

**MOORE CAREERS**

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**MOORE COUNTY
SCHOOLS**

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Moore County Schools

Business Advisory Council Meeting Minutes

Place: Sandhills Community College, Van Duesen Hall, 3395 Airport Rd, Pinehurst, NC, 28374**Date/Time:** April 27, 2023 (Noon)**Facilitators:** Mrs. Linda Parsons, Business Advisory Chairman and Lisa Scott, CTE Director

MCS CTE Mission: The mission of Career and Technical Education is to provide offerings that meet student needs, interests, abilities, aspirations and respond to actual or anticipated 21st Century opportunities for employment, advanced education and practical life application. CTE promotes best practices that enhance teacher effectiveness to improve student life-long achievement and encourage responsible 21st Century Global Career Choices.

MCS Mission: Moore County Schools creates a supportive, engaging, and safe learning environment that builds knowledge, skills, and abilities needed for future success.

Agenda Item:	Person Reporting:	Time:	Action Taken:
Opening Remarks BAC Purpose	Mrs. Linda Parsons BAC Chairperson	12:00-12:10	Mrs. Parsons welcomed everyone to the meeting and thanked them for attending. She explained the focus of the meeting was on developing the pipeline of talent for the workforce.
Welcome	Dr. Tim Locklair/Mike Metcalf MCS Superintendent/ Chief Officer for Academics and Student Support Services	12:10-12:20	Dr. Locklair welcomed the group and introduced Board of Education members Mr. Robert Levy, Board Chair, Mrs. Shannon Davis, and Mrs. Stacey Caldwell.
Employee Recruitment/Retention	Mrs. Linda Parsons BAC Chairperson Dr. Fallon Brewington Sandhills Community College	12:20-12:30	Dr. Fallon Brewington provided the Job Report for Quarter 4 for Moore County. She reviewed the report with the group highlighting the top reasons for leaving employment - transfers and exits. She reiterated the reality of workforce candidates being a struggle. She shared that the three reasons for exits and transfers were related to pay, happiness, and



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			affordability of living expenses.
Discussion	Mrs. Linda Parsons BAC Chairperson Dr. Fallon Brewington Sandhills Community College	12:30 - 12:55	Dr. Brewington divided the group into subgroups to focus on retail, finance, advanced manufacturing, Moore County Schools, and health care. The groups discussed strategies to retain and recruit employees. Groups discussed and documented results on charts. Groups shared out charts at end of discussion. (See information on charts below)
Closing Remarks	Dr. Lisa Scott CTE Director	12:55-1:00	Dr. Scott thanked everyone for coming and sharing their time and input on this important topic for Moore County.

Thank You BAC for continuing to help us grow tomorrow's leaders....

Save the Dates

BAC Meetings: October 12, 2023 at Sandhills Community College, Van Deusen Hall, 12:00-1:00

Matthew Cox, MCS
 Angela Thompson, Keller Williams Realty
 Jamie Synan, MCS
 Jennifer Patterson, MCS
 Fallon Brewington, SCC
 Lori Degre, SCC
 Michelle Bauer, SCC
 Stacey Caldwell, MCS Board
 Natalie Hawkins, MC Economic Dev.
 Regina Smalls, NC Works
 Phil Woodard, Fidelity Bank
 Teresa Sessoms, First Health

Attendees:

Shannon Davis, MCS Board
 Kasi Caddell, Crossroads Coffee/Vass Hardware
 Jared Little, SCC
 Brittini Sanborn, MCS
 Linda Parsons, MC Chamber
 Neil Wolfe, Fidelity Bank
 Robert Levy, MCS Board
 Mike Metcalf, MCS
 Joseph Patterson, MCS
 Chris Miller, First Health
 Ed Spitler, SCC
 Teresa Reynolds, SCC



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Breakout Group Notes

Moore County Schools

- Affordable Housing
- More robust recruitment tools
- Expand continuing education
- Compensation/supplement
- Child care

Finance

- Compensation/Benefits
- Performance Recognition
- Career Path Advancement
 - Educational Opportunities
 - Internal/External training
- Workplace enjoyment
- Balance work/family time

Retail/Small Business

- Flexibility
- Adapting to the change in culture
- Training (work ethic)
- Covid impact on the 15-21 age group (social skills)

Construction Education

- New courses at SCC for Associates, Four year pathway, certifications, etc.
- Improved marketing and recruiting needed
- New workforce continuing education and CU collaboration
- Local, regional, and national shortages at all worker levels
- Pay for construction instructors is an issue

Advanced Manufacturing

- Movement to higher pay
- Companies working to increase pay to be competitive
- Need more training at managerial level
 - Change culture
 - Cultivate new leaders as current staff age/retire out
- Environmental changes/cultural changes
 - More inviting
 - Better benefits
 - competitive

Healthcare

- Educational assistance (tuition)
- In-house educational programs/Learn to Earn/Leadership Development
- Hybrid and Remote Positions
- Employee Childcare with extended hours
- Flexible scheduling
- Allow department transfers (organizational mobility)
- Established career ladders/progression
- Established DEI office/programs - corporate childcare
- Sign on/Retention Bonuses
- Conduct Employee Engagement Surveys/Review with leadership and provide resources
- Enhanced communications (weekly messages)
- Appreciation events/employee recognition
- Employee benefits
- Have an employee relations department