

Lee Spruill
Lee Spruill (Oct 13, 2025 12:32:00 EDT)

10/13/2025

Savannah Heath
Savannah Heath (Oct 13, 2025 13:30:08 EDT)

10/13/2025



MID-CAROLINA WORKFORCE DEVELOPMENT BOARD

10 am, Tuesday, July 8th, 2025

FTCC

Tony Rand Student Center

Multipurpose Room

2220 Hull Road

Fayetteville NC 28303

-MINUTES-

ATTENDEES: HUGH CARR, LEE SPRUILL, VICTOR GLOVER, JENNIFER WILLIAMSON, CAROLYN HELMS, SAVANNAH HEATH, DELVIN MCALLISTER, VICTOR GLOVER, LONNIE BALLARD, GREGORY MCELVEEN, DR. FALLON BREWINGTON, VAINETTE WALKER

1. **CERTIFICATION OF A QUORUM/CALL TO ORDER – LEE SPRUILL**

2. **CONSIDERATION & APPROVAL OF THE AGENDA – LEE SPRUILL**

3. **ETHICS AWARENESS & CONFLICT REMINDER – LEE SPRUILL**

In accordance with the State Government Ethics Act, it is the duty of every Board Member to avoid both conflicts of interest and the appearance of conflict. Does any Board Member have any known conflicts of interest or appearance of conflict with respect to any matter coming before the Board? If so, please identify the conflict of appearance or conflict and refrain from any undue participation in the particular matter involved.

4. **CONSENT AGENDA – LEE SPRUILL**

Consent Agenda items are considered and approved by a single motion and vote. Any member of the Board may request that an item be removed, without a motion or a vote, from the Consent Agenda for separate consideration. If an item is removed from the Consent Agenda, that item will be placed under the Business/Discussion/Updates section of the agenda.

Call to Action Items: Requires Action

- A. Consideration of Approval for the April 1, 2025, Mid-Carolina Workforce Development Board Meeting Minutes
- B. Consideration of Approval for the June 30, 2025 Special Session Mid Carolina Workforce Development Board Meeting Minutes

- C. ELTP Approval – General Assembly
- D. ELTP Approval – Omina Beauty Program
- E. ELTP Approval – Hairlooms Natural Academy
- F. MCWDB Youth Incentive Policy Revision

Samantha Wullenwaber presented the consent agenda items, which are approved by a single motion unless removed for separate consideration:

- a. **A.** Approval of April 1, 2025, Mid-Carolina Workforce Development Board Meeting Minutes.
- b. **B.** Approval of June 30, 2025, Special Session Meeting Minutes (covering provider contracts and one-stop operator approval).
- c. **C.** ELTP Approval – General Assembly.
- d. **D.** ELTP Approval – Omina Beauty Program.
- e. **E.** ELTP Approval – Hairlooms Natural Academy.
- f. **F.** MCWDB Youth Incentive Policy Revision (clarifying language, improving consistency, specifying disbursement guidelines, and reinforcing documentation/oversight for compliance and effectiveness).

Motion: A motion to approve the consent agenda was made by Savannah Health and seconded by Fallon Brewington. **Vote:** Unanimously approved with no discussion or items removed.

5. **MID-CAROLINA WORKFORCE DEVELOPMENT BOARD BY LAW REVISIONS: LEE SPRUILL**

CONSIDERATION OF APPROVAL FOR THE MCWDB BY LAW REVISIONS AS REVIEWED AND REVISED BY MCWDB STAFF TO ENSURE FULL COMPLIANCE WITH THE 2025 ANNUAL PLAN CROSSWALK REQUIREMENTS.

Call to Action Items: Requires Action

- List of Revisions
- Revised By-Laws with Strikethrough notifications

Samantha Wullenwaber presented the proposed by-law revisions, reviewed by MCWDB staff to ensure compliance with the 2025 Annual Plan Crosswalk requirements. Revisions were included in the agenda packet with strikethrough notifications.

