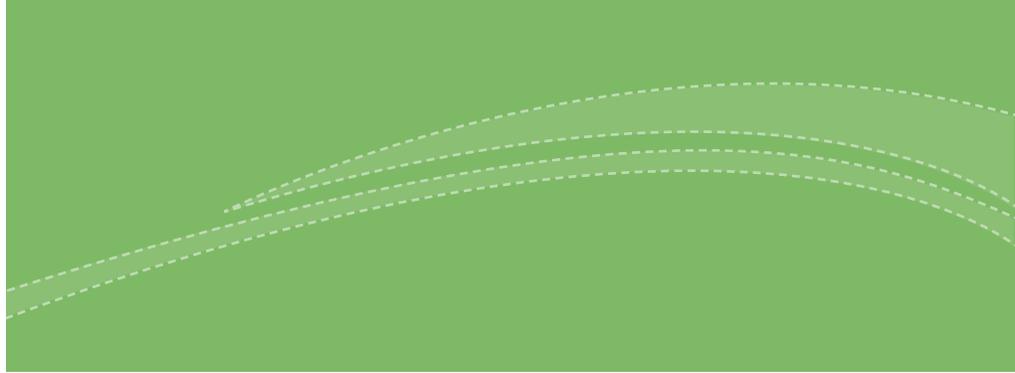




NORTH CAROLINA  
**COMMON FOLLOW-UP SYSTEM**



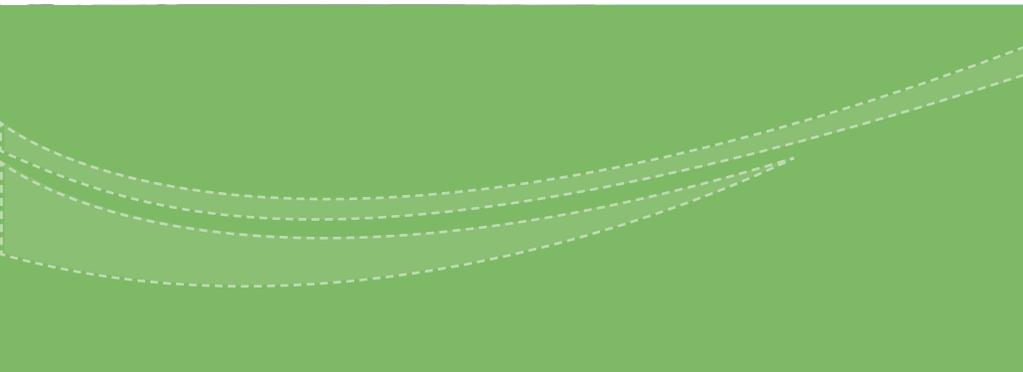
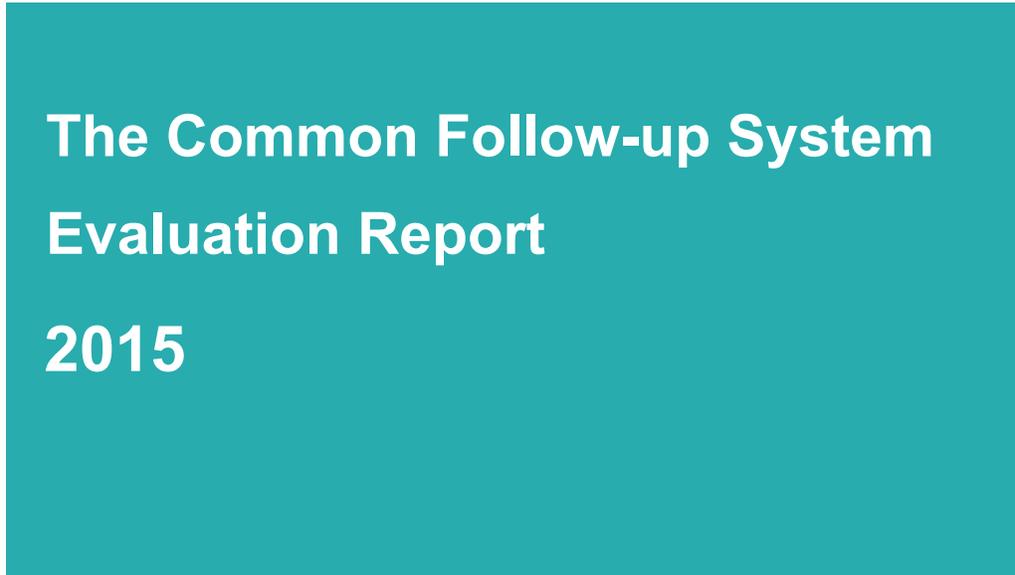
**NORTH  
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DEPARTMENT OF COMMERCE™



**The Common Follow-up System  
Evaluation Report**

**2015**



LABOR & ECONOMIC  
ANALYSIS DIVISION

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## INTRODUCTION

Substantial federal, state and local resources are expended throughout the state of North Carolina each year to operate an array of education, training and employment related programs. These funding resources are utilized to provide academic educational programming, workforce training, skill enhancement, employment related assistance, rehabilitative services and other assistive services that help individuals gain knowledge, skills and abilities, complete academic credentials and assist individuals with obtaining, maintaining and retaining employment. Programs and services are provided to a diverse group of participants ranging from public high school students, community college students, university students, high school dropouts, incumbent workers, unemployed individuals, disabled individuals, offenders, veterans as well as other specific sub populations.

Administration and delivery of programs and services varies considerably. Some programs are administered through a state administrative entity and delivered through sub-state, local or regional entities or institutions. Some programs are delivered directly by sub-state entities, others are administered through contractual arrangements between entities and others are administered through a combination of delivery mechanisms. Participation in programs and services is determined by several factors which include funding, access and eligibility criteria. Some programs provide services to almost universal populations while others have strict eligibility criteria regarding program eligibility and participation.

At the state level, there are several entities that have responsibility for the administrative management, oversight and/or operation of education, training and employment related programs, services and institutions. These entities include the Department of Health and Human Services, the Department of Commerce, the North Carolina Community College System, the Department of Public Instruction, the University of North Carolina, the Department of Public Safety, and the Department of Administration. These administrative entities and their respective institutions and programs play a vital role in helping to educate the state's citizens and preparing the state's current and future workforce.

North Carolina's current and future economic success is predicated on the State's ability to develop and retain a quality workforce. As such there is an increasing need and demand for information regarding the effectiveness of programs in preparing North Carolina's workforce. Chapter 96 of the North Carolina General Statute requires the North Carolina Department of Commerce's Labor and Economic Analysis Division (LEAD) to develop, implement and maintain a common follow-up information management system (CFS) for tracking performance measures related to current and former participants in State job training, education and placement programs. LEAD is also charged with evaluating the effectiveness of programs and determining if specific

program goals and objectives are attained, determining placement rates for each program and with making recommendations regarding programs evaluated.<sup>1</sup>

## ASSESSING PROGRAM PERFORMANCE

The Common Follow-up System provides the mechanism for carrying out longitudinal analyses that can be utilized to develop measures of program performance. These measures can provide critical information that can be used in the assessment of program effectiveness. As part of its responsibility for evaluating programs contained in the CFS, the North Carolina Department of Commerce's Labor and Economic Analysis Division (LEAD) undertook a series of analyses that focused on assessing the educational and employment outcomes of individuals participating in several of North Carolina's public education, employment and training programs. The goal was to develop key evaluative performance indicators related to employment and wage outcomes as well as measures related to further participation in education and employment programs. It is intended that these measures can be utilized in concert with other programmatic information to aid in the assessment of program effectiveness.

Analyses focused on addressing several questions:

- **Are former participants of publicly supported education, employment and training programs employed in North Carolina?**
- **Are graduates of North Carolina Community College programs employed in North Carolina after graduation?**
- **What are the wages of former participants and graduates?**
- **In what industries are former participants and graduates employed?**
- **What are the employment and wage outcomes for different academic majors and degree areas?**
- **Do individuals who exit or graduate from programs participate or enroll in additional education, employment and training programs after participation?**

The outcome measures that were developed include employment and wage statistics and measures of further participation in other education, employment and training programs. Measures were calculated for 5 program year based cohort groups for each program and include outcome measures for up to 5 years post exit/graduates. Relevant employment and wage statistics include the number and percent employed in North Carolina and the average and median wages for each program as well as employment and wage measures by industrial sector of employment.

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<sup>1</sup> North Carolina General Statute § 96-30 – 35

[http://www.ncleg.net/EnactedLegislation/Statutes/HTML/ByArticle/Chapter\\_96/Article\\_4.html](http://www.ncleg.net/EnactedLegislation/Statutes/HTML/ByArticle/Chapter_96/Article_4.html)

## PROGRAMS ASSESSED

The Common Follow-up System contains information on a diverse set of education, employment and training programs and services. Analyses included in this report focused on assessing the effectiveness of 12 programs across three agencies. These included the following:

### THE DEPARTMENT OF HEALTH AND HUMAN SERVICES

- **Division of Social Services**
  1. **Work First – Temporary Assistance for Needy Families (TANF)**
- **Division of Vocational Rehabilitation Services**
  2. **Rehabilitation Services**
- **Division of Services for the Blind**
  3. **Rehabilitation Services**

### THE DEPARTMENT OF COMMERCE

- **Division of Workforce Solutions**
  4. **Wagner Peyser Program**
  5. **Workforce Investment Act (WIA) Title I Adult Program**
  6. **Workforce Investment Act (WIA) Title I Dislocated Worker Program**
  7. **Workforce Investment Act (WIA) Title I Youth Program**

### THE NORTH CAROLINA COMMUNITY COLLEGE SYSTEM

8. **Career and Technical Education Programs**
9. **Workforce Continuing Education Training**
10. **Small Business Center**
11. **Human Resources Development Program**
12. **Basic Skills Programs**

## METHODOLOGY

Data from the North Carolina Common Follow up System were utilized to perform a series of longitudinal analyses that focused on the educational and employment outcomes of individuals participating in publicly supported, education, employment or training related programs. Each year the participating entities supply biannual data files to the CFS, which encompass two six month cycles of a program year. For example, for the 2012-2013 CFS program year, each entity submitted data files covering the time periods of July 1 through December 31, 2012 and January 1 through June 30, 2013. These formatted input files are created from existing information systems at each of the entities and contain demographic data, program enrollment information, and completion information for individuals participating in educational, employment and training programs and services that are operated by each of the participating entities. After the files have been submitted, the data are put through a series of edit checks to insure compatibility and accuracy. These edit checks include a review of submitted data

files and data elements including agency and institutional information, program information, participation dates and participant's demographic information and Social Security Numbers (SSNs). The submitting entities are provided a report regarding the results of the edit checking process and are provided the opportunity to correct any data limitations. Any SSN that is outside of the range of valid SSNs are not included in system processing. After the edit checking process is completed the resulting cleaned data are loaded to the longitudinal historical data files that form the basis of the system.

Each quarter, employers in the state who are covered by North Carolina's Unemployment Insurance laws are required to submit quarterly information on the wages paid to individuals on their payroll to the North Carolina Department of Commerce's Division of Employment Security (DES). These data provide critical employer and worker related information that is utilized for the operation of the state's Unemployment Insurance system. In addition, the quarterly UI wage information provides a rich source of employment and wage related information for assessing program outcomes. The quarterly wage information is loaded to a historical wage file that is utilized to support the CFS.

Analyses completed in support of this report were accomplished by matching information supplied by each of the participating entities to data from each of the other entities and to the quarterly wage information maintained in the historical UI wage file. Specifically information regarding individuals participation in and exit from programs and related services was utilized to compile counts of individual participants/students, exiters and where applicable graduates (or credential recipients) by program and degree level. Program participation information was utilized to determine a quarter of exit. Exit quarters were established by reviewing each individual's participation within each program within each six month reporting cycle. If an individual was not found to participate in the same program within two subsequent cycles the last cycle of participation was used to determine an exit date and exit quarter for the program. For those academic programs operated through the North Carolina Community College System that award academic credentials the reported completion date associated with the credential was utilized to determine a completion date and quarter. Participant program related information was then matched to data from each of the other entities and to the historical UI wage data to obtain post-employment and wage information and further participation information for each exit/completion cohort.

Employment and wage outcomes were derived for each program exit/completion cohort. Information from the quarterly UI wage data was utilized to develop employment and wage statistics. Wage information for each exiter was summed across the four quarters immediately following the exit/completion quarter to produce a one year post exit/completion wage. Wage information from the subsequent four quarters were summed to produce a two year post exit/completion wage. Successive four quarters were summed to produce subsequent post exit/completion wage statistics. If an individual had wages in any of the four quarters of the corresponding year they were counted as employed. Employment and wage outcomes were compiled separately for each cohort. Available wage information ranged from one year of post exit/completion employment and wage information for the 2012-2013 program year exit/completion

cohort to five years post exit/completion employment and wage information for the 2008-2009 program year cohort.

Further analyses of industrial employment were also undertaken. Each employer in the state who is covered by the state's Unemployment Insurance laws is assigned a North American Industrial Classification (NAICS) code. The Labor and Economic Analysis Division is responsible for assigning the official NAICS codes for North Carolina's employers who are covered under the Quarterly Census of Employment and Wages (QCEW) program. Codes are assigned to each employer and based on the primary industrial function of the employing unit. The NAICS coding system provides a hierarchical coding scheme that allows for the grouping of codes into broader industrial sectors. Post-employment statistics were calculated for each program exit/completion cohort by 13 different industrial sectors. Individuals can be employed in more than one industry within a year or even within a quarter. In those instances where an individual was found to be employed in more than one industrial sector they were counted separately in each sector but only once in the total employment statistic.

Analysis of post participation in additional education, employment and training was completed by cross matching the information across entities and programs. Two measures were developed for each year. The first measure included the number and percentage of individuals who were participating in public higher education. This was compiled by cross matching the exit or completion cohort to records from the North Carolina Community College System and to records from the University of North Carolina system. If an individual was found to be participating in any program through either of those systems they were counted as being enrolled in public Higher Education. The second measure of post participation in education, employment or training program was compiled by matching each exit/completion cohort to data from each of the other participating entities. If an individual was found to be enrolled or receiving services at any of those entities they were counted as being enrolled in further public education, employment or training.

## LIMITATIONS

It is important to note that while the CFS provides a rich source of information regarding the participation of individuals in various education, employment and training programs the data is not without limitations. Information supplied by each of the participating entities has its own limitations. These data come from existing information systems within each of those entities. Any data limitations or quality issues that exist in those source systems, data repositories and corresponding data elements are transferred along with the data to the CFS. At the present time the CFS relies on the use of SSN for accomplishing the matching of program participation and employment related information. The reliance on the use of SSN for analysis and matching can lead to limitations in program and data coverage. This includes the lack of adequate data to analyze for some programs including the Career and Technical Education programs from the Department of Public Instruction.

Further, CFS includes information several of North Carolina's publically supported education, employment and training programs that participate in the system. The

system does not include information from North Carolina's private institutions or out of state colleges and universities or other public, private or non-profit education, employment and training related services that do not provide information to the system. Therefore, the exact number and percentage of individuals who participate in these other education, employment and training programs and services cannot be determined.

In addition to the limitations in information provided by the education, employment and training entities, the Unemployment Insurance Wage data has its own limitations. Available wage information includes information on individuals working in jobs covered by North Carolina's Unemployment Insurance laws. Available employment related information includes: quarterly wages paid to an individual, size of the employing firm and the North American Industry Classification System (NAICS) code of the firm.

Wage information reflects total quarterly wages; hourly or weekly wages are not available. Wage information is not available for individuals who work outside of North Carolina; or are employed in North Carolina, but not covered by North Carolina's unemployment insurance laws (e.g., the self-employed, church and religious organization employees, summer camp employees, and other non-covered workers), or are enrolled in the military; or are employed by the federal government.

Employment related data which cannot be determined includes: the entry-on-duty date of employment for the individual; the employment type (i.e., permanent, temporary, part- or full-time); how much the person worked during the quarter; the number of hours worked; and the person's occupation.

## **ADDITIONAL OPERATIONAL, REPORTING AND EVALUATIVE EFFORTS**

During the 2012 Session, the North Carolina Legislature enacted Session Law 2012-131. The law required the Department of Commerce to improve and strengthen the Common Follow up System and to further utilize data from the system in the development of performance measures for North Carolina's Workforce Development System. As part of its efforts to improve and strengthen the CFS, the North Carolina Department of Commerce has been undertaking several initiatives. These include enhancing the technology processes for system processing and storage, enhancing data integrity, updating system documentation regarding agency and programmatic information, enhancing system outputs and collaborating with the participating agencies and stakeholders.

The Labor and Economic Analysis Division's efforts towards improving system outputs has focused in several key areas. This has included the collaboration with the NCWorks Commission in the development of performance measures for the Workforce Development System. This work resulted in the development and publication of two reports completed by the NCWorks Commission. Further efforts have included the development of the North Carolina Tool for Online Workforce and Education Reporting NCTOWER.com a web-based tool for the delivery and display of program performance information. The Labor and Economic Analysis Division worked in collaboration with the North Carolina Community College System, the University of North Carolina General

Administration and the Office of Information Technology Services on the development of the NC TOWER. The web site currently contains 10 years of post-completion employment and wage information for all Curriculum Programs offered through the North Carolina Community College System and degree programs through the University of North Carolina system. Available information includes outcomes by college/university, degree and major. This new data delivery tool facilitates the use and delivery of information from CFS and helps in achieving the goal of enhanced system outputs.

As part of the enhancement efforts LEAD staff is currently working to expand the data coverage within CFS. This includes working with existing agencies to expand their data submissions and to also include agencies and programs not currently participating in CFS. Data expansion efforts also include expanding access to out of state employment and wage data through the Wage Record Interchange System (WRIS) and the Wage Record Interchange System 2 (WRIS 2) as well as accessing federal employment related data through the Federal Employment Data Exchange System (FEDES). LEAD anticipates that these additional sources of employment and wage data should be available for use over the next several months.

Further evaluative efforts that are underway include the analysis of the additional agencies and programs contained in the CFS. This includes information from the University of North Carolina system and Department of Public Safety. In addition the Labor and Economic Analysis Division will continue to build on the analysis carried out in support of this report to provide additional outcome information for each program by sub-geographical areas and institutions as well as the analysis of information from additional programs not included in this report.

In addition to these efforts, Session Law 2014-100 required the Department of Commerce to develop a plan for the transfer of the information and capabilities of the CFS to the Government Data Analytics Center (GDAC) within the Office of Information Technology Services. The Department of Commerce is currently working with the GDAC staff to transfer the technology and capabilities into the GDAC environment. It is intended that this effort will assist in developing enhanced technological and analytical capacity which will help to further enhance the capabilities of the CFS to meet research, performance, evaluative and reporting efforts. Furthermore, the technological, analytical and data access within the GDAC will facilitate additional matching and analytics that will help to address some of the data limitations including matching that has previously been limited to the use of SSNs.

## THE DEPARTMENT OF HEALTH AND HUMAN SERVICES (DHHS)

The North Carolina Department of Health and Human Services (DHHS) is comprised of several divisions and programs which provide services to the state's residents. The mission of DHHS is to protect the health and safety of all North Carolinians and provide essential human services, in collaboration with its partners.<sup>2</sup> The agency has administrative responsibility for several programs that provide employment and training related services and activities. These include the Temporary Assistance to Needy Families (TANF) employment program, the Food and Nutrition Employment and Training Program, and the Community Services Block Grant program operated through the Division of Social Services; vocational rehabilitation services provided by the Division of Vocational Rehabilitation and by the Division of Services for the Blind; the Senior Community Service Employment Services operated by the Division of Aging and Adult Services; and the Long Term Vocational Support Services operated through the Division of Mental Health, Developmental Disabilities and Substance Abuse Services.

At the present time the following DHHS programs provide information to the CFS: the Temporary Assistance to Needy Families (TANF) employment program, the Food and Nutrition Employment and Training Program, the Division of Vocational Rehabilitation, and the Division of Services for the Blind. The Department of Commerce has made requests to the Department of Health and Human Services for the submission of information from the education, employment and training related programs under its administrative responsibility for which data are not currently provided to the CFS. Commerce staff continue to work with DHHS staff to obtain the information from these programs in order to carry out the responsibilities under North Carolina G.S. 96-32.

## DIVISION OF SOCIAL SERVICES (DSS)

North Carolina operates a social services system that is federally mandated, supervised by the DHHS, and administered at the county level. The federal government authorizes national programs and provides the majority of the funding for these programs. The Department of Health and Human Services' Division of Social Services (DSS) provides oversight and support to the 100 county social services agencies that deliver the services and benefits to individuals and families. These services assist and strengthen families and help them to achieve maximum self-sufficiency.<sup>3</sup>

<sup>2</sup> North Carolina Department of Human Services website <http://openwindow.dhhs.state.nc.us/>

<sup>3</sup> North Carolina Division of Social Services website <http://www.ncdhhs.gov/dss/about/>

DSS currently provides information on two of its employment and training related programs to the CFS. This includes information regarding participants in the Work First - Temporary Assistance to Needy Families (TANF) employment program and the Food and Nutrition Employment and Training Program. At the present time a data quality issue has been identified in the information supplied by the Division of Social Services for the Food and Nutrition Employment and Training Program. This limitation impacted the ability to accurately carry out the analyses undertaken for this report. Therefore results for the Food and Nutrition Employment Program are not included in this report. DSS is currently working to resolve the issue and will update the information that is provided to CFS.

## WORK FIRST – TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)

### PROGRAM OVERVIEW

North Carolina's Temporary Assistance for Needy Families (TANF) program is called Work First. Work First provides time-limited cash assistance (up to 24 months) to needy families with children who meet eligibility requirements. Work First is based on the foundational premise that parents have a responsibility to support themselves and their children. Through Work First parents can receive short term training, and other related services which can help them become employed and self-sufficient.<sup>4</sup>

In order to receive cash assistance benefits, parents are required to register for work search and sign a Mutual Responsibility Agreement. Work First emphasizes three strategies: diversion, shortening the time of assistance and retention. Diversion strategies focus on keeping families off of cash assistance by helping them with unexpected emergencies and setbacks. Strategies that focus on shortening the length of time, concentrate on making work mandatory and limiting the time a family can receive assistance. Retention strategies focus on helping families to stay off of public assistance by encouraging savings and providing services that help to keep families off of assistance. These include a variety of employment related services, transportation assistance, short term skills training and family enrichment services.<sup>5</sup>

The goals of the Work First program are to keep individuals off of assistance and to help individuals to become self-sufficient. There are both state and federal performance requirements for the Work First program. These include federal TANF work participation rates which require that at least 50% of all families engage in federally defined work activities and at least 90% percent of two-parent families engage in federally defined work activities. There are additional federal and state performance requirements which include the number of participants entering employment and the reduction in the size of the TANF caseload.

### PROGRAM OUTCOMES

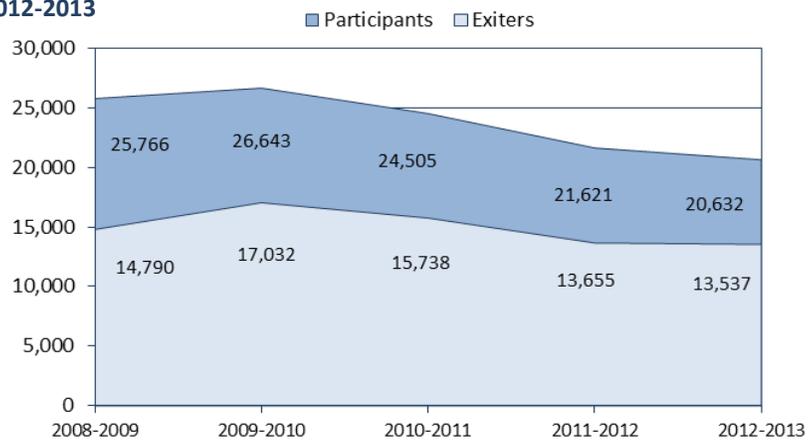
Analyses of information provided by Division of Social Services to the CFS for the Work First program were undertaken. These analyses included the development of outcome measures for the Work First program across 5 program years (2008-2009, 2009-2010, 2010-2011, 2011-2012 and 2012-2013). Analyses were carried out separately by program year. It is important to note that these analyses were completed utilizing information supplied by DSS to CFS and rely on the accuracy of the participant records submitted including the use of SSNs.

<sup>4</sup> North Carolina Division of Social Services website <http://www.ncdhhs.gov/dss/workfirst/index.htm>

<sup>5</sup> North Carolina Division of Social Services website <http://www.ncdhhs.gov/dss/workfirst/index.htm>

The analyses revealed a slight increase in the number of Work First program participants and exiters between the 2008-2009 program year and the 2009-2010 program year and a decline in the number of Work First participants and exiters across the last three program years. The number of participants rose to more than 26,000 during the 2009-2010 program year and declined to below 21,000 during the 2012-2013 program year. Part of this decline is attributable to the changes in the state’s economic conditions.

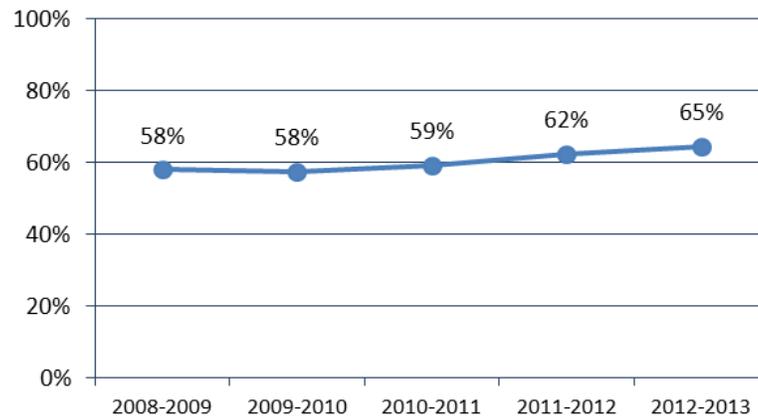
**Figure 1.1 Work First Participants and Exiters Program Year 2008-2009 through Program Year 2012-2013**



**EMPLOYMENT AND WAGE OUTCOMES**

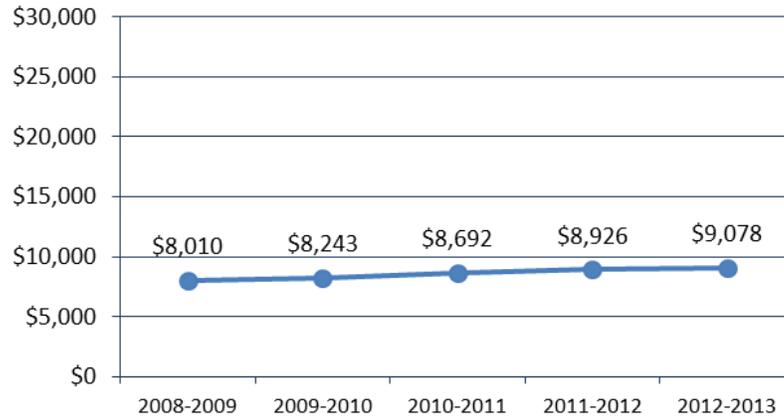
Employment and wage outcomes were derived for Work First program exiters. Analyses included the development of post exit employment rates and wage statistics for up to five years after exit. These measures include only those individuals who are employed in North Carolina in jobs covered by the state’s Unemployment Insurance laws. Employment and wage outcome measures were calculated separately by program year exit cohorts. One year post exit employment rates increased across the five program years and ranged from 58% for the 2008-2009 program year exiters to 65% for the 2012-2013 program year exiters.

**Figure 1.2 Percent of Work First Program Year 2008-2009 through Program Year 2012-2013 Exiters who were Employed in North Carolina One Year After Exit**



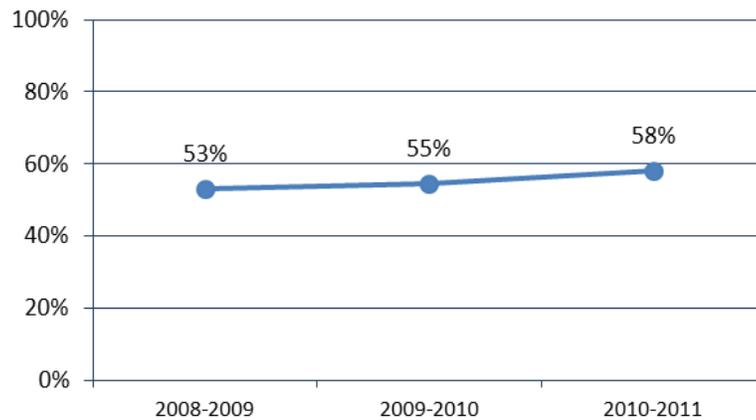
One year post exit average wages also increased across the five program years and ranged from \$8,010 for the 2008-2009 program year exiters to \$9,078 for the 2012-2013 program year exiters.

**Figure 1.3 Average Wage of Work First Program Year 2008-2009 through Program Year 2012-2013 Exiters who were Employed in North Carolina One Year After Exit**



Longer term post exit employment and wage measures indicated that three years after exit; 53% of the 2008-2009 exiters, 55% of the 2009-10 exiters and 58% of the 2010-2011 exiters were employed in North Carolina. Again employment rates were found to increase across the program year cohorts and the average three-year post exit wages showed a similar increase with the 2008-2009 exiters having an annual wage of \$9,726 three years after exit, the 2009-2010 exiters having an annual wage of \$10,223 three years after exit and the 2010-2011 exiters having an annual wage of \$10,775 three years after exit.

**Figure 1.4 Percent of Work First Program Year 2008-2009 through Program Year 2010-2011 Exiters who were Employed in North Carolina Three Years After Exit**



**Figure 1.5 Average Wage of Work First Program Year 2008-2009 through Program Year 2010-2011 Exiters who were Employed in North Carolina Three Years After Exit**

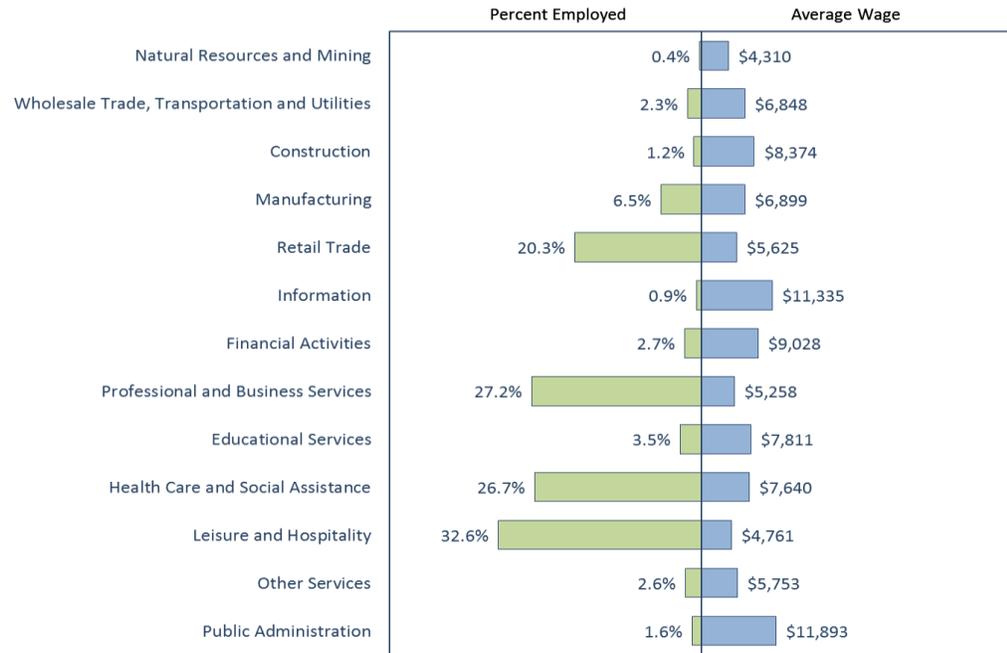


While the analyses revealed increases in both employment and wage rates across program years, when exiters from a given program year were followed over multiple years employment rates showed a small decline and then remained fairly stable. That is of the 2008-2009 exiters, 58% were employed in North Carolina in the first year after exit, by three years after exit the employment rate declined to 53% and then remained stable at 53% in both the fourth and fifth years after exit. However, the average wage of those employed in North Carolina increased to \$11,162 by the fifth year after exit.

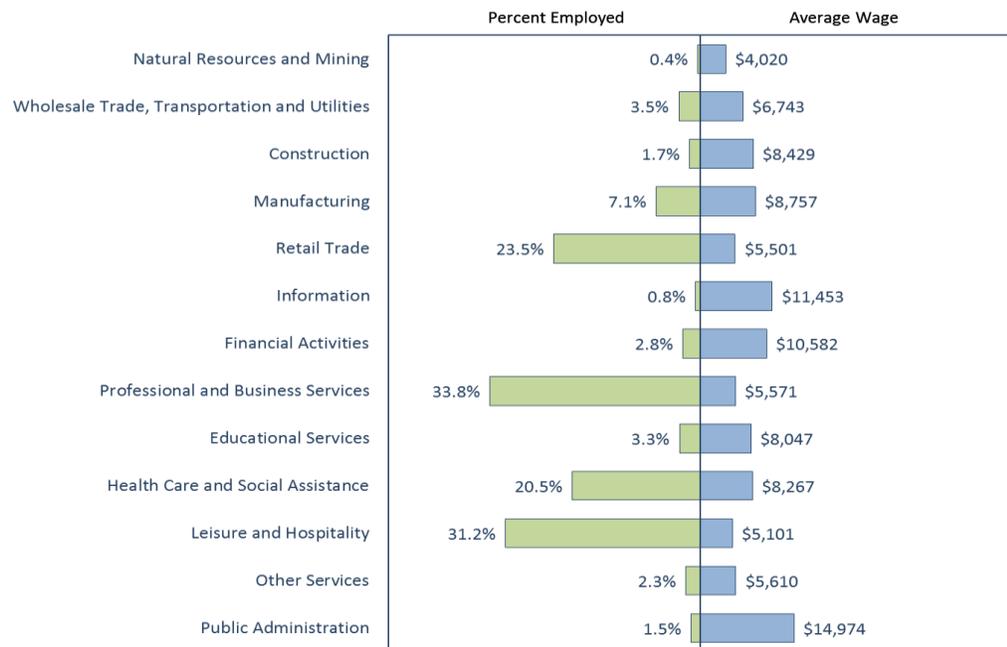
### INDUSTRY OF EMPLOYMENT

Analyses of the post exit industries of employment revealed fairly stable trends across program years and across longitudinal employment outcomes with some slight variation within specific industrial groups. Within the first year after exit approximately one out of every three Work First exiters who were employed in North Carolina, were employed in the Leisure and Hospitality industry and one out of every five was employed in the Retail Trade industry. There were some declines in the percentage of exiters employed in the Health Care and Social Assistance industry across program years and some increases in the percentage of exiters employed in the Professional and Business Services industry across program years. The percentage of exiters who were employed in the Professional and Business Services industry increased from 27.2% for the 2008-2009 exiters to 36.6% for the 2012-2013 exiters, while one year post exit employment in Health Care and Social Assistance declined from 26.7% for the 2008-2009 exiters to 18.7% for the 2012-2013 exiters. Part of the change in the post exit industrial employment patterns are reflective of the changing economic conditions and industrial sector growth. Of particular note is the increase in employment in Professional and Business Services industry. Within this industrial grouping are Temporary Help agencies. Increases in employment within this industrial grouping are typically reflective of a rebounding economy.

