Planning & Transportation

## Clean Fuels Advanced Technology



In February, our region's emergency personnel were invited to a First Responder Clean Transportation Demonstration Day at the NC Center of Automotive Research in Garysburg, NC. The event provided attendees with information about alternative fuel vehicles and clean transportation technology applications specific to law enforcement, fire and rescue, and emergency medical services. The event concluded with live demonstrations on the Center's test track. [ 2-28-18]



Above: Michael Kelly and Alrik Lunsford are joined by Sgt. Denny Buchan of the Franklin County Sheriff's Office along with Greg White and Glen LaBar of Person County EMS.

## Mobility Management



For the 2017-2018 grant year, the NCDOT 5310 Grant served 256 Riders, with a total of 14,604 trips using both KARTS and PATS transit systems.

Sharon Thomas, Mobility Manager is responsible for coordinating with Sr. Centers and Dialysis Centers throughout the region on scheduling trips for our region's elderly and disabled.



# Planning

## Planning Services



The COG continues to provide professional planning services to the Town of Bunn (population 366). Functions include: facilitating Planning Board meetings; commercial site plan review; residential building permit approvals; trainings; and answering general resident inquiries.

Above: Members of the Bunn Planning Board.

## Disaster Preparedness Training

The COG in conjunction with the League of Municipalities, and the American Red Cross hosted a (Ready Rating) Workshop designed to assist municipalities in becoming better prepared for disasters and other emergencies. Participants included our region's fire, rescue, and Emergency Management personnel. Participants received tools to improve their ability to withstand disasters, maintain operations, and protect lives and property. [2-6-18]



# Planning



The COG hosted an interest meeting with members of the local farm community; tourism development authorities; and economic development commissions, along with the Center for Environmental Farming Systems and NC Department of Agriculture to discuss a region-wide agri-tourism mobile phone app. [5-16-18]

# Workforce Development

## Kerr-Tar Workforce Development Board

The Kerr-Tar Workforce Development Board oversees workforce and business services planning and policy development for Franklin, Granville, Person, Vance, and Warren counties. By law, the majority of the Board, the Chair and Vice Chair must represent the private sector. Other members represent local government, community-based organizations, employment related agencies, apprenticeship, and educational organizations. The Board is committed to making the Kerr-Tar region a great place to have a business, to find educated and skilled employees and a great place for job seekers to find the programs and training that will make them well qualified employees.

## Kerr-Tar Workforce Development Consortium Board

The Kerr-Tar Workforce Development Consortium provides for representation of elected officials in the local area's approach to carrying out the Workforce Innovation and Opportunity Act. The Consortium partners with the Workforce Development Board in providing policy guidance and oversight with respect to the local workforce development system.

The Kerr-Tar Workforce Development Board provides oversight of the NCWorks Career Centers in the region. NCWorks Career Centers are designed to be user friendly facilities in our area that provide job seekers with the training and employment related services needed to find employment or advance their career. The NCWorks Career Center also provides programs and services to local businesses seeking talent.

Below is a chart indicating the total number of individuals and employers served through the Kerr-Tar NCWorks Career Centers (One-Stop Centers) or NCWorks Online, and the total number of services provided to those distinct cohorts.

WIOA & WP Services Provided To Individuals And Employers	
Total Number of Distinct Individuals Receiving Services	7,994
Total Number of Services Provided To Individuals	75,975
Total Number of Employers Served	8,203
Total Number of Services Provided To Employers	431
Total Number of Eligible Veterans Receiving Services	15



# Workforce Development

## WIOA Adult, Dislocated Worker, and Youth Services

The Workforce Innovative Acts (WIOA) is landmark legislation that is designed to strengthen and improve our public workforce system, help get individuals back to work, and employers hire and retain skilled workers. Under the WIOA Program, services provided to customers; including youth and those individuals with significant barriers to employment, have a better opportunity to secure high-quality jobs with self-sustainable wages.

PY2017 WIOA Adult & Dislocated Workers	
Total Number of Individuals Hired	397
On-The-Job Training	66
Work Experience Training	15
Occupational Skills Training	99

PY2017 WIOA In-School & Out-of-School Youth	
Total Number of Individuals In Training	79
On-The-Job Training	5
Work Experience Training	44
Occupational Skills Training	30

### **WIOA DISLOCATED WORKER SUCCESS STORY**

Ms. Catina Couch initiated services with NCWorks in May 2017. Ms. Couch came into the center in May to find out more information about the CNA program at Vance Granville Community College. During this initial interaction, Ms. Couch disclosed that she was coming from a less than desirable situation, and that this opportunity would open many doors for her. Lauren Hood, her Career Advisor, enrolled her into WIOA the following day. Ms. Couch earned her Career Readiness Certificate and began the CNA program.

