



NORTH CAROLINA EMPLOYMENT AND TRAINING ASSOCIATION



SPRING 2025 CONFERENCE

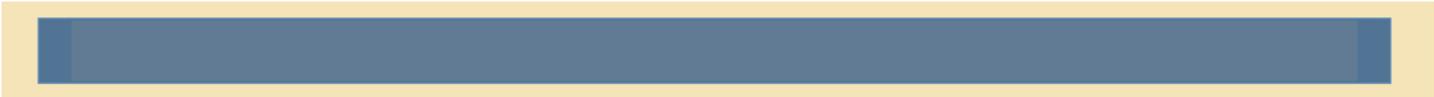
Register early for access to discounts!

WELCOME

APRIL 9TH-11TH

Holiday Inn Resort Lumina
Wrightsville Beach

Holiday Inn Resort Lumina | 1706 N Lumina Ave | Wrightsville Beach, NC



WELCOME!



www.nceta.org

From the desk of the *President*

Greetings NCETA Conference Attendees,

On behalf of the North Carolina Employment and Training Association (NCETA), Welcome to Wrightsville Beach, NC for our 2025 Annual NCETA Conference and collaboration of 57 Years of Partnerships. For 57 years, NCETA has brought you the latest information on workforce development practices and trends, programming, case management, job development, plan implementation, policies, and procedures. NCETA's annual conference provides an exciting opportunity to reflect on our past, celebrate the present, and move forward with renewed dedication to our workforce community and those we serve.

As our world continues to change, it is imperative that NCETA stays at the forefront of professional and workforce development. We have gone from in person meetings to virtual meetings, from programs such as Neighborhood Youth Corp to Career Pathways, integrated service delivery, and we see the blending of WIOA Programs and Perkins Programs with new legislation, to leveraging Artificial Intelligence (AI) to improve workforce development outcomes. What has not changed in the 57 years is our front-line staff's commitment to serve our citizens with quality programs to meet the ever-changing needs of our workforce, and our employer's need for highly-skilled, qualified employees.

Thank you for choosing to invest your professional development funds by attending the 2025 NCETA conference. Workforce development issues and partnerships have never been more important than they are today; as a result, we have concentrated our conference planning efforts on "Navigating The Sea of Change...Charting a New Course". We have included key workshops on professional development, providing quality customer service, veteran services, and new and emerging occupation trends from across North Carolina. It is my hope that this year's conference will provide workforce professionals the opportunity to interact more with each other, strengthen relationships, gain firsthand information on employment trends and skills that are needed, and cultivate skills that will help them excel in the workplace. These workshops and will allow conference attendees to see the drive and passion of our workforce development leaders and employers as they continue to grow their companies with skilled workers.

During this conference, take time to get to know some new colleagues, share your ideas to improve workforce development, and gain knowledge from them on how they are addressing their challenges. I am always amazed at what we learn from each other. This conference is a great place to gain knowledge of how programs across the state are succeeding to develop workers.

We welcome your feedback on the current and future direction of NCETA. We also encourage you to join or renew your membership today to take full advantage of all the benefits offered to our members. We hope that you will enjoy the conference, and we are certain you have wisely invested your time. Thank you for the part you play in developing North Carolina's workforce.

Sincerely,

Malinda Marsh

Malinda Marsh, President

North Carolina Employment and Training Association

nceta.org



NAVIGATING THE SEA OF CHANGE

Charting a New Course

11:00 AM REGISTRATION | EXHIBITOR | SPONSOR SET-UP

Lunch On Your Own

Moderator Training
1:00 PM – 1:30 PM

2:00 PM - 3:00 PM

OPENING SESSION

Lumina Ballroom

GREETINGS | LOCAL DIGNITARIES

Navigating the Sea of Change *“I Got Receipts”*

This powerful and engaging keynote will motivate, inspire, and challenge us to embrace the audacity to navigate the changes that we have experienced and are currently experiencing while reminding us that charting a new course is not new to us. **WE HAVE RECEIPTS** of where we have been and where we are now.

High Energy and Engagement!

Keynote: **Solomon McAuley**, NextGen Services Leader,
Centralina Workforce Development Board

BREAK

3:00 PM – 3:15 PM

CONCURRENT WORKSHOPS 3:15 PM - 4:15 PM**WHAT'S NEW WITH CAREER EXPLORATION***Causeway*

North Carolina's Career Information System, NCcareers.org, continues to add new features and help North Carolinians identify the occupations that meet their needs and interests. This session will provide a brief overview of the system, discuss the recently added features and data, and show how it can be used by career development professionals to help students and jobseekers.

