

**Durham County Nonprofit Grant Program
Request for Proposals
Grant Term January 1, 2021-June 30, 2022**

Section 1: Summary

Durham County invites nonprofit organizations that are working on COVID response and recovery to apply for funding. The County is committed to using this funding to address inequities that have been highlighted by the pandemic. The County will fund organizations that are working on:

1. **Food security,**
2. **Child, youth, and family wellness and learning,**
3. **Workforce development,**
4. **Safe and stable housing*** (Durham County will give funds to the City of Durham to support a housing repair program that will help people stay in their homes and is not accepting applications in this area.)

Proposals should focus on:

- **Immediate COVID-related needs, and/or**
- **Building more resilient and equitable systems.**

Section 2: Background

Durham County Government's mission is to "provide fiscally responsible, quality services necessary to promote a healthy, safe and vibrant community." The County is committed to supporting nonprofit organizations that help with this mission.

In past years, the County gave many nonprofits small grants to work on many different issues. The County has changed the grant program to now give larger grants to fewer nonprofits. As we make this year's grants, we will try out new processes. These processes will help us make our grants align with the County's goals and be more useful to the community. Over the next year, County staff and community partners will work together to learn from these new processes and make future programs more equitable.

The COVID-19 pandemic has made things difficult for all families in our County. It has also highlighted inequities that different groups in our community face. For example, there have been more COVID cases in the Latinx/Hispanic community in Durham. Black, Latinx/Hispanic, and Indigenous people are more likely to have adverse health outcomes because of COVID. Families with low incomes have experienced more economic stress. These inequities based on race, ethnicity, income, and other characteristics are harmful to our families and communities. This year's RFP will provide grants to nonprofits that are providing direct response to the COVID-19 pandemic. The County also wants to fund nonprofits that are working to create more equitable and resilient systems to help our community thrive.

This year, the County will fund up to 12 nonprofit organizations. Grants will range from \$25,000-\$75,000. Grant length is 18 months. There are four key target areas:

1. **Food security**
2. **Child, youth, and family wellness**
3. **Workforce development**
4. **Safe and stable housing*** (Durham County will give funds to the City of Durham to further strengthen a non-profit-led housing repair program helping low-income seniors and disabled individuals to continue to reside in safe, decent housing. As a result, the County is not accepting applications in this area.)

Most of the funding will be awarded through a Request for Proposals (RFP) process. However, the County has identified different ways to meet some specific needs. For example, funds for housing will be given to the City for a non-profit-led housing repair program. More information about all target areas is included in “Section 4: Target Areas” and in the appendix.

Section 3: Guiding Principles

Below are the County’s guiding principles for the nonprofit grant process. The County will use these guiding principles when reviewing and selecting proposals. **The main principle that the County wants applicants to address in their proposals is equity.** The COVID-19 pandemic has highlighted the inequities that different groups in our community face. These groups include Black, Latinx/Hispanic, and Indigenous people, and people experiencing financial hardships. This is one of the reasons why addressing equity is very important. We also believe that the other guiding principles can lead to more equitable outcomes in our community.

- **Equity:** The quality of being just and fair. Everyone has exactly what they need to thrive. Things like race, income, gender, and age do not determine someone’s life outcomes. Equitable approaches consider the different experiences and outcomes people experience based on their race, income, and other factors. Equitable approaches also address how racism, poverty, and other “root causes” lead to people experiencing different outcomes.
- **Systems-thinking:** This type of thinking is about looking at the systems that create certain conditions or issues. A system is made up of connections between many parts that work together as a whole. These parts can include things like relationships, policies, cultural trends, or common practices. Systems-thinking asks if the current approaches are working for the people who are affected by the problem. It helps us figure out what parts we need to change to get better results.
- **Capacity-building:** A strategy that invests in the growth and development of an organization or group, so they are more able to meet their goals. This could mean building skills, creating new tools and processes, and getting the resources needed to expand or improve the job being done.
- **Community engagement:** Working in partnership with the people most affected by a problem to create the solution. There is trust being built and open two-way communication between an organization and community members. There is shared leadership in making decisions.

- **Collaboration:** Working together with other groups to build trust and partnership and achieve stronger results.