**Figure 1.6 Work First Program Year 2008-2009 Exitters Employed in North Carolina One Year After Exit Percent Employed and Average Wage by Industry**



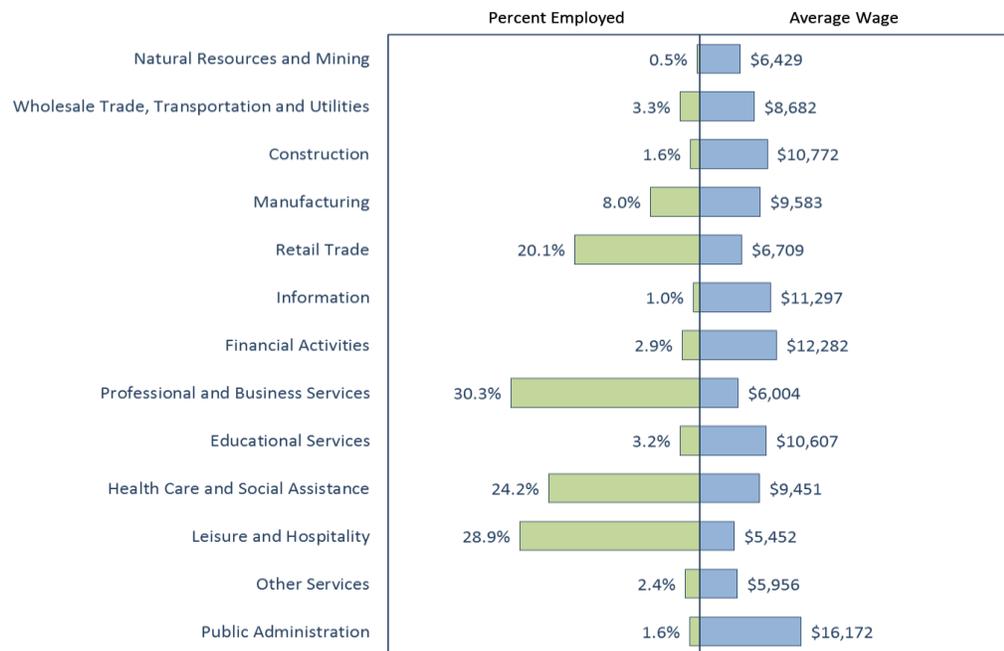
**Figure 1.7 Work First Program Year 2010-2011 Exitters Employed in North Carolina One Year After Exit Percent Employed and Average Wage by Industry**



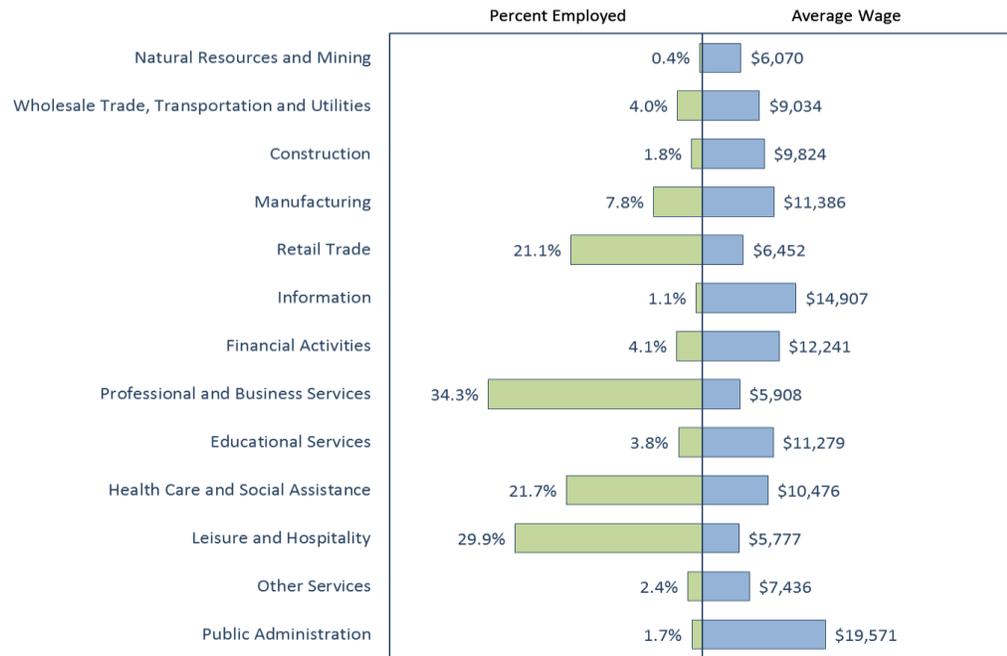
Analyses of information regarding the average wage of Work First exiters by industry demonstrates that there are large percentages of Work First exiters employed in Professional and Business Services, Leisure and Hospitality and Retail Trade industries however, the average wage of the Work First exiters employed in these industries are low. There are also a large percentage of Work First exiters employed in the Health Care and Social Assistance industries and the average wage is somewhat higher.

The three year post exit industry employment and wage trends were congruent with the one year post exit industrial trends. That is one out of every three Work First exiters that were employed in North Carolina three years after exit were employed in the Professional and Business services industry, more than one out of every four was employed in the Leisure and Hospitality industry, one out of every five was employed in the Health Care and Social Assistance industry and one out of every five was employed in Retail Trade. It is important to note that individuals can be employed in more than one industry therefore the sum of the percentages by industry will equal more than 100.0%.

**Figure 1.8 Work First Program Year 2008-2009 Exiters Employed in North Carolina Three Years After Exit Percent Employed and Average Wage by Industry**



**Figure 1.9 Work First Program Year 2010-2011 Exiters Employed in North Carolina Three Years After Exit Percent Employed and Average Wage by Industry**



### POST EXIT PARTICIPATION IN FURTHER EDUCATION AND TRAINING

Analyses of the post exit participation in public higher education indicated that approximately one quarter of Work First exiters were found to be enrolled in public higher education in North Carolina in the year after exit. By three years after exit this rate was 21% for the 2008-2009 exiters, 20% for the 2009-2010 exiters and 19% for the 2010-2011 exiters. Five years after exit, the post enrollment in North Carolina’s public higher education rate (which includes enrollment in University of North Carolina or North Carolina Community College programs) was 17% for the 2008-2009 exiters. In addition analyses of post exit participation in North Carolina public education, employment and training services (which includes public higher education and other education, employment and training programs) demonstrates that within one year after exit more than half of the Work First exiters were participating in additional public education, employment or training services. Five years after exit 45% of the 2008-2009 Work First exiters were participating in additional public education, employment or training services. When viewed together approximately 80% of Work First exiters are found to be either employed or participating in additional public education, employment or training services one year after exit. By five years after exit this percentage declined to 69% for the 2008-2009 exiters.

### SUMMARY AND RECOMMENDATIONS

Overall the results indicate that there has been a decrease in the number of Work First participants over the last three program years and there has been an increase in both short term employment rates and average wages for Work First program exiters across program years. This was indicated by the one year post employment and wage trends.

However, when exiters are followed over time the employment rate tends to decline somewhat and then stabilize. The decline could be attributable to several factors including people not sustaining employment, people moving out of state or people finding employment in jobs not covered by North Carolina's Unemployment Insurance laws. There are a variety of reasons why individuals who are not found in covered employment including retirement, death, and inability to find employment or people leaving the labor force.

Additionally, the average wages of Work First program exiters are low in comparison to the state's workforce and to established federal poverty guidelines. By contrast the annual average wage in North Carolina in 2013 based on the Quarterly Census of Employment and Wages (QCEW) Program <sup>6</sup> was \$43,784 and the 2013 federal poverty guideline for a one person family was \$11,490 and \$15,510 for a two person family<sup>7</sup>. The average one year post exit wages for all Work First program exiters was more than \$2,000 less than the 2013 federal poverty guideline for a one person family. Longitudinal analyses further revealed that even after 5 years after exit the average wage of the 2008-2009 program year exiters was less than \$12,000 and still below the federal poverty guideline for a one person family.

Further evaluative work is needed to identify the participation characteristics of those Work First participants who have been able to successfully maintain employment and experience wage growth. This information may be useful in helping to identify the aspects of the program and program characteristics that lead to successful employment and wage gains. In addition, further analyses are needed to identify regional and county specific outcomes. North Carolina's economy is large and diverse, regional and county level employment and training opportunities vary by location. Therefore, sub-state analyses may be able to provide additional insights into the programmatic outcomes.

A stated goal of the Work First program is to assist individuals in becoming self-sufficient. Results of the analyses indicate that the employment and wage outcomes show low wage outcomes for Work First program exiters and are below established federal poverty guidelines. It is recommended that the Division of Social Services may need to focus efforts to assist Work First participants in achieving higher employment and wage outcomes. This may be achieved through improved coordination with other workforce development related programs that focus on increasing employability skills, gaining occupational skills and accessing additional educational programs that may lead to increased educational credentials.

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<sup>6</sup> Quarterly Census of Employment and Wages (QCEW) Program, Labor and Economic Analysis Division (LEAD), North Carolina Department of Commerce

<sup>7</sup> U.S. Department of Health & Human Services: <http://aspe.hhs.gov/poverty/13poverty.cfm>

<b>Table 1.1 NORTH CAROLINA DEPARTMENT OF HEALTH AND HUMAN SERVICES</b>					
<b>DIVISION OF SOCIAL SERVICES - WORK FIRST –TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF) PROGRAM</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 1 Year After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	25,766	26,643	24,505	21,621	20,632
Exiters	14,790	17,032	15,738	13,655	13,537
Exiters Employed 1 Year After Exit	8,587	9,812	9,344	8,524	8,736
Percent Employed 1 Year After Exit	58%	58%	59%	62%	65%
Exiters Average Wage 1 Year After Exit	\$8,010	\$8,243	\$8,692	\$8,926	\$9,078
Exiters Median Wage 1 Year After Exit	\$6,223	\$6,314	\$6,805	\$7,147	\$7,124
Number Enrolled in North Carolina Public Higher Education 1 Year After Exit	3,625	4,145	3,975	3,336	3,129
Percent Enrolled in North Carolina Public Higher Education 1 Year After Exit	25%	24%	25%	24%	23%
Number Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Exit	8,100	9,116	8,168	7,543	7,124
Percent Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Exit	55%	54%	52%	55%	53%
Number Enrolled or Employed 1 Year After Exit	11,632	13,181	12,311	11,034	10,884
Percent Enrolled or Employed 1 Year After Exit	79%	77%	78%	81%	80%
<b>Post Exit Outcome Measures 2 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	25,766	26,643	24,505	21,621	--
Exiters	14,790	17,032	15,738	13,655	--
Exiters Employed 2 Years After Exit	8,156	9,373	9,155	8,264	--
Percent Employed 2 Years After Exit	55%	55%	58%	61%	--
Exiters Average Wage 2 Years After Exit	\$8,772	\$9,331	\$9,883	\$9,908	--
Exiters Median Wage 2 Years After Exit	\$6,685	\$7,046	\$7,743	\$7,667	--
Number Enrolled in North Carolina Public Higher Education 2 Years After Exit	3,370	3,667	3,396	2,861	--
Percent Enrolled in North Carolina Public Higher Education 2 Years After Exit	23%	22%	22%	21%	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Exit	7,903	8,595	8,360	7,043	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Exit	53%	50%	53%	52%	--
Number Enrolled or Employed 2 Years After Exit	11,130	12,678	12,154	10,558	--
Percent Enrolled or Employed 2 Years After Exit	75%	74%	77%	77%	--

Table 1.1 (Continued) NORTH CAROLINA DEPARTMENT OF HEALTH AND HUMAN SERVICES					
DIVISION OF SOCIAL SERVICES - WORK FIRST –TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF) PROGRAM					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 3 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	25,766	26,643	24,505	--	--
Exiters	14,790	17,032	15,738	--	--
Exiters Employed 3 Years After Exit	7,842	9,297	9,130	--	--
Percent Employed 3 Years After Exit	53%	55%	58%	--	--
Exiters Average Wage 3 Years After Exit	\$9,726	\$10,223	\$10,775	--	--
Exiters Median Wage 3 Years After Exit	\$7,489	\$7,935	\$8,351	--	--
Number Enrolled in North Carolina Public Higher Education 3 Years After Exit	3,178	3,346	2,984	--	--
Percent Enrolled in North Carolina Public Higher Education 3 Years After Exit	21%	20%	19%	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Exit	7,308	8,577	7,530	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Exit	49%	50%	48%	--	--
Number Enrolled or Employed 3 Years After Exit	10,715	12,458	11,566	--	--
Percent Enrolled or Employed 3 Years After Exit	72%	73%	73%	--	--
Post Exit Outcome Measures 4 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	25,766	26,643	--	--	--
Exiters	14,790	17,032	--	--	--
Exiters Employed 4 Years After Exit	7,807	9,339	--	--	--
Percent Employed 4 Years After Exit	53%	55%	--	--	--
Exiters Average Wage 4 Years After Exit	\$10,509	\$10,977	--	--	--
Exiters Median Wage 4 Years After Exit	\$8,309	\$8,623	--	--	--
Number Enrolled in North Carolina Public Higher Education 4 Years After Exit	2,937	3,051	--	--	--
Percent Enrolled in North Carolina Public Higher Education 4 Years After Exit	20%	18%	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Exit	7,457	7,870	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Exit	50%	46%	--	--	--
Number Enrolled or Employed 4 Years After Exit	10,665	12,056	--	--	--
Percent Enrolled or Employed 4 Years After Exit	72%	71%	--	--	--

Table 1.1 (Continued) NORTH CAROLINA DEPARTMENT OF HEALTH AND HUMAN SERVICES					
DIVISION OF SOCIAL SERVICES - WORK FIRST –TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF) PROGRAM					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 5 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	25,766	--	--	--	--
Exiters	14,790	--	--	--	--
Exiters Employed 5 Years After Exit	7,854	--	--	--	--
Percent Employed 5 Years After Exit	53%	--	--	--	--
Exiters Average Wage 5 Years After Exit	\$11,162	--	--	--	--
Exiters Median Wage 5 Years After Exit	\$8,740	--	--	--	--
Number Enrolled in North Carolina Public Higher Education 5 Years After Exit	2,543	--	--	--	--
Percent Enrolled in North Carolina Public Higher Education 5 Years After Exit	17%	--	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Exit	6,600	--	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Exit	45%	--	--	--	--
Number Enrolled or Employed 5 Years After Exit	10,189	--	--	--	--
Percent Enrolled or Employed 5 Years After Exit	69%	--	--	--	--

Table 1.2 NORTH CAROLINA DEPARTMENT OF HEALTH AND HUMAN SERVICES					
DIVISION OF SOCIAL SERVICES - WORK FIRST –TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF) PROGRAM					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 1 Year After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	25,766	26,643	24,505	21,621	20,632
Exiters	14,790	17,032	15,738	13,655	13,537
Exiters Employed 1 Year After Exit	8,587	9,812	9,344	8,524	8,736
Industry of Employment 1 Year After Exit					
Natural Resources and Mining	0.4%	0.4%	0.4%	0.8%	0.6%
Wholesale Trade, Transportation and Utilities	2.3%	3.1%	3.5%	3.7%	3.6%
Construction	1.2%	1.7%	1.7%	1.5%	1.4%
Manufacturing	6.5%	6.7%	7.1%	7.6%	7.0%
Retail Trade	20.3%	21.4%	23.5%	22.4%	23.3%
Information	0.9%	0.9%	0.8%	0.8%	1.0%
Financial Activities	2.7%	3.4%	2.8%	2.9%	3.7%
Professional and Business Services	27.2%	32.1%	33.8%	34.6%	36.6%
Educational Services	3.5%	3.6%	3.3%	3.3%	3.2%
Health Care and Social Assistance	26.7%	22.5%	20.5%	20.3%	18.7%
Leisure and Hospitality	32.6%	31.6%	31.2%	32.9%	34.3%
Other Services	2.6%	2.3%	2.3%	2.7%	2.2%
Public Administration	1.6%	1.5%	1.5%	1.4%	1.4%
Post Exit Outcome Measures 3 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	25,766	26,643	24,505	--	--
Exiters	14,790	17,032	15,738	--	--
Exiters Employed 3 Years After Exit	7,842	9,297	9,130	--	--
Industry of Employment 3 Years After Exit					
Natural Resources and Mining	0.5%	0.5%	0.4%	--	--
Wholesale Trade, Transportation and Utilities	3.3%	4.2%	4.0%	--	--
Construction	1.6%	1.7%	1.8%	--	--
Manufacturing	8.0%	8.2%	7.8%	--	--
Retail Trade	20.1%	20.7%	21.1%	--	--
Information	1.0%	0.9%	1.1%	--	--
Financial Activities	2.9%	3.2%	4.1%	--	--
Professional and Business Services	30.3%	32.1%	34.3%	--	--
Educational Services	3.2%	3.7%	3.8%	--	--
Health Care and Social Assistance	24.2%	22.4%	21.7%	--	--
Leisure and Hospitality	28.9%	29.1%	29.9%	--	--
Other Services	2.4%	2.7%	2.4%	--	--
Public Administration	1.6%	1.5%	1.7%	--	--

Table 1.2 (Continued) NORTH CAROLINA DEPARTMENT OF HEALTH AND HUMAN SERVICES					
DIVISION OF SOCIAL SERVICES - WORK FIRST –TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF) PROGRAM					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 1 Year After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	25,766	26,643	24,505	21,621	20,632
Exiters	14,790	17,032	15,738	13,655	13,537
Exiters Employed 1 Year After Exit	8,587	9,812	9,344	8,524	8,736
Average Wage by Industry of Employment 1 Year After Exit					
Natural Resources and Mining	\$4,310	\$7,279	\$4,020	\$5,548	\$4,472
Wholesale Trade, Transportation and Utilities	\$6,848	\$7,003	\$6,743	\$6,622	\$7,177
Construction	\$8,374	\$8,218	\$8,429	\$8,081	\$8,836
Manufacturing	\$6,899	\$7,389	\$8,757	\$8,507	\$7,925
Retail Trade	\$5,625	\$5,584	\$5,501	\$5,623	\$5,431
Information	\$11,335	\$8,998	\$11,453	\$10,021	\$12,316
Financial Activities	\$9,028	\$7,333	\$10,582	\$9,965	\$9,638
Professional and Business Services	\$5,258	\$5,320	\$5,571	\$5,567	\$5,761
Educational Services	\$7,811	\$8,651	\$8,047	\$9,722	\$9,570
Health Care and Social Assistance	\$7,640	\$8,111	\$8,267	\$8,403	\$9,120
Leisure and Hospitality	\$4,761	\$4,808	\$5,101	\$5,063	\$4,787
Other Services	\$5,753	\$5,704	\$5,610	\$5,829	\$5,802
Public Administration	\$11,893	\$11,739	\$14,974	\$14,105	\$15,387
Post Exit Outcome Measures 3 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	25,766	26,643	24,505	--	--
Exiters	14,790	17,032	15,738	--	--
Exiters Employed 3 Years After Exit	7,842	9,297	9,130	--	--
Average Wage by Industry of Employment 3 Years After Exit					
Natural Resources and Mining	\$6,429	\$5,361	\$6,070	--	--
Wholesale Trade, Transportation and Utilities	\$8,682	\$9,090	\$9,034	--	--
Construction	\$10,772	\$10,606	\$9,824	--	--
Manufacturing	\$9,583	\$9,744	\$11,386	--	--
Retail Trade	\$6,709	\$6,623	\$6,452	--	--
Information	\$11,297	\$14,502	\$14,907	--	--
Financial Activities	\$12,282	\$14,111	\$12,241	--	--
Professional and Business Services	\$6,004	\$6,050	\$5,908	--	--
Educational Services	\$10,607	\$11,091	\$11,279	--	--
Health Care and Social Assistance	\$9,451	\$9,782	\$10,476	--	--
Leisure and Hospitality	\$5,452	\$5,454	\$5,777	--	--
Other Services	\$5,956	\$6,997	\$7,436	--	--
Public Administration	\$16,172	\$16,048	\$19,571	--	--

## DIVISION OF VOCATIONAL REHABILITATION SERVICES (DVRS)

### PROGRAM OVERVIEW

The North Carolina Division of Vocational Rehabilitation Services (DVRS) is responsible for the general state vocational rehabilitation services program under Title I, Part B of the Rehabilitation Act of 1973 as amended. It is also responsible for the state supported employment services program under Title VI, Part B, of this same act. The Rehabilitation Act of 1973, as amended, is part of the Workforce Information Act and establishes the legal requirements of each state VR program in its provision of vocational rehabilitation services for its citizens. The act allows states flexibility in the agencies responsible for the administration of the vocational rehabilitation program. States may have one agency that provides VR services or two distinct agencies, one to serve individuals who are blind and visually impaired and the other to serve individuals with all other disabilities. In North Carolina, vocational rehabilitation services are administered under two separate agencies: the Division of Vocational Rehabilitation Services and the Division of Services for the Blind. The act requires the state VR program to develop an annual state plan that defines how it will comply with the statutory provision of the act, and implement the regulations and administrative requirements of the federal Rehabilitation Services Administration.<sup>8</sup> Funding for these services are provided by the U.S. Department of Education through the Rehabilitation Services Administration. The federal funding resource requires a state match of 21.3%.

DVRS provides counseling, training, education, transportation, job placement assistance, assistive technology and other support services. These services are provided to people with physical, psychiatric or intellectual disabilities including individuals who are deaf or hard of hearing or have other communicative disorders. Services are provided to individuals to assist them with finding a job and staying on the job. Some services that are provided are based on economic need, while others are provided regardless of income. Services are provided through thirty-two district offices throughout the state.<sup>9</sup>

Eligibility for Vocational Rehabilitation services is dependent on strict eligibility requirements. In order for a person to be eligible for services they must have a physical, or mental, or intellectual impairment which constitutes or results in a substantial impediment to employment, will benefit from vocational rehabilitation services in terms of an employment outcome, and requires those services to prepare for, secure, and/or retain gainful employment. Individuals who are receiving Social Security Disability Insurance or Supplemental Security Income benefits are presumed eligible for Vocational Rehabilitation services if they intend to get or keep a job.<sup>10</sup>

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<sup>8</sup> North Carolina Division of Vocational Rehabilitation Services website <http://www.ncdhhs.gov/dvrs/stateplan.htm>

<sup>9</sup> North Carolina Division of Vocational Rehabilitation Services website <http://www.ncdhhs.gov/dvrs/aboutus.htm>

<sup>10</sup> North Carolina Division of Vocational Rehabilitation Services website <http://www.ncdhhs.gov/dvrs/pwd/faqs.htm>

DVRS has several federal performance measures that are utilized in the assessment of Vocational Rehabilitation services which focus on employment, wages, hours worked as well as employment in integrated work settings with supports.

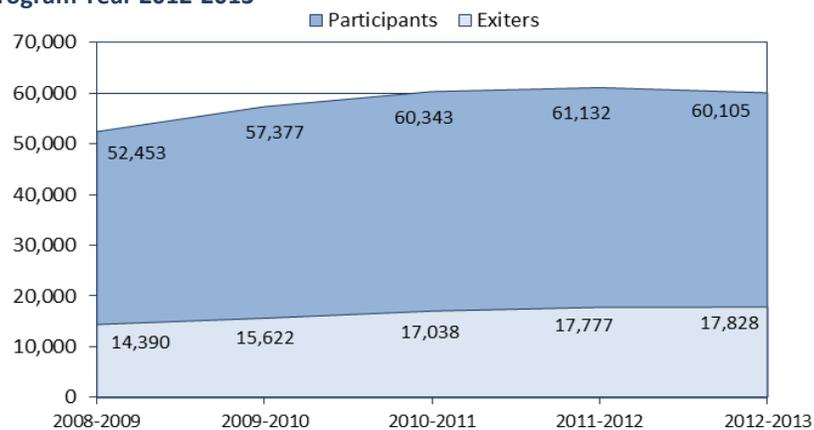
In July of 2014, the Workforce Innovation and Opportunity Act (WIOA) was signed into law. WIOA is designed to help job seekers access employment, education, training, and support services they need to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. Part of the goal of WIOA is to provide opportunity for reforms of the American Job Center system and to ensure that the system is responding to the needs of employers and preparing workers for jobs that are available now and in the future.<sup>11</sup>

WIOA supersedes the Workforce Investment Act of 1998 and amends the Adult Education and Family Literacy Act, the Wagner Peyser Act, and the Rehabilitation Act of 1973. In general, the Act takes effect on July 1, 2015, the U.S. Department of Labor (DOL) is working in collaboration with the U.S. Department of Education and the U.S. Department of Health and Human Services to provide states guidance on implementation timelines and regulations. It is anticipated that these changes will have some impacts on the delivery of Wagner Peyser, WIA, Vocational Rehabilitation and Adult Education and Family Literacy Act services in North Carolina.<sup>12</sup>

### PROGRAM OUTCOMES

Analyses of information provided by the Division of Vocational Rehabilitation Services to the CFS were undertaken. These analyses included the development of outcome measures for the Vocational Rehabilitation program across 5 program years (2008-2009, 2009-2010, 2010-2011, 2011-2012 and 2012-2013). Analyses were carried out separately by program year. It is important to note that these analyses were completed utilizing information supplied by DVRS to CFS and rely on the accuracy of the participant records submitted including the use of SSNs. Analyses revealed an increase in the number of Vocational Rehabilitation clients across the five program years.

**Figure 2.1 Vocational Rehabilitation Participants and Exitters Program Year 2008-2009 through Program Year 2012-2013**



<sup>11</sup> U.S. Department of Labor Employment and Training Administration Website <http://www.doleta.gov/wioa/>

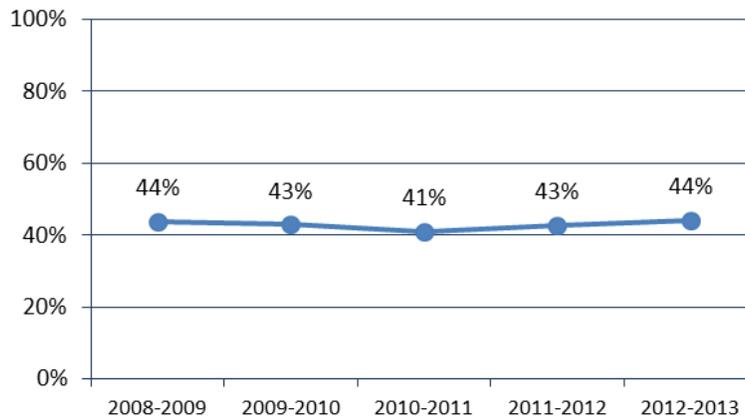
<sup>12</sup> U.S. Department of Labor Employment and Training Administration Website <http://www.doleta.gov/wioa/>

## EMPLOYMENT AND WAGE OUTCOMES

Employment and wage outcomes were derived for the Vocational Rehabilitation program exiters. Analyses included the development of post exit employment rates and wage statistics for up to five years after exit. Employment and wage outcome measures were calculated separately by program year. These employment and wage measures include only those individuals who are employed in North Carolina in jobs covered by the state’s Unemployment Insurance laws. Employment and wage outcome measures were calculated separately by program year exit cohorts.

One year post exit employment rates ranged from a low of 41% for the 2010-2011 program year exiters to a high of 44% for both the 2008-2009 and the 2012-2013 program year exiters. One year post exit average wages ranged from \$10,803 for the 2008-2009 program year exiters to a high of \$11,206 for the 2011-2012 exiters.

**Figure 2.2 Percent of Vocational Rehabilitation Program Year 2008-2009 through Program Year 2012-2013 Exiters who were Employed in North Carolina One Year After Exit**

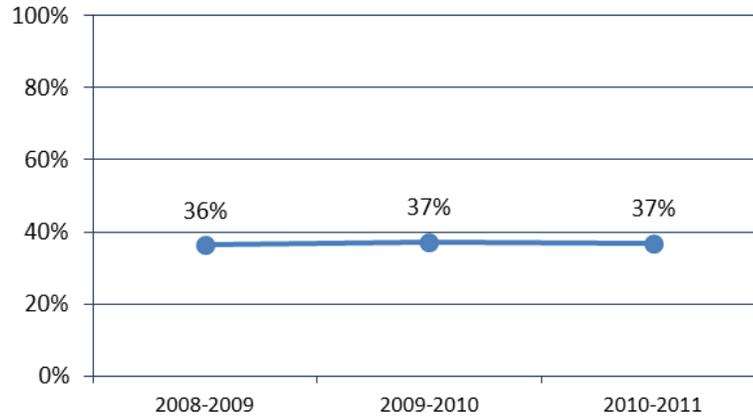


**Figure 2.3 Average Wage of Vocational Rehabilitation Program Year 2008-2009 through Program Year 2012-2013 Exiters who were Employed in North Carolina One Year After Exit**

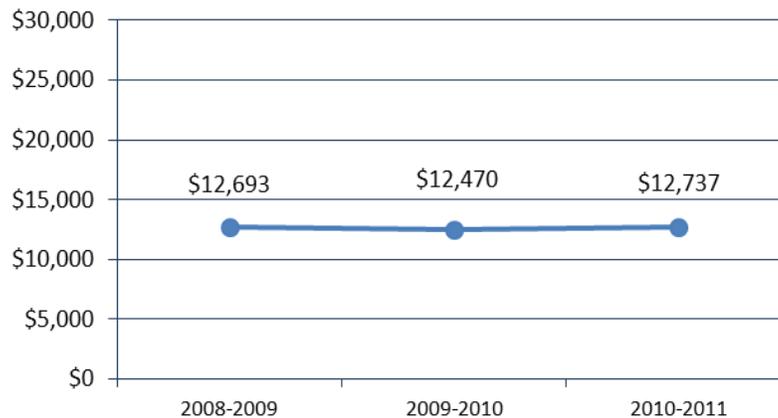


Longer term post exit employment and wage measures indicate that three years after exit more than a third of the 2008-2009, 2009-2010 and 2010-2011 exiters were employed. Again the employment rates were fairly stable over the three program years as was the average three-year post exit wages with the 2008-2009 exiters having an annual wage of \$12,693 three years after exit, the 2009-2010 exiters having an annual wage of \$12,470 three years after exit and the 2010-2011 exiters having an annual wage of \$12,737 three years after exit.

**Figure 2.4 Percent of Vocational Rehabilitation Program Year 2008-2009 through Program Year 2010-2011 Exiters who were Employed in North Carolina Three Years After Exit**



**Figure 2.5 Average Wage of Vocational Rehabilitation Program Year 2008-2009 through Program Year 2010-2011 Exiters who were Employed in North Carolina Three Years After Exit**



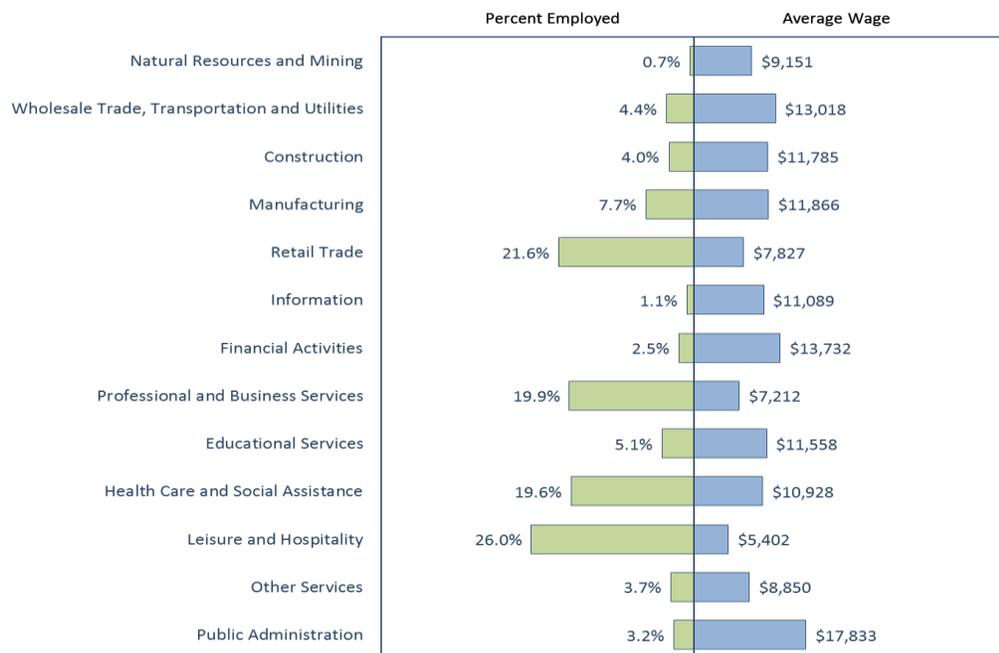
While the analyses revealed relative stability in both employment and wage rates across program years the employment rates and average wages are fairly low. When the exit cohorts from a given program year were followed over multiple years after exit, the cohort employment rates showed a decline. That is of the 2008-2009 exiters 44% were employed in the first year after exit, by five years after exit the employment rate declined to 35%. However, the average wage increased from \$10,803 in the first year after exit to \$13,982 in the fifth year after exit.

## INDUSTRY OF EMPLOYMENT

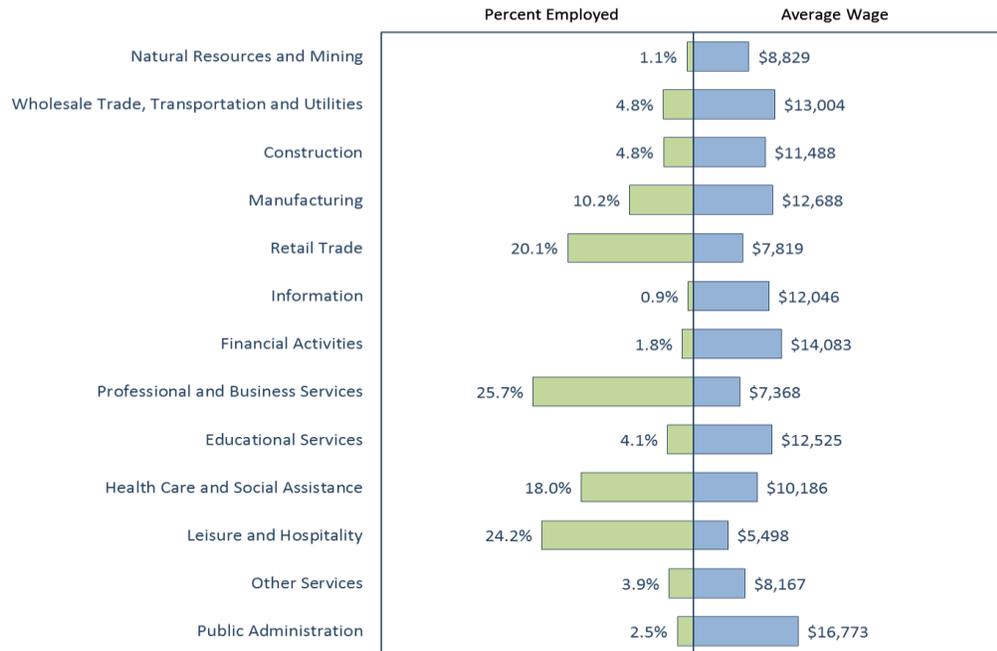
Analyses of the post participation industries of employment revealed fairly stable trends across program years and across longitudinal employment outcomes. Within the first year after exit approximately one out of every four Vocational Rehabilitation program exiters who were employed in North Carolina were employed in the Leisure and Hospitality industry, one out of every five exiters was employed in the Retail Trade industry and approximately one out of every five were employed in the Health Care and Social Assistance industry. There was an increase in the percentage of exiters employed in the Professional and Business Services industry across program years. This ranged from 19.9% for the 2008-2009 Vocational Rehabilitation exiters to 27.0% for the 2012-2013 exiters. Increases in employment in the Professional and Business Services sector are reflective of a rebounding economy.

Analyses of information regarding the average wage of Vocational Rehabilitation exiters by industry demonstrates that there are large percentages of DVRS exiters employed in Professional and Business Services, Leisure and Hospitality and Retail Trade industries however, the average wage of the Rehabilitation exiters employed in these industries are low. However, there is also a large percentage of Vocational Rehabilitation exiters employed in the Health Care and Social Assistance industries and the average wage is somewhat higher.

