



Meeting Agenda

Thursday, December 11, 2014 3:00 pm

Call to Order

Approval of Minutes: September 2014

New Board Members Appointments (and Oath of Office)

Kory Wilcox - GE Aviation

Bernice Wilson – BRP US, Inc.

Committee Reports

Executive Committee – Rhonda Herman, Chair

Employer Services – Trasa Jones, Chair

NCWorks – Dwight Simmons, Chair

Youth Council – Sallie Woodring, Chair

Will Collins, Executive Director of NCWorks and NC Division of Workforce Solutions

Custom Solutions for Employers – Betty Silvers

GE Aviation

NCWorks Career Center Certifications Presentation

Recommendations for Office Renovations – Avery and Yancey centers

Director's Report - Adrian Tait

Public Comment Period

Announcements

Adjournment

*The next meeting of the High Country Workforce Development Board will be **Thursday, March 12, 2015.***

High Country Workforce Development Board Meeting Minutes

September 11, 2014

Members Present: Dr. Dan Barron, Mike Birkmire, Dr. John Boyd, Kim Cashatt, Jennie Harpold, Rhonda Herman, Trasa Jones, Mitzi Layell, Dan Little, Gina McDowell, Jayne Phipps-Boger, Justin Ray, Sam Ray, Nancy Reeves, Stacy Sears, Dwight Simmons, Robert Ware, and Sallie Woodring.

Staff Present: Misty Bishop-Price, Rebecca Bloomquist, Don Sherrill, and Adrian Tait

Guests: Donna Bean, Kim Bell, Anne Bowlin, Dawn Boyer, Jim Clay, Allen Cook, Joe Furman, Regina Hartley, Marty Hemric, Elaine Lockhart, Anita Lowe, Dan Meyer, Ginger Shaffer, and Pam Wilson,

Call to Order: Chairwoman Rhonda Herman

Approval of April and June minutes: Motion for approval was made by Dr. Dan Barron and seconded by Mike Birkmire.

New Board Member Oaths of Office administered to Mitzi Layell, Dan Little, and Robert Ware.

Chairwoman Rhonda Herman reviewed the HCWDB's mission statement with the group. She also asked board members to consider adding an HCWDB credential to their individual LinkedIn profile.

Update on NCWorks Career Centers

Avery-Mitchell-Yancey: Allen Cook and Pam Wilson

- Numbers of customers have been reduced because of unemployment insurance services removal from the centers; however, that type of customer has slowly been replaced with a different type of customer.
- March 2014 – the Mitchell Center moved on campus at Mayland Community College and has brought new partnerships.
- Human Resource Development (HRD) staff in all centers.
- Continue to work with libraries and other organizations
- Partnership with local schools
 - Every senior at Mitchell High School was enrolled in NCWorks
 - Grade 8 was implemented in Avery County
 - Blue Ridge Academy (Avery County) – received a United Way grant for \$10,000 to provide wages for work experiences.
 - Avery County now has the lowest drop-out rate in the state of North Carolina – currently has a 95% graduation rate.

- The participants in the Academy had a total of 135 work hours for which they received high school credit.
- Biggest challenge of all the centers is staffing.

Alleghany-Ashe-Wilkes: Kim Bell and Anne Bowlin

- June 2014 – Wilkes Division of Workforce Solutions (DWS) Office and the JobLink co-located.
 - Have not seen any drop in customer numbers as a result of the co-location.
 - Implementing integrated service delivery
 - Center’s certification has been submitted and a visit is expected from NCDWS in early October.
 - Staff on-site include DWS, Workforce Investment Act, HRD, NC Foreclosure Prevention, and Winston-Salem Urban League
 - Have been hosting mini hiring events for local employers
 - Tested more than 260 applicants as a pre-hire service
 - Classroom on-site has 10 laptops for customer classes
 - Utilizing Career Ready 101’s job readiness component (addresses soft skills) as a workshop for youth on-site or participants can do parts on line.
 - Upcoming center events
 - Ribbon cutting on September 30, 2014 at 1:00pm
 - Job Fair at the Walker Center on campus at Wilkes Community College on October 14th 1:30pm – 4:30pm
- Ashe Center
 - Currently open three days per week
 - New additional staff include HRD and Winston-Salem Urban League who can act a greeter, co-enroll customers, and assist with job search.
- Alleghany Center
 - Currently open two days per week
 - March 2014 – assisted with hiring event for Pioneer Eclipse

Watauga: Dawn Boyer and Anita Lowe

- June 2014 – moved in to new location at the Appalachian Enterprise Center
- Center’s certification has been submitted and a visit is expected from NCDWS in early October.
- Implementing integrated service delivery and as a result staff have been participating in intensive staff training and team building.
- Goals: Increase employer outreach, develop robust Product Box for employers and job seekers, and continue intensive staff training.
- Upcoming center events
 - Hiring Event – September 10, 2014
 - Employer NCWorks Session – October 10, 2014

2014 Employer Needs Survey Results

Jeff Debellis, Director of Market Analysis & Strategy, NC Department of Commerce Labor and Economic Analysis Division (via GoTo Meeting)

Jeff reviewed the report (board members all received a copy) and showed trends particular to the High Country region.