Over the course of the program, Ms. Couch experienced various challenging struggles that were affecting her performance in the class. She met with her Career Advisor who provided her with helpful resources. Ms. Couch felt more confident and was able to find temporary stability for the remainder of the course. When it came to testing time, she passed the written portion of the exam, but struggled and did not pass the skills portion. The customer immediately contacted Ms. Hood who advised her to practice the skills at home. The customer re-tested after a couple of weeks and passed the exam! After passing the exam, the customer was immediately offered employment at Warren Hills Senior Center. She has since secured her own stable housing. We are proud Ms. Couch for her success!

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# Workforce Development

## The Road to Success: Kerr-Tar's George Thorpe Paves the Way for Others



George Thorpe has been a customer of the NCWorks Career Center for some time. He began his journey by visiting one of Kerr-Tar's One-Stop Career Centers and obtaining job search assistance with one of the career advisors, Lauren Hood. Next, Mr. Thorpe eagerly attended several job readiness workshops, and mentioned that he was interested in obtaining his CDL-A license. Initially, the distant commute was a big concern for Mr. Thorpe. Staff had an opportunity to share details about Carolina Trucking Academy with Mr. Thorpe, and he "instantly brightened up".

Once the WIOA Title I eligibility was determined and the WIOA enrollment was completed, an application for Carolina Trucking Academy was submitted.

During Mr. Thorpe's following appointments, He inquired about the Heavy Equipment Operator's Training. He was shown labor market information by staff, and learned about local are companies that were partnering with NCWorks Career Centers to hire NCWorks training participants upon completion; the potential for growth in the field. Mr. Thorpe was ecstatic!

After completion of enrollment into WIOA Title I services, Mr. Thorpe received an orientation to the program and began classroom training within four days. He had no previous experience in Heavy Equipment Operation or construction before receiving this training. Staff maintained ongoing contact with the customer, who informed her that he was enjoying every minute of the training. This was evident, as Mr. Thorpe passed the course with excellence; or flying-colors one might add.

At the completion of training, Mr. Thorpe was all too happy to return to the center, he then informed career center staff that he not only received a certificate of completion, but also was offered a job by the owner of the school to actually teach the class! Mr. Thorpe was "floored" to have been given this wonderful opportunity.

### **DOUBLED SUCCESS:**

Ms. Evelyn Harris came to us after spending a considerable amount of time caring for her family, including being the guardian for some of her grandchildren for a time. When the guardianship ended, Ms. Harris felt it was time to rejoin the workforce, and do something for herself. She contacted NCWorks regarding her interest in obtaining her Class A CDL license, and was told about the WIOA program. Ms. Harris met with a Career Advisor, Sharon Essix, who enrolled her in the WIOA program. Ms. Harris worked tirelessly, and successfully completed class, obtaining her Class A CDL license. She also attended the OSHA 10 class and obtained her certification card. Ms. Harris' hard work in the class and on the road paid off; she is now gainfully employed with Fred Smith Construction.

Ms. Christin Joyner, Evelyn's daughter, observed her Mom's success and decided she wanted to make a change of her own. Tired of securing jobs through staffing agencies, she decided to follow her Mom's path. Ms. Joyner inquired about gaining new skills through WIOA. She initially pursued an attempt to increase her manufacturing skills. The class did not result in employment, but Ms. Joyner was undeterred, and did gain her OSHA 10 certification card. She saw her mother's success and decided she would also obtain her Class A CDL license. Ms. Joyner successfully completed her CDL training and obtained her license. She now works for Fred Smith Construction also! Like mother, like daughter! Ms. Harris and Ms. Joyner both persevered through training and gained long-term viable careers, and brighter futures. We wish them all the success in the world as they continue down their newfound career pathways!