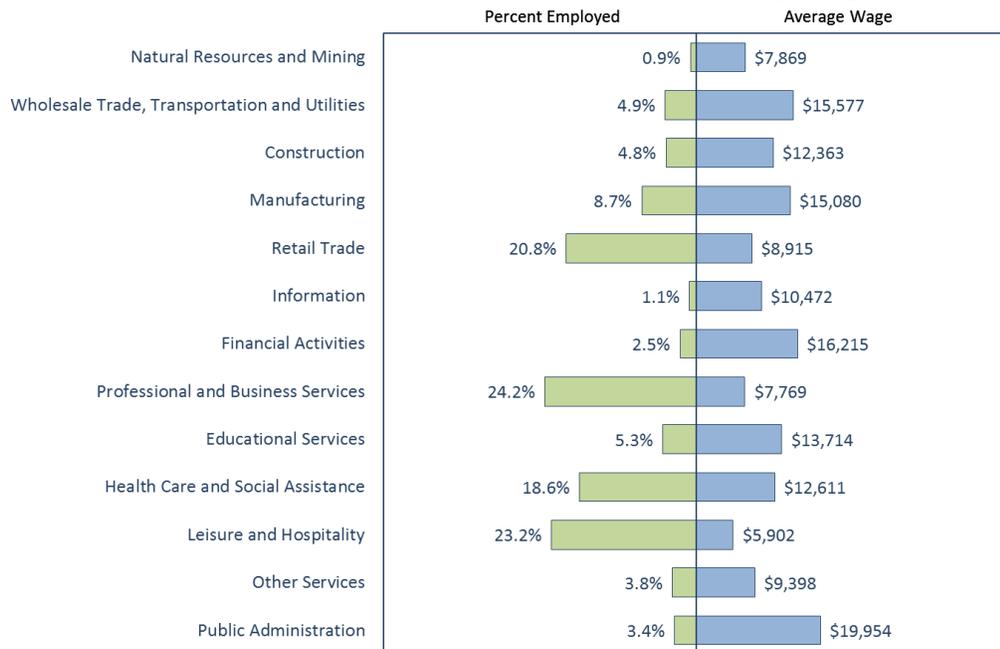
**Figure 2.6 Vocational Rehabilitation Program Year 2008-2009 Exiters Employed in North Carolina One Year After Exit Percent Employed and Average Wage by Industry**



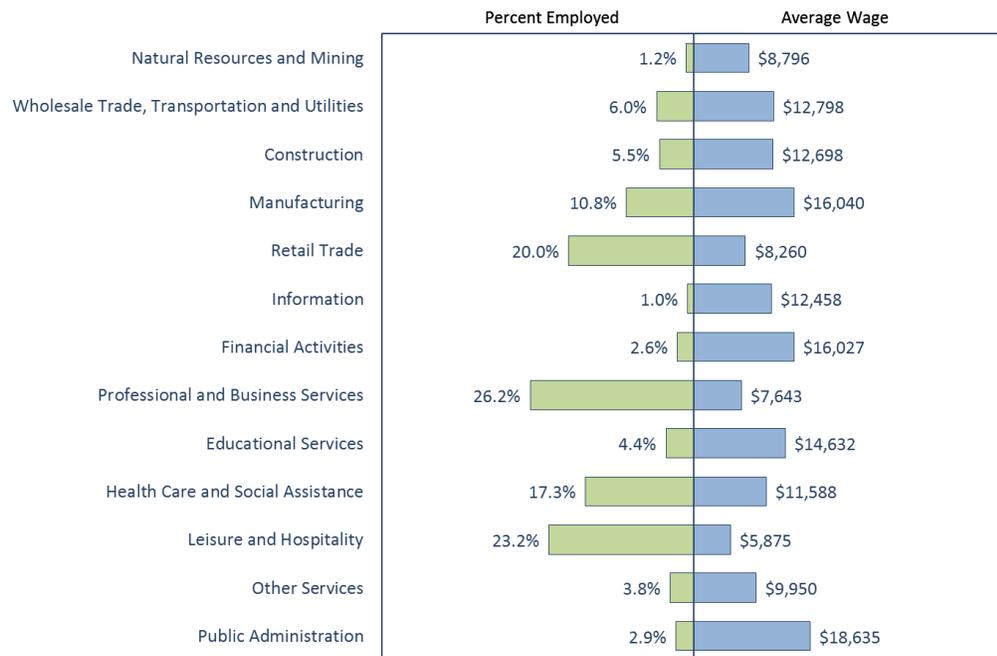
**Figure 2.7 Vocational Rehabilitation Program Year 2010-2011 Exitters Employed in North Carolina One Year After Exit Percent Employed and Average Wage by Industry**



**Figure 2.8 Vocational Rehabilitation Program Year 2008-2009 Exitters Employed in North Carolina Three Years After Exit Percent Employed and Average Wage by Industry**



**Figure 2.9 Vocational Rehabilitation Program Year 2010-2011 Exiters Employed in North Carolina Three Years After Exit Percent Employed and Average Wage by Industry**



The three year post exit industry employment trends were fairly congruent with the one year post exit industrial trends. That is approximately one out of every four Vocational Rehabilitation exiters who was employed in North Carolina in the third year after exit was employed in the Professional and Business Services industry, one out of every four was employed in the Leisure and Hospitality industry, one out of every five was employed in the Retail Trade industry and just under 20% were employed in Health Care and Social Assistance. Individuals can be employed in more than one industry therefore the sum of the percentages across industry groups will equal more than 100.0%.

**POST EXIT PARTICIPATION IN FURTHER EDUCATION AND TRAINING**

Analyses of the post exit participation in public higher education indicated that approximately 15% to 17% of Vocational Rehabilitation exiters were found to be enrolled in public higher education in the year after exit. By three years after exit these rates ranged from 13% to 14% and by five years after exit the rate was 11%. In addition analyses of post participation in North Carolina public education, employment and training programs demonstrated that within one year after exit approximately one-third of the Vocational Rehabilitation exiters were participating in additional public education, employment or training services. Five years after exit 29% of the 2008-2009 Vocational Rehabilitation exiters were participating in additional public education, employment or training services. When viewed together approximately 60% of Vocational Rehabilitation exiters were found to be either employed or participating in further public education, employment or training services one year after exit. By five years after exit this percentage declined to 49% for the 2008-2009 exiters.

## SUMMARY AND RECOMMENDATIONS

Overall the results indicate that there have been relatively stable short term employment rates and average wages for Vocational Rehabilitation program exiters. This is indicated by the one year post employment and wage trends. However, when exiters are followed over time the employment rate tends to decline somewhat. This decline could be attributable to several factors including people not sustaining employment, people moving out of state or people finding employment in jobs not covered by North Carolina's Unemployment Insurance laws. There are a variety of reasons why individuals who are not found in covered employment including retirement, death, and inability to find employment or people leaving the labor force.

Additionally, the average wages of Vocational Rehabilitation program exiters are low in comparison to the state's general workforce. By contrast the annual average wage in North Carolina in 2013 based on the Quarterly Census of Employment and Wages (QCEW) Program<sup>13</sup> was \$43,784 and the 2013 federal poverty guideline for a one person family was \$11,490 and \$15,510 for a two person family<sup>14</sup>.

It is important to keep in mind that persons participating in rehabilitation services through the DVRS have disabilities or communicative disorders which may impact the number of hours they can work and their ability to maintain employment. These factors contribute to the low post exit wage rates for this program. Further analyses are needed to assess the various disability categories to determine if there are differential outcomes by type or severity of disability. In addition, further analyses by region are needed in order to determine if there are geographical disparities in outcomes.

Part of the requirement of the new WIOA is the development of an integrated service delivery plan that includes the coordination between WIOA, Wagner Peyser, Adult Basic Education and Vocational Rehabilitation programs. It is recommended that North Carolina's integrated service delivery plan focus on the provision of services that can assist Vocational Rehabilitation participants with achieving higher employment and wage outcomes and the acquisition of occupational skills and educational credentials.

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<sup>13</sup> Quarterly Census of Employment and Wages (QCEW) Program, Labor and Economic Analysis Division (LEAD), North Carolina Department of Commerce

<sup>14</sup> U.S. Department of Health & Human Services: <http://aspe.hhs.gov/poverty/13poverty.cfm>

<b>Table 2.1 NORTH CAROLINA DEPARTMENT OF HEALTH AND HUMAN SERVICES</b>					
<b>DIVISION OF VOCATIONAL REHABILITATION SERVICES - REHABILITATION SERVICES</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 1 Year After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	52,453	57,377	60,343	61,132	60,105
Exiters	14,390	15,622	17,038	17,777	17,828
Exiters Employed 1 Year After Exit	6,283	6,698	6,998	7,580	7,887
Percent Employed 1 Year After Exit	44%	43%	41%	43%	44%
Exiters Average Wage 1 Year After Exit	\$10,803	\$10,931	\$11,014	\$11,206	\$10,796
Exiters Median Wage 1 Year After Exit	\$7,705	\$8,034	\$8,146	\$8,375	\$8,239
Number Enrolled in North Carolina Public Higher Education 1 Year After Exit	2,386	2,561	2,806	2,892	2,730
Percent Enrolled in North Carolina Public Higher Education 1 Year After Exit	17%	16%	16%	16%	15%
Number Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Exit	5,054	5,361	5,745	6,454	6,164
Percent Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Exit	35%	34%	34%	36%	35%
Number Enrolled or Employed 1 Year After Exit	8,681	9,172	9,782	10,666	10,642
Percent Enrolled or Employed 1 Year After Exit	60%	59%	57%	60%	60%
<b>Post Exit Outcome Measures 2 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	52,453	57,377	60,343	61,132	--
Exiters	14,390	15,622	17,038	17,777	--
Exiters Employed 2 Years After Exit	5,630	6,033	6,525	7,123	--
Percent Employed 2 Years After Exit	39%	39%	38%	40%	--
Exiters Average Wage 2 Years After Exit	\$11,659	\$11,839	\$11,961	\$11,992	--
Exiters Median Wage 2 Years After Exit	\$8,508	\$8,715	\$8,766	\$8,696	--
Number Enrolled in North Carolina Public Higher Education 2 Years After Exit	2,224	2,426	2,566	2,539	--
Percent Enrolled in North Carolina Public Higher Education 2 Years After Exit	15%	16%	15%	14%	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Exit	5,063	5,192	6,012	6,004	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Exit	35%	33%	35%	34%	--
Number Enrolled or Employed 2 Years After Exit	8,165	8,632	9,607	9,990	--
Percent Enrolled or Employed 2 Years After Exit	57%	55%	56%	56%	--

Table 2.1 (Continued) NORTH CAROLINA DEPARTMENT OF HEALTH AND HUMAN SERVICES					
DIVISION OF VOCATIONAL REHABILITATION SERVICES - REHABILITATION SERVICES					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 3 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	52,453	57,377	60,343	--	--
Exiters	14,390	15,622	17,038	--	--
Exiters Employed 3 Years After Exit	5,220	5,813	6,295	--	--
Percent Employed 3 Years After Exit	36%	37%	37%	--	--
Exiters Average Wage 3 Years After Exit	\$12,693	\$12,470	\$12,737	--	--
Exiters Median Wage 3 Years After Exit	\$9,085	\$9,260	\$9,100	--	--
Number Enrolled in North Carolina Public Higher Education 3 Years After Exit	1,940	2,165	2,187	--	--
Percent Enrolled in North Carolina Public Higher Education 3 Years After Exit	13%	14%	13%	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Exit	4,742	5,476	5,602	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Exit	33%	35%	33%	--	--
Number Enrolled or Employed 3 Years After Exit	7,681	8,579	9,124	--	--
Percent Enrolled or Employed 3 Years After Exit	53%	55%	54%	--	--
Post Exit Outcome Measures 4 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	52,453	57,377	--	--	--
Exiters	14,390	15,622	--	--	--
Exiters Employed 4 Years After Exit	5,049	5,692	--	--	--
Percent Employed 4 Years After Exit	35%	36%	--	--	--
Exiters Average Wage 4 Years After Exit	\$13,405	\$13,343	--	--	--
Exiters Median Wage 4 Years After Exit	\$9,717	\$10,057	--	--	--
Number Enrolled in North Carolina Public Higher Education 4 Years After Exit	1,858	1,911	--	--	--
Percent Enrolled in North Carolina Public Higher Education 4 Years After Exit	13%	12%	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Exit	4,814	4,970	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Exit	33%	32%	--	--	--
Number Enrolled or Employed 4 Years After Exit	7,556	8,132	--	--	--
Percent Enrolled or Employed 4 Years After Exit	53%	52%	--	--	--

Table 2.1 (Continued) NORTH CAROLINA DEPARTMENT OF HEALTH AND HUMAN SERVICES					
DIVISION OF VOCATIONAL REHABILITATION SERVICES - REHABILITATION SERVICES					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 5 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	52,453	--	--	--	--
Exiters	14,390	--	--	--	--
Exiters Employed 5 Years After Exit	4,966	--	--	--	--
Percent Employed 5 Years After Exit	35%	--	--	--	--
Exiters Average Wage 5 Years After Exit	\$13,982	--	--	--	--
Exiters Median Wage 5 Years After Exit	\$10,094	--	--	--	--
Number Enrolled in North Carolina Public Higher Education 5 Years After Exit	1,628	--	--	--	--
Percent Enrolled in North Carolina Public Higher Education 5 Years After Exit	11%	--	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Exit	4,231	--	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Exit	29%	--	--	--	--
Number Enrolled or Employed 5 Years After Exit	7,054	--	--	--	--
Percent Enrolled or Employed 5 Years After Exit	49%	--	--	--	--

Table 2.2 NORTH CAROLINA DEPARTMENT OF HEALTH AND HUMAN SERVICES					
DIVISION OF VOCATIONAL REHABILITATION SERVICES - REHABILITATION SERVICES					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 1 Year After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	52,453	57,377	60,343	61,132	60,105
Exiters	14,390	15,622	17,038	17,777	17,828
Exiters Employed 1 Year After Exit	6,283	6,698	6,998	7,580	7,887
Industry of Employment 1 Year After Exit					
Natural Resources and Mining	0.7%	0.8%	1.1%	1.1%	1.0%
Wholesale Trade, Transportation and Utilities	4.4%	4.8%	4.8%	5.4%	5.0%
Construction	4.0%	4.3%	4.8%	4.5%	4.6%
Manufacturing	7.7%	8.1%	10.2%	10.4%	8.7%
Retail Trade	21.6%	21.7%	20.1%	20.4%	22.5%
Information	1.1%	1.1%	0.9%	0.9%	0.7%
Financial Activities	2.5%	3.0%	1.8%	2.2%	2.2%
Professional and Business Services	19.9%	22.7%	25.7%	26.8%	27.0%
Educational Services	5.1%	4.6%	4.1%	4.5%	4.4%
Health Care and Social Assistance	19.6%	18.1%	18.0%	16.1%	17.3%
Leisure and Hospitality	26.0%	25.5%	24.2%	25.9%	27.4%
Other Services	3.7%	3.7%	3.9%	3.6%	3.4%
Public Administration	3.2%	3.3%	2.5%	2.5%	2.0%
Post Exit Outcome Measures 3 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	52,453	57,377	60,343	--	--
Exiters	14,390	15,622	17,038	--	--
Exiters Employed 3 Years After Exit	5,220	5,813	6,295	--	--
Industry of Employment 3 Years After Exit					
Natural Resources and Mining	0.9%	0.8%	1.2%	--	--
Wholesale Trade, Transportation and Utilities	4.9%	5.2%	6.0%	--	--
Construction	4.8%	4.7%	5.5%	--	--
Manufacturing	8.7%	9.7%	10.8%	--	--
Retail Trade	20.8%	20.9%	20.0%	--	--
Information	1.1%	1.1%	1.0%	--	--
Financial Activities	2.5%	2.5%	2.6%	--	--
Professional and Business Services	24.2%	25.0%	26.2%	--	--
Educational Services	5.3%	5.1%	4.4%	--	--
Health Care and Social Assistance	18.6%	16.9%	17.3%	--	--
Leisure and Hospitality	23.2%	23.9%	23.2%	--	--
Other Services	3.8%	3.8%	3.8%	--	--
Public Administration	3.4%	3.8%	2.9%	--	--

<b>Table 2.2 (Continued) NORTH CAROLINA DEPARTMENT OF HEALTH AND HUMAN SERVICES</b>					
<b>DIVISION OF VOCATIONAL REHABILITATION SERVICES - REHABILITATION SERVICES</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 1 Year After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	52,453	57,377	60,343	61,132	60,105
Exiters	14,390	15,622	17,038	17,777	17,828
Exiters Employed 1 Year After Exit	6,283	6,698	6,998	7,580	7,887
<b>Average Wage by Industry of Employment 1 Year After Exit</b>					
Natural Resources and Mining	\$9,151	\$10,768	\$8,829	\$9,619	\$7,560
Wholesale Trade, Transportation and Utilities	\$13,018	\$11,859	\$13,004	\$12,317	\$11,322
Construction	\$11,785	\$10,013	\$11,488	\$10,420	\$10,734
Manufacturing	\$11,866	\$11,759	\$12,688	\$13,623	\$12,375
Retail Trade	\$7,827	\$8,169	\$7,819	\$7,790	\$7,401
Information	\$11,089	\$12,736	\$12,046	\$12,201	\$12,548
Financial Activities	\$13,732	\$8,756	\$14,083	\$13,302	\$11,008
Professional and Business Services	\$7,212	\$7,408	\$7,368	\$7,070	\$7,259
Educational Services	\$11,558	\$12,325	\$12,525	\$13,152	\$11,088
Health Care and Social Assistance	\$10,928	\$10,928	\$10,186	\$10,780	\$10,492
Leisure and Hospitality	\$5,402	\$5,713	\$5,498	\$5,685	\$5,346
Other Services	\$8,850	\$7,704	\$8,167	\$7,793	\$8,615
Public Administration	\$17,833	\$16,813	\$16,773	\$14,368	\$16,742
<b>Post Exit Outcome Measures 3 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	52,453	57,377	60,343	--	--
Exiters	14,390	15,622	17,038	--	--
Exiters Employed 3 Years After Exit	5,220	5,813	6,295	--	--
<b>Average Wage by Industry of Employment 3 Years After Exit</b>					
Natural Resources and Mining	\$7,869	\$9,951	\$8,796	--	--
Wholesale Trade, Transportation and Utilities	\$15,577	\$13,472	\$12,798	--	--
Construction	\$12,363	\$12,822	\$12,698	--	--
Manufacturing	\$15,080	\$13,852	\$16,040	--	--
Retail Trade	\$8,915	\$9,153	\$8,260	--	--
Information	\$10,472	\$16,017	\$12,458	--	--
Financial Activities	\$16,215	\$13,981	\$16,027	--	--
Professional and Business Services	\$7,769	\$7,362	\$7,643	--	--
Educational Services	\$13,714	\$14,309	\$14,632	--	--
Health Care and Social Assistance	\$12,611	\$11,738	\$11,588	--	--
Leisure and Hospitality	\$5,902	\$6,183	\$5,875	--	--
Other Services	\$9,398	\$7,632	\$9,950	--	--
Public Administration	\$19,954	\$19,513	\$18,635	--	--

## DIVISION OF SERVICES FOR THE BLIND (DSB)

### PROGRAM OVERVIEW

The North Carolina Division of Services for the Blind (DSB) is responsible for the general state vocational rehabilitation services program under Title I, Part B of the Rehabilitation Act of 1973 as amended. It is also responsible for the state supported employment services program under Title VI, Part B, of this same act. The act allows states flexibility administration of the vocational rehabilitation program. States may have one agency that provides VR services or two distinct agencies, one to serve individuals who are blind and visually impaired and the other to serve individuals with all other disabilities. In North Carolina, vocational rehabilitation services are administered under two separate agencies: the Division of Vocational Rehabilitation Services and the Division of Services for the Blind. Funding is provided by the U.S. Department of Education through the Rehabilitation Services Administration.

The Division of Services for the Blind (DSB) provides vocational rehabilitation services to enable people who are blind or visually impaired including individuals who are deaf blind to reach their goals of independence and employment.<sup>15</sup> These services are offered through cooperative efforts from federal, state and county resources. People with blindness or visual impairment who want to go or return to work may be eligible for DSB Vocational Rehabilitation services. These services help individuals find, keep a job, or return to work and are geared toward assisting individuals in obtaining appropriate suitable employment. Individuals can choose from an array of programs and services that best suit their individual vocational needs with support and assistance provided by Vocational and Transitional Rehabilitation Counselors, Business Services Representatives, Community Employment Specialists, Rehabilitation Engineers, Assistive Technology Specialists, Vocational Evaluators and Rehabilitation Center staff, as well as specialists to support and assist those with both blindness and hearing loss.<sup>16</sup>

Accessible services are planned according to each individual's employment goals and needs and may include services such as: assistive technology and training on how to use the equipment, job placement, independent living training, medical services including glasses, eye exams, surgery and treatment, job modification, job retention counseling, job seeking skills training and classes, on-the-job training, vocational or academic training, orientation and mobility services, white cane, and safety techniques to travel independently, school-to-work transition services, supported employment, vocational counseling, visual and other assessments as required, vocational counseling, work adjustment job coaching, as well as other services as required to be successful on a specific job. Some services provided are based on economic need, while others are provided regardless of income. Services are provided through staff located in seven

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<sup>15</sup> Division of Services for the Blind website <http://www.ncdhhs.gov/dsb/aboutus/index.htm>

<sup>16</sup> Division of Services for the Blind Annual Report for 2014  
<http://www.ncdhhs.gov/dsb/publications/annual2014.htm>

district offices, through third party agreements with local Department of Social Services offices and County School Systems, and through the Rehabilitation Center for the Blind.<sup>17</sup>

There are several federal performance measures that are utilized in the assessment of Vocational Rehabilitation services provided by the Division of Services for the Blind. These measures focus on employment, average wages, hours worked as well as employment in integrated work settings with supports.

In July of 2014, the Workforce Innovation and Opportunity Act (WIOA) was signed into law. WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. Part of the goal of WIOA is to provide opportunity for reforms of the American Job Center system and to ensure that the system responding to the needs of employers and preparing workers for jobs that are available now and in the future.<sup>18</sup>

WIOA supersedes the Workforce Investment Act of 1998 and amends the Adult Education and Family Literacy Act, the Wagner Peyser Act, and the Rehabilitation Act of 1973. In general, the Act takes effect on July 1, 2015, the U.S. Department of Labor (DOL) is in the process of issuing guidance on the timeframes for implementation and is working in collaboration with the U.S. Department of Education and the U.S. Department of Health and Human Services to provide states guidance on implementation and regulations. It is anticipated that these changes will have some impacts on the delivery of Wagner Peyser, WIA, Vocational Rehabilitation and Adult Education and Family Literacy Act services in North Carolina.<sup>19</sup>

## PROGRAM OUTCOMES

Analyses of information provided by the Division of Services for the Blind to the CFS were undertaken. These analyses included the development of outcome measures for the DSB program across 5 program years (2008-2009, 2009-2010, 2010-2011, 2011-2012 and 2012-2013). Analyses were carried out separately by program year. It is important to note that these analyses were completed utilizing information supplied by DSB to CFS and rely on the accuracy of the participant records submitted including the use of SSNs. Analyses revealed an increase in the number of DSB clients across the five program years and some fluctuation in employment outcomes across program years.

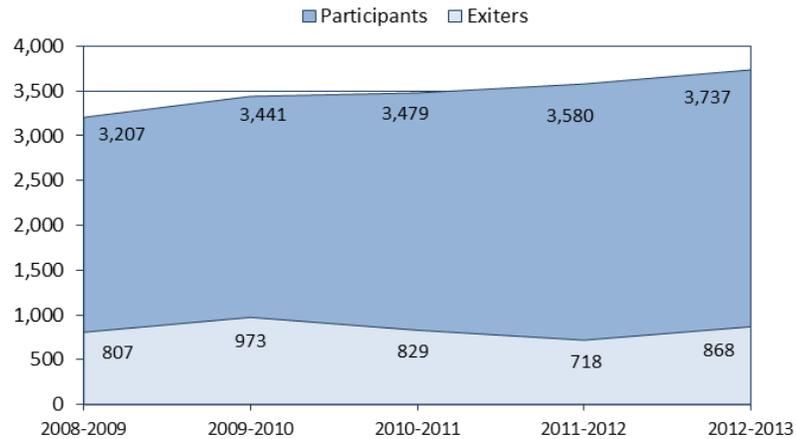
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<sup>17</sup> *ibid*

<sup>18</sup> U.S. Department of Labor Employment and Training Administration Website <http://www.doleta.gov/wioa/>

<sup>19</sup> U.S. Department of Labor Employment and Training Administration Website <http://www.doleta.gov/wioa/>

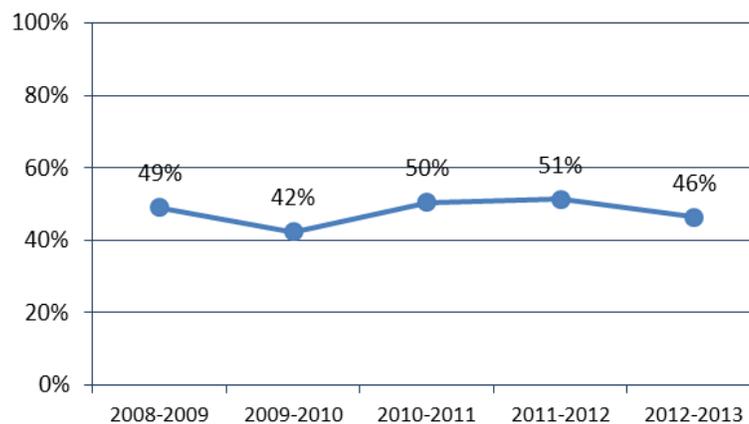
**Figure 3.1 Division of Services for the Blind Participants and Exiters Program Year 2008-2009 through Program Year 2012-2013**



### EMPLOYMENT AND WAGE OUTCOMES

Employment and wage outcomes were derived for the Division of Services for the Blind exiters. Analyses included the development of post exit employment rates and wage statistics for up to five years after exit. These employment and wage measures include only those individuals who are employed in North Carolina in jobs covered by the state’s Unemployment Insurance laws. Employment and wage outcome measures were calculated separately by program year. One year post exit employment rates ranged from a low of 42% for the 2009-2010 program year exiters to a high of 51% for the 2011-2012 program year exiters. One year post exit average wages ranged from \$14,155 for the 2008-2009 program year exiters to a high of \$17,646 for the 2012-2013 exiters.

**Figure 3.2 Percent of Division of Services for the Blind Program Year 2008-2009 through Program Year 2012-2013 Exiters who were Employed in North Carolina One Year After Exit**

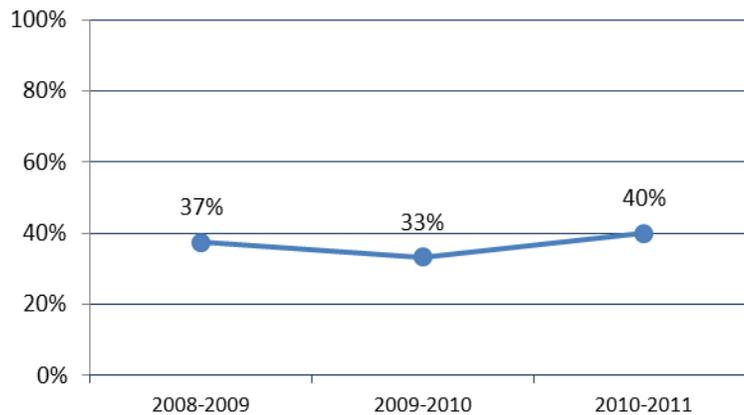


**Figure 3.3 Average Wage of Division of Services for the Blind Program Year 2008-2009 through Program Year 2012-2013 Exiters who were Employed in North Carolina One Year After Exit**

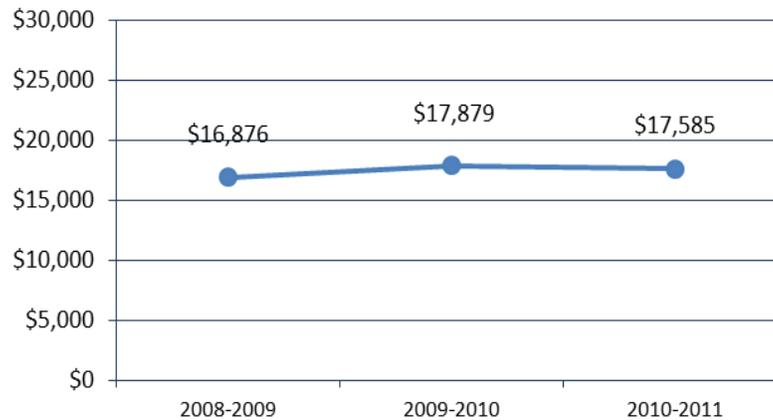


Longer term post exit employment and wage measures indicate that three years after exit 37% of the 2008-2009 exiters, 33% of the 2009-10 exiters and 40% of the 2010-2011 exiters were employed. Again the employment rates reflected some variation across the three program years. The three-year post exit wages ranged from \$16,876 for the 2008-2009 exiters, \$17,879 for the 2009-2010 exiters and \$17,585 for the 2010-2011 exiters.

**Figure 3.4 Percent of Division of Services for the Blind Program Year 2008-2009 through Program Year 2010-2011 Exiters who were Employed in North Carolina Three Years After Exit**



**Figure 3.5 Average Wage of Division of Services for the Blind Program Year 2008-2009 through Program Year 2010-2011 Exiters who were Employed in North Carolina Three Years After Exit**



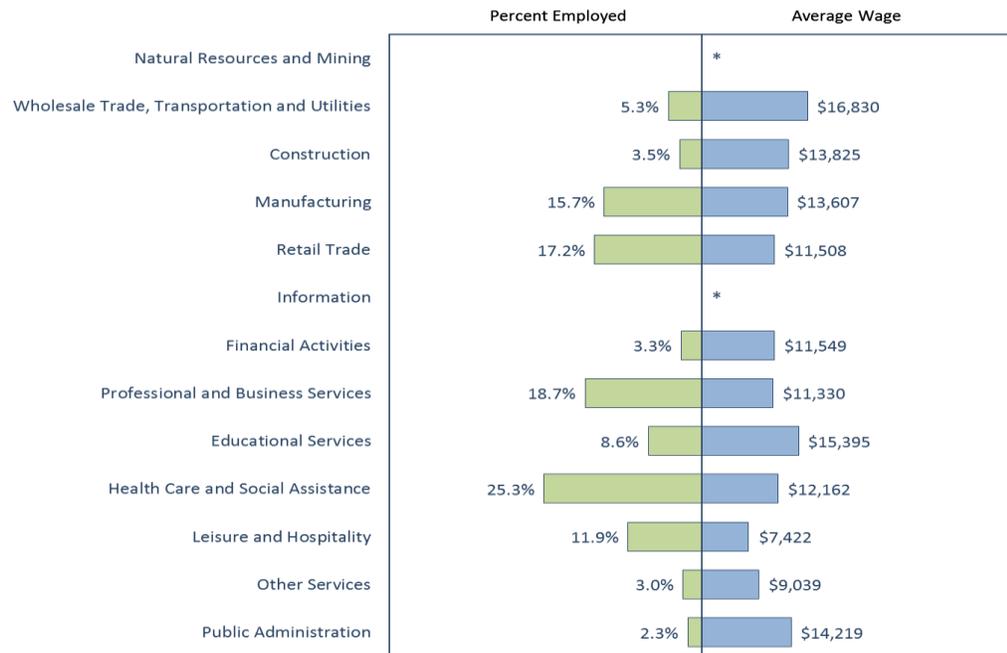
The analyses revealed some variability in both employment and wage rates across program years, when specific exit cohorts were followed over multiple years, the cohort employment rates continued to show a decline. That is of the 2008-2009 exiters 49% were employed in the first year after exit, by five years after exit the employment rate declined to 32%. However, the average annual wage after exit increased from \$14,155 in the first year after exit to \$17,202 in the fifth year after exit.

### INDUSTRY OF EMPLOYMENT

Analyses of the post exit industries of employment revealed some slight variability across program years and across longitudinal employment outcomes. Within the first year after exit the majority of those DSB exiters who were employed were found to be employed within five major industrial groups. One year post exit employment in Health Care and Social Assistance ranged from a high 25.3% of the 2008-2009 exiters who were employed in the first year after exit to 19.8% of the 2011-2012 exiters who were employed in the first year after exit. One year post exit employment in Professional and Business services ranged from 17.4% for the 2011-2012 exiters to 20.1% of the 2012-2013 exiters, post exit employment in Retail Trade ranged from 13.7% of the 2012-2013 exiters to 20.6% of the 2010-2011 exiters, post exit employment in Leisure and Hospitality industry ranged from 11.9% for the 2008-2009 exiters to 15.8% for the 2011-2012 exiters, while post exit employment in Manufacturing ranged from 10.9% for the 2011-2012 exiters to 15.7% for the 2008-2009 exiters.

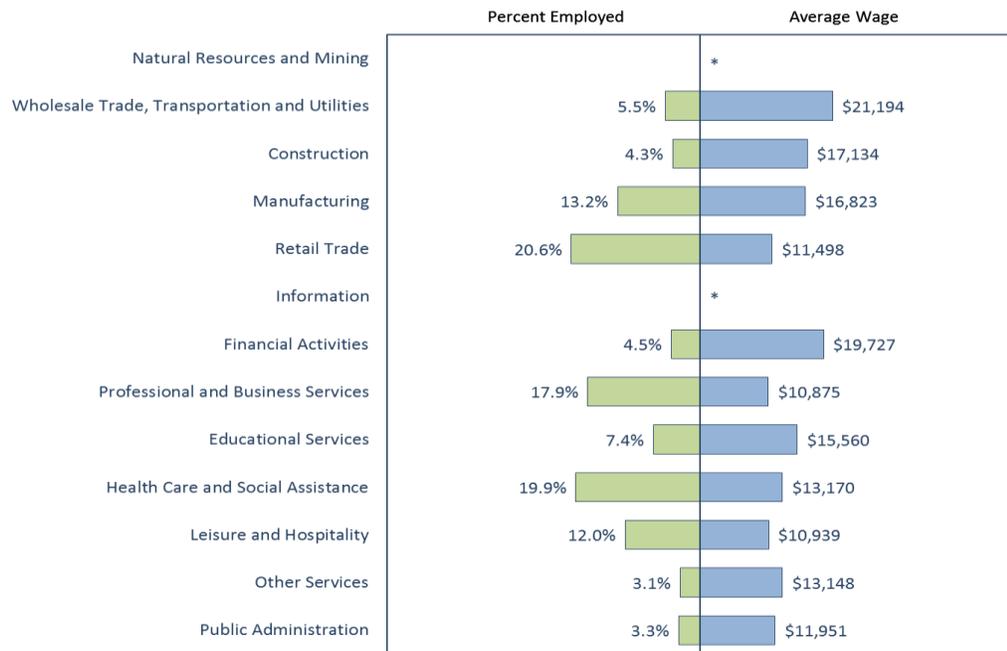
Analyses of post exit average wage by industries demonstrated variability across industrial groups and exit cohorts with the highest wages for the 2008-2009 exiters in Wholesale Trade, Transportation and Utilities and Educational Services industries. The largest employment percentages were in Health Care and Social Assistance industry which still had fairly high average wages. For the 2010-2011 exiters those employed in the Wholesale Trade, Transportation and Utilities had higher wages as did those employed in the Financial Activities industries.

**Figure 3.6 Division of Services for the Blind Program Year 2008-2009 Exitters Employed in North Carolina One Year After Exit Percent Employed and Average Wage by Industry**



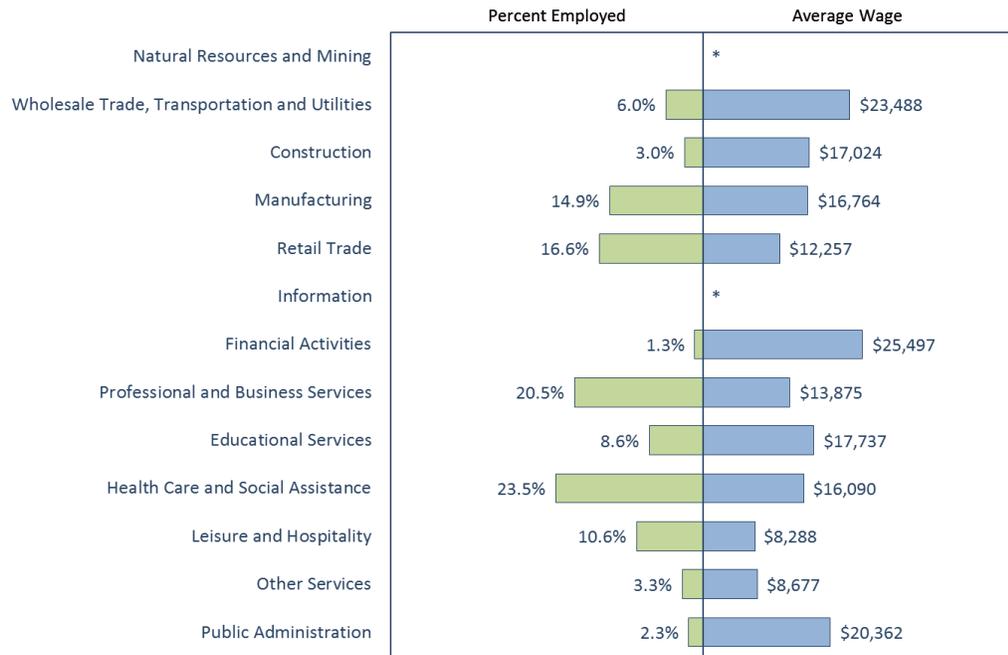
\* Data are suppressed to protect confidentiality.