Section 4: Target Areas

Durham County will invest in and partner with groups working on the four target areas below. More information and requirements for each target area are in the appendix.

1. **Food Security:** The goals of this target area are to increase food access and improve the local food system. Durham County seeks to support nonprofit organizations that:
 - Work to increase food security for vulnerable populations.
 - Manage and distribute a series of microgrants to smaller food security nonprofits in Durham.
 - And/or create a stronger local food system. This could include work with farms, food production, food delivery, or any other organization that get food on Durham tables.
2. **Child, Youth, and Family Wellness and Learning:** The goal of this target area is to support the overall wellness of young people and their families. “Wellness” is a state of being fulfilled and healthy in the body and mind. It can relate to physical, social, emotional, mental, and other types of health. Durham County seeks proposals from groups that want to create safe opportunities and places that promote health, wellness, and learning. Applicants should show how they plan to offer targeted supports and encouragement to young people and their families that consider culture, trauma, and other lived experiences. Priority will be given to applicants that provide young people and their families opportunities for decision making and leadership in the project.
3. **Workforce Development:** The goal of the Workforce Development Target Area is to help residents in low-wage jobs transition into high-demand industries with opportunities for salary growth and upward mobility. By improving awareness and access to career training and employment, this Target Area seeks to promote the economic well-being of all Durham County residents. Funded workforce development programs will work with Identified Partners to leverage their resources to recruit, enroll and support Target Audience residents until they complete coursework in Durham Technical Community College’s [Back to Work Initiative](#) and are employed in an industry with salary and promotion growth potential.
4. **Safe and Stable Housing:** The goal of this target area is to ensure that Durham’s low-income seniors and disabled individuals can continue living in safe, affordable housing. COVID-19 has compounded existing problems, including rapidly rising property values, that threaten safe and stable housing. Durham County will give funds to the City of Durham to support a non-profit-led housing repair program that will help people stay in their homes, and thus the County is not accepting applications in this area.

Section 5: Eligibility

- Nonprofits with 501(c)(3) status are eligible to apply.
- Community-based groups with a fiscal sponsor that has a 501(c)(3) status are also eligible to apply.
- One application should be submitted for a project with multiple partners. One organization with 501(c)(3) status must receive the funds and provide fiscal oversight.
- Nonprofits may “pass through” all or some of the funds as sub-grants or microgrants to other 501(c)(3) and community-based organizations or groups.
- Eligible activities include, but are not limited to:
 - Direct services to children, adults, and families
 - Development of tools and resources that can be used by families or organizations
 - Training and professional development
 - Community-based research and engagement
 - Planning for policy and systems change
 - Sub-granting to other nonprofits and community-based groups

Ineligible activities: Durham County will not fund the purchase, maintenance, or repair of a grantee's capital assets with a value of more than \$5,000. Durham County also will not fund the following:

- Corporate debts;
- Contingencies;
- Contributions and donations;
- Entertainment costs;
- Fines and penalties;
- Interest and other financial costs; and
- Legislative expenses.

Section 6: Proposal Guidelines

- Proposals must be submitted using this application form found here: <https://www.dconc.gov/government/departments-a-e/budget-management-services/non-profit-agency-funding-program>
- Proposals must be 5 pages or less, not including the budget and budget narrative. Applicants answering Question 8 can use an additional page (up to 6 pages total.)
- Use Calibri font.
- Use 12-point font.
- Provide a detailed budget using the template provided in the application.
 - We understand that COVID response and recovery work may change. Adjustments to line items can be requested as the work gets underway.
- Submit proposals by: Thursday, November 12, 2020 by 5pm to Anna Hawksworth at ahawksworth@dconc.gov

Section 7: Proposal Questions

Proposals must answer questions 1-7. The bullets below each question provide guidance about what to include in your response. Answer Question 8 only if your proposed work will involve issuing micro-grants.