Presenter:

Jamie Vaughn, Sr. Analyst for Market Intelligence ~ NC Commerce / LEAD

CULTIVATING CONNECTIONS: COLLABORATIVE NETWORKING STRATEGIES FOR WORKFORCE DEVELOPMENT EXCELLENCE*Tidewater*

Join us for an interactive workshop designed to unlock the potential of networking and collaboration within the field of workforce development. In today's interconnected world, the ability to network effectively and foster organizational collaboration is essential for staying ahead in the rapidly evolving landscape of workforce development. Learn how to share and gain best practices for your program's success.

Presenter:

Alexis Franks, Director of Membership ~ NAWDP

TRUE UNMASKING*Masonboro*

This workshop will motivate and inspire those in attendance by unmasking the potential on the inside of them. **U**-understand, **N**-never settle, **M**-master your fears, **A**-ask questions, **S**-speak up, **K**-kick old negative habits, **I**-inspect what you expect, **N**-never not bet on yourself, and **G**-gain all the knowledge that you can.

Presenter:

Solomon McAuley, NextGen Services Leader
Centralina Workforce Development Board

DISABILITY AWARENESS: THE STORY*Airlie*

Join us for an opportunity to understand the value of inclusion and how it can power innovation and productivity in your workplace.

Presenters:

Kristy Brinson, Program Specialist for Business Engagement ~ NC Division of Employment and Independence for People with Disabilities

Deanna Jones, Regional Specialist for Employment Services (Central Region) ~ NC Division of Employment and Independence for People with Disabilities

CONCURRENT WORKSHOPS 4:15 PM - 5:15 PM

UNTAPPED TALENT POOL & VALUE IN THE WORKPLACE

Airlie

Find out how partnering with our agency gives employers a competitive edge and the value individuals with disabilities bring to the workplace.

Presenters:

Kristy Brinson, Program Specialist for Business Engagement ~ NC Division of Employment and Independence for People with Disabilities

Deanna Jones, Regional Specialist for Employment Services (Central Region) ~ NC Division of Employment and Independence for People with Disabilities

An enrolled member of the State recognized Lumbee Tribe and a enrolled member of the Federally recognized Eastern Band of the Cherokee Indians will provide their own unique perspective and experiences working as Native American Veterans with Native American Veterans. Lastly, they will share the successes that they have been able to be a part of and the overall successes these partnerships have afforded not only to the Native American Community but those community's that often times border the reservations and that this is in the truest since of the word a partnership based on trust and understanding and that is the only way to achieve and make Promising Practices become **BEST PRACTICES**.

Presenters:

Gerard Ball, DVOP/LVER Consolidated ~ NCWorks JVSG

Gary Jacobs, DVOP/LVER Consolidated ~ NCWorks JVSG

JUST TEXT ME! (Please Don't Call)

Causeway

This workshop will showcase how the Rivers East WDB area and our NCWorks Career Center staff are staying connected with our customers through text. It will include how it is incorporated in every day work and utilized for special events. Come learn how customer experience has been enhanced using text messaging during and post COVID.

Presenters:

Jennie Bowen, WDB Director, Mid-East Commission Rivers East WDB

Callie Northern-Herring, One Stop Operator ~ Two Hawk Workforce Services

STRENGTHENING COMMUNITY PARTNERSHIPS FOR WORKFORCE DEVELOPMENT

Masonboro

This workshop will highlight the vital role that community partnerships play in successfully implementing and enhancing the public workforce system. Through collaboration with local partners, the workforce system can better meet the needs of both employers and job seekers. Innovative and successful strategies for engaging community partners, focusing on sector-based partnerships, incumbent worker training grants, and direct services provided in career centers will all be discussed. Additionally, she will emphasize the importance of supporting and raising awareness of Certified Career Pathways to ensure a skilled and adaptable workforce. By fostering these collaborative efforts, the public workforce system can provide tailored solutions that benefit both businesses and individuals, contributing to long-term economic growth.

Presenter:

Rosemary Guendner, Business Service Representative ~ Cape Fear Workforce Development Board

PROMISING PRACTICES FOR SERVING VETERANS

Tidewater

Promising practices for serving Native American Veterans is a process that begins with your first contact. This presentation seeks to provide an overview of Promising practices for serving the Native American Veteran Population that Native American Veterans ourselves have used to build strong, stable relationships that our culturally sensitive and understanding. We will examine the roles and responsibilities of North Carolina JVSG staff as they provide employment services to Native Americans.