**Figure 3.7 Division of Services for the Blind Program Year 2010-2011 Exitters Employed in North Carolina One Year After Exit Percent Employed and Average Wage by Industry**



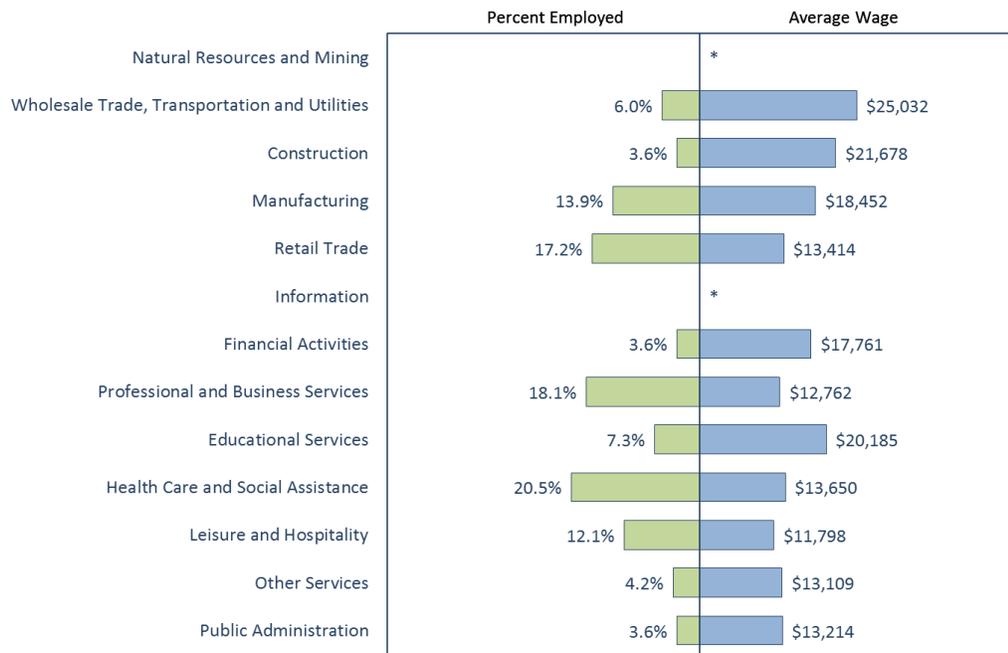
\* Data are suppressed to protect confidentiality.

**Figure 3.8 Division of Services for the Blind Program Year 2008-2009 Exitters Employed in North Carolina Three Years After Exit Percent Employed and Average Wage by Industry**



\* Data are suppressed to protect confidentiality.

**Figure 3.9 Division of Services for the Blind Program Year 2010-2011 Exitters Employed in North Carolina Three Years After Exit Percent Employed and Average Wage by Industry**



\* Data are suppressed to protect confidentiality.

The three year post exit industry employment trends were slightly more stable. Again the majority of DSB exiters employed in North Carolina three years after exit were employed across five industrial sectors with the highest percentages employed in the Health Care and Social Assistance industry, followed by the Professional and Business Services industry, the Retail Trade industry, the Manufacturing industry and the Leisure and Hospitality industry. Individuals can be employed in more than one industry therefore the sum of the percentages across industrial groups will equal more than 100.0%.

## POST EXIT PARTICIPATION IN FURTHER EDUCATION AND TRAINING

Analyses of the post exit participation in public higher education indicated that 6% to 8% of those DSB exiters were found to be enrolled in North Carolina public higher education in the first year after exit. In the third year after exit the rates ranged from 5% to 7%. By five years after exit the rate was 3% for the 2008-2009 exiters. In addition, analyses of post exit participation in North Carolina public education, employment and training programs demonstrated some fluctuation across program year exit cohort. This ranged from a low of 16% for the 2012-2013 exiters to 22% for the 2010-2011 exiters. Five years after exit 17% of the 2008-2009 DSB exiters were participating in additional public education, employment or training services. When viewed together the employed or participating in further education, employment or training services one year after exit ranged from 50% for the 2009-2010 exiters to a high of 59% for the 2010-2011 exiters. By five years after exit the percentage of exiters who were either employed or participating in additional public education, employment or training services reached 40% for the 2008-2009 exiters.

## SUMMARY AND RECOMMENDATIONS

Overall the results indicate that there are some fluctuations in the short term employment rates and stable increases in the short term average wages for DSB program exiters. This is indicated by the one year post employment and wage trends. However, when exiters are followed over longer periods of time the employment rate tends to decline. This decline could be attributable to several factors including people not sustaining employment, people moving out of state or people finding employment in jobs not covered by North Carolina's Unemployment Insurance laws. The average wages of DSB exiters demonstrated a stable increase over time. One year post exit wages ranged from \$14,155 for the 2008-2009 exiters to \$17,646 for the 2012-2013 exiters. In addition when exit cohorts were followed over time the average wages also exhibited increases. That is the average wage of the 2008-2009 exiters increased from \$14,155 in the first year after exit to \$17,202 in the fifth year after exit. By contrast the annual average wage in North Carolina in 2013 based on the Quarterly Census of Employment and Wages (QCEW) Program<sup>20</sup> was \$43,784 and the 2013 federal poverty guideline for a one person family was \$11,490 and \$15,510 for a two person family<sup>21</sup>. While the annual average post exit wage of DSB clients is below that of the state's

<sup>20</sup> Quarterly Census of Employment and Wages (QCEW) Program, Labor and Economic Analysis Division (LEAD), North Carolina Department of Commerce

<sup>21</sup> U.S. Department of Health & Human Services: <http://aspe.hhs.gov/poverty/13poverty.cfm>

annual average it exceeds that of the federal poverty guidelines and shows annual growth for those individuals who are employed after exit.

Further analyses are needed to assess the geographical differences in outcomes. As noted in the recommendations for the Division of Vocational Rehabilitation Services, part of the requirement of the new WIOA is the development of an integrated service delivery plan that includes the coordination between WIOA, Wagner Peyser, Adult Basic Education and Vocational Rehabilitation programs. It is recommended that North Carolina's integrated service delivery plan and implementation focus on the provision of services that can assist Division of Services for the Blind participants with achieving higher employment and wage outcomes and the acquisition of occupational skills and educational credentials.

<b>Table 3.1 NORTH CAROLINA DEPARTMENT OF HEALTH AND HUMAN SERVICES</b>					
<b>DIVISION OF SERVICES FOR THE BLIND - REHABILITATION SERVICES</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 1 Year After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	3,207	3,441	3,479	3,580	3,737
Exiters	807	973	829	718	868
Exiters Employed 1 Year After Exit	396	411	418	368	402
Percent Employed 1 Year After Exit	49%	42%	50%	51%	46%
Exiters Average Wage 1 Year After Exit	\$14,155	\$15,376	\$15,867	\$16,682	\$17,646
Exiters Median Wage 1 Year After Exit	\$11,701	\$13,828	\$13,547	\$14,147	\$15,254
Number Enrolled in North Carolina Public Higher Education 1 Year After Exit	53	62	63	47	49
Percent Enrolled in North Carolina Public Higher Education 1 Year After Exit	7%	6%	8%	7%	6%
Number Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Exit	149	184	180	151	141
Percent Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Exit	18%	19%	22%	21%	16%
Number Enrolled or Employed 1 Year After Exit	460	491	485	415	459
Percent Enrolled or Employed 1 Year After Exit	57%	50%	59%	58%	53%
<b>Post Exit Outcome Measures 2 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	3,207	3,441	3,479	3,580	--
Exiters	807	973	829	718	--
Exiters Employed 2 Years After Exit	337	352	377	316	--
Percent Employed 2 Years After Exit	42%	36%	45%	44%	--
Exiters Average Wage 2 Years After Exit	\$15,629	\$16,581	\$15,818	\$17,765	--
Exiters Median Wage 2 Years After Exit	\$13,619	\$14,161	\$13,509	\$15,553	--
Number Enrolled in North Carolina Public Higher Education 2 Years After Exit	48	58	54	51	--
Percent Enrolled in North Carolina Public Higher Education 2 Years After Exit	6%	6%	7%	7%	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Exit	168	185	196	134	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Exit	21%	19%	24%	19%	--
Number Enrolled or Employed 2 Years After Exit	421	446	457	367	--
Percent Enrolled or Employed 2 Years After Exit	52%	46%	55%	51%	--

Table 3.1 (Continued) NORTH CAROLINA DEPARTMENT OF HEALTH AND HUMAN SERVICES					
DIVISION OF SERVICES FOR THE BLIND - REHABILITATION SERVICES					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 3 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	3,207	3,441	3,479	--	--
Exiters	807	973	829	--	--
Exiters Employed 3 Years After Exit	302	324	331	--	--
Percent Employed 3 Years After Exit	37%	33%	40%	--	--
Exiters Average Wage 3 Years After Exit	\$16,876	\$17,879	\$17,585	--	--
Exiters Median Wage 3 Years After Exit	\$13,946	\$14,648	\$14,750	--	--
Number Enrolled in North Carolina Public Higher Education 3 Years After Exit	43	46	58	--	--
Percent Enrolled in North Carolina Public Higher Education 3 Years After Exit	5%	5%	7%	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Exit	164	205	168	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Exit	20%	21%	20%	--	--
Number Enrolled or Employed 3 Years After Exit	377	435	415	--	--
Percent Enrolled or Employed 3 Years After Exit	47%	45%	50%	--	--
Post Exit Outcome Measures 4 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	3,207	3,441	--	--	--
Exiters	807	973	--	--	--
Exiters Employed 4 Years After Exit	279	305	--	--	--
Percent Employed 4 Years After Exit	35%	31%	--	--	--
Exiters Average Wage 4 Years After Exit	\$17,335	\$17,648	--	--	--
Exiters Median Wage 4 Years After Exit	\$14,632	\$14,884	--	--	--
Number Enrolled in North Carolina Public Higher Education 4 Years After Exit	31	25	--	--	--
Percent Enrolled in North Carolina Public Higher Education 4 Years After Exit	4%	3%	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Exit	165	146	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Exit	20%	15%	--	--	--
Number Enrolled or Employed 4 Years After Exit	360	377	--	--	--
Percent Enrolled or Employed 4 Years After Exit	45%	39%	--	--	--

Table 3.1 (Continued) NORTH CAROLINA DEPARTMENT OF HEALTH AND HUMAN SERVICES					
DIVISION OF SERVICES FOR THE BLIND - REHABILITATION SERVICES					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 5 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	3,207	--	--	--	--
Exiters	807	--	--	--	--
Exiters Employed 5 Years After Exit	258	--	--	--	--
Percent Employed 5 Years After Exit	32%	--	--	--	--
Exiters Average Wage 5 Years After Exit	\$17,202	--	--	--	--
Exiters Median Wage 5 Years After Exit	\$15,172	--	--	--	--
Number Enrolled in North Carolina Public Higher Education 5 Years After Exit	26	--	--	--	--
Percent Enrolled in North Carolina Public Higher Education 5 Years After Exit	3%	--	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Exit	137	--	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Exit	17%	--	--	--	--
Number Enrolled or Employed 5 Years After Exit	323	--	--	--	--
Percent Enrolled or Employed 5 Years After Exit	40%	--	--	--	--

Table 3.2 NORTH CAROLINA DEPARTMENT OF HEALTH AND HUMAN SERVICES					
DIVISION OF SERVICES FOR THE BLIND - REHABILITATION SERVICES					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 1 Year After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	3,207	3,441	3,479	3,580	3,737
Exiters	807	973	829	718	868
Exiters Employed 1 Year After Exit	396	411	418	368	402
Industry of Employment 1 Year After Exit					
Natural Resources and Mining	*	*	*	*	*
Wholesale Trade, Transportation and Utilities	5.3%	5.4%	5.5%	4.3%	5.7%
Construction	3.5%	4.9%	4.3%	4.1%	4.7%
Manufacturing	15.7%	13.4%	13.2%	10.9%	12.9%
Retail Trade	17.2%	15.3%	20.6%	19.8%	13.7%
Information	*	*	*	*	*
Financial Activities	3.3%	3.9%	4.5%	4.6%	2.5%
Professional and Business Services	18.7%	19.5%	17.9%	17.4%	20.1%
Educational Services	8.6%	7.8%	7.4%	6.5%	5.2%
Health Care and Social Assistance	25.3%	21.9%	19.9%	19.8%	23.4%
Leisure and Hospitality	11.9%	15.1%	12.0%	15.8%	14.4%
Other Services	3.0%	2.4%	3.1%	3.0%	3.7%
Public Administration	2.3%	2.4%	3.3%	3.8%	5.7%
Post Exit Outcome Measures 3 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	3,207	3,441	3,479	--	--
Exiters	807	973	829	--	--
Exiters Employed 3 Years After Exit	302	324	331	--	--
Industry of Employment 3 Years After Exit					
Natural Resources and Mining	*	*	*	--	--
Wholesale Trade, Transportation and Utilities	6.0%	5.6%	6.0%	--	--
Construction	3.0%	4.0%	3.6%	--	--
Manufacturing	14.9%	13.0%	13.9%	--	--
Retail Trade	16.6%	16.7%	17.2%	--	--
Information	*	*	*	--	--
Financial Activities	1.3%	2.2%	3.6%	--	--
Professional and Business Services	20.5%	16.7%	18.1%	--	--
Educational Services	8.6%	8.6%	7.3%	--	--
Health Care and Social Assistance	23.5%	22.2%	20.5%	--	--
Leisure and Hospitality	10.6%	15.4%	12.1%	--	--
Other Services	3.3%	4.0%	4.2%	--	--
Public Administration	2.3%	3.1%	3.6%	--	--

\* Data are suppressed to protect confidentiality.

Table 3.2 (Continued) NORTH CAROLINA DEPARTMENT OF HEALTH AND HUMAN SERVICES					
DIVISION OF SERVICES FOR THE BLIND - REHABILITATION SERVICES					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 1 Year After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	3,207	3,441	3,479	3,580	3,737
Exiters	807	973	829	718	868
Exiters Employed 1 Year After Exit	396	411	418	368	402
Average Wage by Industry of Employment 1 Year After Exit					
Natural Resources and Mining	*	*	*	*	*
Wholesale Trade, Transportation and Utilities	\$16,830	\$11,908	\$21,194	\$15,803	\$16,010
Construction	\$13,825	\$30,470	\$17,134	\$21,172	\$16,001
Manufacturing	\$13,607	\$14,126	\$16,823	\$18,796	\$18,531
Retail Trade	\$11,508	\$11,709	\$11,498	\$12,651	\$12,794
Information	*	*	*	*	*
Financial Activities	\$11,549	\$11,010	\$19,727	\$28,199	\$20,052
Professional and Business Services	\$11,330	\$10,356	\$10,875	\$13,442	\$13,708
Educational Services	\$15,395	\$13,516	\$15,560	\$21,189	\$16,136
Health Care and Social Assistance	\$12,162	\$14,731	\$13,170	\$13,023	\$15,747
Leisure and Hospitality	\$7,422	\$11,700	\$10,939	\$8,485	\$8,294
Other Services	\$9,039	\$9,776	\$13,148	\$11,237	\$15,061
Public Administration	\$14,219	\$18,970	\$11,951	\$15,289	\$24,838
Post Exit Outcome Measures 3 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	3,207	3,441	3,479	--	--
Exiters	807	973	829	--	--
Exiters Employed 3 Years After Exit	302	324	331	--	--
Average Wage by Industry of Employment 3 Years After Exit					
Natural Resources and Mining	*	*	*	--	--
Wholesale Trade, Transportation and Utilities	\$23,488	\$18,598	\$25,032	--	--
Construction	\$17,024	\$35,619	\$21,678	--	--
Manufacturing	\$16,764	\$15,693	\$18,452	--	--
Retail Trade	\$12,257	\$13,693	\$13,414	--	--
Information	*	*	*	--	--
Financial Activities	\$25,497	\$17,380	\$17,761	--	--
Professional and Business Services	\$13,875	\$15,374	\$12,762	--	--
Educational Services	\$17,737	\$13,510	\$20,185	--	--
Health Care and Social Assistance	\$16,090	\$15,341	\$13,650	--	--
Leisure and Hospitality	\$8,288	\$10,995	\$11,798	--	--
Other Services	\$8,677	\$9,673	\$13,109	--	--
Public Administration	\$20,362	\$22,144	\$13,214	--	--

\* Data are suppressed to protect confidentiality.

## THE DEPARTMENT OF COMMERCE

The North Carolina Department of Commerce is comprised of several divisions and programs which provide services to the state's businesses and citizens. The agency provides economic, community and workforce development services. The Division of Workforce Solutions has administrative responsibility for several workforce development programs that provide employment and training related services and activities. These include Workforce Investment Act (WIA) Title I programs, Trade Act programs, the Wagner Peyser program, Veteran's Employment and training Services, the Agriculture Employment program and the NCWorks Apprenticeship programs. In addition the Division provides oversight of and support to the state's Workforce Investment Board the NCWorks Commission.

### DIVISION OF WORKFORCE SOLUTIONS (DWS)

The North Carolina Department of Commerce's Division of Workforce Solutions (DWS) has administrative responsibility for several of the state's workforce development programs. DWS was created as a result of the 2011 merger of the former Employment Security Commission (ESC) into the North Carolina Department of Commerce. This merger brought together several of the state's key workforce development programs under one administrative entity. The former Employment Services Division from ESC which had administrative responsibility for the Wagner Peyser Act program, the Veteran's employment and training services, the Agriculture Employment programs and the Trade Act programs was merged with the Department of Commerce's Division of Workforce Development which had administrative oversight for the federally funded Workforce Investment Act Title I programs. In 2013, DWS further expanded when the Registered Apprenticeship programs from the North Carolina Department of Labor were transferred into DWS. This new division provides a mechanism for the integration of a wide variety of workforce development programs under one administrative entity.

DWS provides services which help people find jobs and achieve career goals and helps employers find and retain a qualified workforce. Through its many workforce services DWS strives to help participants increase employment, achieve higher earnings, gain strong educational and occupational skills and helps business to be more competitive.<sup>22</sup>

In 2013 the DWS launched its new case management and information delivery system NCWorks Online. This new system provides for the integration of case management and information delivery functions previously maintained in a variety of information systems

<sup>22</sup> North Carolina Department of Commerce Division of Workforce Solutions website  
<http://www.nccommerce.com/workforce/about-us>

by both ESC and the Department of Commerce. NCWorks Online provides a variety of on-line resources including a job-search portal that connects job seekers and employers. Job Seekers can apply for jobs and employers can search for candidates. The system uses job matching tools that allow individuals to review their qualifications for a position and for employers to see how well a candidate matches their needs.<sup>23</sup>

The Division of Workforce Solutions currently provides information regarding the Wagner Peyser program, Veteran's Employment and training Services, the Agriculture Employment program, WIA Title I programs, the Trade Act program and the NCWorks Apprenticeship program to the CFS. There were less than five years of information available for analyses from the Veteran's Employment and Training Services, the Agriculture Employment program and the Trade Act programs so those programs are not covered in this report. In addition, there has been a data quality issue that was identified in some of the data from the NCWorks Apprenticeship program. DWS is working to resolve the data quality issue and it is anticipated that these programs will be included in future evaluative reports.

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<sup>23</sup> North Carolina Workforce Investment Act Annual Report PY 2013

[www.nccommerce.com/Portals/11/Documents/Reports/Annual%20Reports/PY2013%20WIA%20Annual%20Reportv1.pdf](http://www.nccommerce.com/Portals/11/Documents/Reports/Annual%20Reports/PY2013%20WIA%20Annual%20Reportv1.pdf)

**WAGNER PEYSER  
PROGRAM****PROGRAM OVERVIEW**

The Wagner-Peyser Act of 1933 established a nationwide system of public employment offices known as the Employment Service. The Wagner-Peyser Act was amended by the Workforce Investment Act (WIA) of 1998, in an effort to integrate the Employment Service program into the national One-Stop service delivery system that was authorized under the act. The goal of the national One Stop delivery system was to provide universal access to an integrated array of labor exchange services to workers, jobs seekers and businesses in easy to access locations under one roof.<sup>24</sup> North Carolina's One-Stop delivery system was previously known as the North Carolina JobLink Career Center System that was authorized under the Act.

The Division of Workforce Solutions provides oversight and operational responsibility for North Carolina's Wagner Peyser Act program. Employment Services provided under the Wagner Peyser program include a variety of labor exchange services including: job search assistance, job referral, and placement assistance, re-employment services to unemployment insurance claimants as well as job recruitment assistance to employers. Services are delivered through several different delivery strategies including self-service, facilitated self-help services and staff assisted services. In addition to the labor exchange services Wagner Peyser also provides skill, ability and aptitude assessment; career guidance; job search workshops; as well as referrals to training and other related services.<sup>25</sup>

Job seekers who are Veterans receive priority referral to jobs and training as well as special employment related services and assistance. In addition, the Wagner Peyser program provides services to individuals with disabilities, migrant and seasonal farm-workers, ex-offenders, youth, minorities and older workers.<sup>26</sup>

The services offered to employers under the Wagner Peyser program include: referral of job seekers to available job openings, assistance in the development of job order requirements, matching of job seekers to job requirements, assistance with special recruitment needs, coordination of Job Fairs, assistance with job restructuring and assistance to employers in dealing with layoffs.<sup>27</sup>

In 2014, North Carolina launched the NCWorks initiative. This effort refocuses DWS' workforce and business functions, facilitates the coordination of service delivery across North Carolina's workforce partners including DWS and the North Carolina Community

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<sup>24</sup> U.S. Department of Labor Employment and Training Administration website Wagner-Peyser/Labor Exchange [www.doleta.gov/programs/Wagner\\_Peyser.cfm](http://www.doleta.gov/programs/Wagner_Peyser.cfm)

<sup>25</sup> Ibid

<sup>26</sup> Ibid

<sup>27</sup> U.S. Department of Labor Employment and Training Administration website Wagner-Peyser/Labor Exchange [www.doleta.gov/programs/Wagner\\_Peyser.cfm](http://www.doleta.gov/programs/Wagner_Peyser.cfm)

College System and establishes a unified brand for the delivery of workforce services. Branding efforts include changing the name of former DWS local offices and JobLink Career Centers to NC Works Career Centers.

Funding for the Wagner Peyser program is through the U.S. Department of Labor's Employment and Training Administration and comes from the Federal Unemployment Tax Act (FUTA). Money is allocated to the state based on a model that takes into account the state's share of the national labor force and share of unemployed workers. North Carolina historically supplemented Wagner Peyser funding through the use of additional funding for local office operations from the Employment Security Commission reserve fund. In addition, additional funding for Wagner Peyser services was available through ARRA funding during the 2008-2009 program year.

Many of the employment related services that are provided under the Wagner Peyser program are the same as those provided under "core services" of the Workforce Investment Act (WIA) Title I programs. As such the U.S. Department of Labor allows states the opportunity to leverage the two sources of funding to streamline and integrate service delivery. In 2014, the Division of Workforce Solutions implemented a new service delivery approach that integrates Wagner Peyser employment services with the core services under the WIA Title I Adult program. This approach has been initiated throughout North Carolina's NCWorks Career Centers. Customers are provided a variety of employment and workforce services including; skill assessment services, access to skill development services and the opportunity to improve employment opportunities through skill upgrading. This new integrated service delivery model emphasizes the co-enrollment of customers in both the Wagner Peyser program and the WIA Title I Adult program when eligibility criteria permit. Wagner Peyser services are provided throughout the state at NCWorks Career Centers and online through the NCWorks Online website [www.ncworks.gov](http://www.ncworks.gov)

In July of 2014, the Workforce Innovation and Opportunity Act (WIOA) was signed into law. WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. Part of the goal of WIOA is to provide opportunity for reforms of the American Job Center system and to ensure that the system responding to the needs of employers and preparing workers for jobs that are available now and in the future.<sup>28</sup>

WIOA supersedes the Workforce Investment Act of 1998 and amends the Adult Education and Family Literacy Act, the Wagner Peyser Act, and the Rehabilitation Act of 1973. In general, the WIOA takes effect on July 1, 2015, the U.S. Department of Labor (DOL) is working in collaboration with the U.S. Department of Education and the U.S. Department of Health and Human Services to provide states guidance on implementation timelines and regulations. It is anticipated that these new regulations will have some impacts on the delivery of Wagner Peyser, WIA, Vocational Rehabilitation and Adult Education and Family Literacy Act services in North Carolina.<sup>29</sup>

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<sup>28</sup> U.S. Department of Labor Employment and Training Administration Website [www.doleta.gov/wioa/](http://www.doleta.gov/wioa/)

<sup>29</sup> U.S. Department of Labor Employment and Training Administration Website <http://www.doleta.gov/wioa/>

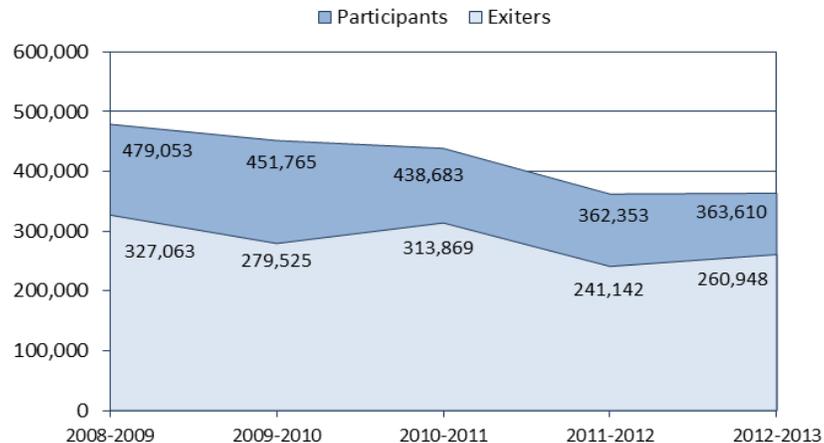
The Wagner Peyser program has several federal performance and reporting requirements. These requirements include the submission of quarterly reports regarding the number of individuals receiving services under the Wagner Peyser program as well as the employment and wage measures for individuals who have exited the program.

### PROGRAM OUTCOMES

Analyses of information regarding the Wagner Peyser program supplied to the CFS were undertaken. These analyses included the development of outcome measures for the Wagner Peyser program across 5 program years (2008-2009, 2009-2010, 2010-2011, 2011-2012 and 2012-2013). Analyses were carried out separately by program year. It is important to note that these analyses were completed utilizing information supplied by for the Wagner Peyser program to CFS and rely on the accuracy of the participant records submitted including the use of SSNs.

Analyses revealed that between the 2008-2009 program year and the 2011-2012 program year there was a decline in the number of participants and a stabilization in the number of participants between the 2011-2012 program year and the 2012-2013 program year. During the 2008-2009 program year, the Wagner Peyser program served over 479,000 individuals by the 2012-2013 program year the program served over 363,000 individuals.

**Figure 4.1 Wagner Peyser Program Participants and Exitters Program Year 2008-2009 through Program Year 2012-2013**

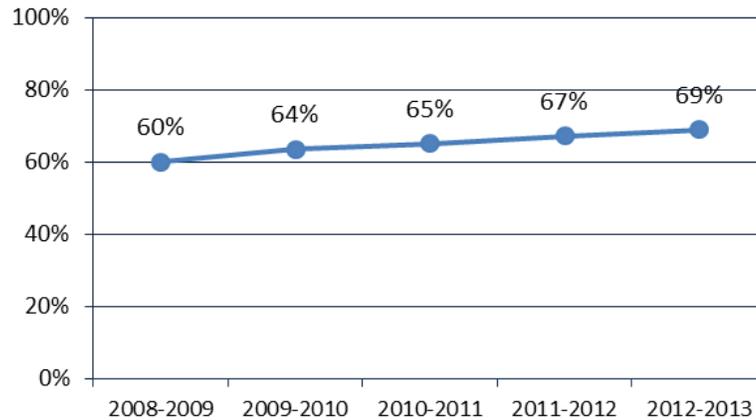


### EMPLOYMENT AND WAGE OUTCOMES

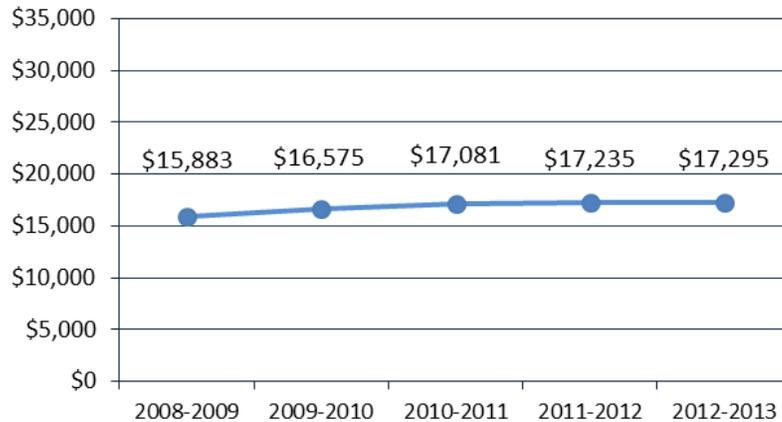
Employment and wage outcomes were derived for Wagner Peyser program exitters. Analyses included the development of post exit employment rates and wage statistics for up to five years after exit. These employment and wage measures include only those individuals who are employed in North Carolina in jobs covered by the state’s Unemployment Insurance laws. Employment and wage outcome measures were calculated separately by program year exit cohorts.

One year post exit employment rates ranged from a low of 60% for the 2008-2009 program year exiters to a high of 69% for the 2012-2013 program year exiters. One year post exit average wages ranged from \$15,883 for the 2008-2009 program year exiters to a high of \$17,295 for the 2012-2013 exiters.

**Figure 4.2 Percent of Wagner Peyser Program Exiters Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Exit**

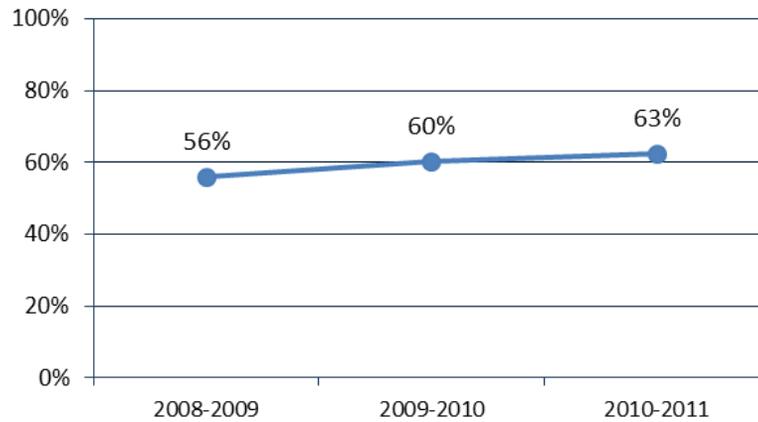


**Figure 4.3 Average Wage of Wagner Peyser Program Exiters Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Exit**

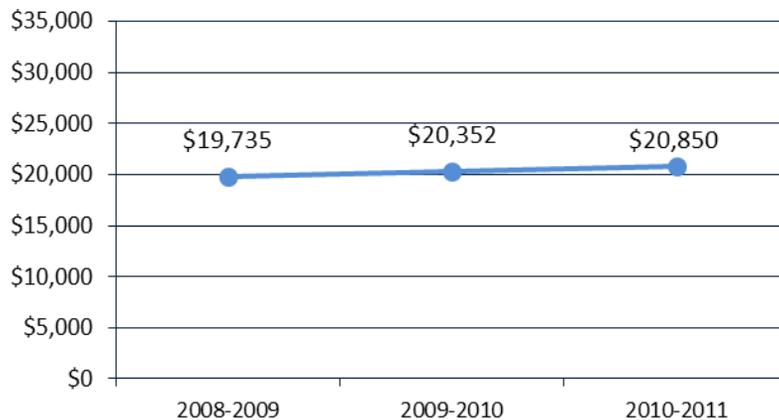


Longer term post exit employment and wage measures indicate that 56% of the 2008-2009 program year exiters, 60% of the 2009-2010 program year exiters and 63% of the 2010-2011 program year exiters were employed in North Carolina three years after exit. The three year post exit employment rates increased across program years as did the average three-year post exit wage, with the 2008-2009 exiters having an annual wage of \$19,735 three years after exit, the 2009-2010 exiters having an annual wage of \$20,352 three years after exit and the 2010-2011 exiters having an annual wage of \$20,850 three years after exit.

**Figure 4.4 Percent of Wagner Peyser Program Exiters Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Exit**



**Figure 4.5 Average Wage of Wagner Peyser Program Exiters Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Exit**



While the analyses revealed relative increases in both employment and wage rates by program year, when the exit cohorts were followed over multiple years the cohort employment rates showed a small decline. That is of the 2008-2009 exiters 60% were employed in the first year after exit, by five years after exit the employment rate declined to 53%. However, the average wage increased from \$15,883 in the first year after exit to \$22,077 in the fifth year after exit.

**INDUSTRY OF EMPLOYMENT**

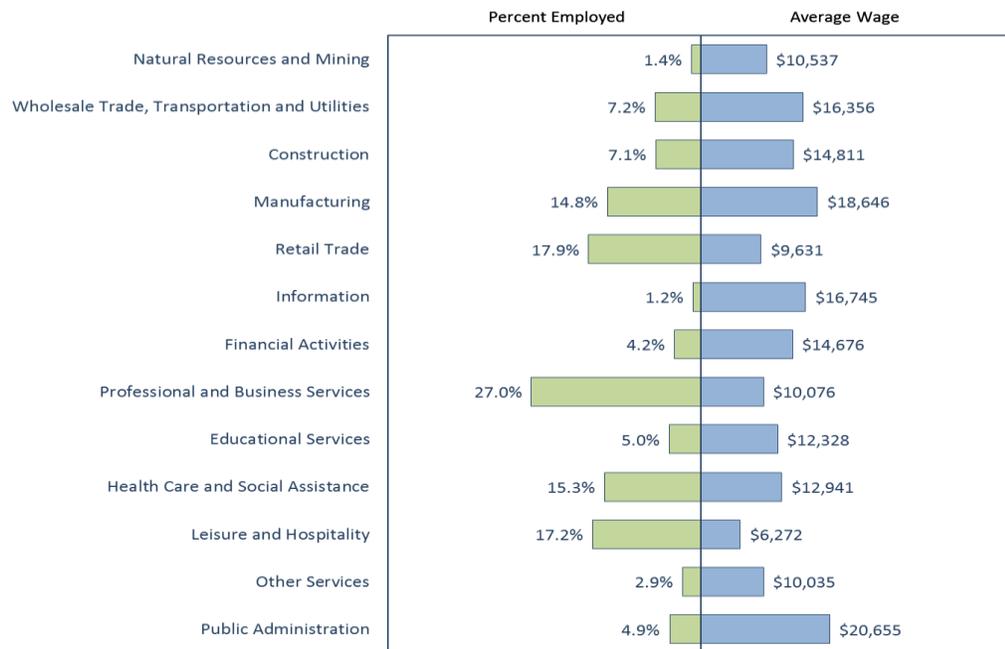
Analyses of the post participation industries of employment revealed fairly stable trends across program years and across longitudinal employment outcomes with the exception of increases in the percentages of exiters employed in the Professional and Business Services industry. Within the first year after exit approximately one out of every five Wagner Peyser program exiters who were employed in North Carolina were employed in the Retail Trade industry, one out of every five exiters employed was employed in the Leisure and Hospitality industry, approximately 15% were employed in the Manufacturing industry, and just under 15% were employed in the Health Care and

Social Assistance industry. There was a steady increase in the percentage of exiters employed in the Professional and Business Services industry across program years. This ranged from 27.0% for the 2008-2009 exiters to 34.6% of the 2012-2013 exiters. It is important to note that Temporary Help Service employers fall within the Professional and Business Services industry and increases in employment within this sector tends to be reflective of rebounds in the economy.