Motion: A motion to approve the by-law revisions was made Dr. Fallon Brewington and seconded by Victor Glover. **Vote:** Unanimously approved with no discussion.

6. **ELECTION OF MID-CAROLINA WDB OFFICERS: SAMANTHA WULLENWABER**

The Mid Carolina Workforce Development Board will nominate and vote for officers for the upcoming year (July 2025 – June 2026).

Call to Action Items: Requires Action

- Nomination and Voting for Chairperson of MCWDB
- Nomination and Voting for Vice Chairperson of MCWDB
- Nomination and Voting for Secretary of MCWDB

The board conducted nominations and elections for officers for the term July 2025 – June 2026.

- **Chairperson:**

- **Nomination:** Lee Spruill was nominated by Gregory McElveen.
- **Vote:** Unanimously elected as Chairperson.
- **Vice Chairperson:**
 - **Nomination:** Dr. Fallon Brewington was nominated by Lee Spruill.
 - **Vote:** Unanimously elected as Vice Chairperson.
- **Secretary:**
 - **Nomination:** Savannah Heath was nominated, with in-house staff support for minute-keeping duties by Dr. Fallon Brewington.
 - **Vote:** Unanimously elected as Secretary.

7. **ITEMS OF BUSINESS/DISCUSSION/UPDATES: MCWDB STAFF**

A. MCWDB MY FUTURE SO BRIGHT 2025 UPDATE – JENNIFER MCARTHUR

The program, in its third year, operates concurrently with Title I and ARPA funding, serving 145 youth across Cumberland and Harnett counties.

Achievements: 60.68% job placement with local businesses and public sector employers, 86% completion of career readiness training through a partnership with District C (team-based internship experience).

Supportive services provided for transportation, work attire, and other barriers.

Over 55 employers participated, with a graduation ceremony planned for August 1, 2025, at the Botanical Gardens.

Eligibility: Title I funding requires youth aged 14–24 with identified barriers or living in high-poverty areas; ARPA funding has no eligibility restrictions.

Funding: Paid internships are funded through MCWDB, not employers.

Discussion highlighted the need for a larger venue due to increased participation.

B. MCWDB SERVICE PROVIDER AND OSO UPDATE – LORRIA TROY

Service Providers: Following the April 1, 2025, meeting, contract negotiations were conducted in May. Four new service provider contracts were approved on July 1, 2025:

- Equus: Oversees Cumberland, Moore, and Sampson counties.
- Cumberland County Schools: Assists in-school youth in Cumberland County.
- Montgomery Community College: Oversees Montgomery County.
- Harnett County Government: Oversees Harnett County.
- Six letters of intent to bid were received, but only four proposals were submitted.

One-Stop Operator (OSO): No proposals were received for the OSO role. The board requested and received state approval (July 7, 2025) to operate the OSO role in-house. The position will be posted to identify candidates, with current DWS managers temporarily filling the role. Performance metrics for the in-house OSO will align with the board's employee evaluation system.

Discussion: A board member inquired about OSO performance metrics, which Samantha clarified would be based on the employee's job description and evaluation standards.

C. MCWDB MEMBER RESIGNATION NOTIFICATION- LORRIA TROY

Three board members resigned due to work-related and personal reasons: Candace Howell, Dana Dawson, and Nicole Peterson. A meeting will be scheduled before the next board meeting to fill these vacancies and ensure proper board staffing.

8. REPORTS

A. MID-CAROLINA WDB SNAPSHOT

An updated financial snapshot was provided, with corrections to the “available funding” column. Total available funds for youth programs are approximately \$2.4 million, combining estimated PY24 carryover and PY25 allocations.

Discussion: Chairperson Spruill emphasized the need to utilize funds locally rather than transferring them to other workforce boards, as was done previously. The board discussed strategies to enhance collaboration with county commissioners, schools, and other organizations to create robust programs, particularly for youth. Suggestions included leveraging CTE program data for outreach to out-of-school youth and creating a centralized resource list for employers and schools.

