Tony Copeland, Secretary
NC Department of Commerce
Welcome

Tom Rabon
Chair
First Pathway Certified February 2016 – *Northeast Region (Healthcare)*

Thirty-five Pathways Certified Through 2018

Thirteen Pathways Reached One Year of Implementation by June 30, 2018 – *Healthcare, Hospitality & Tourism, Advanced Manufacturing, Transportation, Information Technology*

One Year Check-Ins Submitted by Each Team – Synthesized for Report

Captured Additional Data from Stakeholders
  - Two Focus Groups
  - Twenty-three Individual Interviews
Data indicate a continued need for Career Pathways
Career Pathways have improved collaboration among partners and employers
Educational institutions have streamlined course offerings and time to credential
Employers have provided larger numbers of Work-Based Learning opportunities
Increased employer engagement has produced other, unintended benefits
Career Pathways provide tools for smaller counties with fewer resources
Front line staff feel invested in the Career Pathways process
Eastern Carolina
Transportation, Distribution & Logistics
Cape Fear
*Construction Technology*
Veterans Workforce Issues

VETERAN STATISTICS
NORTH CAROLINA AND THE U.S.

Nearly
24,000 Veterans have registered & are looking for work through NCWorks Online.

Veteran Statistics:

- NC Veteran Population: 663,261
- NC Veteran Population: 85,919,041
- NC Veteran Population:
  - Veteran Employment Rate: 65.6%
  - Veteran Employment Rate: 4.7%

Veteran Education:

- Bachelor’s degree or higher: 24.5%
- Some college or associate degree: 48.5%
- High school graduate: 10.7%
- Less than high school graduate: 14.8%

North Carolina’s Veteran Population:

- Total: 3,435,000
- Total: 3,435,000

Veteran Employment Services:

- NCWorks Online: 85,919,041
- NCWorks Online: 24.5%
- NCWorks Online: 48.5%
- NCWorks Online: 10.7%
- NCWorks Online: 14.8%
NORTH CAROLINA’S VETERAN POPULATION

Percent of Civilian Population 18 and over

3.6%  
21.7%
NC VETERAN AGE DISTRIBUTION

<table>
<thead>
<tr>
<th>Age Group</th>
<th>NC</th>
<th>US</th>
</tr>
</thead>
<tbody>
<tr>
<td>18 - 34</td>
<td>19.4%</td>
<td>23.0%</td>
</tr>
<tr>
<td>35 - 54</td>
<td>24.3%</td>
<td>24.9%</td>
</tr>
<tr>
<td>55 - 64</td>
<td>20.2%</td>
<td>19.4%</td>
</tr>
<tr>
<td>65 - 74</td>
<td>26.9%</td>
<td>24.1%</td>
</tr>
<tr>
<td>75 &amp; over</td>
<td>9.2%</td>
<td>8.6%</td>
</tr>
</tbody>
</table>
NC VETERAN
EDUCATIONAL ATTAINMENT
AGE 25+

- Bachelor's degree or higher: 26.5% (NC) vs. 27.4% (US)
- Some college or associate's degree: 40.1% (NC) vs. 37.0% (US)
- High school graduate: 26.7% (NC) vs. 28.7% (US)
- Less than high school graduate: 6.8% (NC) vs. 6.8% (US)
Spotlight on Innovation

Making North Carolina the Number One State for Military Employment

North Carolina for Military Employment (NC4ME) is a mission to make North Carolina the number one state for military employment. After more than three years of formal operations, this public-private partnership has proven beyond any doubt that its new approach to supporting military employment is an effective and economical way to connect qualified military candidates with jobs across our state.

North Carolina is proud to host the fourth-largest active duty military presence in the country and, at over 750,000 strong, the eighth-largest community of veterans of any state in the nation. This huge population makes the military North Carolina’s second-largest economic sector and an exceptional source of workforce talent. An estimated 22,000 service members will separate from the military through the N.C. Department of Defense (DOD) installations each year, adding strength to the state’s vibrant veteran community. However, most employers fail to recognize that these service members’ military training gives them the 21st-century skills that businesses need to fill critical skill gaps and power bottom-line results.

On March 5, 2015, the Governor announced the launch of NC4ME, a public-private partnership designed to make North Carolina the number one state for military employment by changing the way the state works. From one based on services to one based on readiness as business operation. While other organizations train service members to be better job seekers, NC4ME educates business leaders and human resources professionals on the value of hiring military candidates and connects them with those talented individuals. This new approach encompasses existing veteran support efforts and provides a much-needed boost to military job seekers in North Carolina.