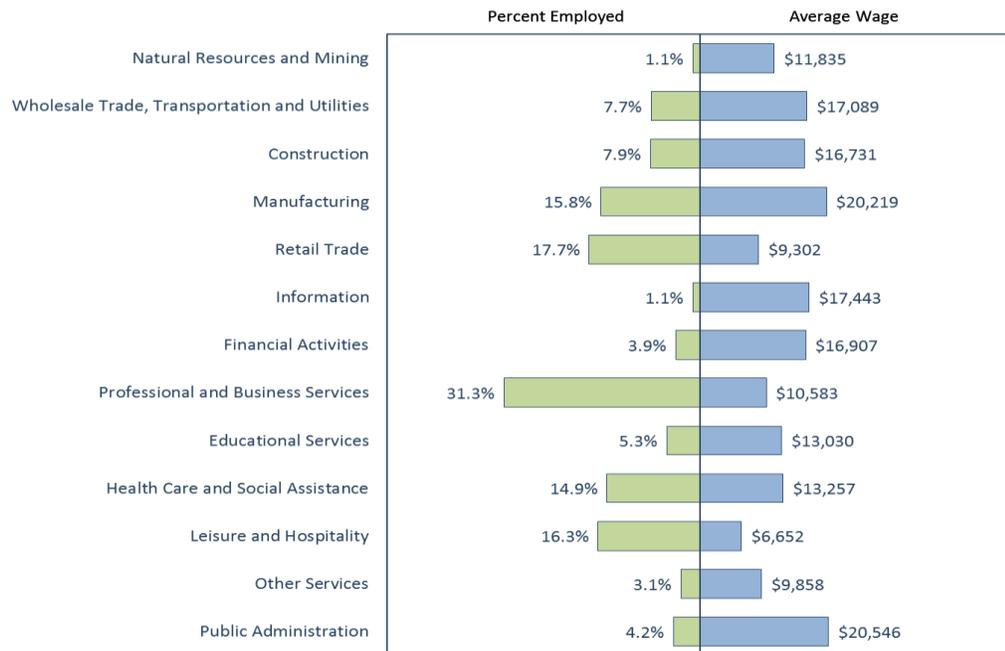
Analyses of average wages by industry revealed that although the largest percentage of Wagner Peyser exiters were employed in Professional and Business services that average wage for this industry was lower than several of the other industries average wage. Average wages in the Public Administration and Manufacturing industries were consistently high across exiter cohorts.

The three year post exit industry employment trends were fairly congruent with the one year post exit industrial distributions. Approximately one out of every four Wagner Peyser exiters who were employed in North Carolina three years after exit were employed in the Professional and Business Services industry, approximately 17% were employed in the Manufacturing industry, 16% were employed in the Retail Trade industry, almost 15% in the Health Care and Social Assistance industry and almost 15% in the Leisure and Hospitality industry. Individuals can be employed in more than one industry therefore the sum of the percentages across industrial groups will equal more than 100.0%.

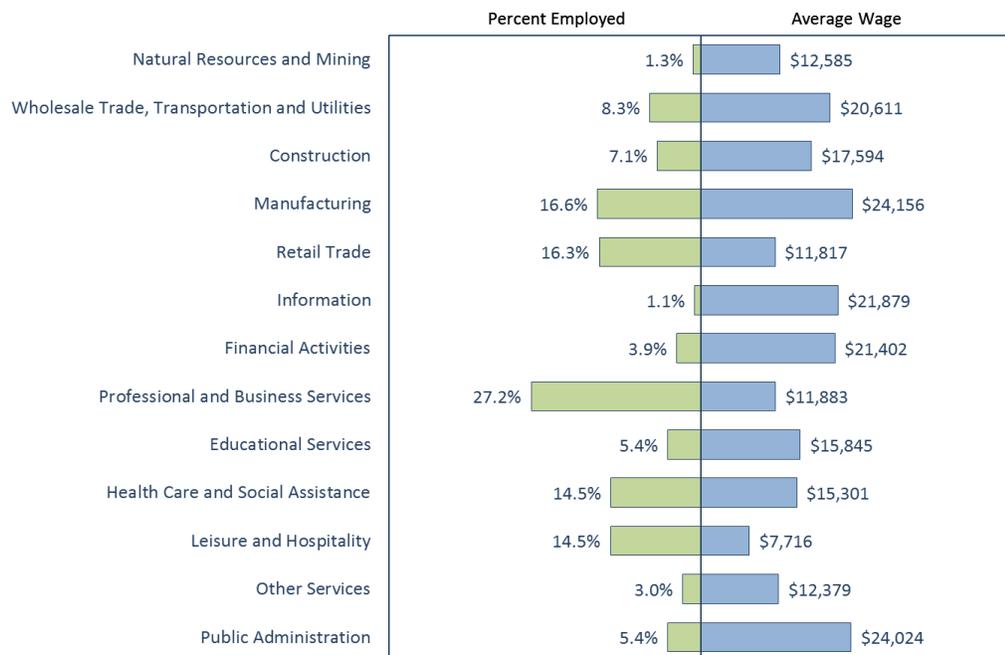
**Figure 4.6 Wagner Peyser Program Year 2008-2009 Exiters Employed in North Carolina One Year After Exit Percent Employed and Average Wage by Industry**



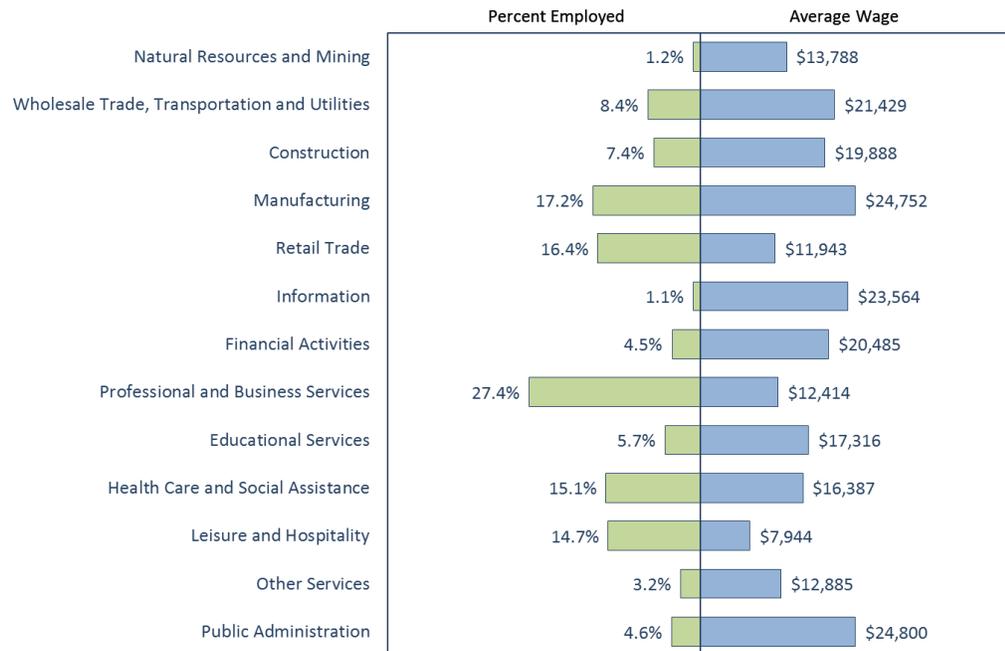
**Figure 4.7 Wagner Peyser Program Year 2010-2011 Exitters Employed in North Carolina One Year After Exit Percent Employed and Average Wage by Industry**



**Figure 4.8 Wagner Peyser Program Year 2008-2009 Exitters Employed in North Carolina Three Years After Exit Percent Employed and Average Wage by Industry**



**Figure 4.9 Wagner Peyser Program Year 2010-2011 Exiters Employed in North Carolina Three Years After Exit Percent Employed and Average Wage by Industry**



**POST EXIT PARTICIPATION IN FURTHER EDUCATION AND TRAINING**

Analyses of the post exit participation in public higher education indicated that 14% to 16% of Wagner Peyser exiters were found to be enrolled North Carolina public higher education in the year after exit. By three years after exit these rates ranged from 13% to 14% of all exiters and by five years after exit the rate was 11%. In addition analyses of post participation in North Carolina public education, employment and training programs demonstrated that within one year after exit more than one-third of the Wagner Peyser exiters were participating in additional public education, employment or training services. Five years after exit 29% of the 2008-2009 Wagner Peyser exiters were participating in additional public education, employment or training services. When viewed together approximately three out of every four Wagner Peyser exiters were found to be either employed or participating in further public education, employment or training services one year after exit. By five years after exit this rate was 63% for the 2008-2009 exiters.

**SUMMARY AND RECOMMENDATIONS**

Overall the results indicate that there have been increasing short term employment rates and average wages for Wagner Peyser program exiters. This is indicated by the one year post employment and wage trends. When exiters are followed over time the employment rate tends to decline somewhat. This decline could be attributable to several factors including people not sustaining employment, people moving out of state or people finding employment in jobs not covered by North Carolina’s Unemployment Insurance laws. There are a variety of reasons why individuals who are not found in covered employment including retirement, death, and inability to find employment or

people leaving the labor force. While there was a slight decline in the percentage of individuals employed, the average wages of Wagner Peyser program exiters continue to rise over time. The average one year post exit wage of the 2008-2009 program year exiters was \$15,883 by the fifth after exit the average wage was \$22,077. By contrast the annual average wage in North Carolina in 2013 based on the Quarterly Census of Employment and Wages (QCEW) Program <sup>30</sup> was \$43,784 and the 2013 federal poverty guideline for a one person family was \$11,490 and \$15,510 for a two person family<sup>31</sup>.

The almost universal nature of Wagner Peyser services tends to be reflective of the state's economic condition. As the economy continues to grow and expand it is likely that the employment and wage trajectory for Wagner Peyser participants will also grow. Additional analyses are needed to help to identify additional patterns of participation in other education, employment and training services. In addition, as the DWS continues with its implementation of the new integrated service delivery strategy across both the existing WIA Title I Adult program (and forthcoming WIOA program) and the Wagner Peyser program further analyses will be needed to assess the impacts of this service delivery strategy on employment and wage outcomes.

As previously noted, part of the requirement of the new WIOA is the development of an integrated service delivery plan that includes the coordination between WIOA, Wagner Peyser, Adult Basic Education and Vocational Rehabilitation programs. It is recommended that North Carolina's integrated service delivery plan continue to focus on the leveraging of resources and services across these programs and focus on achieving higher employment and wage outcomes for all participants and the acquisition of increased occupational skills and educational credentials.

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<sup>30</sup> Quarterly Census of Employment and Wages (QCEW) Program, Labor and Economic Analysis Division (LEAD), North Carolina Department of Commerce

<sup>31</sup> U.S. Department of Health & Human Services: <http://aspe.hhs.gov/poverty/13poverty.cfm>

<b>Table 4.1 NORTH CAROLINA DEPARTMENT COMMERCE - DIVISION OF WORKFORCE SOLUTIONS</b>					
<b>WAGNER PEYSER PROGRAM</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 1 Year After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	479,053	451,765	438,683	362,353	363,610
Exiters	327,063	279,525	313,869	241,142	260,948
Exiters Employed 1 Year After Exit	196,191	177,605	204,269	162,067	179,944
Percent Employed 1 Year After Exit	60%	64%	65%	67%	69%
Exiters Average Wage 1 Year After Exit	\$15,883	\$16,575	\$17,081	\$17,235	\$17,295
Exiters Median Wage 1 Year After Exit	\$12,601	\$13,478	\$13,856	\$14,314	\$14,011
Number Enrolled in North Carolina Public Higher Education 1 Year After Exit	58,356	49,742	54,453	41,737	39,795
Percent Enrolled in North Carolina Public Higher Education 1 Year After Exit	18%	18%	17%	17%	15%
Number Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Exit	121,550	85,484	96,870	79,774	74,067
Percent Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Exit	37%	31%	31%	33%	28%
Number Enrolled or Employed 1 Year After Exit	247,024	209,509	239,285	188,720	202,237
Percent Enrolled or Employed 1 Year After Exit	76%	75%	76%	78%	78%
<b>Post Exit Outcome Measures 2 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	479,053	451,765	438,683	362,353	--
Exiters	327,063	279,525	313,869	241,142	--
Exiters Employed 2 Years After Exit	189,857	173,257	200,862	157,496	--
Percent Employed 2 Years After Exit	58%	62%	64%	65%	--
Exiters Average Wage 2 Years After Exit	\$18,075	\$18,947	\$19,411	\$19,449	--
Exiters Median Wage 2 Years After Exit	\$14,628	\$15,638	\$16,031	\$16,364	--
Number Enrolled in North Carolina Public Higher Education 2 Years After Exit	51,759	42,445	46,123	34,445	--
Percent Enrolled in North Carolina Public Higher Education 2 Years After Exit	16%	15%	15%	14%	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Exit	136,229	100,635	119,828	85,270	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Exit	42%	36%	38%	35%	--
Number Enrolled or Employed 2 Years After Exit	240,611	207,439	239,332	181,205	--
Percent Enrolled or Employed 2 Years After Exit	74%	74%	76%	75%	--

<b>Table 4.1 (Continued) NORTH CAROLINA DEPARTMENT COMMERCE - DIVISION OF WORKFORCE SOLUTIONS</b>					
<b>WAGNER PEYSER PROGRAM</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 3 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	479,053	451,765	438,683	--	--
Exiters	327,063	279,525	313,869	--	--
Exiters Employed 3 Years After Exit	183,625	168,834	196,195	--	--
Percent Employed 3 Years After Exit	56%	60%	63%	--	--
Exiters Average Wage 3 Years After Exit	\$19,735	\$20,352	\$20,850	--	--
Exiters Median Wage 3 Years After Exit	\$16,321	\$17,022	\$17,426	--	--
Number Enrolled in North Carolina Public Higher Education 3 Years After Exit	46,210	38,513	39,917	--	--
Percent Enrolled in North Carolina Public Higher Education 3 Years After Exit	14%	14%	13%	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Exit	113,969	97,288	102,280	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Exit	35%	35%	33%	--	--
Number Enrolled or Employed 3 Years After Exit	224,329	200,877	226,169	--	--
Percent Enrolled or Employed 3 Years After Exit	69%	72%	72%	--	--
<b>Post Exit Outcome Measures 4 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	479,053	451,765	--	--	--
Exiters	327,063	279,525	--	--	--
Exiters Employed 4 Years After Exit	178,394	165,281	--	--	--
Percent Employed 4 Years After Exit	55%	59%	--	--	--
Exiters Average Wage 4 Years After Exit	\$20,984	\$21,621	--	--	--
Exiters Median Wage 4 Years After Exit	\$17,591	\$18,199	--	--	--
Number Enrolled in North Carolina Public Higher Education 4 Years After Exit	41,313	33,391	--	--	--
Percent Enrolled in North Carolina Public Higher Education 4 Years After Exit	13%	12%	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Exit	108,343	83,503	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Exit	33%	30%	--	--	--
Number Enrolled or Employed 4 Years After Exit	216,700	190,418	--	--	--
Percent Enrolled or Employed 4 Years After Exit	66%	68%	--	--	--

Table 4.1 (Continued) NORTH CAROLINA DEPARTMENT COMMERCE - DIVISION OF WORKFORCE SOLUTIONS					
WAGNER PEYSER PROGRAM					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 5 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	479,053	--	--	--	--
Exiters	327,063	--	--	--	--
Exiters Employed 5 Years After Exit	173,912	--	--	--	--
Percent Employed 5 Years After Exit	53%	--	--	--	--
Exiters Average Wage 5 Years After Exit	\$22,077	--	--	--	--
Exiters Median Wage 5 Years After Exit	\$18,601	--	--	--	--
Number Enrolled in North Carolina Public Higher Education 5 Years After Exit	36,750	--	--	--	--
Percent Enrolled in North Carolina Public Higher Education 5 Years After Exit	11%	--	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Exit	93,959	--	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Exit	29%	--	--	--	--
Number Enrolled or Employed 5 Years After Exit	204,597	--	--	--	--
Percent Enrolled or Employed 5 Years After Exit	63%	--	--	--	--

<b>Table 4.2 NORTH CAROLINA DEPARTMENT COMMERCE - DIVISION OF WORKFORCE SOLUTIONS</b>					
<b>WAGNER PEYSER PROGRAM</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 1 Year After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	479,053	451,765	438,683	362,353	363,610
Exiters	327,063	279,525	313,869	241,142	260,948
Exiters Employed 1 Year After Exit	196,191	177,605	204,269	162,067	179,944
<b>Industry of Employment 1 Year After Exit</b>					
Natural Resources and Mining	1.4%	1.1%	1.1%	1.4%	1.3%
Wholesale Trade, Transportation and Utilities	7.2%	7.5%	7.7%	7.5%	7.8%
Construction	7.1%	7.4%	7.9%	6.9%	7.4%
Manufacturing	14.8%	15.6%	15.8%	15.5%	14.4%
Retail Trade	17.9%	17.8%	17.7%	17.7%	18.2%
Information	1.2%	1.2%	1.1%	1.1%	1.2%
Financial Activities	4.2%	4.6%	3.9%	4.0%	4.6%
Professional and Business Services	27.0%	29.2%	31.3%	32.0%	34.6%
Educational Services	5.0%	5.4%	5.3%	5.9%	5.2%
Health Care and Social Assistance	15.3%	14.8%	14.9%	14.5%	13.7%
Leisure and Hospitality	17.2%	17.1%	16.3%	17.1%	17.6%
Other Services	2.9%	3.0%	3.1%	3.2%	3.2%
Public Administration	4.9%	4.5%	4.2%	4.6%	4.0%
<b>Post Exit Outcome Measures 3 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	479,053	451,765	438,683	--	--
Exiters	327,063	279,525	313,869	--	--
Exiters Employed 3 Years After Exit	183,625	168,834	196,195	--	--
<b>Industry of Employment 3 Years After Exit</b>					
Natural Resources and Mining	1.3%	1.2%	1.2%	--	--
Wholesale Trade, Transportation and Utilities	8.3%	8.4%	8.4%	--	--
Construction	7.1%	7.2%	7.4%	--	--
Manufacturing	16.6%	17.2%	17.2%	--	--
Retail Trade	16.3%	16.3%	16.4%	--	--
Information	1.1%	1.1%	1.1%	--	--
Financial Activities	3.9%	4.2%	4.5%	--	--
Professional and Business Services	27.2%	26.2%	27.4%	--	--
Educational Services	5.4%	5.8%	5.7%	--	--
Health Care and Social Assistance	14.5%	14.8%	15.1%	--	--
Leisure and Hospitality	14.5%	15.2%	14.7%	--	--
Other Services	3.0%	3.2%	3.2%	--	--
Public Administration	5.4%	4.9%	4.6%	--	--

Table 4.2 (Continued) NORTH CAROLINA DEPARTMENT COMMERCE - DIVISION OF WORKFORCE SOLUTIONS					
WAGNER PEYSER PROGRAM					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 1 Year After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	479,053	451,765	438,683	362,353	363,610
Exiters	327,063	279,525	313,869	241,142	260,948
Exiters Employed 1 Year After Exit	196,191	177,605	204,269	162,067	179,944
Average Wage by Industry of Employment 1 Year After Exit					
Natural Resources and Mining	\$10,537	\$12,680	\$11,835	\$11,232	\$10,656
Wholesale Trade, Transportation and Utilities	\$16,356	\$17,307	\$17,089	\$16,752	\$16,493
Construction	\$14,811	\$16,191	\$16,731	\$16,808	\$16,762
Manufacturing	\$18,646	\$20,164	\$20,219	\$19,536	\$18,729
Retail Trade	\$9,631	\$9,169	\$9,302	\$9,308	\$9,250
Information	\$16,745	\$16,050	\$17,443	\$17,196	\$18,741
Financial Activities	\$14,676	\$14,470	\$16,907	\$17,163	\$16,773
Professional and Business Services	\$10,076	\$10,160	\$10,583	\$10,714	\$10,971
Educational Services	\$12,328	\$13,292	\$13,030	\$14,109	\$14,031
Health Care and Social Assistance	\$12,941	\$13,069	\$13,257	\$13,674	\$13,789
Leisure and Hospitality	\$6,272	\$6,451	\$6,652	\$6,674	\$6,787
Other Services	\$10,035	\$9,743	\$9,858	\$10,225	\$10,908
Public Administration	\$20,655	\$20,300	\$20,546	\$20,449	\$20,958
Post Exit Outcome Measures 3 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	479,053	451,765	438,683	--	--
Exiters	327,063	279,525	313,869	--	--
Exiters Employed 3 Years After Exit	183,625	168,834	196,195	--	--
Average Wage by Industry of Employment 3 Years After Exit					
Natural Resources and Mining	\$12,585	\$13,929	\$13,788	--	--
Wholesale Trade, Transportation and Utilities	\$20,611	\$21,424	\$21,429	--	--
Construction	\$17,594	\$19,186	\$19,888	--	--
Manufacturing	\$24,156	\$24,572	\$24,752	--	--
Retail Trade	\$11,817	\$11,868	\$11,943	--	--
Information	\$21,879	\$23,925	\$23,564	--	--
Financial Activities	\$21,402	\$22,201	\$20,485	--	--
Professional and Business Services	\$11,883	\$12,061	\$12,414	--	--
Educational Services	\$15,845	\$17,005	\$17,316	--	--
Health Care and Social Assistance	\$15,301	\$15,937	\$16,387	--	--
Leisure and Hospitality	\$7,716	\$7,676	\$7,944	--	--
Other Services	\$12,379	\$12,113	\$12,885	--	--
Public Administration	\$24,024	\$23,824	\$24,800	--	--

## WORKFORCE INVESTMENT ACT TITLE I PROGRAMS (WIA)

### PROGRAM OVERVIEW

The Workforce Investment Act of 1998 authorized the nation's federally funded workforce development system and provides funding for services to both employers and job seekers. WIA Title I programs consist of three distinct funding streams: Adult, Dislocated Workers and Youth. WIA Title I Adult and Dislocated Worker programs are designed to provide quality employment and training services, to assist eligible individuals in finding and qualifying for meaningful employment, and to help employers find the skilled workers they need to compete and succeed in business. The goals of the programs are to increase employment, increase employment retention, increase earnings of dislocated workers and to enhance customer satisfaction for both participants and employers.<sup>32</sup>

Under both the WIA Title I Adult and Dislocated Worker programs a variety of education, employment related and training services are provided to eligible customers. These include three levels of services: core, intensive and training. Core services include intake and registration, outreach, job search and placement assistance, and the provision of labor market information. Intensive services include comprehensive assessments, development of individual employment plans, counseling and career planning. While training services includes both occupational and basic skills training. Additional supportive services can be provided to help facilitate the participation of participants in the program. These supportive services include transportation assistance, childcare assistance, dependent care assistance, housing assistance and other needs related payments. In addition, WIA Title I funds help to support Rapid Response services which are provided to employers and workers in the event of company layoffs and closings.<sup>33</sup>

Eligibility for WIA Title I Adult services requires that an individual is 18 years of age or older and if they are male they must be in compliance with the registration provisions of the Military Selective Service Act. Under the WIA Adult program there is also a priority of service order which provides for the prioritization of services to veterans, active military and eligible spouses and to public assistance recipients and other low-income individuals.<sup>34</sup>

In order for an individual to be eligible for WIA Title I Dislocated Worker services they must meet stringent eligibility criteria. These criteria include the following, a person who was been terminated or laid off or has received a notice of termination; is eligible for or has exhausted unemployment insurance; has demonstrated an appropriate attachment to the workforce, but is not eligible for unemployment insurance and unlikely to return to a previous industry or occupation; has been terminated or laid off

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<sup>32</sup> U.S. Department of Labor's Employment and Training Administration website

[http://www.doleta.gov/programs/general\\_info.cfm](http://www.doleta.gov/programs/general_info.cfm)

<sup>33</sup> Ibid

<sup>34</sup> Ibid

or received notification of termination or layoff from employment as a result of a permanent closure or substantial layoff; is employed at a facility, where the employer has made a general announcement that the facility will close within 180 days, was self-employed but is unemployed as a result of general economic conditions or natural disaster or is a displaced homemaker who is no longer supported by another family member.<sup>35</sup>

The WIA Title I Youth program provides a comprehensive array of services to individuals aged 14 to 21. These services assist low income youth with barriers to employment, with preparation for post-secondary education and employment opportunities, attainment of educational and or skills training and securing employment with career and or promotional opportunities.

The program provides a variety of services including case management, tutoring, alternative secondary school offerings, the provision of employment opportunities that are linked to academic and occupational learning, paid and unpaid work experiences, occupational skill training, leadership development opportunities, supportive services, mentoring, follow-up services and comprehensive guidance and counseling.

In order to be eligible for Youth services under WIA Title I an individual must be 14-21 years of age, low income and have one or more of the following barriers: deficiency in basic literacy skills, a school drop-out, a homeless runaway or foster child; a pregnant or parenting youth; an offender; or an individual that requires additional assistance to obtain employment.<sup>36</sup>

The Division of Workforce Solutions provides administrative oversight and monitoring of the WIA Title I Adult, Dislocated Worker and Youth programs. Funding for WIA Title I Adult, Dislocated Worker and Youth Programs is provided to North Carolina's 23 local Workforce Development Boards (WDBs) that are responsible for program policy and oversight of WIA Title I services in their respective areas. Services are provided at the local level either through providers who contract with the Local WDBs.

Many of the employment related services that are provided under the Wagner Peyser Act program are the same as those provided under the Workforce Investment Act (WIA) Title I core services. As such the U.S. Department of Labor allows states the opportunity to leverage the two sources of funding to streamline and integrate service delivery. In 2014, the Division of Workforce Solutions implemented a new service delivery approach that called for the integration of Wagner Peyser employment services with the core services under the Workforce Investment Act Title I Adult program. This approach was initiated in 2014 throughout North Carolina's NC Works Career Centers. Customers are provided a variety of employment and workforce services including; skill assessment services, access to skill development services and the opportunity to improve employment opportunities through skill upgrading. This new integrated service delivery model emphasizes the co-enrollment of customers in both the Wagner Peyser program and the WIA Title I Adult program when eligibility criteria permit.

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<sup>35</sup> Ibid

<sup>36</sup> U.S. Department of Labor's Employment and Training Administration Website – Workforce Investment Act – Youth Program. [http://www.doleta.gov/youth\\_services/pdf/WORKFORCE\\_INVESTMENT\\_ACT\\_YOUTH\\_PROGRAM\\_8-13\\_13.pdf](http://www.doleta.gov/youth_services/pdf/WORKFORCE_INVESTMENT_ACT_YOUTH_PROGRAM_8-13_13.pdf)

In July of 2014, the Workforce Innovation and Opportunity Act (WIOA) was signed into law. WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. Part of the goal of WIOA is to provide opportunity for reforms of the American Job Center system and to ensure that the system responding to the needs of employers and preparing workers for jobs that are available now and in the future.<sup>37</sup>

WIOA supersedes the Workforce Investment Act of 1998 and amends the Adult Education and Family Literacy Act, the Wagner Peyser Act, and the Rehabilitation Act of 1973. In general, the Act takes effect on July 1, 2015, the U.S. Department of Labor (DOL) is working in collaboration with the U.S. Department of Education and the U.S. Department of Health and Human Services to provide states guidance on implementation timelines and regulations. It is anticipated that these changes will have some impacts on the delivery of Wagner Peyser, WIA, Vocational Rehabilitation and Adult Education and Family Literacy Act services in North Carolina.<sup>38</sup>

There are several federal performance and reporting requirements for the Workforce Investment Act programs. These requirements include the submission of quarterly reports regarding the number of individuals receiving services under WIA Adult, Dislocated Worker and Youth programs. Federal performance measures for WIA Adult and Dislocated Worker programs include employment, employment retention and wage measures. WIA Youth program federal performance measures focus on increasing the number of youth who: enter employment, post-secondary education or advanced training; increasing the number of youth who attain degrees or certificates and increasing literacy and numeracy skills.

### WIA TITLE I ADULT PROGRAM OUTCOMES

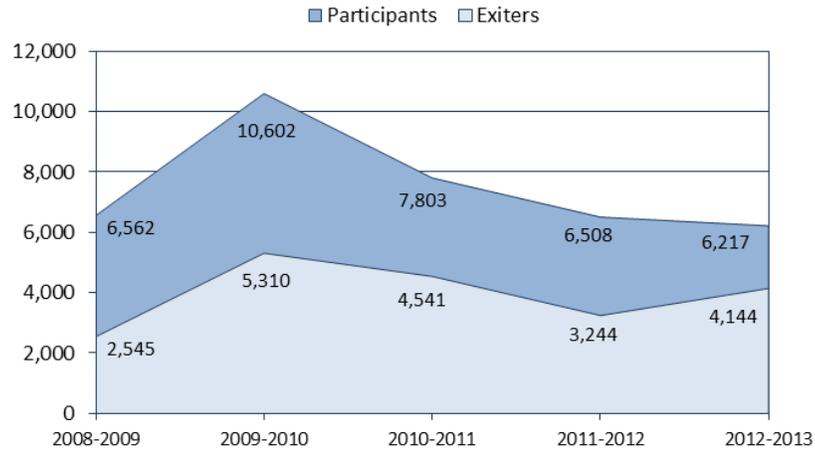
Analyses of information regarding the WIA Adult, Dislocated Worker and Youth programs contained in CFS were undertaken. The following sections provide the results of the analyses for the WIA Title I Adult program across five program years (2008-2009, 2009-2010, 2010-2011, 2011-2012 and 2012-2013). This included analyses for WIA Title I Adult program participants and exiters for each of the five program years. It is important to note that these analyses were completed utilizing information supplied to CFS and rely on the accuracy of the participant records submitted including the use of SSNs.

Analyses revealed that there was a marked increase in the number of WIA Adult program participants between the 2008-2009 program year and the 2009-2010 program year and slight declines in the three years following. This trend is reflective of the economic downturn brought about by the great recession and an influx of federal funding through the American Recovery and Reinvestment Act of 2009.

<sup>37</sup> U.S. Department of Labor Employment and Training Administration Website <http://www.doleta.gov/wioa/>

<sup>38</sup> U.S. Department of Labor Employment and Training Administration Website <http://www.doleta.gov/wioa/>

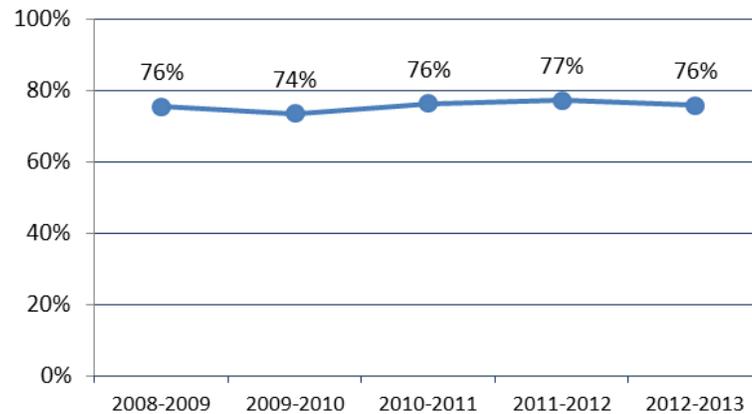
**Figure 5.1 WIA Title I Adult Program Participants and Exitors Program Year 2008-2009 through Program Year 2012-2013**



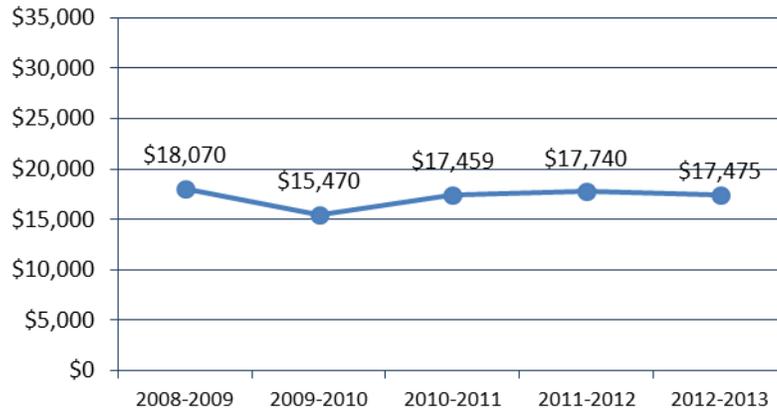
### EMPLOYMENT AND WAGE OUTCOMES

Employment and wage outcomes were derived for each year of program exitors. These included analysis of post exit employment rates and wage statistics for up to five years after exit. These measures include only those individuals who are employed in North Carolina in jobs covered by the state’s Unemployment Insurance laws. Employment and wage outcome measures were calculated separately by program year exit cohorts. One year post participation employment rates have been relatively stable across the five program years and ranged from 74% for the 2009-2010 exitors to 77% for the 2011-2012 exitors. One year post exit average wages ranged from \$15,470 for the 2009-2010 program year exitors to a high of \$18,070 for the 2008-2009 exitors. The one year post exit wage for the 2009-2010 exitors is likely reflective of the challenging economic conditions that were impacting the North Carolina economy.

**Figure 5.2 Percent of WIA Title I Adult Program Exitors Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Exit**

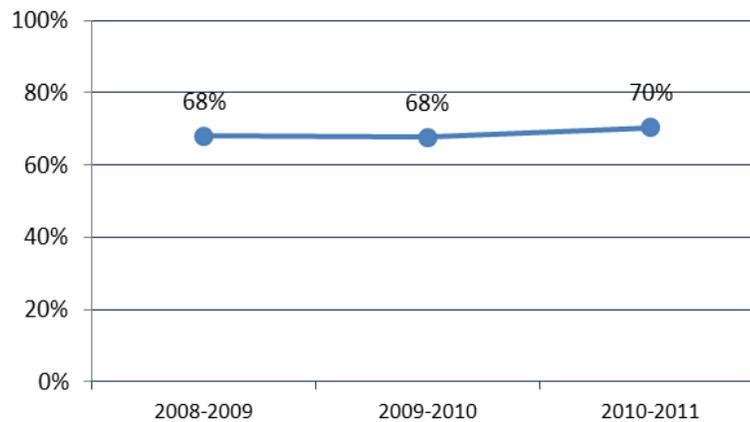


**Figure 5.3 Average Wage of WIA Title I Adult Program Exiters Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Exit**

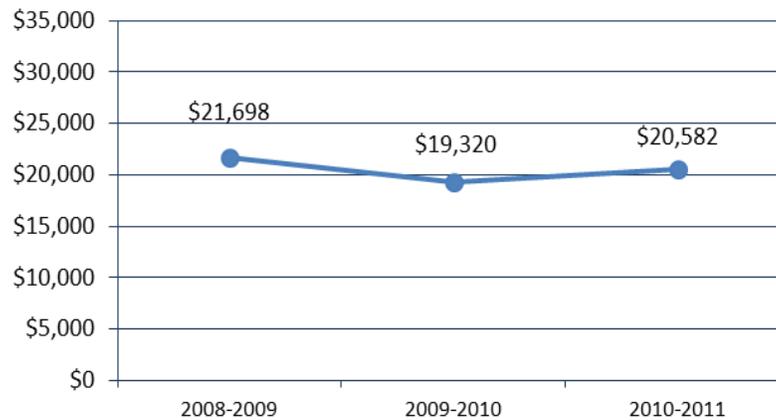


Longer term post exit employment and wage measures indicate that three years after exit more than two-thirds of the 2008-2009, 2009-2010 and 2010-2011 program year WIA Title I Adult exiters were employed in North Carolina. The three year post exit employment rates were relatively stable across the three program years and the average three-year post exit wage demonstrated some variability, with the 2008-2009 exiters having an annual wage of \$21,698 three years after exit, the 2009-2010 exiters having an annual wage of \$19,320 three years after exit and the 2010-2011 exiters having an annual wage of \$20,582 three years after exit.