- 1. For which target area is organization applying?**
- 2. Who are you and what is your experience working in this target area?**
 - Give a brief description of your organization(s).
 - Briefly explain your experience working on this target area.
- 3. What do you plan to do? Please provide details about:**
 - Activities you hope to do during the 18 months
 - Timeline for activities
 - Target population
 - Why is this project important in helping Durham recover from COVID-19?
- 4. What will your project accomplish?**
 - What does success look like?
 - Why is your organization likely to be successful?
 - How will Durham County residents know you succeeded?
 - How will you evaluate and measure your results?
- 5. How will this project fit with other work being done in Durham on the target area?**
 - Describe what other organizations are doing in Durham on this target area.
 - Explain how your organization adds to this work.
 - Explain how your organization will not duplicate this work.
 - Share any partnerships and/or collaborations of which your organization is apart.
- 6. This funding opportunity will require quarterly (Sep, Dec, March, June) reporting on activities and results. It will also require periodic and yearly financial reports. What is your organization's experience and ability with writing reports, evaluating projects, and managing funds?**
 - What experience does your organization have with managing funds?
 - What experience does your organization have with collecting data and evaluating projects?
 - What experience does your organization have with writing reports?
 - Durham County aims to make this grant process equitable. If your organization needs technical support in this area, we want to support you. If your organization does not have support in any of these areas, please state if you are willing to receive technical assistance from County staff.

7. **How does your project address inequities and promote equity? What other guiding principles, if any, are you using to guide your work? Please refer to the definitions for guiding principles in Section 3.**
- What will you do to consider and address for the different experiences and outcomes people experience based on their race, ethnicity, income, and other factors?
 - How will your organization use the guiding principle(s) in your project?
 - Why is your organization using this guiding principle(s) in your project?
8. **Answer Question 8 only if your proposal includes a micro-grant process that will distribute funds to other groups that have not been chosen yet. If you are sub-granting to partners who have already been chosen, you do not need to answer this question. If you answer this question, you may add one extra page in the length of your application. What is your plan and capacity to manage an equitable and accountable micro-grant process?**
- Include information and/or history with managing this type of process.
 - Detail your plan for the sub-grant process.
 - Describe the proposed timeline and approach to recruiting, selecting, and funding sub-grants, including any application process.
 - Fully explain planned accountability procedures from recipients of sub-grants (e.g., reporting, etc.)

Section 8: Proposal Review Process and Evaluation Criteria

Proposals will be reviewed by teams of County staff and community members. Reviewers have lived and/or work experience with one or more target area.

Proposals will be evaluated according to the following six items.

1. **Alignment:** The project aligns with one of the three focus areas open for proposals.
2. **Need:** The project's impact is important to Durham's recovery from COVID-19.
3. **Achievable and measurable outcomes:**
 - The proposal identifies clear outcomes.
 - The proposal explains how outcomes will be measured.
 - Outcomes are achievable in 18 months.
 - Outcomes are achievable within the budget given.
 - The proposal explains why the project is likely to be successful.
4. **Collaboration:**
 - The project complements other work being done on this target area.
 - The project shows the organization will not duplicate what is currently being done by other organizations.
 - Proposal shows collaboration with other organizations.
5. **Guiding principles:**
 - The project addresses inequities and promotes equity.

- The project aligns with one or more of the other guiding principles
- 6. **Capacity:**
 - The proposal shows that the organization and any partners can meet the goals.
 - The proposal demonstrates the ability to manage funds and report back, and/or a willingness to receive technical assistance in this area.

Section 9: Timeline and Reporting

- Proposals are due on Thursday, November 12, 2020 by 5pm.
- Award recipients will be notified by January 15, 2020
- Payments will be released in two parts:
 1. In January 2021, about 1/3 of the award will be given. This is pending completion of contract process. This covers January 1 - June 30, 2021.
 2. In July 2021, about 2/3 of the award will be given. This is pending review of quarterly reports. This covers July 1, 2021 - June 30, 2022.
- Groups receiving grants will meet with County staff to finalize a reporting template. The template will include a list of activities, products, and measures for reporting on progress, challenges, and successes.
- Reports are due at least quarterly during the 18-month period.
- If you have any questions, please contact Anna Hawksworth at ahawksworth@dconc.gov or 919-560-0064

APPENDIX I: FOOD SECURITY Proposal Requirements

Please Note: Durham County would like one of the four nonprofit projects selected to manage a food security microgrants program. The goal is that many small nonprofits, such as food pantries, will be funded to provide COVID-19 relief. Ideally the funded agency has experience managing microgrants. Applicants who wish to apply for this opportunity should state this in their proposal and answer question #8.