NC4ME’s strategy involves actively engaging every critical player in the employment process. It starts at the strategic level, by showing employers that military talent is perfectly suited to drive business results in their industry. From these human resource professionals who screen job applicants and credential interviewees, to those who train and assess qualified military talent. Finally, military job seekers are shown the most of organizations ready to hire them in jobs across North Carolina.

To success in this strategy, NC4ME has created a partnership of organizations hard-gnawed based on their proven ability to operate effectively at critical points in the employment process. This includes the N.C. Department of Commerce, which serves as the state’s lead partner for workforce support activities. The NC Office of Human Resource Management (NCOHRM), which is the accrediting body for over 4,000 human resource professionals; the national Office of Armed Forces Recruiting from each military installation in North Carolina; and the USA of NC4ME, among others. Adopting this partnership model for service delivery dramatically reduces the duplication of effort and helps to reduce confusion and anxiety in North Carolina’s military support infrastructure.

Spotlight on Local Workforce Innovations | NCWorks Commission

GOLDEN ELECTRICITY AROUND A CAREER IN ELECTRICAL LINE WORK

Many of us take for granted that our lights will come on with the flip of a switch. But who makes that happen, and what will we do if there is nobody keeping our electrical infrastructure maintained and repaired? Unless we are intentional about training the next generation of lineworkers, the possibility becomes more real that the lights could indeed go out.

The demand for electrical lineworkers is growing at a pace that is much greater than the number of graduates completing certification programs in North Carolina. Commerce projections indicate that the need and demand will usually increase for years to come. In the Carolina Lineworker Foundation (CLF), is preparing the way to help the future lineworkers come.

The Carolina Lineworker Foundation (CLF) has developed a skills program and is helping to improve their career potential during and after their senior year of high school.

PROGRAM HIGHLIGHTS

- Identifies high school students interested in careers in the electrical line work industry
- Provides high school students with the opportunity to develop job skills and knowledge necessary for success
- Provides college-level instruction for those who meet the requirements of their apprenticeship program
- Demonstrates to communities and organizations the potential return on their investment benefits for everyone

The Carolina Lineworker Foundation (CLF) has developed a skills program and is helping to improve their career potential during and after their senior year of high school.

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November 2018
Veterans Workforce Issues

Welcome to the NCWorks Veterans Portal. Thank you for your service.
Military Credit
For Prior Learning

Susan Barbitta
NC Community Colleges System
Military
Credit for Prior Learning
Active Duty

1,296,000
Total: 2,110,100 (end of 2017)
Credit for Prior Learning

- American Council on Education (ACE)
- SACSCOC
- Joint Services Transcript (JST)
- Faculty Panels
NURSING
AUTOMOTIVE
AVIATION
RAD TECH
SURGICAL TECH
DENTAL
SUPPLY CHAIN MANAGEMENT
CONSTRUCTION
BUSINESS
COMPUTER SCIENCE & IT
FOREIGN LANGUAGE
CRIMINOLOGY & CJ
EMS/EMT
COMMUNICATIONS & ENGLISH
HUMANITIES
EDUCATION

- Over 100 skill levels and courses evaluated
- Faculty members have recommended the awarding of approximately 4,000 semester credit hours
Next Steps

• Website
  • Joint UNC & Community College System
• Consistent transcripting
• Additional Faculty Panel Evaluations
Committee Updates

Business Engagement – Marti Matthews Martin

Performance and Accountability – Mel Chernoff

Education and Training – Stan Sherrill

Governance and System Alignment - Susan Jackson
NCWorks Commission
Local Workforce Development Board Measures

Performance & Accountability

High Country
Exceeded all business targets

Kerr-Tar
Exceeded adult training target

Lumber River
Exceeded all targets
Exceeded Youth Training target

Exceeded Youth Training target

Exceeded all targets
Committee Updates

Business Engagement – Marti Matthews Martin

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NCWorks Career Center Certification
Cumberland Workforce Development Board

414 Ray Avenue, Fayetteville, Cumberland County
NCWorks
Career Center
Certification

Eastern Carolina Workforce Development Board

309 Commerce Avenue, Morehead City, Carteret County
2836 Neuse Boulevard, New Bern, Craven County
192 Magnolia Extension, Kenansville, Duplin County
231 Highway 58 South, Kinston, Lenoir County
2006 Wayne Memorial Drive, Goldsboro, Wayne County
Workforce Updates

- 2018 Partnership Conference
- Work-Based Learning Navigator
  https://wblnavigator.org/web/organization-signup-form/
- 2019 Meeting Dates
- February 13-14 – Strategic Planning Session
Public Comments

- Sign in at podium
- Limit time to 2 minutes
- Comments are relevant to workforce issues
- Additional comments may be sent to the commission at:

ncworkscommission@nccommerce.com
Tom Rabon

Next Meeting

February 13 - 14, 2019