**Figure 5.4 Percent of WIA Title I Adult Program Exiters Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Exit**



**Figure 5.5 Average Wage of WIA Title I Adult Program Exiters Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Exit**

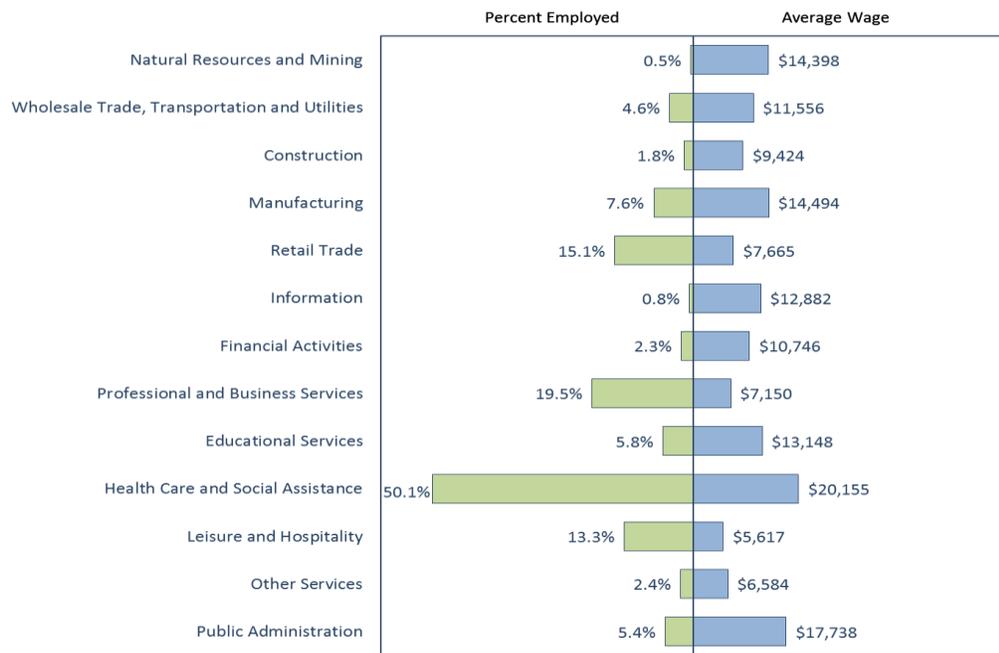


While the analyses revealed relative stability in employment rates by program year, when the exit cohorts were followed over multiple years the cohort employment rates showed a small decline. That is of the 2008-2009 program year WIA Title I Adult program exiters 76% were employed in the first year after exit, by five years after exit the employment rate declined to 65%. However, the average wage five years after exit increased to \$24,057.

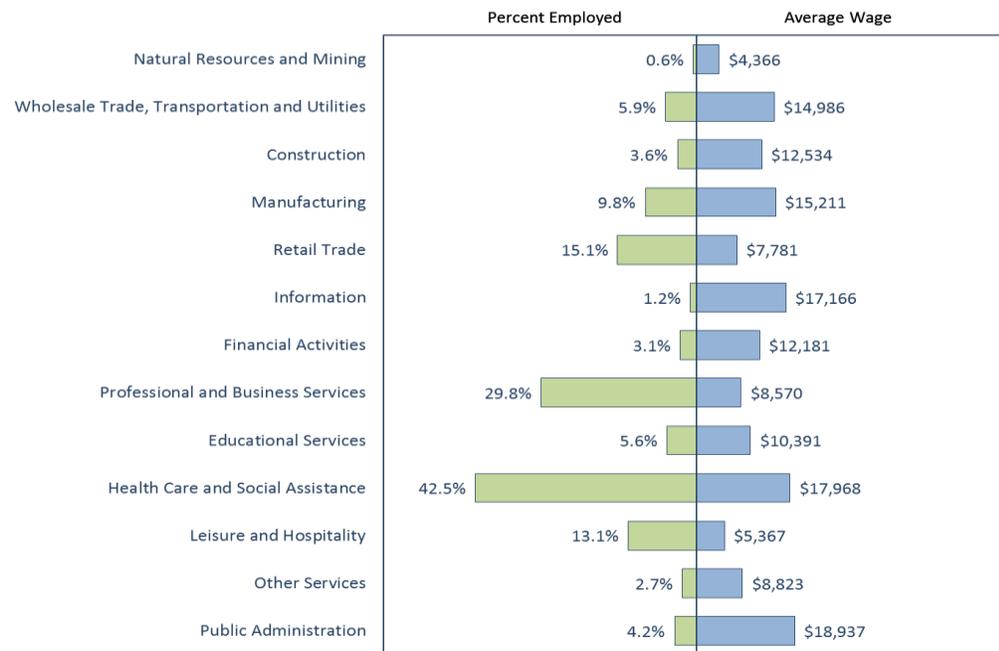
### INDUSTRY OF EMPLOYMENT

Analyses of the post participation industries of employment revealed some variability in specific industrial groupings over time. One year post exit employment in the Retail Trade industry was stable across the five program years as was employment in the Leisure and Hospitality industry. There was some marked fluctuation across program years, half of the WIA Title I Adult program exiters from the 2008-2009 program year who were employed in North Carolina were employed in the Health Care and Social assistance industry in the first year after exit. While only 39.1% of the 2009-2010 exiters and 36.2% of the 2012-2013 exiters who were employed in the first year after exit were employed in the Health Care and Social Assistance industry. In addition, less than 20% of the 2008-2009 WIA Adult program exiters who were employed in North Carolina in the year after exit were employed in the Professional and Business Services industry while more than one out of every four exiters employed in North Carolina in each of the other program years was found to be employed in the Professional and Business Services industry in the first year after exit. There was variability in the average wages by industry. With the highest wages for those individuals who were employed in the Health Care and Social Assistance, Public Administration, Information and Manufacturing industries.

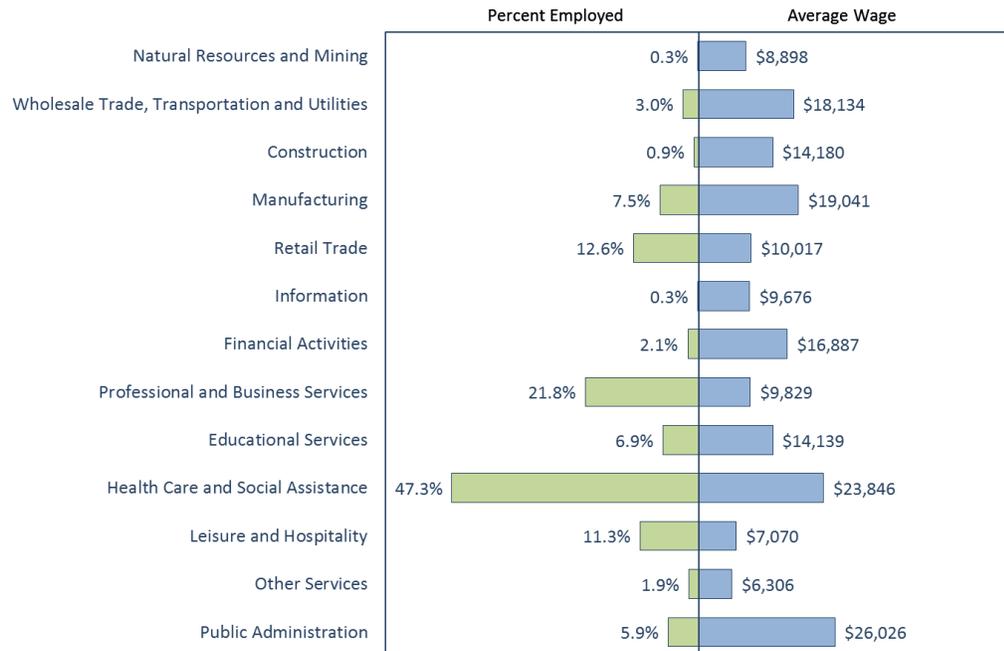
**Figure 5.6 WIA Title I Adult Program Year 2008-2009 Exitters Employed in North Carolina One Year After Exit Percent Employed and Average Wage by Industry**



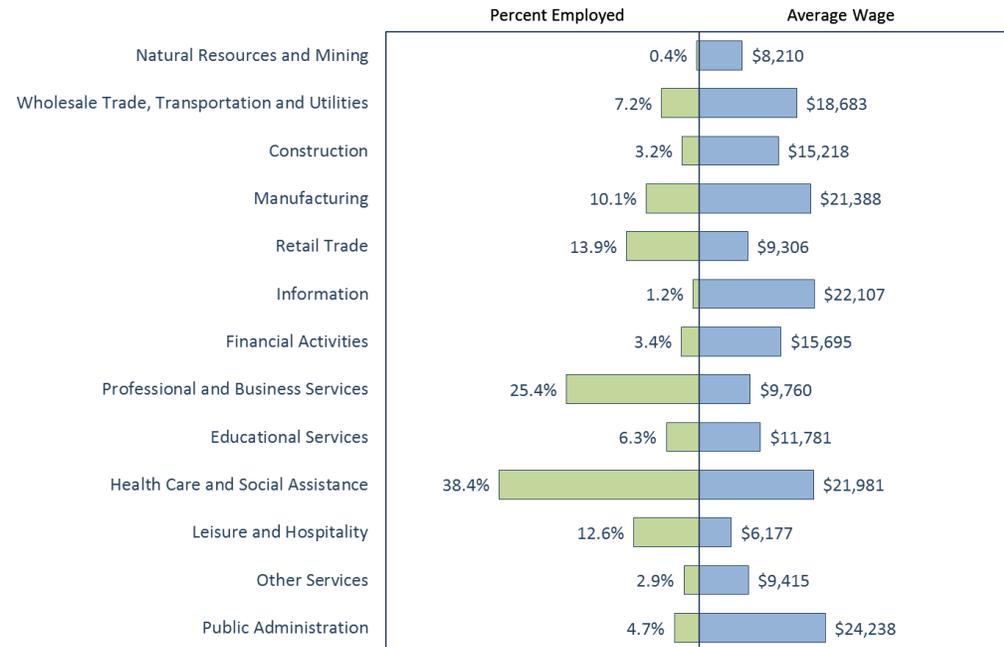
**Figure 5.7 WIA Title I Adult Program Year 2010-2011 Exitters Employed in North Carolina One Year After Exit Percent Employed and Average Wage by Industry**



**Figure 5.8 WIA Title I Adult Program Year 2008-2009 Exitters Employed in North Carolina Three Years After Exit Percent Employed and Average Wage by Industry**



**Figure 5.9 WIA Title I Adult Program Year 2010-2011 Exitters Employed in North Carolina Three Years After Exit Percent Employed and Average Wage by Industry**



The three year post exit employment industrial patterns of WIA Title I Adult exiters were less variable than the one year post exit employment patterns with the exception of significantly higher employment in the Health Care and Social Assistance industry for the 2008-2009 WIA Adult program exiters. Part of the post exit industrial employment and wage patterns are attributable to changing economic conditions, occupational training as well as a concentrated effort and focus during the 2008-2009 program year within the state's WIA programs on training in health care related occupations.

## POST EXIT PARTICIPATION IN FURTHER EDUCATION AND TRAINING

Analyses of the post exit participation in public higher education indicated that 29% to 36% of those WIA Adult exiters were found to be enrolled in North Carolina public higher education in the year after exit. By three years after exit these rates ranged from 21% to 22% of all exiters and by five years after exit the rate was still 19%. In addition analyses of post participation in North Carolina public education, employment and training programs demonstrated that within one year after exit a significant number of WIA Adult exiters were receiving public education, employment or training services. Part of this pattern is due to post exit follow up services. That is while participants may have officially exited from the adult program they are contacted as part of their follow-up case management services. Five years after exit 40% of the 2008-2009 WIA Adult exiters were receiving public education, employment or training related services. When viewed together more than 90% of the WIA Adult exiters were found to be either employed or receiving public education, employment or training services one year after exit. By five years after exit this was 81% for the 2008-2009 exiters.

## SUMMARY AND RECOMMENDATIONS

Overall the results indicate that there have been fairly stable short term employment rates and some fluctuation in average wages for WIA Adult program exiters. This is indicated by the one year post employment and wage trends. When exiters are followed over time the employment rate tends to decline somewhat. This decline could be attributable to several factors including people not sustaining employment, people moving out of state or people finding employment in jobs not covered by North Carolina's Unemployment Insurance laws. There are a variety of reasons why individuals are not found in covered employment including retirement, death, and inability to find employment or people leaving the labor force. The average wages of WIA Adult Program exiters continue to rise over time. The average wage of WIA Adult exiters in the first year after exit ranged from \$15,470 to over \$18,070. In addition when exit cohorts are followed over time the wages increased by the fifth year after exit the average wages of the 2008-2009 WIA adult program year exiters who were employed in North Carolina was \$24,057. By contrast the annual average wage in North Carolina in 2013 based on the Quarterly Census of Employment and Wages (QCEW) Program <sup>39</sup> was

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<sup>39</sup> Quarterly Census of Employment and Wages (QCEW) Program, Labor and Economic Analysis Division (LEAD), North Carolina Department of Commerce

\$43,784 and the 2013 federal poverty guideline for a one person family was \$11,490 and \$15,510 for a two person family<sup>40</sup>.

As the DWS continues with its implementation of the new integrated service delivery strategy across both WIA Adult and Wagner Peyser analyses will be needed to assess the impacts of this strategy on employment and wage outcomes. In addition, further analyses are needed to understand the enrollment of WIA participants that are enrolled in training and to determine if these individuals are participating in training programs that lead to growing and in demand occupations.

As previously noted, part of the requirement of the new WIOA is the development of an integrated service delivery plan that includes the coordination between WIOA, Wagner Peyser, Adult Basic Education and Vocational Rehabilitation programs. It is recommended that North Carolina's integrated service delivery plan continue to focus on the leveraging of resources and services across these programs and focus on achieving higher employment and wage outcomes and the acquisition of occupational skills and educational credentials.

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<sup>40</sup> U.S. Department of Health & Human Services: <http://aspe.hhs.gov/poverty/13poverty.cfm>

Table 5.1 NORTH CAROLINA DEPARTMENT COMMERCE - DIVISION OF WORKFORCE SOLUTIONS					
WORFORCE INVESTMENT ACT (WIA) - ADULT PROGRAM					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 1 Year After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	6,562	10,602	7,803	6,508	6,217
Exiters	2,545	5,310	4,541	3,244	4,144
Exiters Employed 1 Year After Exit	1,922	3,911	3,469	2,509	3,144
Percent Employed 1 Year After Exit	76%	74%	76%	77%	76%
Exiters Average Wage 1 Year After Exit	\$18,070	\$15,470	\$17,459	\$17,740	\$17,475
Exiters Median Wage 1 Year After Exit	\$14,954	\$12,237	\$14,015	\$14,719	\$14,397
Number Enrolled in North Carolina Public Higher Education 1 Year After Exit	741	1,663	1,354	962	1,477
Percent Enrolled in North Carolina Public Higher Education 1 Year After Exit	29%	31%	30%	30%	36%
Number Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Exit	2,001	4,319	3,625	2,568	3,011
Percent Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Exit	79%	81%	80%	79%	73%
Number Enrolled or Employed 1 Year After Exit	2,398	4,992	4,264	3,036	3,859
Percent Enrolled or Employed 1 Year After Exit	94%	94%	94%	94%	93%
Post Exit Outcome Measures 2 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	6,562	10,602	7,803	6,508	--
Exiters	2,545	5,310	4,541	3,244	--
Exiters Employed 2 Years After Exit	1,822	3,654	3,283	2,375	--
Percent Employed 2 Years After Exit	72%	69%	72%	73%	--
Exiters Average Wage 2 Years After Exit	\$19,818	\$18,157	\$19,378	\$19,882	--
Exiters Median Wage 2 Years After Exit	\$16,308	\$14,698	\$16,129	\$17,100	--
Number Enrolled in North Carolina Public Higher Education 2 Years After Exit	641	1,355	1,111	784	--
Percent Enrolled in North Carolina Public Higher Education 2 Years After Exit	25%	26%	24%	24%	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Exit	1,463	3,006	2,503	1,647	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Exit	57%	57%	55%	51%	--
Number Enrolled or Employed 2 Years After Exit	2,201	4,529	3,930	2,770	--
Percent Enrolled or Employed 2 Years After Exit	86%	85%	87%	85%	--

Table 5.1 (Continued) NORTH CAROLINA DEPARTMENT COMMERCE - DIVISION OF WORKFORCE SOLUTIONS					
WORFORCE INVESTMENT ACT (WIA) - ADULT PROGRAM					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 3 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	6,562	10,602	7,803	--	--
Exiters	2,545	5,310	4,541	--	--
Exiters Employed 3 Years After Exit	1,730	3,593	3,195	--	--
Percent Employed 3 Years After Exit	68%	68%	70%	--	--
Exiters Average Wage 3 Years After Exit	\$21,698	\$19,320	\$20,582	--	--
Exiters Median Wage 3 Years After Exit	\$18,649	\$15,809	\$17,070	--	--
Number Enrolled in North Carolina Public Higher Education 3 Years After Exit	555	1,250	949	--	--
Percent Enrolled in North Carolina Public Higher Education 3 Years After Exit	22%	24%	21%	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Exit	1,170	2,781	2,030	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Exit	46%	52%	45%	--	--
Number Enrolled or Employed 3 Years After Exit	2,076	4,368	3,701	--	--
Percent Enrolled or Employed 3 Years After Exit	82%	82%	82%	--	--
Post Exit Outcome Measures 4 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	6,562	10,602	--	--	--
Exiters	2,545	5,310	--	--	--
Exiters Employed 4 Years After Exit	1,711	3,526	--	--	--
Percent Employed 4 Years After Exit	67%	66%	--	--	--
Exiters Average Wage 4 Years After Exit	\$22,671	\$20,717	--	--	--
Exiters Median Wage 4 Years After Exit	\$19,227	\$17,369	--	--	--
Number Enrolled in North Carolina Public Higher Education 4 Years After Exit	540	1,037	--	--	--
Percent Enrolled in North Carolina Public Higher Education 4 Years After Exit	21%	20%	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Exit	1,211	2,275	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Exit	48%	43%	--	--	--
Number Enrolled or Employed 4 Years After Exit	2,049	4,118	--	--	--
Percent Enrolled or Employed 4 Years After Exit	81%	78%	--	--	--

Table 5.1 (Continued) NORTH CAROLINA DEPARTMENT COMMERCE - DIVISION OF WORKFORCE SOLUTIONS					
WORFORCE INVESTMENT ACT (WIA) - ADULT PROGRAM					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 5 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	6,562	--	--	--	--
Exiters	2,545	--	--	--	--
Exiters Employed 5 Years After Exit	1,657	--	--	--	--
Percent Employed 5 Years After Exit	65%	--	--	--	--
Exiters Average Wage 5 Years After Exit	\$24,057	--	--	--	--
Exiters Median Wage 5 Years After Exit	\$20,674	--	--	--	--
Number Enrolled in North Carolina Public Higher Education 5 Years After Exit	488	--	--	--	--
Percent Enrolled in North Carolina Public Higher Education 5 Years After Exit	19%	--	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Exit	1,029	--	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Exit	40%	--	--	--	--
Number Enrolled or Employed 5 Years After Exit	1,951	--	--	--	--
Percent Enrolled or Employed 5 Years After Exit	77%	--	--	--	--

<b>Table 5.2 NORTH CAROLINA DEPARTMENT COMMERCE - DIVISION OF WORKFORCE SOLUTIONS</b>					
<b>WORKFORCE INVESTMENT ACT (WIA) - ADULT PROGRAM</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 1 Year After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	6,562	10,602	7,803	6,508	6,217
Exiters	2,545	5,310	4,541	3,244	4,144
Exiters Employed 1 Year After Exit	1,922	3,911	3,469	2,509	3,144
<b>Industry of Employment 1 Year After Exit</b>					
Natural Resources and Mining	0.5%	0.4%	0.6%	0.5%	0.6%
Wholesale Trade, Transportation and Utilities	4.6%	5.8%	5.9%	7.2%	6.7%
Construction	1.8%	4.0%	3.6%	3.7%	3.1%
Manufacturing	7.6%	9.7%	9.8%	10.4%	9.3%
Retail Trade	15.1%	14.5%	15.1%	14.4%	15.4%
Information	0.8%	0.6%	1.2%	0.8%	0.8%
Financial Activities	2.3%	3.9%	3.1%	3.9%	4.7%
Professional and Business Services	19.5%	27.5%	29.8%	29.0%	29.9%
Educational Services	5.8%	5.2%	5.6%	6.2%	6.9%
Health Care and Social Assistance	50.1%	39.1%	42.5%	38.3%	36.2%
Leisure and Hospitality	13.3%	15.5%	13.1%	13.2%	14.9%
Other Services	2.4%	2.7%	2.7%	2.5%	2.8%
Public Administration	5.4%	4.8%	4.2%	4.5%	4.9%
<b>Post Exit Outcome Measures 3 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	6,562	10,602	7,803	--	--
Exiters	2,545	5,310	4,541	--	--
Exiters Employed 3 Years After Exit	1,730	3,593	3,195	--	--
<b>Industry of Employment 3 Years After Exit</b>					
Natural Resources and Mining	0.3%	0.5%	0.4%	--	--
Wholesale Trade, Transportation and Utilities	3.0%	6.5%	7.2%	--	--
Construction	0.9%	3.4%	3.2%	--	--
Manufacturing	7.5%	9.9%	10.1%	--	--
Retail Trade	12.6%	13.0%	13.9%	--	--
Information	0.3%	0.9%	1.2%	--	--
Financial Activities	2.1%	3.6%	3.4%	--	--
Professional and Business Services	21.8%	24.5%	25.4%	--	--
Educational Services	6.9%	5.5%	6.3%	--	--
Health Care and Social Assistance	47.3%	37.9%	38.4%	--	--
Leisure and Hospitality	11.3%	13.4%	12.6%	--	--
Other Services	1.9%	2.8%	2.9%	--	--
Public Administration	5.9%	5.8%	4.7%	--	--

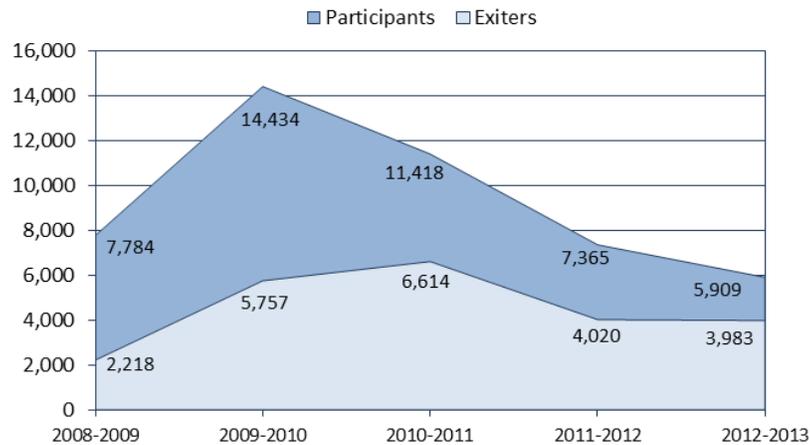
<b>Table 5.2 (Continued) NORTH CAROLINA DEPARTMENT COMMERCE - DIVISION OF WORKFORCE SOLUTIONS</b>					
<b>WORKFORCE INVESTMENT ACT (WIA) - ADULT PROGRAM</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 1 Year After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	6,562	10,602	7,803	6,508	6,217
Exiters	2,545	5,310	4,541	3,244	4,144
Exiters Employed 1 Year After Exit	1,922	3,911	3,469	2,509	3,144
<b>Average Wage by Industry of Employment 1 Year After Exit</b>					
Natural Resources and Mining	\$14,398	\$5,494	\$4,366	\$11,130	\$6,967
Wholesale Trade, Transportation and Utilities	\$11,556	\$11,979	\$14,986	\$12,470	\$13,223
Construction	\$9,424	\$10,640	\$12,534	\$12,587	\$14,969
Manufacturing	\$14,494	\$17,069	\$15,211	\$16,624	\$18,088
Retail Trade	\$7,665	\$6,362	\$7,781	\$7,848	\$6,766
Information	\$12,882	\$8,892	\$17,166	\$15,510	\$21,032
Financial Activities	\$10,746	\$9,583	\$12,181	\$13,284	\$11,223
Professional and Business Services	\$7,150	\$7,419	\$8,570	\$9,587	\$9,780
Educational Services	\$13,148	\$10,717	\$10,391	\$11,720	\$12,125
Health Care and Social Assistance	\$20,155	\$16,495	\$17,968	\$18,202	\$17,152
Leisure and Hospitality	\$5,617	\$5,030	\$5,367	\$6,210	\$6,144
Other Services	\$6,584	\$8,514	\$8,823	\$7,472	\$8,877
Public Administration	\$17,738	\$18,882	\$18,937	\$17,713	\$18,670
<b>Post Exit Outcome Measures 3 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	6,562	10,602	7,803	--	--
Exiters	2,545	5,310	4,541	--	--
Exiters Employed 3 Years After Exit	1,730	3,593	3,195	--	--
<b>Average Wage by Industry of Employment 3 Years After Exit</b>					
Natural Resources and Mining	\$8,898	\$7,756	\$8,210	--	--
Wholesale Trade, Transportation and Utilities	\$18,134	\$15,660	\$18,683	--	--
Construction	\$14,180	\$15,588	\$15,218	--	--
Manufacturing	\$19,041	\$23,068	\$21,388	--	--
Retail Trade	\$10,017	\$9,588	\$9,306	--	--
Information	\$9,676	\$12,972	\$22,107	--	--
Financial Activities	\$16,887	\$16,674	\$15,695	--	--
Professional and Business Services	\$9,829	\$9,027	\$9,760	--	--
Educational Services	\$14,139	\$12,865	\$11,781	--	--
Health Care and Social Assistance	\$23,846	\$19,745	\$21,981	--	--
Leisure and Hospitality	\$7,070	\$6,146	\$6,177	--	--
Other Services	\$6,306	\$8,817	\$9,415	--	--
Public Administration	\$26,026	\$23,383	\$24,238	--	--

## WIA TITLE I DISLOCATED WORKER PROGRAM OUTCOMES

The following section provides the results of the analyses for the WIA Title I Dislocated Worker program across five program years (2008-2009, 2009-2010, 2010-2011, 2011-2012 and 2012-2013). This included analyses for WIA Title I Dislocated Worker program participants and exiters for each of the five program years. It is important to note that these analyses were completed utilizing information supplied to CFS and rely on the accuracy of the participant records submitted including the use of SSNs.

Analyses revealed that there was a marked increase in the number of participants in the WIA Dislocated Worker program between the 2008-2009 program year and 2009-2010 program year and marked declines in each of the three years following. This trend in Dislocated Worker participants is reflective of the economic downturn brought about by the great recession. The number of exiters increased significantly between the 2008-2009 program year and the 2009-2010 program year and increased again in the 2010-2011 program year and then decreased in the 2011-2012 program year and remained stable in the 2012-2013 program year. This trend in the number of participants is reflective of the economic downturn brought about by the great recession and an influx of federal funding through the American Recovery and Reinvestment Act of 2009.

**Figure 6.1 WIA Title I Dislocated Worker Program Participants and Exiters Program Year 2008-2009 through Program Year 2012-2013**

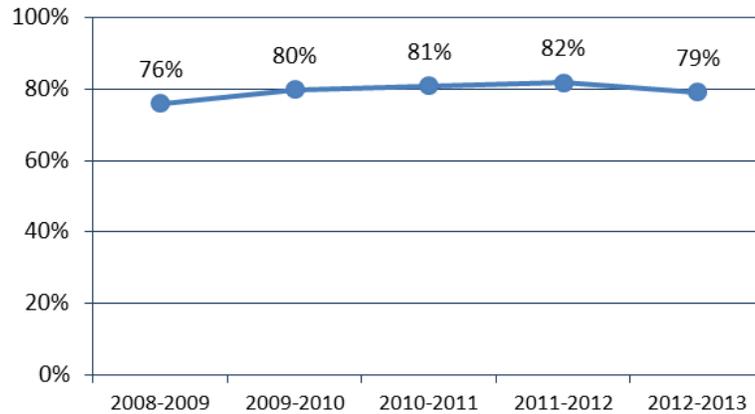


### EMPLOYMENT AND WAGE OUTCOMES

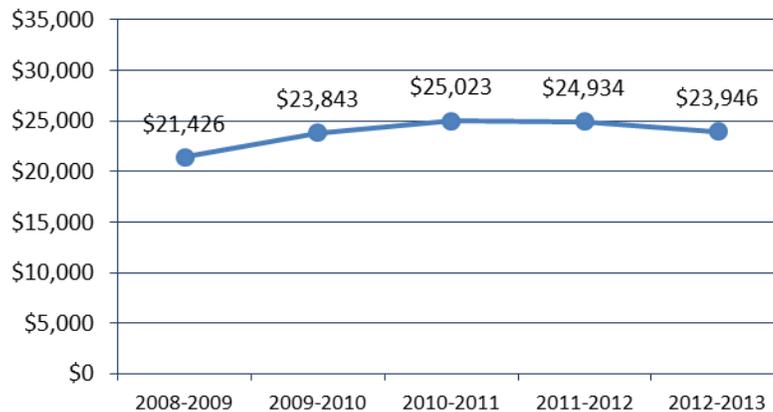
Employment and wage outcomes were derived for each year of WIA Title I Dislocated Worker program exiters. These included of post exit employment rates and wage statistics for up to five years after exit. These measures include only those individuals who are employed in North Carolina in jobs covered by the state’s Unemployment Insurance laws. Employment and wage outcome measures were calculated separately by program year exit cohorts. One year post exit employment rates were relatively stable across the five program years with just slightly lower rates for the 2008-2009 exiters. Employment rates across the five program years ranged from 76% for the 2008-

2009 exiters to 81% for the 2010-2011 exiters. One year post exit average wages ranged from \$21,426 for the 2008-2009 program year exiters to a high of \$25,023 for the 2010-2011 exiters.

**Figure 6.2 Percent of WIA Title I Dislocated Worker Program Exiters Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Exit**

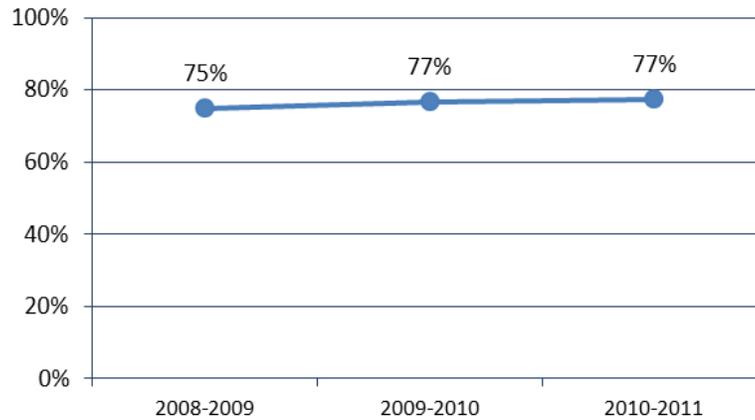


**Figure 6.3 Average Wage of WIA Title I Dislocated Worker Program Exiters Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Exit**

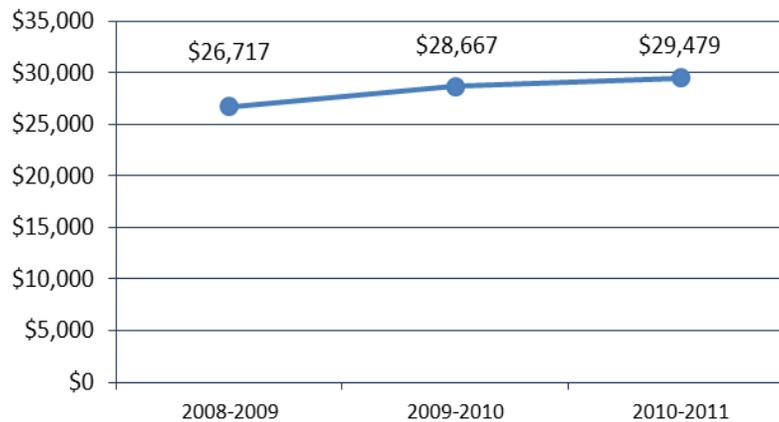


Longer term post exit employment and wage measures indicate that three years after exit more than three-quarters of the 2008-2009, 2009-2010 and 2010-2011 exiters were employed in North Carolina. The three year post exit employment rates were relatively stable across the three program years and the average three-year post exit wage increased across the three program years, with the 2008-2009 exiters having an annual wage of \$26,717 three years after exit, the 2009-2010 exiters having an annual wage of \$28,667 three years after exit and the 2010-2011 exiters having an annual wage of \$29,479 three years after exit.

**Figure 6.4 Percent of WIA Title I Dislocated Worker Program Exiters Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Exit**



**Figure 6.5 Average Wage of WIA Title I Dislocated Worker Program Exiters Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Exit**



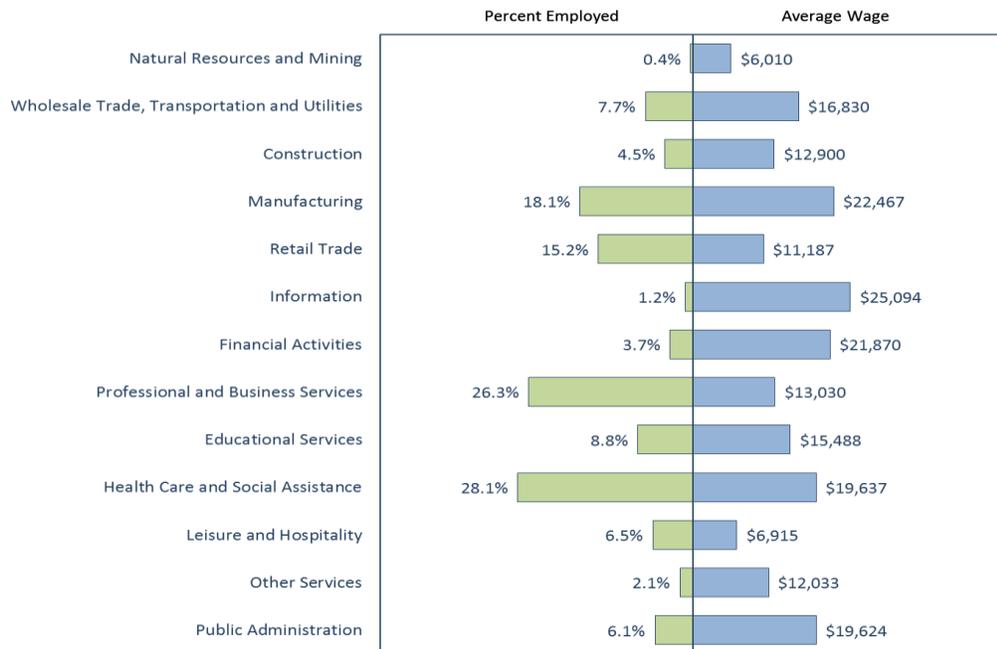
The analyses revealed relative stability in employment rates by program year and across time and increasing average wages. There were some slight declines, when the exit cohorts were followed over multiple years. The 2008-2009 exiters showed fairly stable employment rates in the first three years after exit and then slight declines in the fourth and fifth year after exit. That is of the 2008-2009 exiters 76% were employed in the first year after exit, 77% in the second year after exit, 75% in the third year after exit and by five years after exit the employment rate declined to 72%. However, the average wage five years after exit increased to \$29,651.

