



MINUTES
P20 Council Quarterly Meeting (Q1)
March 5, 2025
Depot Railroad Ave Park | Brevard, NC
11:00AM-1:30PM

Attendees: Amy Barry, Diana Blackett, Becky Bowen, Dr. Ivry Cheeks, Josh Kersey, Dr. Gene Loflin, Lisa Mann, Emily Martin, Emily Nicholson (staff), Dr. Tracy Parkinson, Brandon Priester, Dr. Jennifer Reed, Scott Rhodes, Rob Rode, Rachael Sawyer, Katlen Smith (staff), Dr. Scott Queen, Melissa Zenz (staff)

- Mrs. Nicholson welcomed the attendees and began with an overview of Johnny's SWOT Analysis that was completed in 2024.
- Becky Bowen was introduced and gave an overview of her Ripple Effect Mapping process. The presentation moved forward with an example of Ripple Event Mapping that Ms. Bowen worked on previously to show qualitative impacts. The group was asked to pair up and conduct an 'Appreciative Inquiry Interview'. Once completed Ms. Bowen asked for specific examples of how P20 has affected their organizations.
- Mr. Rode shared that he did not fully realize the degree of the full career arch necessary from a hiring perspective at Pardee. Dr. Cheeks mentioned the transitional survey that Asheville High School seniors now complete before graduation to get specific information on their next steps. Ms. Martin wondered if P20 wants to think about playing a role in the 0-5 age range due to the impact that age has on the future of the child.
- Ms. Barry shared that Ms. Sawyer brought the P20 agenda to a development meeting of Buncombe County which included county commissioners and lobbyists. Because of this, P20's work was in the discussion for what ended up being the Expansion of NC Pre-K program. Mr. Kersey recognizes the importance of having the Buncombe County Human Resources Association to have a connection with the educational system locally.
- Dr. Queen appreciates the relationship between Henderson County Schools Human Resources Department & Blue Ridge Community College. BRCC has a hard time recruiting educators in the trades because the wages can't match what they would get in the field.
- Mr. Rode shared that Pardee worked with BRCC to each adjust their class/work schedules to accommodate CNA students, which resulted in a positive hiring outcome.
- Ms. Blackette shared that Mr. Priester was part of the team that pulled together the FAFSA Packet that had an impact on many of the other stories told today. Ms. Blackett sees all the areas where P20 has been a conduit and an important networking opportunity between institutions that don't often get a chance to have an open conversation. Mr. Rhodes feels that getting and retaining effective educators is the most necessary part of success and from an advocacy standpoint we have to fight for teachers' pay. The attendees cheered in agreement.
- Ms. Mann spoke about the importance of the Student Representative program. Ms. Smith reminded the group that in April the students will be presenting at the Action Team meetings and attending the Q2 meeting in Asheville.

- Ms. Bowen asked “What are three wishes you have for the Council in the next six months.” Some ideas given were:
 - Mr. Rode suggested there be a couple more employers as P20 members with different levels of wage structures.
 - Ms. Blackett hopes there could be funding/grants available to help partner with the colleges to fill the salary gap for educators.
- Ms. Bowen asked “What can P20 do to help you have a more impactful program or event?” A few suggestions were:
 - Create a Healthcare Career Day event like Construction Career Day.
 - Conduct focused career expos specific to certain industries like Tourism, Manufacturing, Healthcare, Construction. Have educators and employers be present in order to be successful.
- Ms. Bowen concluded her presentation and will be spending the next couple weeks putting together her report. The meeting was adjourned.

Next Meeting: Tuesday April 29th | LOS Office 339 Leicester Hwy Asheville, NC | 11:30AM-1:30PM