Press releases were sent out locally and received coverage in the Watauga Democrat and the Ashe Mountain Times newspapers.

Jobs Driven National Emergency Grant

Board staff member Don Sherrill gave a brief description of the grant (board members all received an outline of the grant) which will have two significant and compatible service components designed to assist dislocated workers and employers to better access the workforce development system:

1. Back-to-Work Initiative providing classroom technical skills job training at participating community colleges (to include Mayland Community College and Caldwell Community College & Technical Institute); and
2. On-the-Job Training (OJT) work-based learning (administered by six local workforce boards including HCWDB)

Approval was requested to utilize existing service providers for deployment of the National Emergency Grant. Trasa Jones made a motion for the board to use the existing service providers for the grant. The motion was seconded by Gina McDowell.

Director's Report

Please see attached document for the detailed report.

Board Member Recognition

- Anne Bowlin, Office Manager NCWorks Career Center – Alleghany, Ashe, and Wilkes counties – served 9 years on the WDB
- Clark Hunter, Director of Business Development Center – Alleghany County (retiring) – served 3 ½ years on the WDB
- Jayne Phipps-Boger, Director, Alleghany Campus of Wilkes Community College (stepping down from being a voting board member, will remain a Youth Council member) – served 10 years on the WDB
- Wanda Profitt, Director, Yancey County Economic Development (stepping down from board) – served 3 ½ years on the WDB
- Sallie Woodring was recognized for winning the 2014 High Country Council of Governments Outstanding Workforce Board Member Award.

Announcements

- Dr. Dan Barron spoke briefly about the state library system's partnership with workforce development and how the NC Department of Commerce recognizes libraries important partnership similar to that of community colleges. Dr. Barron also provided a handout with statistics about the work of libraries across the state regarding workforce development.
- Board members were invited to take a tour of the new Watauga NCWorks Center after the meeting.

Note: Marketing Project Update was removed from the agenda due to time constraints.

September 2014 Director's Update

June Planning Retreat

Thank you to all who attended the board retreat in June. We had a very engaging day with board members and partners talking about many issues and deciding on action items in each of three categories: NCWorks Career Centers, Employer Engagement, and Marketing and Outreach. Each of these committees left the day with a clearly defined list of to-do items needed to accomplish the objectives. Immediately following the board staff and I realized that in order to tackle these new projects and ideas we needed to reorganize internally, and we needed to complete a number of the projects that we were currently working on. Beginning the week of September 15th you will begin to see emails from us as we organize meetings, provide full project updates, and think through next steps.

1000 in 100 Initiative

This Governor's initiative is happening across North Carolina led by local teams with a goal of visiting 1000 employers in 100 days from September through December 2014. These visits follow an interview format inquiring about training needs, familiarity with workforce services, and other workforce issues. Each county has a visitation team led by a community college representative and the HCWDB Director. Other members include career centers, HCWDB, K-12 schools, economic development, chambers of commerce, and others. These representatives will break into small groups of 3-5 to talk with each of 10 (or more) employers in each county. The interview feedback will be entered into an online survey, and the results will be published in spring 2015. County visitation teams have met in 6 of 7 counties and developed the employer lists. The employers selected represent a cross-section of industries, sizes, and types.

NCWorks Certified Work Ready Communities

The NC Chamber Foundation - in partnership with the NC Department of Public Instruction, NC Community College system, and the NCWorks boards and centers - has launched an initiative allowing counties to apply for the NCWorks Certified Work Ready Communities designation. The certified communities' initiative leverages North Carolina's strong history with the National Career Readiness Certificate (CRC) and asks communities to engage with employers in their recognition and/or usage of the CRC. There are also requirements for graduation rates. Several High Country counties are in serious discussions about applying for certification, and we are encouraging our region as a whole to achieve an NCWorks Certified Work Ready Community designation.

<http://workreadycommunities.org>

Incumbent Worker Grants

There is \$10,000 available for the HCWDB to sub-grant to businesses needing to train existing workers with new skills. Applications are due October 1, 2014. The Employer Engagement Committee will be reviewing and selecting projects for funding. We have three grants now underway: Dentistry by Design, Southern Industrial Constructors, and the Alleghany County Business Development Center.

<http://highcountrywdb.com/employers/training-existing-workers/>

Workforce Innovation and Opportunity Act (WIOA)

The Workforce Innovation and Opportunity Act (WIOA) is now law to be implemented in July 2015. We are trying to stay up-to-date about it and will keep you informed as we learn more about how WIOA will affect the HCWDB and our customers.