### INDUSTRY OF EMPLOYMENT

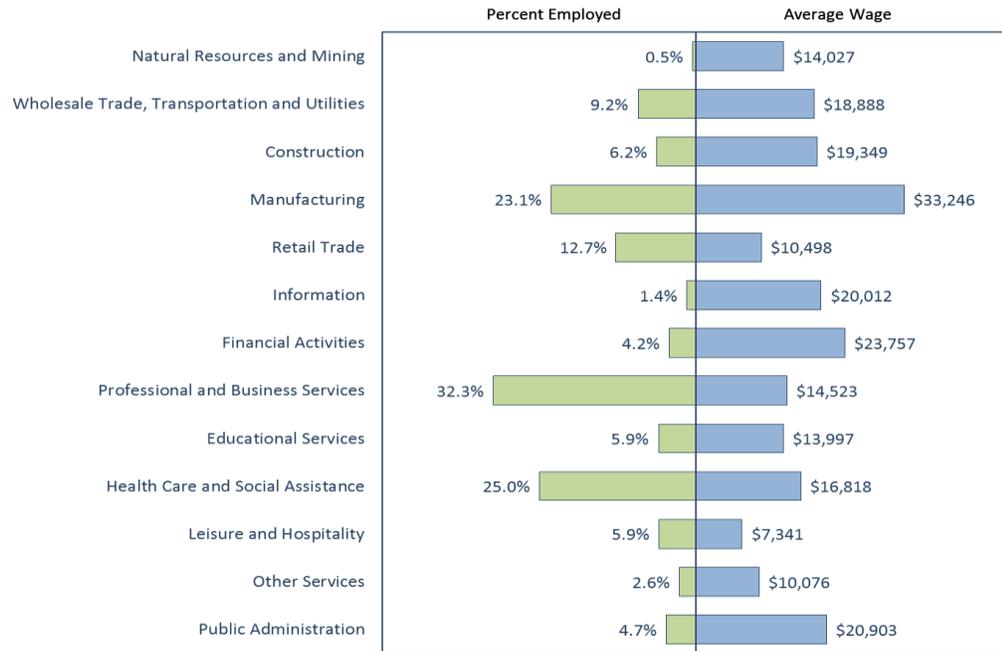
Analyses of the post participation industries of employment revealed some variability in specific industrial groupings over time. One year post exit employment for WIA Dislocated Worker exiters in the Retail Trade industry was stable across the five program years as was post exit employment in the Leisure and Hospitality industry. There was some marked fluctuation across program years, 28.1% of the exiters from the 2008-2009 program year were employed in Health Care and Social assistance industry in the first year after exit. While only 19.0% of the 2009-2010 exiters were employed in this industry one year after exit. In addition, 26.3% of the 2008-2009 exiters were employed in the first year after exit in the Professional and Business Services industry while almost a third of all exiters in each of the other program years were found to be employed in this industry in the first year after exit.

Analyses of the average wage by industry revealed that the highest average wages were associated with employment in Manufacturing, Information, Financial Activities and Health Care and Social Assistance industries. It is important to note that the largest percentage of employment was associated within the Health Care and Social Assistance, Professional and Business services and Manufacturing. The average wage in Professional and Business Services was below that of both Health Care and Social Assistance and the Manufacturing industries.

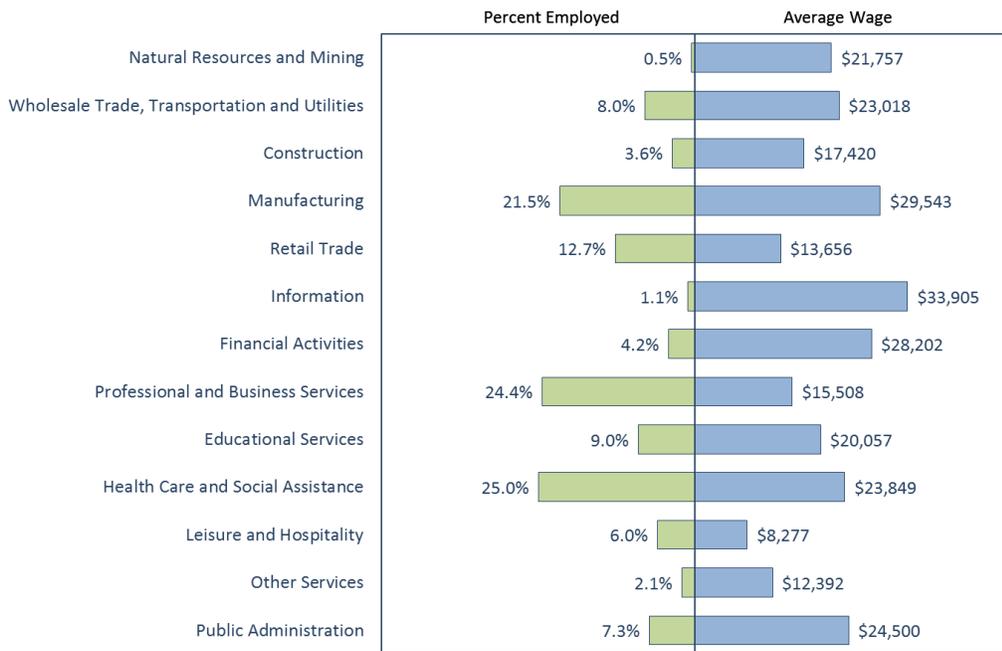
**Figure 6.6 WIA Title I Dislocated Worker Program Year 2008-2009 Exiters Employed in North Carolina One Year After Exit Percent Employed and Average Wage by Industry**



**Figure 6.7 WIA Title I Dislocated Worker Program Year 2010-2011 Exitters Employed in North Carolina One Year After Exit Percent Employed and Average Wage by Industry**

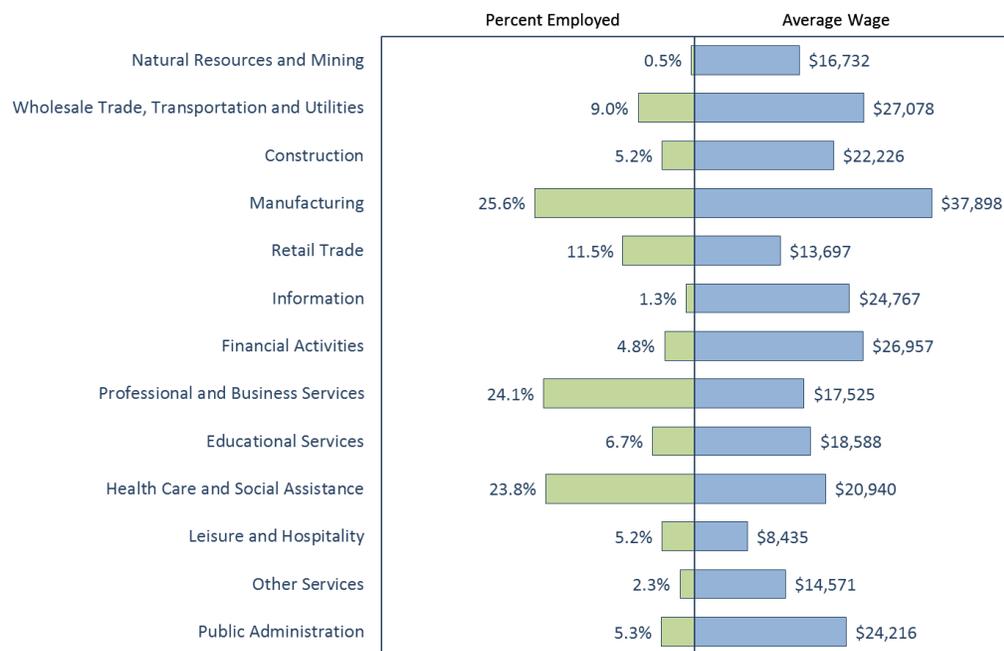


**Figure 6.8 WIA Title I Dislocated Worker Program Year 2008-2009 Exitters Employed in North Carolina Three Years After Exit Percent Employed and Average Wage by Industry**



The three year post exit patterns of industrial employment for WIA Title I Dislocated Worker exiters were less variable than the one year post exit industrial employment pattern with the exception of employment in the Health Care and Social Assistance industry. One out of every four of the WIA Dislocated Worker 2008-2009 program exiters who were employed in the third year after exit were employed in the Health Care and Social Assistance industry, while the percentage was 17.5% for the 2009-2010 exiters and 23.8% for the 2010-2011 exiters. Part of the post exit industrial employment patterns are likely attributable to changing economic conditions as well as a concentrated effort and focus during the 2008-2009 program year within the state’s WIA programs on training in health care related occupations.

**Figure 6.9 WIA Title I Dislocated Worker Program Year 2010-2011 Exiters Employed in North Carolina Three Years After Exit Percent Employed and Average Wage by Industry**



### POST EXIT PARTICIPATION IN FURTHER EDUCATION AND TRAINING

Analyses of the post exit participation in public higher education reflected some variability across program years with 22% of the 2008-2009 exiters enrolled in the first year after exit and 30% of the 2012-2013 exiters enrolled in the first year after exit. By three years after exit these rates were fairly stable for the 2008-2009, 2009-2010 and 2010-2011 program year exiters. In addition analyses of post participation in North Carolina public education, employment and training programs demonstrated that within one year after exit a significant number of WIA Dislocated Worker exiters were receiving public education, employment or training services. Part of this pattern is due to post exit follow up services. That is while participants may have officially exited from the Dislocated Worker program they are contacted as part of their follow-up case management services. Five years after exit 28% of the 2008-2009 WIA Dislocated Worker exiters were receiving public education, employment or training related

services. When viewed together more than 90% of the WIA Dislocated Worker program exiters were found to be either employed or receiving public education, employment or training services one year after exit. By five years after exit this rate was 78% for the 2008-2009 exiters.

## SUMMARY AND RECOMMENDATIONS

Overall the results indicate that there have been fairly stable and positive short term employment rates and some fluctuation in average wages for WIA Dislocated Worker program exiters. This is indicated by the one year post employment and wage trends. When exiters are followed over time the employment rate tends to decline somewhat. This decline could be attributable to several factors including people not sustaining employment, people moving out of state or people finding employment in jobs not covered by North Carolina's Unemployment Insurance laws. There are a variety of reasons why individuals are not found in covered employment including retirement, death, and inability to find employment or people leaving the labor force. The average wages of WIA Dislocated Worker exiters continue to rise over time and by the fifth year after exit the annual average wage for 2008-2009 program year exiters was \$29,651. By contrast the annual average wage in North Carolina in 2013 based on the Quarterly Census of Employment and Wages (QCEW) Program<sup>41</sup> was \$43,784 and the 2013 federal poverty guideline for a one person family was \$11,490 and \$15,510 for a two person family<sup>42</sup>.

Further analyses are needed to compare the employment and wage trends for WIA Dislocated Workers to determine the changes in industrial employment and wage progressions prior to their dislocation and after participation. In addition, further analyses are needed to understand the enrollment of WIA participants that are enrolled in training and to determine if these individuals are participating in training programs that lead to growing occupations.

As previously noted, part of the requirement of the new WIOA is the development of an integrated service delivery plan that includes the coordination between WIOA, Wagner Peyser, Adult Basic Education and Vocational Rehabilitation programs. It is recommended that North Carolina's integrated service delivery plan focus on the leveraging of resources and services across these programs and focus on achieving higher employment and wage outcomes and the acquisition of occupational skills and educational credentials.

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<sup>41</sup> Quarterly Census of Employment and Wages (QCEW) Program, Labor and Economic Analysis Division (LEAD), North Carolina Department of Commerce

<sup>42</sup> U.S. Department of Health & Human Services: <http://aspe.hhs.gov/poverty/13poverty.cfm>

<b>Table 6.1 NORTH CAROLINA DEPARTMENT COMMERCE - DIVISION OF WORKFORCE SOLUTIONS</b>					
<b>WORFORCE INVESTMENT ACT (WIA) - DISLOCATED WORKER PROGRAM</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 1 Year After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	7,784	14,434	11,418	7,365	5,909
Exiters	2,218	5,757	6,614	4,020	3,983
Exiters Employed 1 Year After Exit	1,686	4,594	5,346	3,289	3,148
Percent Employed 1 Year After Exit	76%	80%	81%	82%	79%
Exiters Average Wage 1 Year After Exit	\$21,426	\$23,843	\$25,023	\$24,934	\$23,946
Exiters Median Wage 1 Year After Exit	\$19,083	\$20,268	\$21,419	\$22,530	\$21,354
Number Enrolled in North Carolina Public Higher Education 1 Year After Exit	496	1,520	1,531	927	1,194
Percent Enrolled in North Carolina Public Higher Education 1 Year After Exit	22%	26%	23%	23%	30%
Number Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Exit	1,799	4,719	5,074	2,902	2,778
Percent Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Exit	81%	82%	77%	72%	70%
Number Enrolled or Employed 1 Year After Exit	2,112	5,484	6,260	3,753	3,721
Percent Enrolled or Employed 1 Year After Exit	95%	95%	95%	93%	93%
<b>Post Exit Outcome Measures 2 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	7,784	14,434	11,418	7,365	--
Exiters	2,218	5,757	6,614	4,020	--
Exiters Employed 2 Years After Exit	1,702	4,558	5,250	3,187	--
Percent Employed 2 Years After Exit	77%	79%	79%	79%	--
Exiters Average Wage 2 Years After Exit	\$23,833	\$26,912	\$27,325	\$27,692	--
Exiters Median Wage 2 Years After Exit	\$21,616	\$23,479	\$24,365	\$25,151	--
Number Enrolled in North Carolina Public Higher Education 2 Years After Exit	360	1,025	1,175	664	--
Percent Enrolled in North Carolina Public Higher Education 2 Years After Exit	16%	18%	18%	17%	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Exit	1,156	2,764	2,956	1,569	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Exit	52%	48%	45%	39%	--
Number Enrolled or Employed 2 Years After Exit	1,959	5,069	5,804	3,449	--
Percent Enrolled or Employed 2 Years After Exit	88%	88%	88%	86%	--

<b>Table 6.1 (Continued) NORTH CAROLINA DEPARTMENT COMMERCE - DIVISION OF WORKFORCE SOLUTIONS</b>					
<b>WORKFORCE INVESTMENT ACT (WIA) - DISLOCATED WORKER PROGRAM</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 3 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	7,784	14,434	11,418	--	--
Exiters	2,218	5,757	6,614	--	--
Exiters Employed 3 Years After Exit	1,662	4,415	5,121	--	--
Percent Employed 3 Years After Exit	75%	77%	77%	--	--
Exiters Average Wage 3 Years After Exit	\$26,717	\$28,667	\$29,479	--	--
Exiters Median Wage 3 Years After Exit	\$24,424	\$25,433	\$26,162	--	--
Number Enrolled in North Carolina Public Higher Education 3 Years After Exit	336	918	1,034	--	--
Percent Enrolled in North Carolina Public Higher Education 3 Years After Exit	15%	16%	16%	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Exit	860	2,411	2,289	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Exit	39%	42%	35%	--	--
Number Enrolled or Employed 3 Years After Exit	1,871	4,879	5,535	--	--
Percent Enrolled or Employed 3 Years After Exit	84%	85%	84%	--	--
<b>Post Exit Outcome Measures 4 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	7,784	14,434	--	--	--
Exiters	2,218	5,757	--	--	--
Exiters Employed 4 Years After Exit	1,627	4,327	--	--	--
Percent Employed 4 Years After Exit	73%	75%	--	--	--
Exiters Average Wage 4 Years After Exit	\$28,222	\$30,497	--	--	--
Exiters Median Wage 4 Years After Exit	\$26,578	\$26,962	--	--	--
Number Enrolled in North Carolina Public Higher Education 4 Years After Exit	283	752	--	--	--
Percent Enrolled in North Carolina Public Higher Education 4 Years After Exit	13%	13%	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Exit	784	1,778	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Exit	35%	31%	--	--	--
Number Enrolled or Employed 4 Years After Exit	1,815	4,626	--	--	--
Percent Enrolled or Employed 4 Years After Exit	82%	80%	--	--	--

Table 6.1 (Continued) NORTH CAROLINA DEPARTMENT COMMERCE - DIVISION OF WORKFORCE SOLUTIONS					
WORFORCE INVESTMENT ACT (WIA) - DISLOCATED WORKER PROGRAM					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 5 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	7,784	--	--	--	--
Exiters	2,218	--	--	--	--
Exiters Employed 5 Years After Exit	1,593	--	--	--	--
Percent Employed 5 Years After Exit	72%	--	--	--	--
Exiters Average Wage 5 Years After Exit	\$29,651	--	--	--	--
Exiters Median Wage 5 Years After Exit	\$27,228	--	--	--	--
Number Enrolled in North Carolina Public Higher Education 5 Years After Exit	252	--	--	--	--
Percent Enrolled in North Carolina Public Higher Education 5 Years After Exit	11%	--	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Exit	612	--	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Exit	28%	--	--	--	--
Number Enrolled or Employed 5 Years After Exit	1,731	--	--	--	--
Percent Enrolled or Employed 5 Years After Exit	78%	--	--	--	--

Table 6.2 NORTH CAROLINA DEPARTMENT COMMERCE - DIVISION OF WORKFORCE SOLUTIONS					
WORFORCE INVESTMENT ACT (WIA) - DISLOCATED WORKER PROGRAM					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 1 Year After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	7,784	14,434	11,418	7,365	5,909
Exiters	2,218	5,757	6,614	4,020	3,983
Exiters Employed 1 Year After Exit	1,686	4,594	5,346	3,289	3,148
Industry of Employment 1 Year After Exit					
Natural Resources and Mining	0.4%	0.8%	0.5%	0.6%	0.4%
Wholesale Trade, Transportation and Utilities	7.7%	11.8%	9.2%	11.1%	9.9%
Construction	4.5%	6.0%	6.2%	5.5%	5.2%
Manufacturing	18.1%	24.4%	23.1%	20.2%	17.3%
Retail Trade	15.2%	11.2%	12.7%	13.5%	13.8%
Information	1.2%	1.5%	1.4%	1.7%	1.4%
Financial Activities	3.7%	4.8%	4.2%	4.7%	4.9%
Professional and Business Services	26.3%	33.6%	32.3%	30.1%	35.2%
Educational Services	8.8%	5.8%	5.9%	7.6%	8.9%
Health Care and Social Assistance	28.1%	19.0%	25.0%	22.8%	24.0%
Leisure and Hospitality	6.5%	5.9%	5.9%	5.7%	7.2%
Other Services	2.1%	2.1%	2.6%	2.7%	3.0%
Public Administration	6.1%	6.5%	4.7%	5.0%	5.4%
Post Exit Outcome Measures 3 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	7,784	14,434	11,418	--	--
Exiters	2,218	5,757	6,614	--	--
Exiters Employed 3 Years After Exit	1,662	4,415	5,121	--	--
Industry of Employment 3 Years After Exit					
Natural Resources and Mining	0.5%	0.9%	0.5%	--	--
Wholesale Trade, Transportation and Utilities	8.0%	11.6%	9.0%	--	--
Construction	3.6%	5.7%	5.2%	--	--
Manufacturing	21.5%	26.6%	25.6%	--	--
Retail Trade	12.7%	10.1%	11.5%	--	--
Information	1.1%	1.4%	1.3%	--	--
Financial Activities	4.2%	4.7%	4.8%	--	--
Professional and Business Services	24.4%	25.6%	24.1%	--	--
Educational Services	9.0%	5.8%	6.7%	--	--
Health Care and Social Assistance	25.0%	17.5%	23.8%	--	--
Leisure and Hospitality	6.0%	5.5%	5.2%	--	--
Other Services	2.1%	2.5%	2.3%	--	--
Public Administration	7.3%	6.5%	5.3%	--	--

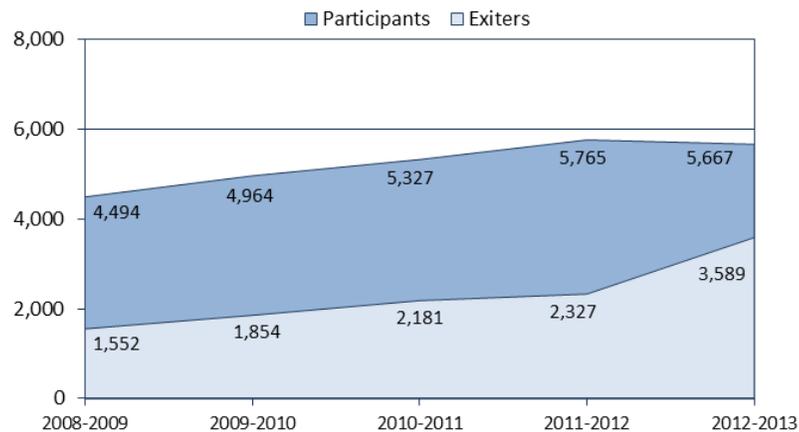
<b>Table 6.2 (Continued) NORTH CAROLINA DEPARTMENT COMMERCE - DIVISION OF WORKFORCE SOLUTIONS</b>					
<b>WORKFORCE INVESTMENT ACT (WIA) - DISLOCATED WORKER PROGRAM</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 1 Year After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	7,784	14,434	11,418	7,365	5,909
Exiters	2,218	5,757	6,614	4,020	3,983
Exiters Employed 1 Year After Exit	1,686	4,594	5,346	3,289	3,148
<b>Average Wage by Industry of Employment 1 Year After Exit</b>					
Natural Resources and Mining	\$6,010	\$23,025	\$14,027	\$16,877	\$8,631
Wholesale Trade, Transportation and Utilities	\$16,830	\$17,491	\$18,888	\$21,590	\$20,461
Construction	\$12,900	\$17,020	\$19,349	\$19,013	\$18,855
Manufacturing	\$22,467	\$29,446	\$33,246	\$28,546	\$25,734
Retail Trade	\$11,187	\$10,458	\$10,498	\$12,555	\$10,508
Information	\$25,094	\$22,330	\$20,012	\$22,133	\$26,993
Financial Activities	\$21,870	\$22,614	\$23,757	\$23,880	\$20,255
Professional and Business Services	\$13,030	\$14,138	\$14,523	\$15,836	\$16,461
Educational Services	\$15,488	\$13,127	\$13,997	\$13,162	\$14,020
Health Care and Social Assistance	\$19,637	\$15,679	\$16,818	\$18,675	\$17,852
Leisure and Hospitality	\$6,915	\$6,864	\$7,341	\$7,862	\$6,753
Other Services	\$12,033	\$12,949	\$10,076	\$13,865	\$12,811
Public Administration	\$19,624	\$19,944	\$20,903	\$22,327	\$19,513
<b>Post Exit Outcome Measures 3 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	7,784	14,434	11,418	--	--
Exiters	2,218	5,757	6,614	--	--
Exiters Employed 3 Years After Exit	1,662	4,415	5,121	--	--
<b>Average Wage by Industry of Employment 3 Years After Exit</b>					
Natural Resources and Mining	\$21,757	\$27,232	\$16,732	--	--
Wholesale Trade, Transportation and Utilities	\$23,018	\$26,259	\$27,078	--	--
Construction	\$17,420	\$20,279	\$22,226	--	--
Manufacturing	\$29,543	\$34,499	\$37,898	--	--
Retail Trade	\$13,656	\$13,655	\$13,697	--	--
Information	\$33,905	\$28,511	\$24,767	--	--
Financial Activities	\$28,202	\$31,563	\$26,957	--	--
Professional and Business Services	\$15,508	\$17,519	\$17,525	--	--
Educational Services	\$20,057	\$17,389	\$18,588	--	--
Health Care and Social Assistance	\$23,849	\$19,569	\$20,940	--	--
Leisure and Hospitality	\$8,277	\$9,372	\$8,435	--	--
Other Services	\$12,392	\$12,925	\$14,571	--	--
Public Administration	\$24,500	\$24,480	\$24,216	--	--

## WIA TITLE I YOUTH PROGRAM OUTCOMES

The following section provide the results of the analyses for the WIA Title I Youth program across 5 program years (2008-2009, 2009-2010, 2010-2011, 2011-2012 and 2012-2013). It is important to note that these analyses were completed utilizing information from the WIA Title I Youth program supplied to CFS and rely on the accuracy of the participant records submitted including the use of SSNs.

Analyses revealed that there was a gradual increase in the number of participants in WIA Youth programs across the first four program years and a stabilization of the number of participants across the last two program years. The number of exiters gradually increased across the first four program years and then significantly increased between the 2011-2012 program year and the 2012-2013 program year

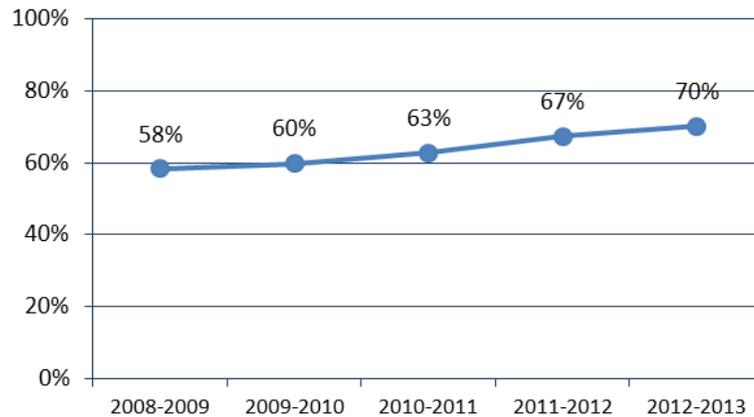
**Figure 7.1 WIA Title I Youth Program Participants and Exiters Program Year 2008-2009 through Program Year 2012-2013**



### EMPLOYMENT AND WAGE OUTCOMES

Employment and wage outcomes were derived for each year of program exiters. These included analysis of post exit employment rates and wage statistics for up to five years after exit. These measures include only those individuals who are employed in North Carolina in jobs covered by the state’s Unemployment Insurance laws. Employment and wage outcome measures were calculated separately by program year exit cohorts. One year post participation employment rates reflect a steady increase across the five program years. Rates across the five program years ranged from 58% for the 2008-2009 program year exiters to 70% for the 2012-2013 program year exiters. One year post exit average wages ranged from \$6,498 for the 2008-2009 program year exiters to a high of \$7,856 for the 2011-2012 program year exiters. It is important to note that WIA Title I Youth participants range in age from 14 to 21 and are more likely to be in school and less likely to be working full time.

**Figure 7.2 Percent of WIA Title I Youth Program Exiters Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Exit**

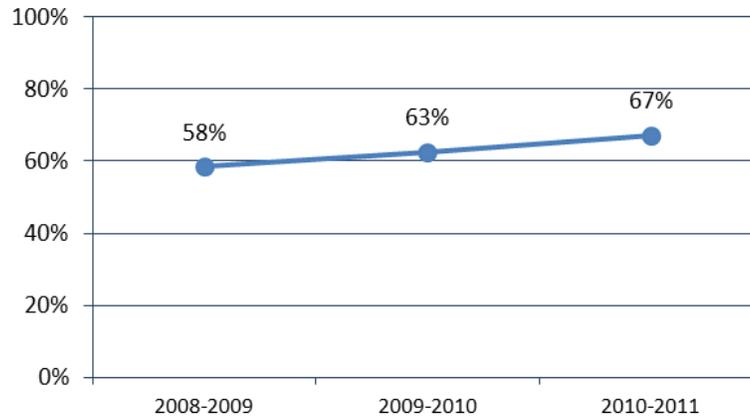


**Figure 7.3 Average Wage of WIA Title I Youth Program Exiters Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Exit**

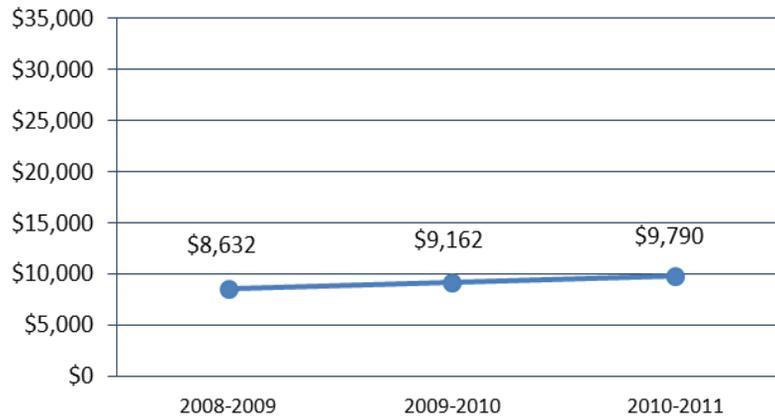


Longer term post exit employment and wage measures for the WIA Title I Youth program indicate that three years after exit more 58% of the 2008-2009 exiters were employed in North Carolina three years after exit, 63% of the 2009-2010 were employed three years after exit and 67% of the 2010-2011 exiters were employed three years after exit. The three year post exit employment rates increased across the three program years and the average three-year post exit wage increased across the three program years, with the 2008-2009 exiters having an annual wage of \$8,632 three years after exit, the 2009-2010 exiters having an annual wage of \$9,162 three years after exit and the 2010-2011 exiters having an annual wage of \$9,790 three years after exit.

**Figure 7.4 Percent of WIA Title I Youth Program Exiters Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Exit**



**Figure 7.5 Average Wage of WIA Title I Youth Program Exiters Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Exit**



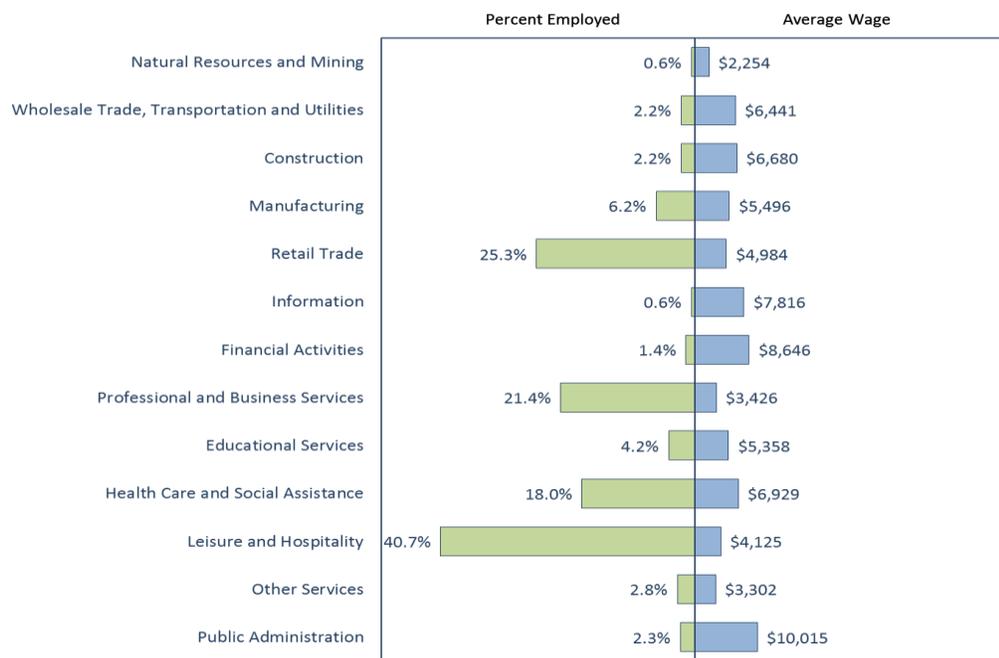
The analyses revealed increasing employment rates by program year and across time. The 2008-2009 WIA Title I Youth program showed fairly stable employment rates five years after exit. That is of the 2008-2009 exiters 58% were employed in the first year after exit and again five years after exit 58% were found to be employed. In addition, the average wage of WIA Title I Youth exiters increased from \$6,498 in the first year after exit to \$11,026 in the fifth year after exit.

### INDUSTRY OF EMPLOYMENT

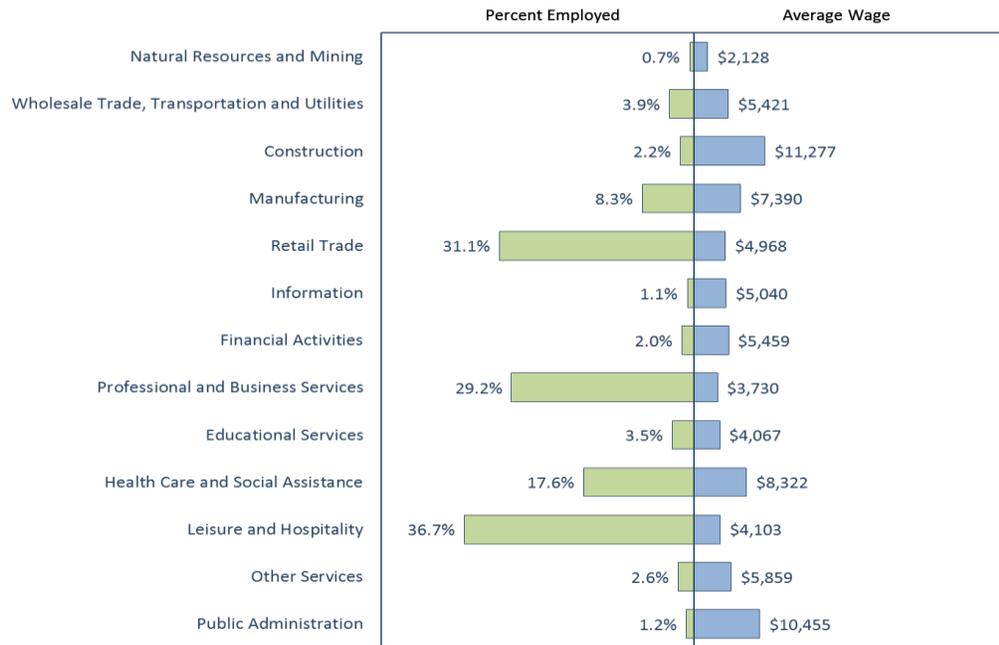
Analyses of the post exit industries of employment revealed fairly stable employment trends. One year and three year post exit employment were concentrated within four industrial sectors Leisure and Hospitality, Professional and Business services, Retail trade and Health Care and Social Assistance. There was an increase in the percentage of exiters employed in Professional and Business services across the program years in both the one year post exit and three year post exit analyses. More than a third of all exiters who were employed in North Carolina in the year after exit were employed in the Leisure and Hospitality Industry and more than one out of every four exiters were employed in the Retail Trade Industry one year after exit. One year post employment in the Professional and Business Services industry increased from across program year exit cohorts and ranged from 21.4% for the 2008-2009 exit cohort to 33.8% for the 2012-2013 exit cohort.

More than a one out of every three WIA Youth Program exiters who were employed in the third year after exit were employed in the Leisure and Hospitality Industry and more than one out of every four were employed in the Retail Trade Industry. There was a slight increase across program year cohorts in the percentage of exiters employed in the Professional and Business services industry with 29.7% of the 2008-2009 exiters and 33.3% of the 2010-2011 program year exiters employed three years after exit. While post exit employment tended to be concentrated in the Leisure and Hospitality, Professional and Business Services and Retail Trade industries, the average wages within these industries was low in comparison to average wages in Public Administration, Financial Activities and Construction industries. However, post exit average wages for those individuals employed in the Health Care and Social Assistance industry tended to increase over time.