COMBINED CAUCUS MEETINGS

5:30 PM - 6:00 PM

Masonboro

NEW MEMBERSHIP ORIENTATION

5:30 PM - 6:00 PM

Airlie

DINNER ON YOUR OWN



CONCURRENT WORKSHOPS

Thursday, April 10

8:00 AM REGISTRATION | EXHIBITOR | SPONSOR SETUP

BREAKFAST ON YOUR OWN



CONCURRENT WORKSHOPS

9:00 AM - 10:00 AM

BRIDGING THE GAPS: INNOVATIVE COMMUNITY BUILDING TOOLS FOR WORKFORCE PROGRAMS

Tidewater

In this very experiential workshop, participants will explore the multiple layers of identity that young people claim in their diverse worlds, and how staff can integrate tools to facilitate conversations that build and bridge differences. Based on over three decades of community building work, this fast, quick, and hands-on POWERFUL presentation is specifically designed for professionals that are currently or plan to work directly with young people and ready to dive deeper into community building in our workforce programs. Don't miss this workshop that will provide you with immediately replicable (and FREE) activities that you can put to instant use.

Presenters:

Eric Rowles, CEO ~ Leading To Change

Fred Baker, Sr. Training Associate ~ Leading to Change

LATEST UPDATES AND UPCOMING CHANGES FOR NCWORKS ONLINE

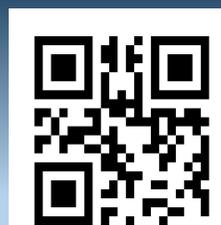
Airlie

NCWorks is constantly updated with changes both big and small. DWS staff will present demonstrations of some of the newest changes to NCWorks Online to improve staff efficiency, This will include some upcoming changes being prepared for release.

Presenter:

Michael Hoskins, IT Director ~ Division of Workforce Solutions

CONNECT WITH NCETA



CONCURRENT WORKSHOPS CONT...

9:00 AM - 10:00 AM

WORKFORCE AND REGISTERED APPRENTICESHIPS: THE RIGHT TOOL FOR EMPLOYERS AND CUSTOMERS TO SUCCEED AND MEET THEIR GOALS!

Masonboro

What are registered apprenticeships? They are business designed work based learning tools employers can use to develop their own talent pipeline. Learn how easy they are to build and how they can assist employers in meeting their workforce needs while providing a ready to use pathway for customers walking through your front door to access for a better future. Registered apprenticeships complement existing workforce partner programs and initiatives while aiding in meeting performance measures and other metrics! Learn how the workforce system can seamlessly integrate registered apprenticeships into how they do business!

Presenters:

Scott Panagrosso, Workforce and K-12 Liaison ApprenticeshipNC

Joyce Rice, Strategic Partnerships & Initiatives Manager ~ GuilfordWorks ~ Guilford County Workforce Development Board

IDENTIFYING PRIORITIES WHEN THE UNEXPECTED HAPPENS

Causeway

This interactive workshop will explore how a WNC workforce and education collaborative successfully adapted its strategies and operations in response to unforeseen circumstances caused by Hurricane Helene. Attendees will learn how flexibility, creative problem-solving, and collaboration can help organizations pivot and thrive during uncertain times.

Through a blend of real-world case studies, group discussions, and actionable insights, participants will walk away with practical tools and strategies for enhancing their own efforts in workforce development and education. This session is ideal for anyone seeking to understand how collaborations can remain resilient and continue to deliver high-quality services despite sudden challenges.

Presenter:

Emily Nicholson, Executive Director ~ Land of Sky P20 Council

BREAK

10:00 AM - 10:30 AM

Are you a member of *NCETA*?

The North Carolina Employment and Training Association invites you to join the association or renew your existing membership.

For only \$25, you receive:

- ⇒ Low-cost Membership and Discounted Annual Conference Registration
- ⇒ Training & Development to enhance and increase your professional skills
- ⇒ Networking opportunities with frontline workforce professionals sharing Best Practices
- ⇒ Opportunities to build your professional network, and your professional portfolio

CONCURRENT WORKSHOPS

10:30 AM - 11:45 AM

**PLAYING WITH FIRE
CONFLICT, COMMUNICATION, AND OUR
TRUE COLORS OF LEADERSHIP**

Tidewater

What is YOUR leadership style? How can your style work in conjunction with different leadership styles? Skilled workplace professionals can utilize a tool like True Colors to not only forecast the different approaches used in the workplace, but also bridge the divide that often exists between coworkers and participants utilizing their own leadership styles and strategies. Join us for this highly interactive, FUN, and enlightening training that you can put to IMMEDIATE application in your workplace settings and beyond!