<http://www.doleta.gov/wioa/pdf/WIOA-Factsheet.pdf>

Customer Feedback Luncheon with Jayne Phipps-Boger

National Governor's Association (NGA) Policy Academy on Aligning the Education and Training Pipeline to Meeting the Needs of the Economy

- Customer feedback luncheon with Jayne Phipps-Boger – Jayne hosted a lunch with folks who had the experience of being laid off and how they felt about going back to college (or for the first time), their experience with the workforce development system, and their hopes for the future.

New Board Meeting Schedule

Board meetings will now be quarterly: September, December, March, and June. The committee meeting schedule is to be determined.

Public Sector Membership Reorganization

Various public sector agencies are required by law to have a seat on local workforce boards (listed below). Many years ago the consortium decided that the board seats would be evenly distributed across the seven counties with each county having two private sector seats and each county having one public sector seat. Then it was decided which public agency would serve from which county. While on the face this might seem like an equitable method, the main drawback is that many of these agencies are represented by REGIONAL representatives, and these positions are designed to represent the AGENCIES and not the COUNTIES.

- Education – Nancy Reeves, Appalachian State University Instructor; former principal for Ashe County Schools and former Assistant Superintendent.
- Organized Labor – Stacy Sears, North Carolina State Employees Association (NCSEA) Local Representative
- Vocational Rehabilitation – Mike Birkmire, Regional Manager
- NC Department of Commerce, Division of Workforce Solutions – Robert Ware, DWS Regional Manager
- Economic Development – Dan Little, Director Wilkes EDC
- Community Based Organization – Dr. Dan Barron, Avery-Mitchell-Yancey Regional Library Director
- Department of Social Services – Tom Hughes, Director Watauga DSS
- Community Based Organization – need nomination
- Community Based Organization – need nomination

LEGEND													
N/A													
Present (1)													
Absent (0)													
Youth Council members are noted with a "*"													
Vacant Seat (x)													
Not Current PY Member													
PY 2013								PY 2014					
Name	Oct. 2013	Dec. 2013	Feb. 2014	Apr. 2014	Jun. 2014	Individual Attendance %	Absences	Sept. 2014	Dec. 2014	Mar. 2015	Jun. 2015	Individual Attendance %	Absences
Workforce Development Board													
Dan Barron	N/A	N/A	N/A	1	1	100%	0	1				100%	0
Mike Birkmire	1	1	0	1	1	80%	1	1				100%	0
Anne Bowlin	1	1	1	1	1	100%	0	N/A	N/A	N/A	N/A	100%	0
Jason Carlton	0	1	1	0	0	40%	3	0				0%	1
George Freeman (short tenure)	N/A	N/A	N/A	1	N/A	100%	0	N/A	N/A	N/A	N/A	100%	0
Skip Greene	0	0	0	0	0	0%	5	N/A	N/A	N/A	N/A	100%	0
Marie Gwyn	0	1	1	1	0	60%	2	N/A	N/A	N/A	N/A	100%	0
Rhonda Herman	1	1	1	0	1	80%	1	1				100%	0
David Honeycutt	0	0	0	0	0	0%	5	N/A	N/A	N/A	N/A	100%	0
Tom Hughes	0	1	0	N/A	N/A	60%	2	0				0%	1
Clark Hunter	0	0	1	0	0	20%	4	N/A	N/A	N/A	N/A	100%	0
Trasa Jones	1	1	0	0	1	60%	2	1				100%	0
Mitzi Layell	N/A	N/A	N/A	N/A	N/A	100%	0	1				100%	0
Dan Little	N/A	N/A	N/A	N/A	N/A	100%	0	1				100%	0
Gina McDowell	0	1	1	0	1	60%	2	1				100%	0
Bryan Peterson	0	1	1	1	1	80%	1	0				0%	1
Jayne Phipps-Boger	1	0	1	1	0	60%	2	N/A	N/A	N/A	N/A	100%	0
Wanda Proffitt	0	0	1	0	0	20%	4	N/A	N/A	N/A	N/A	100%	0
Janel Radford	0	1	0	1	0	40%	3	N/A	N/A	N/A	N/A	100%	0
Justin Ray	N/A	N/A	N/A	1	0	80%	1	1				100%	0
Nancy Reeves	0	1	1	1	0	60%	2	1				100%	0
Stacy Sears *	0	1	0	1	0	40%	3	1				100%	0
Dwight Simmons	1	1	0	1	1	80%	1	1				100%	0
Robert Ware	N/A	N/A	N/A	N/A	N/A	100%	0	1				100%	0
Kory Wilcox	N/A	N/A	N/A	N/A	N/A	100%	0	0				0%	1