Overall Goals

To ensure all Durham County residents have access to safe, affordable, and nutritious food. To strengthen Durham's food system, including farms, production, transportation, retail, and operations such as food banks and food pantries.

Opportunity Statement

The COVID-19 crisis increased food insecurity. The pandemic continues to cause new challenges that strain the food system. Durham County supports efforts to address the continued food security crisis.

Funding Objectives

- Increase food access to vulnerable populations in Durham County.
- Support a strong and effective food system.
- When possible, use other funding streams and resources to maximize reach and impact. Other funding streams and resources may include SNAP/EBT benefits, equipment, relationships, matching funds, and human capital.

Possible Outcomes (County staff will work with each funded organization to choose the best ways to measure success for these outcomes)

- Numbers of meals served
- Total pounds of food served
- Number of people served
- Racial / ethnic breakdown of people served
- Cost per meal
- Economic impact. For example, the number of jobs created or the number of farms supported.
- Other evaluation measures as appropriate

APPENDIX 2: SAFE AND SECURE HOUSING Proposal Requirements

Overall Goal

The goal of this funding is to help ensure that more people can continue living in safe and decent housing by addressing the challenges of weather, age of housing stock, and changing needs of aging and disabled occupants.

Opportunity Statement

The cost of even minor repairs, especially in the context of rising property values / taxes and of fixed or decreasing income, can be prohibitive to many homeowners, forcing them to sell their homes or to live in unsafe conditions. The County has the opportunity to work with public and private sector partners to increase the availability of publicly supported repair services for particularly vulnerable residents as important part of an overall affordable housing strategy. City and County (and non-profit) programs have historically often been run separately, which decreases economies of scale and the ease with which citizens can access the programs. With additional County funding applied through City-funded programs open to all County residents, the County will maximize the value of these programs to all Durham County residents.

Funding Objectives

The objective for this funding is to provide a mix of minor and substantial repair services to qualifying homeowners in Durham County (beneath 50% AMI and over 65 and/or disabled).

Possible Performance measures

- # of minor repairs completed (inside and outside City limits)
- # of substantial repairs completed (inside and outside City limits)
- Demographics of homeowners assisted

APPENDIX 3: CHILD, YOUTH, AND FAMILY WELLNESS Proposal Requirements

Funding Availability

The County is taking a hybrid approach to investments in the Child, Youth, and Family Wellness target area. Most of the funding will be awarded to nonprofits applying through this RFP process. A portion of funding will be awarded to the County-supported Office on Youth (OOY).

The OOY will run an RFP process in the spring of 2021 and subgrant the funds to community-based organizations addressing priorities that have emerged from the OOY Youth Listening Project. To learn more about the City of Durham Office on Youth, and to receive updates about their RFP process, please visit <https://durhamnc.gov/OfficeOnYouth> and follow their social media accounts: @youthspeakDURM on Twitter and Instagram.

Overall Goal

The goal of this target area is to create more opportunities, spaces, and resources for young people and their families that support their overall wellness. “Wellness” is a state of being fulfilled and healthy in your body and mind. Wellness can relate to physical, social, emotional, mental, and other types of health.

Opportunity Statement

The two pandemics of COVID-19 and racism have shown that there are inequities in outcomes for young people and their families in Durham County. The COVID-19 pandemic has put a lot of pressure on the systems that help support the growth and development of young people. These supports include safe and supportive learning spaces; healthy food; skill development and jobs; nurturing relationships; and mental and physical health supports. Because of systemic racism, these systems were already leaving many Black, Latinx/Hispanic, and Indigenous families behind, and now the situation is worse. Durham County wants to fund efforts that:

- Address these and other inequities worsened by the pandemic, and
- Address the current wellness, health, and learning needs of young people and their families.