Presenters:**Eric Rowles**, CEO ~ Leading To Change**Fred Baker**, Sr. Training Associate ~ Leading to Change

**THE DIRT ON AG JOBS
HOW H-2A AND WORKFORCE PROGRAMS
CAN HELP YOU GROW**

Masonboro

Did you know that Business Services has a dedicated team to support local agribusinesses? The Ag team includes both business-facing staff and program coordinators who specialize in helping farmers meet their talent needs. Join us for this engaging workshop, where you'll learn how to connect job seekers with employers in the state's largest industry sector! We'll dive into the details of the H-2A program and explore how your career center team can collaborate effectively with the Ag team to support local agriculture.

Presenters:**Shae Whiteman**, H-2A Program Coordinator**Cammie Albert**, H-2A Program Coordinator

**LEVERAGING MYFUTURENC PROFILES
FOR EDUCATION ATTAINMENT,
WORKFORCE DEVELOPMENT AND
COLLABORATION**

Airlie

In this session, participants will dive into the newly released 2025 myFutureNC Attainment Profiles, with a particular emphasis on Workforce Development Board Profiles. Attendees will gain insights into educational attainment across North Carolina and within their own regions. Guided table discussions will empower participants to transform this data into actionable strategies, driving workforce development, career pathways, and economic growth. This session equips workforce professionals with practical tools and insights to forge strategic partnerships, foster regional collaboration, and create opportunities for all residents. By aligning efforts with state education and workforce goals, participants will be better positioned to strengthen their local economies.

Presenters:**Dr. Amy Pulliam**, Programs Manager ~ Carolina Demography.**Toni Blount**, Regional Impact Manager ~ Southeast Region ~ myFutureNC

CONCURRENT WORKSHOPS

10:30 AM - 11:45 AM

"LEVERAGING AI TO ELEVATE WORKFORCE DEVELOPMENT AND CLIENT OUTCOMES"

Causeway

This interactive workshop will explore the transformative potential of artificial intelligence (AI) in enhancing workforce development initiatives across North Carolina. Designed specifically for workforce development professionals, this session will cover practical applications of AI to streamline client services, improve job placement rates, and increase overall operational efficiency. Participants will learn how AI-driven tools like ChatGPT can be used to support career advisors in creating personalized client action plans, automating communication, and developing targeted job readiness content. Through hands-on examples and discussions, attendees will gain insight into how AI can support their daily tasks—freeing up time to focus on high-impact client interactions and allowing for more agile responses to the changing labor market needs. The workshop will also address ethical considerations, data privacy, and the importance of AI literacy among workforce professionals. By the end of the session, participants will leave with actionable strategies to incorporate AI into their programs, driving more successful employment outcomes and enhancing service quality.

Presenters:

Dr. Lane Freeman, Director of Online Learning ~ NC Community College System



12:00 PM - 1:30 PM

LUNCH | GENERAL SESSION

WIOA Reauthorization
Or Something Very Different?

Lumina Ballroom

Federal workforce development policy has been relatively stable for over half a century, from the Comprehensive Employment and Training Act (CETA) in 1973 through today’s Workforce Innovation and Opportunity Act (WIOA). Key features include *Local Control, Business Leadership, Partnerships* rather than program consolidation, *a Focus on Disadvantaged and Dislocated Individuals* rather than low-wage incumbent workers or a skill shortages emphasis, and *Structured Training over work-based learning*. *A Stronger Workforce for America (ASWA)* with close to unanimous bipartisan support had one foot in the current system and the other in new directions for that system. So, with Republicans in control of the Congress and White House, where does workforce policy go?

Presenter:

Bob Knight, Director
Workforce Policy and Government Relations
EQUUS Workforce Solutions



CONCURRENT WORKSHOPS

1:45 PM - 2:45 PM

**ALL ABOUT MY FLIP FLOPS:
BUILDING THE CAPACITY OF THE
GEN Z WORKFORCE**

Tidewater

They have an average employment length of 8 months. They text more than talk. And they're helping transform the workforce – and you ready for your next wave of newest staff? In this very HANDS-ON session, you'll learn about the career outlooks, work ethic (YES!), cultural influences, and immediately applicable strategies to attract and retain your Gen Z employees.