LEGEND													
N/A													
Present (1)													
Absent (0)	Youth Council members are noted with a "*"												
Vacant Seat (x)													
Not Current PY Member	PY 2013							PY 2014					
Name	Oct. 2013	Dec. 2013	Feb. 2014	Apr. 2014	Jun. 2014	Individual Attendance %	Absences	Sept. 2014	Dec. 2014	Mar. 2015	Jun. 2015	Individual Attendance %	Absences
Bernice Wilson	N/A	N/A	N/A	N/A	N/A	● 100%	0	N/A				● 100%	0
Sallie Woodring*	1	1	1	1	1	● 100%	0	1				● 100%	0
Vacancy (Alleghany - Private even)	N/A	N/A	N/A	N/A	N/A	● 100%	0	x				● 100%	0
Vacancy (Mitchell - Private odd)	x	x	x	x	x	● 100%	0	x				● 100%	0
Vacancy (Mitchell - Private even)	N/A	N/A	N/A	N/A	N/A	● 100%	0	x				● 100%	0
Vacancy (Watauga - Private -odd)	x	x	x	x	x	● 100%	0	x				● 100%	0
Overall Attendance %	37%	74%	58%	62%	45%	WDB Avg. PY14		76%	#DIV/0!	#DIV/0!	#DIV/0!	WDB Avg. PY13	
<i>Total Possible Attendees</i>	19	19	19	21	20	55%		17	0	0	0	76%	

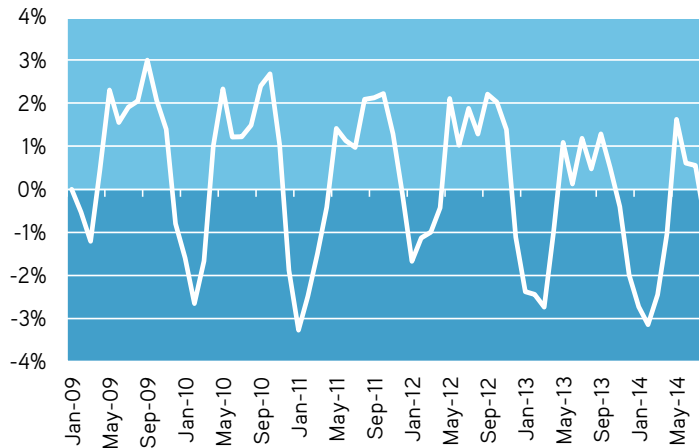
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	Oct. 2013	Dec. 2013	Feb. 2014	Apr. 2014	Jun. 2014	Individual Attendance %	Absences	Sept. 2014	Dec. 2014	Mar. 2015	Jun. 2015	Individual Attendance %	Absences																											
NON-VOTING YOUTH COUNCIL MEMBERS																																								
Dr. John Boyd	0	0	1	0	1	● 40%	3	1				● 100%	0																											
Kim Cashatt	1	1	1	1	1	● 100%	0	1				● 100%	0																											
Kim Davis	1	1	1	0	0	● 60%	2	0				● 0%	1																											
Jennie Harpold	1	0	0	1	1	● 60%	2	1				● 100%	0																											
Dewayne Krege	1	1	0	0	0	● 40%	3	0				● 0%	1																											
Carolyn McKinney	0	0	0	0	0	● 0%	5	0				● 0%	1																											
Denise Murphy	N/A	N/A	N/A	N/A	N/A	● 100%	0	N/A				● 100%	0																											
Jayne Phipps-Boger	N/A	N/A	N/A	N/A	N/A	● 100%	0	1				● 100%	0																											
Ben Varney	0	0	0	0	0	● 0%	5	0				● 0%	1																											
Beth Watts	0	0	0	0	0	● 0%	5	0				● 0%	1																											
Jennifer Wilson Kearse	N/A	N/A	N/A	N/A	N/A	● 100%	0	N/A																																
Skip Watts	0	0	0	0	1	● 20%	4	0				● 0%	1																											
Overall Attendance % W/ Non-Vote YC	39%	61%	50%	50%	45%	Total Avg. PY2013		63%	#DIV/0!	#DIV/0!	#DIV/0!	Total Avg. PY2014																												
<i>Total Possible Attendees</i>	28	28	28	30	29	49%		27	0	0	0	63%																												