Funding Objectives

Durham County is seeking proposals from organizations and groups serving young people 0-24 years and their families. Funded organizations will work in partnership with the communities they serve to do one or more of the following activities. Organizations are encouraged to include funds in their budget for compensating the young people and family members that partner in project development and evaluation. Eligible activities include:

- Create safe places, spaces, and approaches that promote health, wellness, and learning for young people and their families
- Offer targeted supports and encouragement that consider culture, trauma, and other lived experiences
- Provide young people and their families opportunities for decision making and leadership in creating these opportunities

- Re-imagine and re-design the policies, systems, and institutions that influence health, wellness, and learning

Possible Outcomes (County staff will work with each funded organization to choose the best ways to measure success for these outcomes)

- Young people and their families feel that the opportunities available to them support their health, wellness, and learning
- Young people and their families feel that these opportunities are safe and feel that their culture and other lived experiences are seen, heard, and valued
- Young people and their families are part of creating and using the approaches to health, wellness, and learning
- Young people and their families, especially from communities that historically have not had a voice in decisions made, have more leadership opportunities within organizations that allow them to be consistent decision makers
- Useful policy and systems changes that would increase equitable outcomes in child, youth, and family wellness are identified

Example Strategies

- Organizations that support students with remote learning gather a group of young people and their families. They find ways to safely connect with each other. Together, they create plans for social and emotional learning. These plans could be used by other organizations and families across Durham.
- Early literacy and arts organizations work with families to create a storytelling program. They create videos and other materials that can be shared on social media
- Mental health workers partner with young people and families and young people to develop wellness activities and courses. These resources consider trauma, culture, and other lived experiences.
- Arts organizations partner with childcare center staff and parents to create a project that uses art to explore racial and ethnic identity. Partners then train other child care centers on the approach.
- An organization hires young people and/or their families to develop and run a program focused on wellness or learning. The organization makes sure their work environment and practices are welcoming to the new staff members, even if this means changing some things. The new staff members are supported with opportunities to build new skills. These staff members participate in decision-making and the organization learns from their lived experience and expertise.

APPENDIX 4: WORKFORCE DEVELOPMENT

Funding Availability

All funding for the Workforce Development Target Area will be awarded to selected organizations that respond to this RFP.

Overall Goal

The goal of the Workforce Development Target Area is to help residents in low-wage jobs transition into high-demand industries with opportunities for salary growth and upward mobility. By improving awareness and access to career training and employment, this Target Area seeks to promote the economic well-being of all Durham County residents. Funded workforce development programs will work with Identified Partners (listed below) to leverage their resources to recruit, enroll and support Target Audience residents (listed below) until they complete coursework in Durham Technical Community College's [Back to Work Initiative](#) and are employed in an industry with salary and promotion growth potential.

Opportunity Statement

COVID-19 has impacted the jobs available in many industries across Durham. As part of Durham's economic recovery strategy, retraining workers in impacted industries with new career skills will better support their professional and economic well-being. For the Durham industries not negatively affected by the pandemic, they continue to offer career opportunities where employees can attain good-paying, entry-level positions with potential for significant promotion in 5-10 years. While many of the necessary components are in place to foster a successful workforce pipeline, even prior to the onset of COVID-19, not enough residents were connecting with these opportunities. With the addition of increased awareness and access to career paths and resources that create personal wealth, more residents can benefit from these local careers. To that end, coordination among all service providers in the identified continuum, from high school equivalency testing to skill-building, to career placement, is essential to connect residents with more profitable career opportunities.

Target Audience

- Residents whose employment has been impacted by COVID-19
- Residents looking to transition into a better-paying, new career
- Residents seeking assistance in overcoming barriers to career entry and progression, such as:
 - Attaining high-school equivalency
 - Attaining industry-recognized credentials
- Residents who are justice-involved and facing additional employment barriers

Funding Objectives

Durham County is seeking proposals from organizations that help residents achieve the following:

- Meet Community College eligibility requirements

- Attain professional experience in a career field with middle income potential
- Attain industry recognized credentials through Durham Tech's Back to Work training programs
- Achieve employment in a high demand, career pathway

In addition, Durham County is seeking proposals from organizations that demonstrate the value-add of leveraging resources through:

- Collaboration that delivers a continuum of services starting with skill-building and training, including high school equivalency attainment, and ending with employment in an identified high demand career pathway
- Collaboration with the continuum of workforce development service providers to coordinate the progression of residents between milestones
- Collaboration with the continuum of workforce development services providers to identify and resolve service delivery gaps

Possible Outcomes

Successful applications will communicate programs, strategies and use of funds that most effectively work towards the following outcomes:

- Attainment of GED®/HiSET® certification or High School equivalency
- Work-based learning opportunities, such as: on-the-job-training, apprenticeship and internship placement
- Enrollment in a noncredit or credit program leading to an industry-recognized credential
- Enrollment, retention and successful completion of credential attainment through Durham Tech's Back to Work initiative or training and educational programs recognized by NC Works
- Provision of support services for program participants may include, but are not limited to:
 - Provision of laptops and hotspots for remote coursework
 - Coursework tutoring and career coaching or related support services
 - Childcare and/or transportation assistance

Impacts of COVID-19 on Service Providers

The pandemic has impacted service providers and employer's ability to offer on-the-job training, apprenticeships and internships, as well as the administration of high school equivalency testing. While these services are not currently operating at full capacity, we anticipate that their service delivery will be able to increase over the 18-month period that funding will cover. For those reasons, as well as the importance of these services in contributing to the larger desired outcomes, programs for the referenced services remains a priority in this Target Area.

Identified Partners and Resources

For nonprofit service providers, successful applications will demonstrate collaboration and leveraging of resources with the following partners to successfully navigate the identified workforce development continuum and increase the likelihood of achieving desired outcomes:

Durham Technical Community College:

Back to Work Initiative

In response to the impacts of COVID-19, Durham Tech is offering a number of courses to help students get opportunities for immediate employment in high demand occupations. Courses being offered in the career fields listed below require less than a year of classroom time to help students get back to work quickly in fields like Biotechnology, Information Technology, Health and Wellness, Skilled Trades and more. Scholarship opportunities are available. Some courses may require a high school diploma or GED®/HiSET® as well as access to a computer and internet. The following link for more information on the initiative, available courses and start dates:

<https://www.durhamtech.edu/academic-programs/durham-tech-back-work-initiative>

Financial Aid

Learn about available financial aid opportunities that includes ConnectFunds for Durham County residents and Durham Public Schools graduates that can apply for scholarship opportunities: <https://www.durhamtech.edu/pay-college/financial-aid>

Career Services

Career Services at Durham Tech can help students search, find, and transition to a career. Get connected with a career counselor or join the College Central Network to search and apply for jobs and internships: <https://www.durhamtech.edu/careers>

Options for Individuals without a HS diploma

The [College and Career Readiness](#) Department at Durham Tech offers four entry points for students:

1. The [Adult Basic Education](#) (ABE) Program offers skill building classes in reading, writing, and mathematics for students whose skills are below the ninth-grade level. ABE courses are designed to prepare students to move into one of the diploma programs listed below. These free courses are held at the Durham Tech Main Campus, the Orange County Campus, and other locations throughout Durham and Orange counties. Registration is open all year on a rolling basis until each course is full.
2. The [Gateway to College](#) (GtC) High School Program serves students who are ages 16-24. The Program fosters a community that re-engages students in their education by developing relationships and personalizing education plans in a challenging learning environment with college and career expectations for all learners. Students in GtC are required to complete 22 units of credit to earn the HS diploma. Regular class participation is required. Tuition and books are free. There is an expectation that GtC students will move forward into a noncredit or credit program at the College upon completion of the HS diploma. The college tuition and fees are covered for GtC graduates who transition directly into

- college.
3. The [Adult High School](#) (AHS) Diploma Program serves students who are ages 25 and above. AHS students are required to complete 22 units of credit to earn the HS diploma, and regular class participation is required. Tuition and books are free.
 4. The [High School Equivalency](#) (HSE) Diploma Program prepares students to take a high school equivalency test, currently the GED® or HiSET®. Preparatory classes at Durham Tech are free, and the testing fee is covered for Durham and Orange County residents who prequalify on a practice test.