Presenters:

Eric Rowles, CEO ~ Leading To Change

Fred Baker, Sr. Training Associate ~ Leading to Change

**HELPING YOUNG PEOPLE
CHART A NEW COURSE**

Masonboro

Come join us for an interactive session highlighting a new course called '7 Steps to Get Hired' where we describe how this course can assist you in engaging disengaged youth. This free course is made up of seven 90-minute lessons and will help build the skills employers are looking for with this flexible online course. The target audience is for workforce development or career development specialists.

Presenters:

Dr. Alecia Matthews, Assistant Director ~ ncIMPACT Initiative

Abigail Holdsclaw, Lead Community Based Researcher ~ ncIMPACT Initiative

**NAVIGATING THE REENTRY
SPACE AND PROCESS**

Causeway

Learn the in's and out's of helping a person navigate life after having been entangled in the criminal justice system. Where do they go for what? Driver's License questions; food, housing, employment, human services, education, reconnecting with family.... Whew! and the list goes on. Learn about how to help guide these clients through a maze of choices in getting back on track

Presenter:

Paul Stayert, Client Coordination and Operations ~ Community Success Initiative

**ANALYTICS.NCCOMMERCE.COM
YOUR PLACE FOR ALL THE DATA
YOU WANT BUT DIDN'T KNOW
WHERE TO FIND**

Airlie

Have you ever found yourself looking for Labor Market Information but didn't know where to find it? This session will give you a tour of Analytics.NCCommerce.com a portal to all the data, research and dashboards from the NC Department of Commerce Labor and Economic Analysis Division.

Presenters:

Jamie Vaughn, Sr. Analyst for Market Intelligence ~ NC Commerce / LEAD

BREAK
2:45 PM - 3:00 PM



CONCURRENT WORKSHOPS 3:00 PM - 4:00 PM

YOUTH ENGAGEMENT THE UNTOLD STORY

Airlie

This workshop will involve conversation around basic engagement for youth, with emphasis on young people who are receiving NextGen services. We will also discuss six important E's to Youth Engagement: Empower, Excite, Educate, Engage, Encourage, and Expose. This workshop will be interactive and beneficial for all staff who work with teens and young adults.

Presenter:

Solomon McAuley, NEXTGEN Services Leader
Centralina Workforce Development Board

GUILFORDWORKS DUAL GENERATION WORKFORCE INITIATIVE: IMPACTING TWO GENERATIONS TO TRANSFORM A FAMILY LEGACY

Causeway

A Sustainability Model for Career Pathways to Employment and/or Entrepreneurship: GuilfordWorks, Guilford Technical Community College (GTCC), and Guilford County Schools (GCS), have teamed up to help unemployed and underemployed parents and guardians of Guilford County School students start a career in an emerging industry; no experience is required! Focusing on Clean Tech and Clean Energy, DualGen provides a vehicle for those with no experience in the industries to earn credentials and receive coaching and connections to secure entry-level employment in Advanced Manufacturing positions supported by certifications in one of three areas: Battery Assembly Technician, Introduction to Craft Skills for Construction Bootcamp, or Certified Production Technician. Hear an overview of the program, community and employer partners' roles, the Field Research Process for vetting customers as potential candidates for employers' talent pipeline and/or assistance in evaluating entrepreneurship opportunities, and a success story of a program participant.

Presenter:

Elizabeth Saunders, Program Coordinator
DualGen



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CONCURRENT WORKSHOPS 3:00 PM - 4:00 PM

COMPASSION FATIGUE

Masonboro

In the demanding world of workforce case management, professionals often dedicate themselves fully to helping others, frequently at the expense of their own well-being. Sonja Godsey and Susan Oney, seasoned experts in the North Carolina public workforce system, will lead this interactive workshop at the NCETA Conference in April 2025.

This session will delve into the challenges of compassion fatigue, a common yet often overlooked issue among case managers who work closely with clients facing significant barriers to employment. Attendees will gain practical strategies to recognize the signs of compassion fatigue, manage its impact, and foster resilience in their professional roles. Through engaging discussions, real-world scenarios, and actionable takeaways, Sonja and Susan will empower participants to prioritize their well-being while maintaining their commitment to serving clients effectively. Whether you're a seasoned case manager or new to the field, this workshop promises to provide valuable insights and tools to thrive in your role while ensuring a sustainable and fulfilling career in workforce development.