LABOR MARKET OVERVIEW

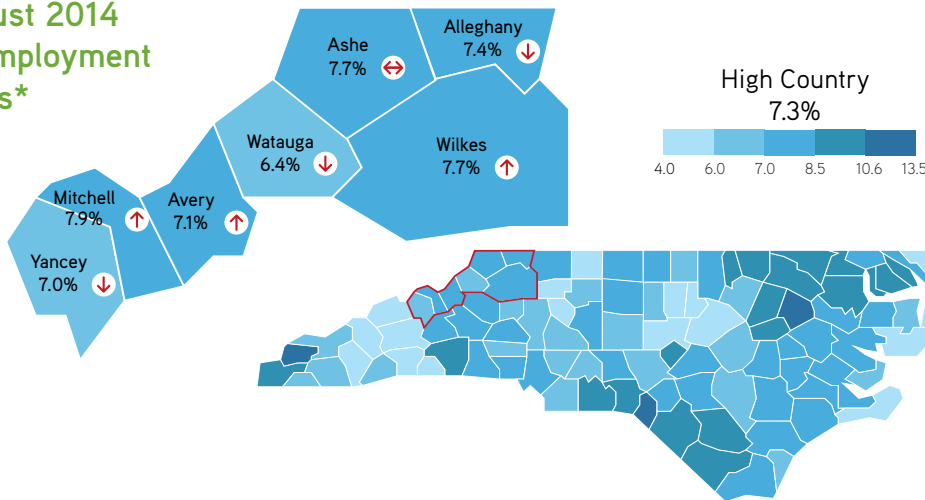
Regional Labor Market Snapshot

5-Year Percent Change in Employment*

High Country Region



August 2014 Unemployment Rates*



Employment & Wages by Supersector 1st Quarter 2014

Supersector	Establishments	Avg. Employment	Avg. Weekly Wage
Natural Resources & Mining	157	967	\$737.00
Construction	684	2,695	\$612.00
Manufacturing	202	6,865	\$653.00
Trade, Transportation, & Utilities	1,267	12,956	\$538.00
Information	78	627	\$738.00
Financial Activities	466	2,067	\$743.00
Professional & Business Services	672	5,870	\$792.00
Education & Health Services	601	18,865	\$678.00
Leisure & Hospitality Services	560	9,008	\$280.00
Other Services	402	1,671	\$421.00
Public Administration	121	4,488	\$639.00

Note: All data produced in this publication are generated by LEAD unless otherwise stated.

*August 2014 data are preliminary, while other 2014 data are revised. All other reported data have undergone annual revision.

Trending

UNEMPLOYMENT*

August 2014

High Country Total = 6,504



High Country 7.3%



North Carolina 7.0%



United States 6.3%

REGIONAL EMPLOYMENT*

High Country Total = 83,070

1,064 Less People Working in August than previous month

1,002 Less People Working than same period one year ago

CLAIMS-TAKING ACTIVITY

Initial Claims Total = 291

4% Increase in Claims in August over previous month

Benefits Paid Total = \$385,091

1% Increase in Payments in August over previous month

Duration of Claims Down 4% to 14.9 in August over the previous month

INDIVIDUALS RECEIVING BENEFITS

High Country Total = 460

4% Decrease in Claimants in August over previous month

AVAILABLE JOBS

3,091 Jobs Posted Online over past 90 days

248 More Job Openings than same period one year ago

Source: The Conference Board Help Wanted Online

LABOR MARKET OVERVIEW

High Country Workforce Development Board

Civilian Labor Force Estimates*

		August 2014	July 2014	June 2014	August 2013
Alleghany	Labor Force	4,134	4,250	4,336	4,360
	Employed	3,828	3,932	4,027	3,999
	Unemployed	306	318	309	361
	Rate	7.4	7.5	7.1	8.3
Ashe	Labor Force	11,280	11,227	11,378	11,662
	Employed	10,407	10,361	10,538	10,574
	Unemployed	873	866	840	1,088
	Rate	7.7	7.7	7.4	9.3
Avery	Labor Force	7,569	7,855	7,719	8,004
	Employed	7,031	7,308	7,204	7,372
	Unemployed	538	547	515	632
	Rate	7.1	7.0	6.7	7.9
Mitchell	Labor Force	6,639	6,634	6,638	6,978
	Employed	6,117	6,116	6,137	6,325
	Unemployed	522	518	501	653
	Rate	7.9	7.8	7.5	9.4
Watauga	Labor Force	24,395	24,813	24,208	24,076
	Employed	22,824	23,194	22,809	22,380
	Unemployed	1,571	1,619	1,399	1,696
	Rate	6.4	6.5	5.8	7.0
Wilkes	Labor Force	27,931	28,421	28,509	28,976
	Employed	25,773	26,267	26,457	26,329
	Unemployed	2,158	2,154	2,052	2,647
	Rate	7.7	7.6	7.2	9.1
Yancey	Labor Force	7,626	7,502	7,521	7,778
	Employed	7,090	6,956	7,008	7,093
	Unemployed	536	546	513	685
	Rate	7.0	7.3	6.8	8.8

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Initial Claims

	August 2014	August 2013
Alleghany	13	21
Ashe	37	50
Avery	26	32
Mitchell	29	62
Watauga	43	51
Wilkes	120	273
Yancey	23	43

Duration of Benefits

	August 2014	August 2013
Alleghany	13.2	13.7
Ashe	16.3	16.3
Avery	14.1	14.9
Mitchell	14.5	14.8
Watauga	13.8	17.3
Wilkes	15.3	14.8
Yancey	15.8	13.5