Many of which fall under the Certified Career Pathways Durham Workforce Development Board's

Guided Career Pathways

The following noncredit programs lead to industry-recognized credentials, many of which also fall under the four DWDB Certified Career Pathways; federal funds in the form of GEER scholarships can be leveraged to support students from Durham and Orange Counties in the following programs: <https://www.durhamtech.edu/academics-guided-career-pathways>

- BioWork Plus
- Carpentry
- Central Sterile Processing
- Certified Medical Admin. Assistant
- Certified Nursing Assistant
- Community Health Worker
- Culinary
- Dialysis Technician
- EKG
- Electrical Line Technician
- Emergency Medical Technician
- Esthetician Technology
- FESTO Advanced Manufacturing 4.0
- Fire Academy
- HVAC
- Massage Therapy
- Natural Hair Care
- Paramedic
- Phlebotomy
- Plumbing
- START Careers in Hotel and Lodging
- Welding Technology

Durham Workforce Development Board (www.durhamworks.org)

As one of 23 Workforce Development Boards in the state of North Carolina, the Durham Workforce Development Board's mission is to set direction for the NCWorks system in Durham County and City. Focusing on "Connecting Talent to Jobs", the system is designed to be a premier source for businesses to identify top talent in Durham.

The Durham Workforce Development Board (DWDB) strives to meet the talent needs and development of Durham businesses, job seekers, and youth. This is accomplished through

programming targeting those experiencing barriers to employment, to provide resources and access to training, skill-building, career counseling and supportive services. DWDB oversees the operation of the Durham NCWorks Career Center, NCWorks Online, and the NCWorks employment system, along with other programs in partnership with the City and County of Durham, such as the Durham Youth Internship Program (DYIP), to secure employment and work-based learning opportunities for Durham residents.

NC Works Durham NextGen

Through the City of Durham's Office of Economic and Workforce Development's partnership with Eckerd Connects, NC Works NextGen exists to help remove many of the barriers some of our youth experience and start them on the path to career success. Whether you are ready for a new career or unsure what career to enter, we can help you realize your potential. NCWorks NextGen provides education and training opportunities that help youth and young adults hit the ground running in high-demand careers. To qualify for our program, you must meet one or more of the following criteria: <https://www.ncworksnextgendurham.com/services>

- Between 17 and 24 years old
- Pregnant or single parent
- Low Income
- High school graduate
- High school dropout
- Justice Involved
- Those who need help determining a career path

NC Works Online

Business and job seekers are encouraged to visit [NCWorks Online](#) which is a one-stop online resource for job seekers and employers in North Carolina. Job seekers can search for jobs, create resumes, and find education and training. Employers can find candidates, post jobs, and search labor market information.

NC Works Career Center (1105 S. Briggs Avenue)

The NCWorks Career Center system is a partnership of local workforce development professionals providing an array of services geared to assisting:

- Area businesses with recruiting, retention, and training
- Area residents, 18 years or older, with defining career pathways, work readiness and employment search

Business and job seekers are encouraged to visit [NCWorks Online](#) which is a one-stop online resource for job seekers and employers in North Carolina. Job seekers can search for jobs, create resumes, and find education and training. Employers can find candidates, post jobs, and search labor market information.

Oversight regarding activities under the Workforce Innovation and Opportunity Act (WIOA) within the NCWorks Career Center system in Durham is provided by the Durham Workforce Development Board.

The NCWorks Career Center provides a one-stop experience for job seekers, with on-site representatives from our program partners, including:

- WIOA Adult and Dislocated Worker Program
- Division of Vocational Rehabilitation Services
- Durham County Department of Social Services
- Durham Technical Community College
- North Carolina Department of Commerce Division of Workforce Solutions
- Services for the Blind

WIOA Supportive Services

Eligible WIOA participants can receive support in childcare, transportation and even necessary equipment. Additionally, through a partnership with Durham Tech, the WIOA program provides emergency funding through the *Governor's Finish Line Grant* initiative. This program ensures that those nearing completion of their training can successfully complete their programming, even when faced with sudden, unexpected financial burden.

Made in Durham

Made in Durham is a nonprofit community collaborative working to assist the education to career initiatives in Durham to prepare and connect youth and young adults aged 14 to 24 to meaningful careers. Made in Durham provides informational programs and resources to local

community-based organizations that are attempting to connect youth and the families they serve to these opportunities. Current informational programs available to organizations include opportunities in Life Science, Skilled Trades, Line Technicians and Informational Technology and are specifically organized to address current certification programs, financial resources and job availability to your organization's clientele. General information can be found at www.madeindurham.org and specific information on the Information programs should be directed to csteinbacher@madeindurham.org