Join us for this important conversation and leave with a renewed sense of purpose and balance.

Presenters:

Sonja Godsey, Talent Pathways Coordinator
NC Department of Commerce Division of
Workforce Solutions.

Susan Oney, Workforce Development
Consultant

HOW TO ENGAGE IN
SECTOR STRATEGIES*Tidewater*

Sector Partnerships are used across the country to bring together partners in private business, workforce development, economic development, education, local government, and nonprofits so they can collaboratively work together to address the needs and challenges of businesses. Establishing Sector Partnerships is a priority of the Department of Labor and is something that the NCAWDB has been prioritizing as well. The Cape Fear Manufacturing Partnership is an excellent example of an employer-led sector partnership in SE North Carolina that has been able to establish itself as an important organization for businesses in that region. During this session we will share how the Partnership has been helpful to our businesses and what some of the results of the Partnership's initiatives have been. As Workforce Boards across the country work on developing sector partnerships this presentation will help attendees understand the benefits of these partnerships to the employers they work with and learn more about the best practices when putting a partnership together.

Presenters:

Ginger Brick, Director of the Cape Fear Workforce
Development Board

Jim Flock, Chair of the CFWDB ~ President of the
Cape Fear Manufacturing Partnership



NAUTICAL VIBES

Dinner & Dance

featuring

DJ Dreadz

6:00
PM

Come dressed in your best nautical attire

Lumina Ballroom

It's Friday

Breakfast On Your Own

CONCURRENT WORKSHOPS

9:00 AM - 10:30 AM

Friday, April 11

TOOLS AND STRATEGIES FOR WORKING WITH RETURNING CITIZENS

Airlie

Finding stable employment is one of the biggest challenges faced by returning citizens. The Prison Policy Initiative reports that the unemployment rate for formerly incarcerated individuals is over 27%, compared to the national rate of 5%. Fortunately, research indicates that community collaboration is a promising strategy for successful reentry. What resources can career advising offer to assist returning citizens in becoming integrated into collaborative communities of successfully reentered individuals?

Presenters:

Eric Haddock Sr., State Re-entry Coordinator
North Carolina Department of Commerce
Division of Workforce Solutions

Donna Farrar, Assistant State Reentry Coordinator
North Carolina Department of Commerce
Division of Workforce Solutions

THE WIOA VERSUS BATTLE

Masonboro

Ladies and Gentlemen, welcome to our version of a “**Versus Battle**” for workforce development professionals! Come join the Division of Workforce Solution’s Programmatic Monitors as they go head to head with various elements of WIOA case management. First up is administrative vs. service-based case notes. Then we will have Work Experience vs On the Job Training. The attendees interaction in this battle will be judged. Come and experience your colleagues challenge each other in THE BATTLE.

Presenters:

Zack Ledwell, Programmatic Monitor
North Carolina Department of Commerce (DWS)

Frances Ponce-Toledo, Programmatic Monitor
North Carolina Department of Commerce (DWS)

Willetta Cummings, Interim Accountability Manager ~ North Carolina Department of Commerce (DWS)

CONCURRENT WORKSHOPS 9:00 AM - 10:30 AM

ADVISSSSS' IT LIKE IT'S HOT

Tidewater

We will provide strategies to community college representatives for new adult learners and non-traditional students to assist them with information and techniques to make them as comfortable as possible if they are starting a new career, furthering their educational goals, or starting a new career path through the community college system of successfully reentered individuals.

Presenters:

Felicia Gilmore, Career Center Coordinator
Central Carolina Community College

April Raines, Educational Navigator
Central Carolina Community College

"MISSION READY: TRANSLATING MILITARY EXPERIENCE INTO CIVILIAN CAREER SUCCESS"

Causeway

Transitioning from military to civilian life presents unique challenges, but veterans bring a wealth of skills that are highly valuable in today's workforce. This workshop is designed to help veterans identify and articulate their transferable skills, bridging the gap between military experience and civilian career opportunities.

Participants will learn how to translate skills such as leadership, problem-solving, teamwork, adaptability, and discipline into language that resonates with employers across various industries. Through interactive exercises, resume-building strategies, and practical job search tips, this session will empower veterans to confidently navigate the civilian job market.

Led by workforce development experts, this workshop will also provide insights into high-demand industries, veteran-friendly employers, and resources available to support career transitions. Whether transitioning into corporate leadership, skilled trades, or entrepreneurship, veterans will leave with actionable steps to leverage their military background for long-term career success..