B. BOARD PERFORMANCE REPORT

The report showed growth in enrollments from April to May 2025 for youth, adult, and dislocated worker programs. A correction was noted for the work-based learning data for adults and dislocated workers, to be updated at the next meeting.

Discussion: The board addressed the significant PY24 carryover, particularly in youth funds, due to prior service provider turnover and lower enrollment levels. New oversight measures and streamlined evaluations are in place to ensure effective fund utilization. The state now requires 80% of funds to be obligated and 70% spent within one year, reducing allowable carryover.

C. BUSINESS SERVICES REPORT

Highlights: Engaged 136 employers last quarter, with 86 newly onboarded (120% increase). A successful hiring event with South Carolina in Scotland County attracted 130 attendees, with on-the-spot hires, due to a sector partnership with Lumber River Workforce Board.

Upcoming: A reentry event in September 2025 for Cumberland County, partnering with Justice Services, will focus on probation, bonding, insurance, entrepreneurship, and identification assistance (e.g., Social Security cards) for formerly incarcerated individuals. A new partnership with Cumberland County Schools, Cumberland County Government, and Mid-Carolina NC Works is in development.

The My Future So Bright program was praised for placing students in career-aligned internships and credentials through CTE partnerships.

Discussion: The board emphasized regional collaboration, noting that many residents commute across counties and state lines. Suggestions included adding workforce development information to county and municipal websites and social media to enhance outreach.

9. ADDITIONAL DISCUSSION AND COMMUNITY ENGAGEMENT

Chairperson Spruill challenged board members, staff, and service providers to develop collaborative programs, particularly for in-school youth, to reduce future out-of-school youth and adult program needs. He highlighted the governor's goal of 50,000 apprenticeships in ten years and encouraged leveraging business contacts for internships and apprenticeships.

Commissioner Glenn Adams emphasized regional thinking to break down silos and suggested using municipal websites and social media for outreach (e.g., QR codes linking to workforce resources).

Kevin Brooks introduced youth leadership camp participants in attendance, noting their engagement in learning about county operations and workforce opportunities. Chairperson Spruill encouraged the youth to persist in seeking program information and internships, using board contacts like Mr. Brooks.

Board members and audience members introduced themselves, including representatives from Phillips Towing, Winsome, Harnett County Economic Development, Cumberland County Schools, Equus Workforce Solutions, Montgomery Community College, Sandhills Community College, and NC Works career centers.

10. **ADJOURNMENT**

Motion: A motion to adjourn was made by Savannah Heath and seconded by Vainette Walker **Vote:** Unanimously approved. The meeting adjourned, with lunch provided for attendees.

Next Board Meeting

10 am, Tuesday, October 7th, 2025

Cumberland County – Specific Location to be Determined

Minutes MCWDB 07082025.Final

Final Audit Report

2025-10-13

Created:	2025-10-13
By:	Mid Development (mhaire@mccog.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAvFPFxCCSAKyWtHfK72s3nrZVly2yhfPE

"Minutes MCWDB 07082025.Final" History

-  Document created by Mid Development (mhaire@mccog.org)
2025-10-13 - 4:13:33 PM GMT
-  Document emailed to Lee Spruill (lee.spruill@qcells.com) for signature
2025-10-13 - 4:13:37 PM GMT
-  Document emailed to Savannah Heath (savannah.heath@montgomerycountync.gov) for signature
2025-10-13 - 4:13:37 PM GMT
-  Email viewed by Lee Spruill (lee.spruill@qcells.com)
2025-10-13 - 4:13:56 PM GMT
-  Document e-signed by Lee Spruill (lee.spruill@qcells.com)
Signature Date: 2025-10-13 - 4:32:00 PM GMT - Time Source: server
-  Email viewed by Savannah Heath (savannah.heath@montgomerycountync.gov)
2025-10-13 - 5:29:35 PM GMT
-  Document e-signed by Savannah Heath (savannah.heath@montgomerycountync.gov)
Signature Date: 2025-10-13 - 5:30:08 PM GMT - Time Source: server
-  Agreement completed.
2025-10-13 - 5:30:08 PM GMT