

WILLIAM (WILL) H. COLLINS, JR.

919.830.2722 will@newventurenc.com

Newventurenc.com

10005 Bushveld Lane, Raleigh, N.C. 27613

Strategic Human Resources Leader and International Business Executive

Visionary leader with strong core competencies and ethics and well known for an enthusiasm and success in building long term relationships. Responsible for driving improvements of a prominent government agency during two political administrations. Expertise in start-up and expanding operations. Business partner recognized for positive changes to improve productivity, quality, and profit while reducing costs. Excellent record of coaching, developing, and motivating team members and leaders.

Highly respected for Executive Leadership, Public Speaking, and Government Relations

- Talent Recruitment / Development
- Coaching / Mentoring
- Benchmarking Best Practices
- Public and Media Relations
- Support Leader for Veterans
- State / Federal Govt. Liaison
- Diversity Pioneer
- Economic Development Leader
- Corporate Integrity / Ethics

ACCOMPLISHMENTS

Initiatives and Continuous Improvements

- Appointed by NC Commerce Secretary serving under two administrations and Governors of North Carolina.
- Leadership of Regional Directors responsible for 600-member team in 90+ Certified NCWorks Career Centers.
- Successfully transferred Apprenticeship Program from NC Dept. of Labor to NC Dept. of Commerce.
- Introduced statewide culture change initiatives to enhance team member decision making and involvement.
- Responsible for negotiation of contracts, benefits, and strategic alliances / relationships.
- Served as liaison to Japanese leaders while staffing and managing their first manufacturing facility outside of Japan.
- Projects completed on schedule, under budget, and with zero Legal / EEOC / Dept. of Labor losses.
- Served as HR, Government / Community Relations leader for privately held \$1B automotive manufacturing operation.
- Directed international business (initially Italian, then German ownership) from start-up through due diligence.
- Develop initial policies and procedures, coordinate staffing, compensation, benefits, training, environmental safety and health along with management of team members and executive leadership team in start-up operations.

Leadership and Compliance

- Led team through collaborative activities to consolidate over 110 offices into 90 full service NCWorks Career Centers statewide saving North Carolina taxpayers in excess of \$1 million annually.
- Executive leadership of Workforce Innovation and Opportunity Act (WIOA) team responsible for over \$140 million in funds w/ responsibility for communication and compliance.
- Initial leader of management team to start-up 316,000 square feet (sf) facility with expansions to 1,000,000 sf facility growing from 1 to over 1,200 team members in union free environment.
- Led HR and Executive Teams to establish benefits & comp programs (payroll > \$80 million, 401K > \$22 million, medical claims > \$9 million) with **zero** audit or regulatory issues annually.
- Coordinated reimbursement of training expenses with NC's Community College System of > \$2 million over 14 years.

PROFESSIONAL LEADERSHIP and WORK EXPERIENCE

New Venture Resources, Inc., Raleigh, NC
Owner

September, 2017 to present

- Private practice providing human resources and leadership services to start-up and expanding businesses.

North Carolina Department of Commerce, Raleigh, NC
Assistant Secretary, Division of Workforce Solutions
Executive Director, NCWorks

December, 2013 – August, 2017

- State agency responsible for economic and workforce development
- Leader of 6-member executive team with accountability for Workforce Innovation and Opportunity Act (WIOA) fund administration and compliance with over \$140 million annual budget. Led statewide innovative improvements in culture, customer service, business and community relationships, human resources and fiscal efficiencies.

New Venture Resources, Inc., Raleigh, NC
Owner

May, 2013 – December, 2013

- Private practice providing human resources and leadership services to start-up and expanding businesses.

AW North Carolina, Inc., Durham, NC
Subsidiary of AISIN AW Co., Ltd based in Anjo City, Aichi, Japan

May, 1999 – April, 2013

Vice President - Human Resources / Administration / Community Relations

- Manufacture, sales, and distribution of automotive automatic transmissions and components
- First American hired to initiate and develop all recruiting and training programs, administrative guidelines, and compliance for “green field” North American facility manufacturing automotive automatic transmissions for Toyota Motor Manufacturing North America.

EDUCATION

Appalachian State University, Boone, NC

BS BA Personnel Management / Human Resources

PROFESSIONAL AFFILIATIONS

- Appalachian State University Board of Visitors (Current)
- The Japan Center (NC State University) Board of Advisors (Current)
- NC Community College System Board of Directors (Past)
- NC Community College System Foundation Board of Directors (Treasurer/Vice Chair – Past)
- Panel Member/Guest Speaker: International Events, HR and Workforce Conferences