Individuals Receiving Benefits

	August 2014	August 2013
Alleghany	17	54
Ashe	83	213
Avery	27	65
Mitchell	51	129
Watauga	71	134
Wilkes	178	569
Yancey	33	108

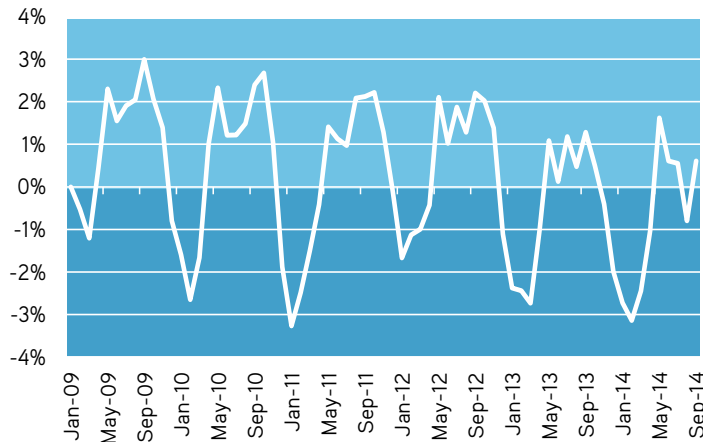
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LABOR MARKET OVERVIEW

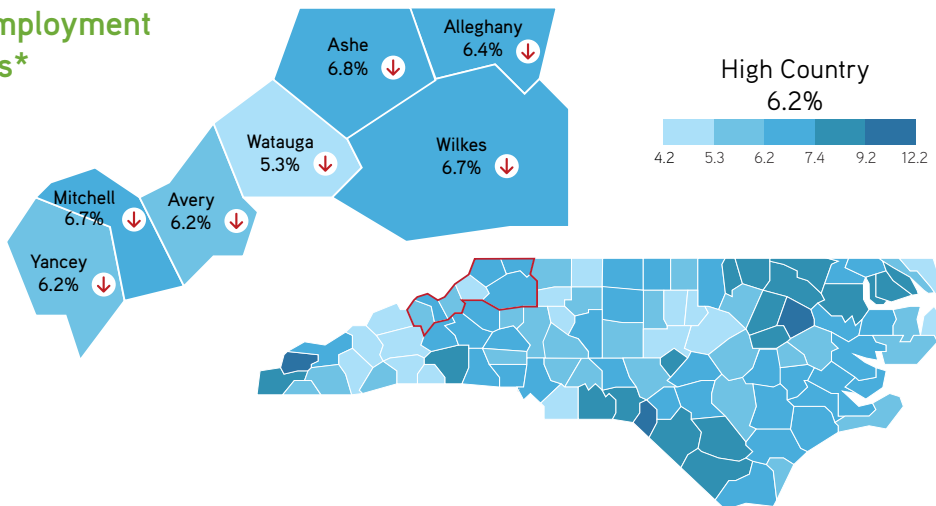
Regional Labor Market Snapshot

5-Year Percent Change in Employment*

High Country Region



September 2014 Unemployment Rates*



Who's Hiring

past 90 days from Oct. 27, 2014

• Lowe's	81
• Appalachian Healthcare System	76
• Watauga County Schools	40
• Appalachian Regional Healthcare	39
• Watauga Medical Center	38
• Mission Hospital	31
• Wells Fargo	27
• Tyson Foods	23

Source: The Conference Board Help Wanted Online

What Jobs

past 90 days from Oct. 27, 2014

• Heavy & Tractor-Trailer Truck Drivers	314
• Registered Nurses	118
• Customer Service Reps.	110
• First-Line Supervisors, Retail Sales	95
• Retail Salespersons	62
• Physical Therapists	52
• Computer User Support Specialists	50
• Sales Reps., Wholesale & Mfg.	46