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# Workforce Development

## PERFORMANCE CONTRIBUTIONS – PROGRAM YEAR 2017

### ADULT

Indicator	Actual	Planned	% Achieved
Employment Q2	74.18%	69.00%	107.51%
Employment Q4	73.98%	72.00%	102.75%
Credential	73.91%	52.00%	142.14%
Skill Gains	47.01%	0%	0%
Median Earnings	\$4979.745	\$4800	103.74%

	% Achieved	Actual	Planned
Kerr-Tar Workforce Development Board	107.51%	74.18%	69.00%
All Providers	106.17%	72.20%	68.00%

### DISLOCATED WORKER

Indicator	Actual	Planned	% Achieved
Employment Q2	74.27%	81.70%	90.90%
Employment Q4	80.65%	79.30%	101.70%
Credential	70.00%	62.00%	112.90%
Skill Gains	53.02%	0%	0%
Median Earnings	\$5754.66	\$6680	86.15%

	% Achieved	Actual	Planned
Kerr-Tar Workforce Development Board	90.90%	74.27%	81.70%
All Providers	106.17%	72.20%	68.00%



# Workforce Development

## YOUTH

Indicator	Actual	Planned	% Achieved
Employment Q2	76.74%	68.00%	112.86%
Employment Q4	80.00%	68.00%	117.65%
Credential	56.67%	56.00%	101.19%
Skill Gains	32.67%	0%	0%
Median Earnings	\$2400.31	\$0.00	0%

	% Achieved	Actual	Planned
Kerr-Tar Workforce Development Board	112.86%	76.74%	68.00%
All Providers	106.17%	72.20%	68.00%



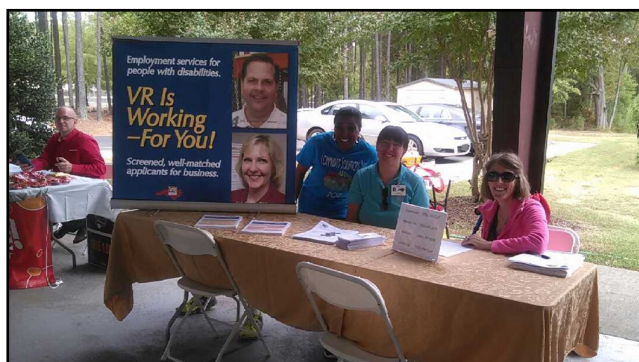
The Kerr-Tar WDB worked closely with the Capital Area and Durham Workforce Development Boards, five community colleges, ten public school districts, and numerous community and industry partners to form the Triangle Regional Career Pathways Collaborative (TRCPC). The goal of the TRCPC is to develop career pathways that align with the regional labor market, address the employment needs of industries throughout the region and support the regional economy. While this is a regional initiative each workforce board area localized the

pathways to accommodate differences in local industry and labor market needs. The TRCPC has developed 3 career pathways in advanced manufacturing, health/ life science and information technology that have been certified by the NCWorks Commission. To facilitate the implementation and understanding of the NCWorks Certified Career Pathways to job seekers and employers a one page diagram has been created for each pathway to be used at the Kerr-Tar NCWorks Career Centers and partner offices.

NCWorks Certified Career Pathways diagrams are available for viewing and download at

<http://www.kerrtarco.org/departments/workforce-development/job-seekers/>

## Community Solutions Day



# Workforce Development

## Constructing Pathways to Prosperity (P2P)

Recently the Kerr-Tar Workforce Development Board received funding for a Demonstration Project to operate a short-term training program for young adults 16-24 for occupational skills training, certifications, and work experience for those interested in Construction Careers. The six-month program is operated by the Triangle Literacy Council. Sixteen (16) students were enrolled in the first class which began in the Spring of 2018. One student interviewed stated that though he already has a high school diploma, he was drawn to P2P by the opportunity to obtain certifications. Mr. Hargrove stated that he has been doing construction work for years, but needs certifications to make it a full career.





## Kerr-Tar Staff

### **Diane Cox, Executive Director**

Donna Lee, Finance Manager

Gina Parham, Office Manager

Katie Conner, Finance Assistant



### **Michael Kelly, Planning Director**

Stephanie Harmon, Regional Planner

Alrik Lunsford, Regional Planner

Sharon Thomas, Mobility Planner



### **Jillian Hardin, Aging Director**

Kim Hawkins, Long Term Care Ombudsman

Harvey Holmes, Family Caregiver Specialist

Laura Yeatts, Aging Projects Coordinator



### **Vincent Gilreath, Workforce Development Director**

Deborah Cozart, Performance & Accountability Coordinator

Ben Foti, Youth Program Coordinator

Lou Grillo, Business Services Rep

Kelly Hundley, Workforce Development Program Specialist



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