Presenter:

Paige Crafton, Veteran Employment Representative
North Carolina Department of Commerce

CLOSING SESSION

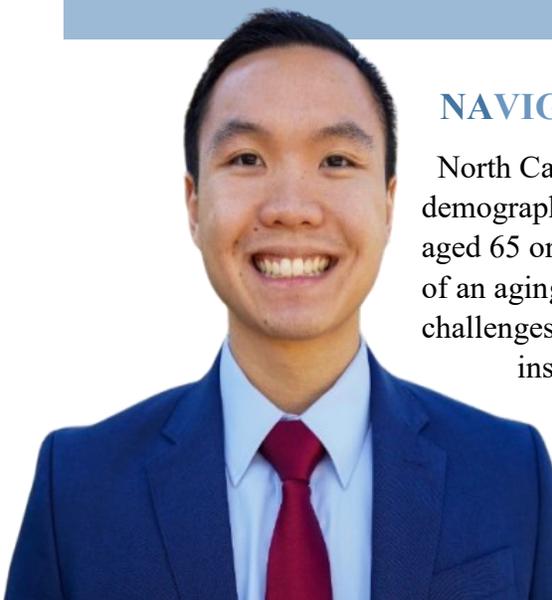
10:45 AM - 12:00 PM

Lumina Ballroom

**THE MULTIGENERATIONAL WORKFORCE:
NAVIGATING AN ERA OF DEMOGRAPHIC CHANGE**

North Carolina, like the rest of the nation, is experiencing significant demographic shifts as its population ages. By 2030, every Baby Boomer will be aged 65 or older, profoundly reshaping the labor force. What are the implications of an aging population for our state's workforce, and how can we prepare for the challenges and opportunities ahead? This session draws on data to provide key insights into generational research and explores strategies for navigating these demographic changes.

Keynote: Jonathan Guarine, Economist
NC Dept. of Commerce Labor & Economic Analysis
Division



NCETA BOARD MEETING

April 11 | 12:00 PM

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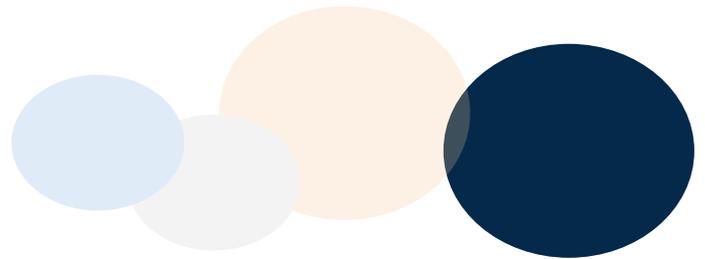
Deon Carter, Goodwill Industries of NWNC
Dr. Stephanie Deese, NCAWDB
Susan Oney, Workforce Professional
Nikia Jeffries, DHHS
Deanna Jones, DHHS
Solomon McAuley, NextGen Leader



SPONSORS



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Thank You

2025

Conference Planning Committee

- Malinda Marsh
- Mose Dorsey
- Rose Motley
- Sandra Webster
- Harold Smith
- Russell Ingram
- Dr. Stephanie Deese
- Solomon McAuley
- Sonja Godsey
- Susan Oney

On behalf of the NCETA Board, thank you for your participation and support of our conference at the beautiful Hotel Lumina Resort, Wrightsville Beach, NC.