Source: The Conference Board Help Wanted Online

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Trending

UNEMPLOYMENT*

September 2014

High Country Total = 5,608



High Country 6.2%



North Carolina 6.1%



United States 5.7%

REGIONAL EMPLOYMENT*

High Country Total = 84,181

1,176 More People Working
in September than previous month

567 Less People Working
than same period one year ago

CLAIMS-TAKING ACTIVITY

Initial Claims Total = 310

7% Increase in Claims
in September over previous month

Benefits Paid Total = \$390,897

2% Increase in Payments
in September over previous month

Duration of Claims Down 4% to 14.3
in September over the previous month

INDIVIDUALS RECEIVING BENEFITS

High Country Total = 431

6% Decrease in Claimants
in September over previous month

AVAILABLE JOBS

2,871 Jobs Posted Online
over past 90 days

150 More Job Openings
than same period one year ago

Source: The Conference Board Help Wanted Online

LABOR MARKET OVERVIEW

High Country Workforce Development Board

Civilian Labor Force Estimates*

		September 2014	August 2014	July 2014	September 2013
Alleghany	Labor Force	4,170	4,206	4,250	4,295
	Employed	3,905	3,902	3,932	3,975
	Unemployed	265	304	318	320
	Rate	6.4	7.2	7.5	7.5
Ashe	Labor Force	11,229	11,243	11,227	11,585
	Employed	10,460	10,373	10,361	10,575
	Unemployed	769	870	866	1,010
	Rate	6.8	7.7	7.7	8.7
Avery	Labor Force	7,563	7,648	7,855	7,885
	Employed	7,093	7,111	7,308	7,307
	Unemployed	470	537	547	578
	Rate	6.2	7.0	7.0	7.3
Mitchell	Labor Force	6,741	6,751	6,634	6,936
	Employed	6,287	6,230	6,116	6,344
	Unemployed	454	521	518	592
	Rate	6.7	7.7	7.8	8.5
Watauga	Labor Force	24,479	24,238	24,813	24,278
	Employed	23,171	22,669	23,194	22,838
	Unemployed	1,308	1,569	1,619	1,440
	Rate	5.3	6.5	6.5	5.9
Wilkes	Labor Force	28,089	27,923	28,421	29,011
	Employed	26,215	25,773	26,267	26,570
	Unemployed	1,874	2,150	2,154	2,441
	Rate	6.7	7.7	7.6	8.4
Yancey	Labor Force	7,518	7,483	7,502	7,762
	Employed	7,050	6,947	6,956	7,139
	Unemployed	468	536	546	623
	Rate	6.2	7.2	7.3	8.0

*September 2014 data are preliminary, while other 2014 data are revised. September 2013 data have undergone annual revision.

Initial Claims

	September 2014	September 2013
Alleghany	16	13
Ashe	56	51
Avery	20	23
Mitchell	34	32
Watauga	35	43
Wilkes	129	163
Yancey	20	30

Duration of Benefits

	September 2014	September 2013
Alleghany	13.2	13.5
Ashe	15.3	16.5
Avery	13.2	15.0
Mitchell	13.9	15.2
Watauga	13.4	17.2
Wilkes	14.8	15.4
Yancey	15.4	13.6

Individuals Receiving Benefits

	September 2014	September 2013
Alleghany	12	36
Ashe	72	177
Avery	32	52
Mitchell	53	81
Watauga	69	106
Wilkes	160	466
Yancey	33	83

Note: All data produced in this publication are generated by LEAD unless otherwise stated.

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NC Department of Commerce | Labor & Economic Analysis Division | 919.707.1500 | lead@nccommerce.com

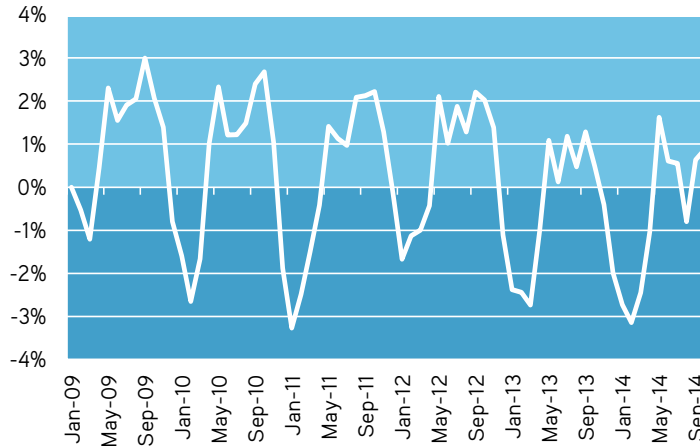


LABOR MARKET OVERVIEW

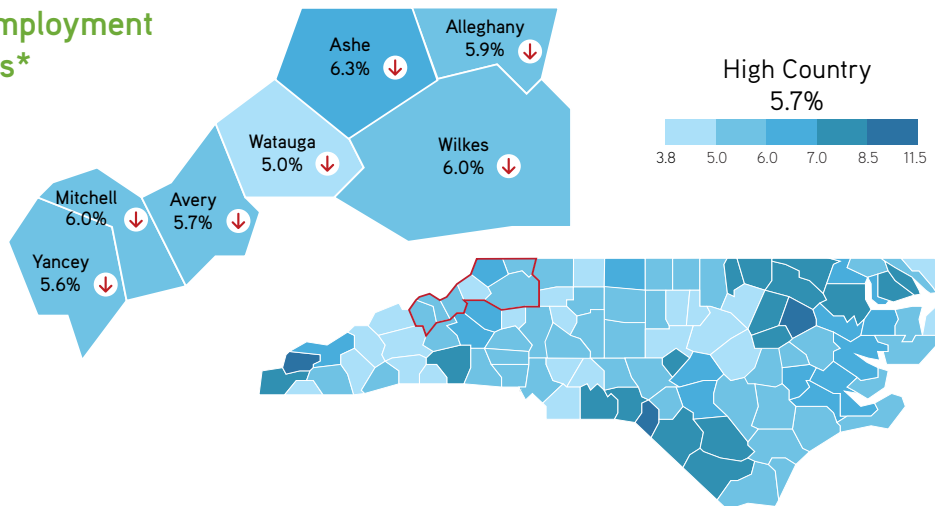
Regional Labor Market Snapshot

5-Year Percent Change in Employment*

High Country Region



October 2014 Unemployment Rates*



Trending

UNEMPLOYMENT*

October 2014

High Country Total = 5,082



High Country 5.7%



North Carolina 5.5%



United States 5.5%

REGIONAL EMPLOYMENT*

High Country Total = 84,409

204 More People Working in October than previous month

321 More People Working than same period one year ago

CLAIMS-TAKING ACTIVITY

Initial Claims Total = 325

5% Increase in Claims in October over previous month

Benefits Paid Total = \$321,549

18% Decrease in Payments in October over previous month

Duration of Claims Down 3% to 13.9 in October over the previous month

INDIVIDUALS RECEIVING BENEFITS

High Country Total = 383

11% Decrease in Claimants in October over previous month

AVAILABLE JOBS

2,604 Jobs Posted Online over past 90 days

33 More Job Openings than same period one year ago

Who's Hiring

past 90 days from Dec. 2, 2014

Appalachian Healthcare System	79
Lowe's	76
Watauga Medical Center	41
Appalachian Regional Healthcare	36
Mission Hospital	34
Wells Fargo	26
Tyson Foods	26
Watauga County Schools	25

What Jobs

past 90 days from Dec. 2, 2014

Heavy & Tractor-Trailer Truck Drivers	299
Registered Nurses	101
Customer Service Reps.	99
First-Line Supervisors, Retail Sales	74
Retail Salespersons	69
Light Truck/Delivery Services Drivers	46
Computer User Support Specialists	46
Sales Reps., Wholesale & Mfg.	41

Source: The Conference Board Help Wanted Online

Source: The Conference Board Help Wanted Online

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LABOR MARKET OVERVIEW

High Country Workforce Development Board

Civilian Labor Force Estimates*

		October 2014	September 2014	August 2014	October 2013
Alleghany	Labor Force	4,161	4,172	4,206	4,317
	Employed	3,917	3,906	3,902	4,003
	Unemployed	244	266	304	314
	Rate	5.9	6.4	7.2	7.3
Ashe	Labor Force	11,133	11,233	11,243	11,425
	Employed	10,435	10,463	10,373	10,440
	Unemployed	698	770	870	985
	Rate	6.3	6.9	7.7	8.6
Avery	Labor Force	7,589	7,565	7,648	7,822
	Employed	7,160	7,095	7,111	7,246
	Unemployed	429	470	537	576
	Rate	5.7	6.2	7.0	7.4
Mitchell	Labor Force	6,715	6,741	6,751	6,876
	Employed	6,315	6,289	6,230	6,301
	Unemployed	400	452	521	575
	Rate	6.0	6.7	7.7	8.4
Watauga	Labor Force	24,364	24,485	24,238	24,064
	Employed	23,149	23,178	22,669	22,562
	Unemployed	1,215	1,307	1,569	1,502
	Rate	5.0	5.3	6.5	6.2
Wilkes	Labor Force	28,074	28,093	27,923	28,847
	Employed	26,396	26,221	25,773	26,458
	Unemployed	1,678	1,872	2,150	2,389
	Rate	6.0	6.7	7.7	8.3
Yancey	Labor Force	7,455	7,521	7,483	7,687
	Employed	7,037	7,053	6,947	7,078
	Unemployed	418	468	536	609
	Rate	5.6	6.2	7.2	7.9

*October 2014 data are preliminary, while other 2014 data are revised. October 2013 data have undergone annual revision.

Initial Claims

	October 2014	October 2013
Alleghany	20	16
Ashe	54	63
Avery	35	71
Mitchell	19	49
Watauga	44	76
Wilkes	121	178
Yancey	32	49

Duration of Benefits

	October 2014	October 2013
Alleghany	13.3	13.7
Ashe	14.6	16.9
Avery	13.2	14.8
Mitchell	13.4	15.6
Watauga	13.6	16.9
Wilkes	13.9	15.9
Yancey	15.1	14.9

Individuals Receiving Benefits

	October 2014	October 2013
Alleghany	14	35
Ashe	78	147
Avery	35	62
Mitchell	35	62
Watauga	57	107
Wilkes	138	357
Yancey	26	74

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Employer Visits Completed by County

NCWorks
1,000 in 100