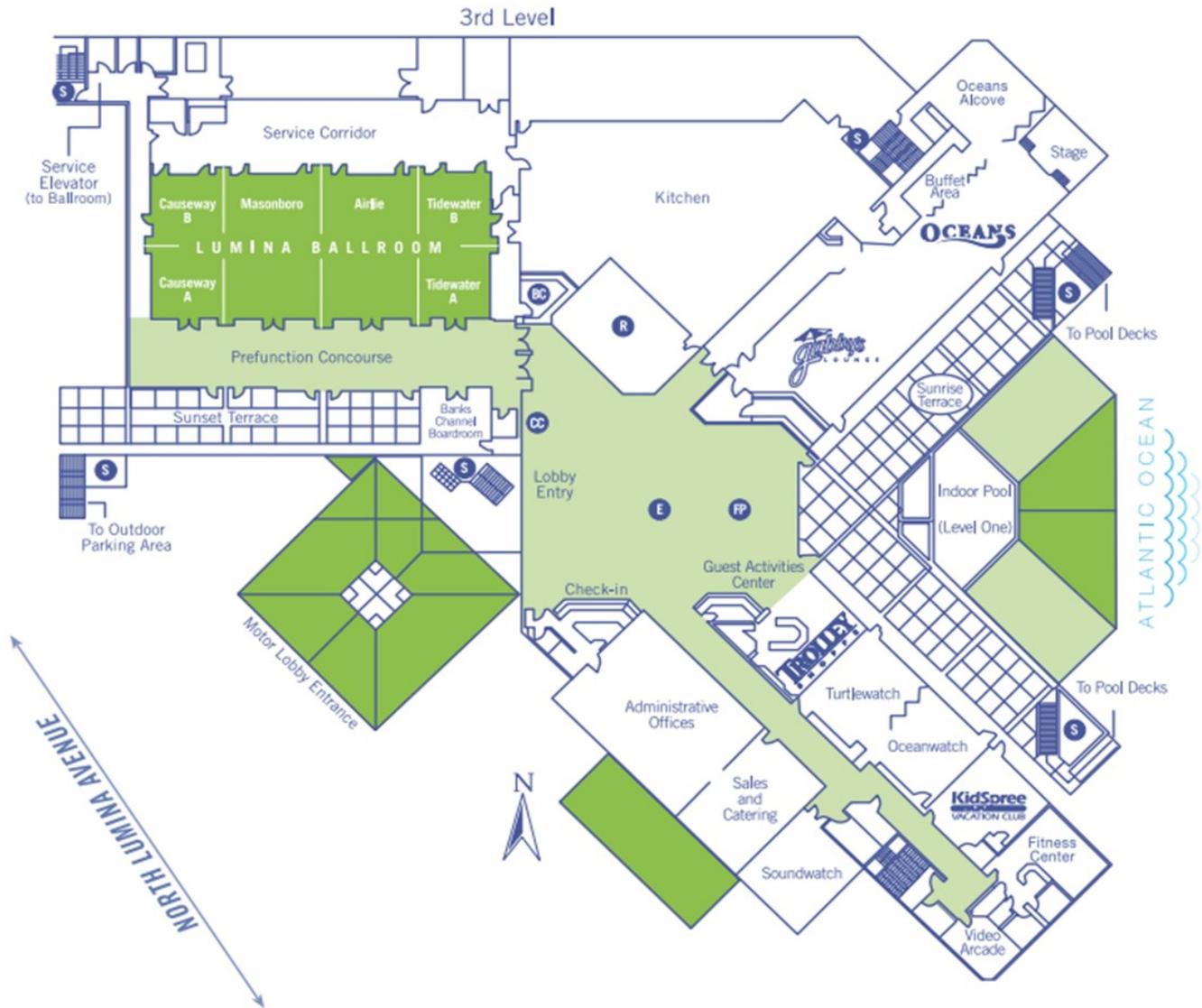
A myriad of thanks to our amazing conference presenters for their willingness to share their knowledge and expertise. Thanks to our sponsors and exhibitors for your support. Thank you to the moderators for their facilitation of the various workshop sessions. Many thanks to the Conference Planning Committee and the NCETA Board for all of your hard work and dedication. In these unprecedented times, your devotion and commitment to the great state of North Carolina and its workforce is truly evident.

Most importantly, we extend special thanks to all of our conference attendees for making this conference a success. We thank you from the bottom of our hearts! We hope you gained to valuable insight and information from the workshops that will help you in your workforce development efforts in your perspective areas.

TRAVEL HOME SAFELY!!!



RESORT FLOOR PLAN



LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4, 5, 6 & 7	KEY
Parking Oceanfront Post & Whitpeaks Indoor Pool Beach Rentals Playground Area Volleyball Court Lazy Daze Bar & Grill Kids Pool Restrooms	Motor Lobby Parking Bell Stand Security	Registration Desk Administrative Offices Trolley Shoppe Marketessen Oceanfront Lobby Oceans Restaurant Gabby's Lounge Fitness Center Video Game Rooms	Suites Guest Rooms Vending Ice Guest Laundry	E...Elevator BC...Business Center R...Restrooms CC...Coat Check FP...Fireplace S...Stairs



Wrightsville Beach, NC

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www.wrightsville.holidayinnresorts.com

“Don’t Let Yesterday, Use Up **Too Much** of Your Today” _ Unknown

NOTES