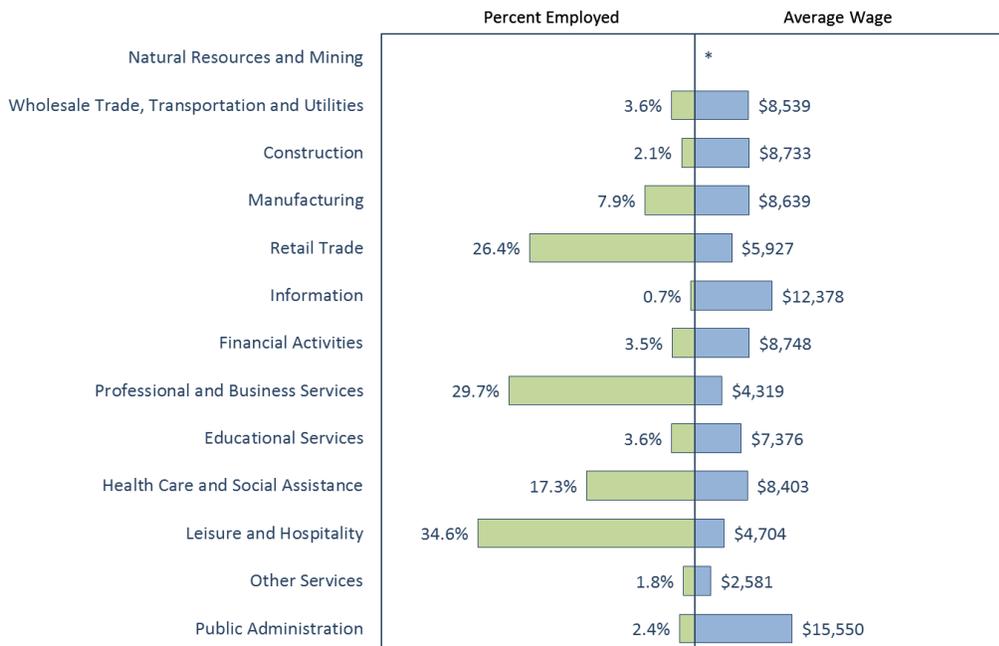
**Figure 7.6 WIA Title I Youth Program Year 2008-2009 Exiters Employed in North Carolina One Year After Exit Percent Employed and Average Wage by Industry**



**Figure 7.7 WIA Title I Youth Program Year 2010-2011 Exitters Employed in North Carolina One Year After Exit Percent Employed and Average Wage by Industry**

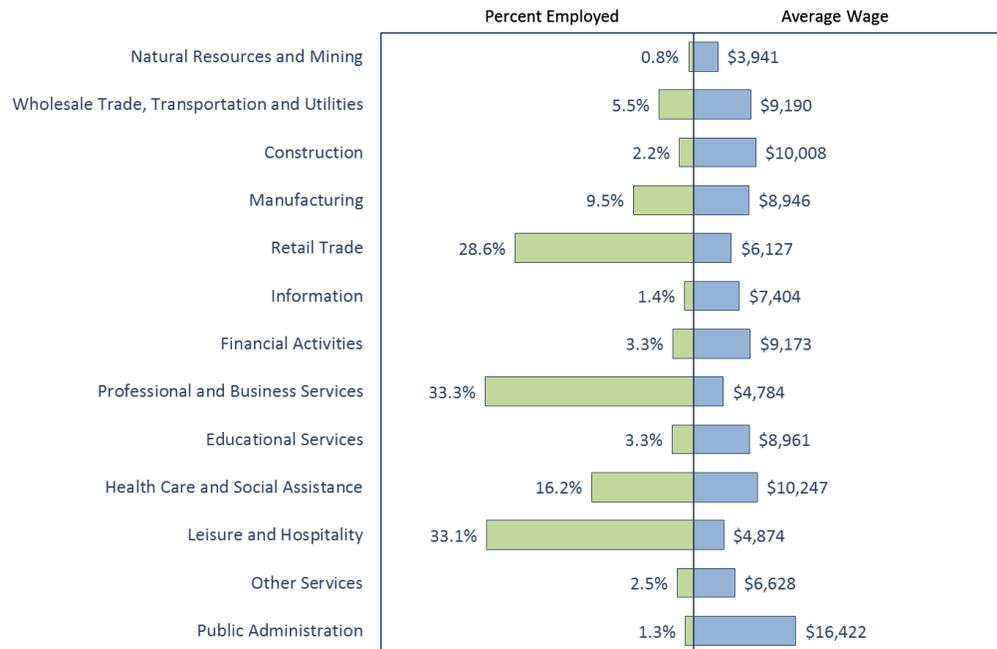


**Figure 7.8 WIA Title I Youth Program Year 2008-2009 Exitters Employed in North Carolina Three Years After Exit Percent Employed and Average Wage by Industry**



\* Data are suppressed to protect confidentiality.

**Figure 7.9 WIA Title I Youth Program Year 2010-2011 Exiters Employed in North Carolina Three Years After Exit Percent Employed and Average Wage by Industry**



**POST EXIT PARTICIPATION IN FURTHER EDUCATION AND TRAINING**

Analyses of the post exit participation in public higher education reflected fairly stable patterns across program years and some slight decline in participation when cohorts were followed over time. That is one year post exit enrollment in North Carolina public higher education ranged from 37% for the 2011-2012 exiters to 43% for the 2012-2013 exiters. By five years after exit 23% of the 2008-2009 exiters were enrolled in public higher education. In addition analyses of post participation in North Carolina public education, employment and training programs demonstrated that within one year after exit a significant number of WIA Youth exiters were receiving public education, employment or training services. Part of this pattern is attributable to post exit follow up services. That is while participants may have officially exited from the Youth program they are contacted as part of their follow-up case management services. Five years after exit 52% of the 2008-2009 WIA Youth exiters were receiving public education, employment or training related services. When viewed together more than 90% of the WIA Youth exiters were found to be either employed or receiving public education, employment or training services one year after exit. By five years after exit this was 76% for the 2008-2009 exiters. Part of this pattern is again attributable to follow-up case management services and continuation in other related services in the years following exit.

## SUMMARY AND RECOMMENDATIONS

Overall the results indicate that there have been increasing short term employment rates and some fluctuation in average wages for WIA Youth exiters. This is indicated by the one year post employment and wage trends. When exiters are followed over time the employment rates tend to also be fairly stable. In addition, while the average post wages of WIA Youth exiters are low they continue to rise over time. It is important to keep in mind that the WIA Youth program serves individuals who are aged 14 to 21 and are more likely to be in school and less likely to be working full time.

Further analyses are needed to uncover the specific patterns of transitions of WIA Youth program participants into other education, employment and training programs. Such information would be helpful in understanding the success of Youth participants in achieving higher educational skills and academic credentials.

As previously noted, part of the requirement of the new WIOA is the development of an integrated service delivery plan that includes the coordination between WIOA, Wagner Peyser, Adult Basic Education and Vocational Rehabilitation programs. It is recommended that North Carolina's integrated service delivery plan focus on the leveraging of resources and services across these programs and focus on achieving higher employment and wage outcomes for all participants and for increasing occupational skills and educational credentials.

<b>Table 7.1 NORTH CAROLINA DEPARTMENT COMMERCE - DIVISION OF WORKFORCE SOLUTIONS</b>					
<b>WORFORCE INVESTMENT ACT (WIA) - YOUTH PROGRAM</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 1 Year After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	4,494	4,964	5,327	5,765	5,667
Exiters	1,552	1,854	2,181	2,327	3,589
Exiters Employed 1 Year After Exit	905	1,109	1,368	1,565	2,514
Percent Employed 1 Year After Exit	58%	60%	63%	67%	70%
Exiters Average Wage 1 Year After Exit	\$6,498	\$7,180	\$7,523	\$7,856	\$7,288
Exiters Median Wage 1 Year After Exit	\$4,337	\$4,769	\$5,462	\$6,056	\$5,190
Number Enrolled in North Carolina Public Higher Education 1 Year After Exit	632	699	871	855	1,546
Percent Enrolled in North Carolina Public Higher Education 1 Year After Exit	41%	38%	40%	37%	43%
Number Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Exit	1,383	1,632	1,983	2,250	3,280
Percent Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Exit	89%	88%	91%	97%	91%
Number Enrolled or Employed 1 Year After Exit	1,458	1,732	2,085	2,292	3,464
Percent Enrolled or Employed 1 Year After Exit	94%	93%	96%	98%	97%
<b>Post Exit Outcome Measures 2 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	4,494	4,964	5,327	5,765	--
Exiters	1,552	1,854	2,181	2,327	--
Exiters Employed 2 Years After Exit	877	1,107	1,421	1,607	--
Percent Employed 2 Years After Exit	57%	60%	65%	69%	--
Exiters Average Wage 2 Years After Exit	\$7,588	\$8,509	\$8,842	\$9,140	--
Exiters Median Wage 2 Years After Exit	\$5,571	\$6,660	\$6,576	\$6,886	--
Number Enrolled in North Carolina Public Higher Education 2 Years After Exit	547	609	711	682	--
Percent Enrolled in North Carolina Public Higher Education 2 Years After Exit	35%	33%	33%	29%	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Exit	1,056	1,173	1,509	1,460	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Exit	68%	63%	69%	63%	--
Number Enrolled or Employed 2 Years After Exit	1,279	1,539	1,915	2,005	--
Percent Enrolled or Employed 2 Years After Exit	82%	83%	88%	86%	--

<b>Table 7.1 (Continued) NORTH CAROLINA DEPARTMENT COMMERCE - DIVISION OF WORKFORCE SOLUTIONS</b>					
<b>WORKFORCE INVESTMENT ACT (WIA) - YOUTH PROGRAM</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 3 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	4,494	4,964	5,327	--	--
Exiters	1,552	1,854	2,181	--	--
Exiters Employed 3 Years After Exit	907	1,159	1,466	--	--
Percent Employed 3 Years After Exit	58%	63%	67%	--	--
Exiters Average Wage 3 Years After Exit	\$8,632	\$9,162	\$9,790	--	--
Exiters Median Wage 3 Years After Exit	\$6,200	\$6,933	\$7,517	--	--
Number Enrolled in North Carolina Public Higher Education 3 Years After Exit	485	539	623	--	--
Percent Enrolled in North Carolina Public Higher Education 3 Years After Exit	31%	29%	29%	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Exit	930	1,117	1,281	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Exit	60%	60%	59%	--	--
Number Enrolled or Employed 3 Years After Exit	1,251	1,522	1,822	--	--
Percent Enrolled or Employed 3 Years After Exit	81%	82%	84%	--	--
<b>Post Exit Outcome Measures 4 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	4,494	4,964	--	--	--
Exiters	1,552	1,854	--	--	--
Exiters Employed 4 Years After Exit	906	1,166	--	--	--
Percent Employed 4 Years After Exit	58%	63%	--	--	--
Exiters Average Wage 4 Years After Exit	\$9,704	\$10,503	--	--	--
Exiters Median Wage 4 Years After Exit	\$6,997	\$8,017	--	--	--
Number Enrolled in North Carolina Public Higher Education 4 Years After Exit	414	487	--	--	--
Percent Enrolled in North Carolina Public Higher Education 4 Years After Exit	27%	26%	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Exit	930	1,022	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Exit	60%	55%	--	--	--
Number Enrolled or Employed 4 Years After Exit	1,253	1,490	--	--	--
Percent Enrolled or Employed 4 Years After Exit	81%	80%	--	--	--

Table 7.1 (Continued) NORTH CAROLINA DEPARTMENT COMMERCE - DIVISION OF WORKFORCE SOLUTIONS					
WORFORCE INVESTMENT ACT (WIA) - YOUTH PROGRAM					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 5 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	4,494	--	--	--	--
Exiters	1,552	--	--	--	--
Exiters Employed 5 Years After Exit	924	--	--	--	--
Percent Employed 5 Years After Exit	60%	--	--	--	--
Exiters Average Wage 5 Years After Exit	\$11,026	--	--	--	--
Exiters Median Wage 5 Years After Exit	\$8,928	--	--	--	--
Number Enrolled in North Carolina Public Higher Education 5 Years After Exit	359	--	--	--	--
Percent Enrolled in North Carolina Public Higher Education 5 Years After Exit	23%	--	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Exit	809	--	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Exit	52%	--	--	--	--
Number Enrolled or Employed 5 Years After Exit	1,185	--	--	--	--
Percent Enrolled or Employed 5 Years After Exit	76%	--	--	--	--

<b>Table 7.2 NORTH CAROLINA DEPARTMENT COMMERCE - DIVISION OF WORKFORCE SOLUTIONS</b>					
<b>WORKFORCE INVESTMENT ACT (WIA) - YOUTH PROGRAM</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 1 Year After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	4,494	4,964	5,327	5,765	5,667
Exiters	1,552	1,854	2,181	2,327	3,589
Exiters Employed 1 Year After Exit	905	1,109	1,368	1,565	2,514
<b>Industry of Employment 1 Year After Exit</b>					
Natural Resources and Mining	0.6%	0.7%	0.7%	0.7%	0.9%
Wholesale Trade, Transportation and Utilities	2.2%	2.7%	3.9%	4.5%	4.1%
Construction	2.2%	2.3%	2.2%	2.2%	2.2%
Manufacturing	6.2%	6.8%	8.3%	7.2%	8.6%
Retail Trade	25.3%	26.4%	31.1%	29.0%	28.2%
Information	0.6%	0.8%	1.1%	1.0%	0.6%
Financial Activities	1.4%	1.4%	2.0%	1.7%	1.5%
Professional and Business Services	21.4%	27.9%	29.2%	29.5%	33.8%
Educational Services	4.2%	3.9%	3.5%	2.5%	5.6%
Health Care and Social Assistance	18.0%	16.6%	17.6%	14.9%	16.2%
Leisure and Hospitality	40.7%	36.7%	36.7%	38.8%	38.1%
Other Services	2.8%	2.4%	2.6%	2.7%	2.6%
Public Administration	2.3%	2.0%	1.2%	1.9%	2.8%
<b>Post Exit Outcome Measures 3 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	4,494	4,964	5,327	--	--
Exiters	1,552	1,854	2,181	--	--
Exiters Employed 3 Years After Exit	907	1,159	1,466	--	--
<b>Industry of Employment 3 Years After Exit</b>					
Natural Resources and Mining	*	0.7%	0.8%	--	--
Wholesale Trade, Transportation and Utilities	3.6%	4.5%	5.5%	--	--
Construction	2.1%	2.6%	2.2%	--	--
Manufacturing	7.9%	9.5%	9.5%	--	--
Retail Trade	26.4%	27.5%	28.6%	--	--
Information	0.7%	0.8%	1.4%	--	--
Financial Activities	3.5%	1.7%	3.3%	--	--
Professional and Business Services	29.7%	30.4%	33.3%	--	--
Educational Services	3.6%	3.3%	3.3%	--	--
Health Care and Social Assistance	17.3%	15.2%	16.2%	--	--
Leisure and Hospitality	34.6%	33.9%	33.1%	--	--
Other Services	1.8%	2.9%	2.5%	--	--
Public Administration	2.4%	2.5%	1.3%	--	--

\* Data are suppressed to protect confidentiality.

<b>Table 7.2 (Continued) NORTH CAROLINA DEPARTMENT COMMERCE - DIVISION OF WORKFORCE SOLUTIONS</b>					
<b>WORKFORCE INVESTMENT ACT (WIA) - YOUTH PROGRAM</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 1 Year After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	4,494	4,964	5,327	5,765	5,667
Exiters	1,552	1,854	2,181	2,327	3,589
Exiters Employed 1 Year After Exit	905	1,109	1,368	1,565	2,514
<b>Average Wage by Industry of Employment 1 Year After Exit</b>					
Natural Resources and Mining	\$2,254	\$4,876	\$2,128	\$3,412	\$1,318
Wholesale Trade, Transportation and Utilities	\$6,441	\$7,533	\$5,421	\$6,196	\$4,666
Construction	\$6,680	\$6,926	\$11,277	\$6,133	\$6,413
Manufacturing	\$5,496	\$7,740	\$7,390	\$8,995	\$7,320
Retail Trade	\$4,984	\$5,038	\$4,968	\$5,179	\$4,630
Information	\$7,816	\$4,795	\$5,040	\$16,992	\$4,307
Financial Activities	\$8,646	\$3,322	\$5,459	\$8,840	\$7,746
Professional and Business Services	\$3,426	\$3,802	\$3,730	\$4,088	\$3,774
Educational Services	\$5,358	\$5,859	\$4,067	\$5,359	\$3,868
Health Care and Social Assistance	\$6,929	\$9,341	\$8,322	\$8,844	\$7,508
Leisure and Hospitality	\$4,125	\$4,055	\$4,103	\$4,508	\$3,950
Other Services	\$3,302	\$2,787	\$5,859	\$4,551	\$5,044
Public Administration	\$10,015	\$8,038	\$10,455	\$8,320	\$8,346
<b>Post Exit Outcome Measures 3 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	4,494	4,964	5,327	--	--
Exiters	1,552	1,854	2,181	--	--
Exiters Employed 3 Years After Exit	907	1,159	1,466	--	--
<b>Average Wage by Industry of Employment 3 Years After Exit</b>					
Natural Resources and Mining	*	\$8,591	\$3,941	--	--
Wholesale Trade, Transportation and Utilities	\$8,539	\$6,092	\$9,190	--	--
Construction	\$8,733	\$7,467	\$10,008	--	--
Manufacturing	\$8,639	\$10,780	\$8,946	--	--
Retail Trade	\$5,927	\$6,319	\$6,127	--	--
Information	\$12,378	\$11,738	\$7,404	--	--
Financial Activities	\$8,748	\$6,245	\$9,173	--	--
Professional and Business Services	\$4,319	\$4,766	\$4,784	--	--
Educational Services	\$7,376	\$8,191	\$8,961	--	--
Health Care and Social Assistance	\$8,403	\$10,131	\$10,247	--	--
Leisure and Hospitality	\$4,704	\$4,786	\$4,874	--	--
Other Services	\$2,581	\$3,900	\$6,628	--	--
Public Administration	\$15,550	\$11,329	\$16,422	--	--

\* Data are suppressed to protect confidentiality.

## THE NORTH CAROLINA COMMUNITY COLLEGE SYSTEM

The mission of the North Carolina Community College System is to open the door to high-quality, accessible educational opportunities that minimize barriers to post-secondary education, maximize student success, develop a globally and multi-culturally competent workforce, and improve the lives and well-being of individuals by providing: support for economic development through services to and in partnership with business and industry and in collaboration with the University of North Carolina System and private colleges and universities as well as through the provision of services to communities and individuals which help to improve the quality of life.<sup>43</sup>

The North Carolina Community College System provides a comprehensive array of educational and training programs and a diverse set of services to individuals and employers through 58 colleges. These programs and services are provided through 58 main campuses and 124 locations throughout the state as well as through the system office in Raleigh. It is the third largest community college system in the nation and provides high-quality, accessible training services that help to build a world class economy for the state. The system is nationally recognized for its academic degree programs and workforce training programs including its vocational and technical education programs and customized training programs. The System is committed to providing the State with a well-trained workforce that meets employers' needs and helps to attract new business and industry.<sup>44</sup>

North Carolina's Community colleges provide accessible, low-cost programs for adult learners through a variety of technologies and locations. These include on site course offerings, off-campus sites and through distance education classes. Distance education classes are offered via the internet, through tele-courses, and through a combination of technologies. Programmatic and course offerings at each college vary according to local needs.<sup>45</sup>

The North Carolina Community College System Office staff provides state-level administrative support for the System under the direction of the State Board of Community Colleges. The Board has the authority to adopt and administer all policies, regulations and standards necessary to operate the System. Each of the 58 local colleges is governed by a local board of trustees with responsibility for electing a president that serves as the college's chief executive officer. Colleges are responsible for monitoring

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<sup>43</sup> North Carolina Community College System website [http://www.nccommunitycolleges.edu/sites/default/files/basic-pages/academic-programs/attachments/education\\_catalog\\_02feb2015.pdf](http://www.nccommunitycolleges.edu/sites/default/files/basic-pages/academic-programs/attachments/education_catalog_02feb2015.pdf)

<sup>44</sup> Ibid

<sup>45</sup> Ibid

the quality and viability of their programs and services and for carrying out reviews of their programs at least every five years.<sup>46</sup>

Funding for the Community Colleges and the System office is through a combination of local, state, federal and private resources.<sup>47</sup> Part of the state allocation formula that is utilized to provide funding to each of the 58 colleges is based on a set of eight performance measures. The Community College system is currently undertaking a review of its college performance measures. The existing performance measures include: Basic Skills Student Progress, GED Diploma Passing Rate, Developmental Student Success Rate in College Level English Courses, Developmental Student Success Rate in College Level Math Courses, First Year Progression, Curriculum Student Completion, Licensure and Certification Passing Rate and College Transfer Student Performance. More information regarding the Community College performance measures is available via the North Carolina Community Colleges 2014 Performance Measures for Student Success Report which is available on the internet.<sup>48</sup> In addition to state performance measures there are specific federal performance measures for some programs that receive federal funding. These include performance measures for the Carl D. Perkins Career and Technical Educational Act programs and the Adult Education and Family Literacy Act programs.

Educational and training programs offered through the 58 colleges include a diverse group of programmatic and course offerings. These programs and courses are organized into broad programmatic areas which include Curriculum programs, Continuing Education programs and Basic skills programs. The North Carolina Community College System office currently provides information to the Common Follow-up System that includes programmatic information related to individuals participating in Curriculum programs, Continuing Education programs and Basic Skills programs.

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<sup>46</sup> State Board of Community Colleges Code [www.nccommunitycolleges.edu/sites/default/files/basic-page-file-uploads/legal/entire\\_code\\_1nov14.pdf](http://www.nccommunitycolleges.edu/sites/default/files/basic-page-file-uploads/legal/entire_code_1nov14.pdf)

<sup>47</sup> [www.nccommunitycolleges.edu/sites/default/files/basic-pages/finance-operations/state\\_aid\\_allocations\\_budget\\_pol\\_fy\\_2014\\_15\\_0.pdf](http://www.nccommunitycolleges.edu/sites/default/files/basic-pages/finance-operations/state_aid_allocations_budget_pol_fy_2014_15_0.pdf)

<sup>48</sup> [www.successnc.org/sites/default/files/initiative-docs/2014\\_performance\\_report\\_5-12-14.pdf](http://www.successnc.org/sites/default/files/initiative-docs/2014_performance_report_5-12-14.pdf)

## CURRICULUM PROGRAMS

Curriculum programs operated by the North Carolina Community Colleges include a variety of planned educational programs which range in length from one semester to two years. There are more than 275 different curriculum programs organized into eleven programmatic areas which include: Agricultural and Natural Resource Technologies, Arts and Sciences, Biological and Chemical Technologies, Business Technologies, Commercial and Artistic Production Technologies, Construction Technologies, Engineering Technologies, Health Sciences, Industrial Technologies, Public Service Technologies, Transportation Systems Technologies. These programs lead to academic credentials which include: Certificates, Diplomas and Associate degrees depending on the nature of the curriculum area and program.<sup>49</sup>

Certificate programs are curriculum programs designed to provide entry-level employment related training and range from 12 to 18 semester credit hours and can usually be completed within one semester by a full-time student. Diploma Programs are curriculum programs designed to provide entry-level employment related training and range from 36 to 48 semester credit hours and can usually be completed by a full-time student within two semesters and one summer session. Associate Degree Programs are planned academic curriculum programs designed to provide students with employment related training or academic preparation for college transfer to a four year institution. Associate Degree programs typically include 60 semester credit hours and can usually be completed by a full-time student within four semesters. Associate degree programs lead to Associate in Arts (A.A.), Associate in Fine Arts (A.F.A.), Associate in Science (A.S.), or an Associate in Applied Science (A.A.S) degree depending on the nature of the curriculum area.<sup>50</sup>

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<sup>49</sup> North Carolina Community College System website [http://www.nccommunitycolleges.edu/sites/default/files/basic-pages/academic-programs/attachments/education\\_catalog\\_02feb2015.pdf](http://www.nccommunitycolleges.edu/sites/default/files/basic-pages/academic-programs/attachments/education_catalog_02feb2015.pdf)

<sup>50</sup> North Carolina Community College System website [http://www.nccommunitycolleges.edu/sites/default/files/basic-pages/academic-programs/attachments/education\\_catalog\\_02feb2015.pdf](http://www.nccommunitycolleges.edu/sites/default/files/basic-pages/academic-programs/attachments/education_catalog_02feb2015.pdf)

## CAREER AND TECHNICAL EDUCATION PROGRAMS (CTE)

### PROGRAM OVERVIEW

Organized within the North Carolina Community College Curriculum programs are those programs which receive part of their funding through the U.S. Department of Education's Carl D. Perkins Career and Technical Educational Act of 2006. The Perkins Act is intended to develop more fully the academic, vocational, and technical skills of secondary and postsecondary students who elect to enroll in vocational and technical education programs. The North Carolina Department of Public Instruction (DPI) is the recipient of the Federal Perkins Act funds and works in collaboration with the North Carolina Community College System to implement and deliver the programs and activities required under the Perkins Act. Funding is split between DPI and NCCCS with two-thirds allocated to DPI and one-third allocated to NCCCS for operation of the Perkins programs.

In order to receive funding, the state is required to jointly develop a plan for the delivery of secondary and postsecondary vocational and technical under Perkins and submit the plan to the Office of Vocational and Adult Education within the U.S. Department of Education for approval. Perkins act funding can be used for a broad range of programs and services as well as activities designed to improve career and technical education programs and to ensure access to programs<sup>51</sup>.

### PROGRAM OUTCOMES

Analyses of information provided by the North Carolina Community College System to the CFS for the Career and Technical Education Curriculum programs were undertaken. These analyses included the development of outcome measures for the Career and Technical Education programs across 5 program years (2008-2009, 2009-2010, 2010-2011, 2011-2012 and 2012-2013). Analyses were carried out separately by program year and academic degree levels (Associates Degree, Diploma and Certificates). It is important to note that these analyses rely on the accuracy of the participant records submitted by the North Carolina Community College System to the Common Follow-up System and rely on the use of SSNs and thus may differ from the official enrollment statistics reported by NCCCS.

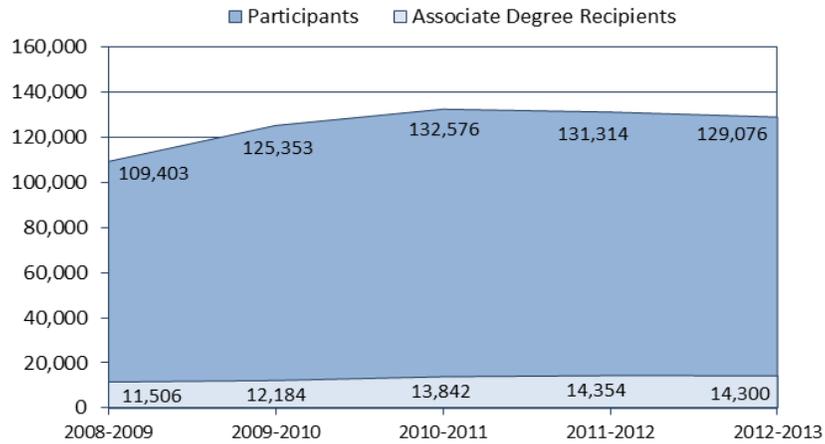
Results of the analyses of Associate Degree CTE programs revealed that there was an increase in program participants from the 2008-2009 program year to the 2010-2011 program year and a slight decline in the number participants from the 2010-2011 program year to the 2012-2013 program year. The number of participants ranged from a low of 109,403 in the 2008-2009 program year to a high of 132,576 in the 2010-2011 year. In addition the number of individuals who received Associate Degrees through the Career and Technical Education programs ranged from a low of 11,506 for the 2008-

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<sup>51</sup> North Carolina Community College System website Perkins Vocational Education  
<http://son2.ncccommunitycolleges.edu/Perkins/index.html>

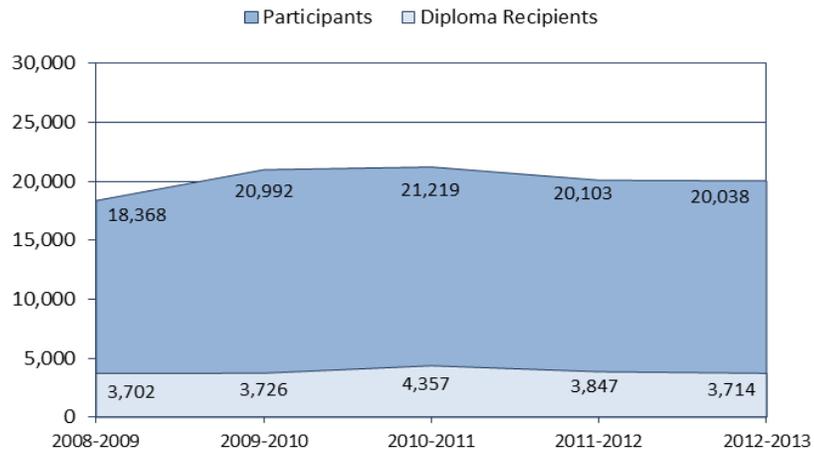
2009 program year to a high of over 14,000 in both the 2011-2012 and 2012-2013 program years.

**Figure 8.1.1 Career and Technical Education Associate Degree Programs Participants and Degree Recipients Program Year 2008-2009 through Program Year 2012-2013**



The number of participants in the Career and Technical Education Diploma programs ranged from a low of 18,368 in the 2008-2009 program years to a high of 21,219 in the 2010-2011 program year. However the number of individuals who received a Diploma through the Career and Technical Education programs peaked during the 2010-2011 program year and showed a slight decline over the last two years.

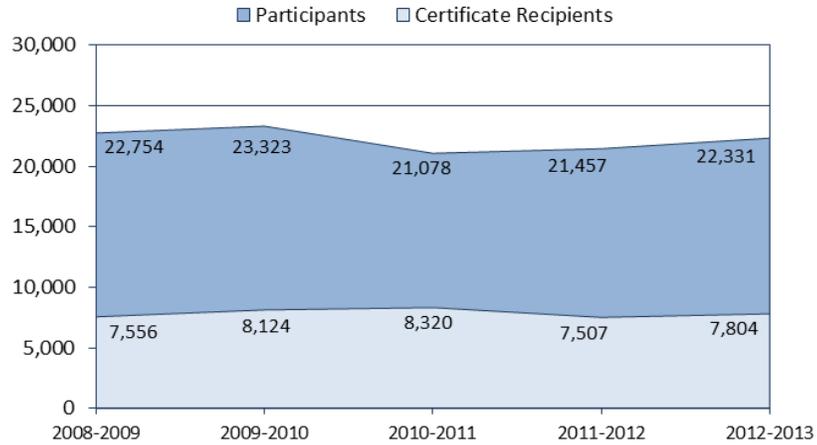
**Figure 8.1.2 Career and Technical Education Diploma Programs Participants and Degree Recipients Program Year 2008-2009 through Program Year 2012-2013**



The number of individuals participating in CTE Certificate programs peaked during the 2009-2010 program year, declined during the 2010-2011 program year and increased over the last two years. The participant counts ranged from a low of 21,078 in the 2010-2011 program year to a high of 23,323 in the 2009-2010 program year. The number of individuals who received a Certificate through the Career and Technical Education programs demonstrated slightly more variability across the five program years and

ranged from a low of 7,507 during the 2011-2012 program year and a high during the 2010-2011 program year of 8,320.

**Figure 8.1.3 Career and Technical Education Certificate Program Participants and Degree Recipients Program Year 2008-2009 through Program Year 2012-2013**

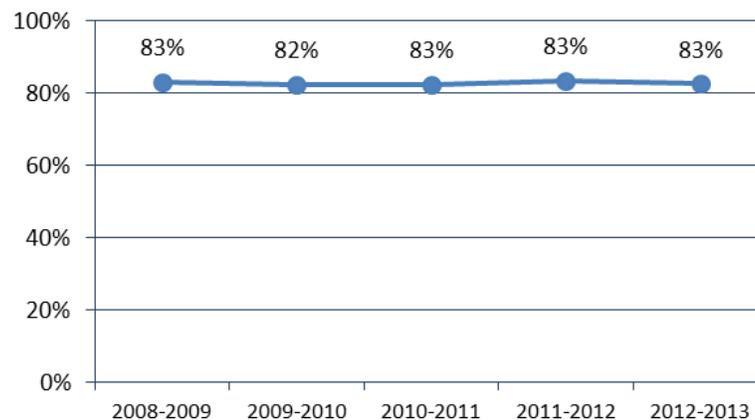


### EMPLOYMENT AND WAGE OUTCOMES

Employment and wage outcomes were derived for each year of Career and Technical program completers. These included analysis of post completion employment rates and wage statistics for up to five years after completion. Analyses included the development of post completion employment rates and wage statistics for up to five years after completion. Employment and wage outcome measures were calculated separately by program year and academic credential (Associate Degree, Diploma and Certificate). These measures include only those individuals who are employed in North Carolina in jobs covered by the state’s Unemployment Insurance laws.

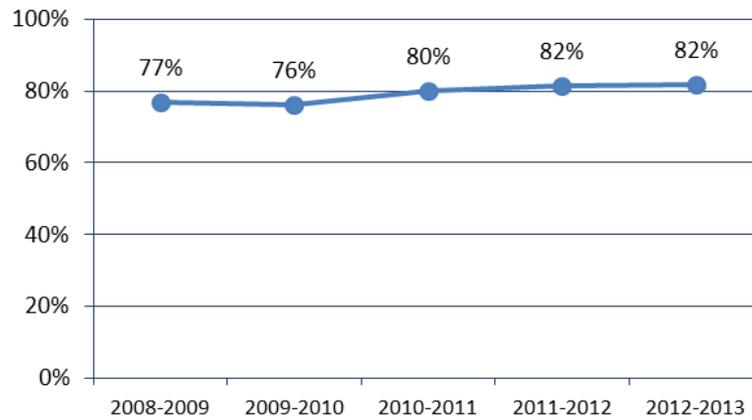
Results indicate that the percentage of individuals found to be employed in North Carolina in the first year after completion of their Career and Technical Education Associate degree program was extremely stable across the five program year cohorts and ranged from 82% to 83%.

**Figure 8.2.1 Percent of Career and Technical Education Associate Degree Recipients Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Completion**



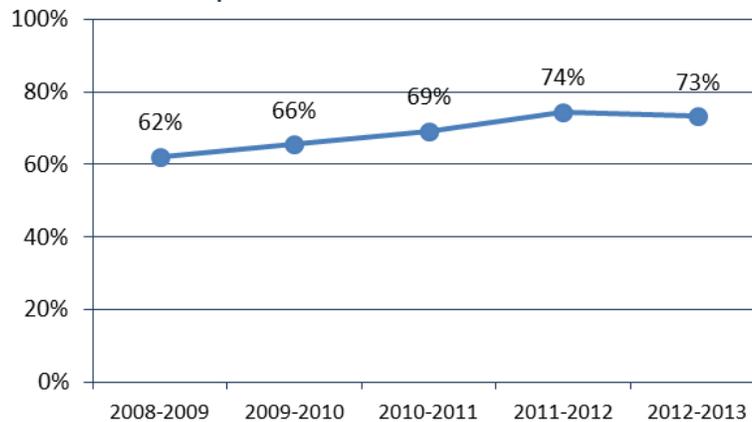
One year post credential employment in North Carolina for Career and Technical Education Diploma programs ranged from 76% for the 2009-2010 program year to 82% for both the 2011-2012 and 2012-2013 program year cohorts and were slightly lower than the employment rates for the Associate Degree program completers.

**Figure 8.2.2 Percent of Career and Technical Education Diploma Recipients Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Completion**



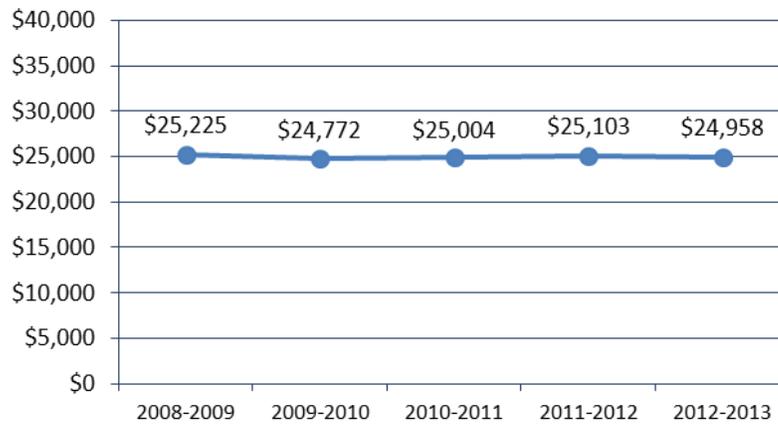
One year post credential employment in North Carolina for Career and Technical Education Certificate programs ranged from a low 62% for the 2008-2009 program year to a high of 74% for the 2011-2012 program year cohort.

**Figure 8.2.3 Percent of Career and Technical Education Certificate Recipients Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Completion**



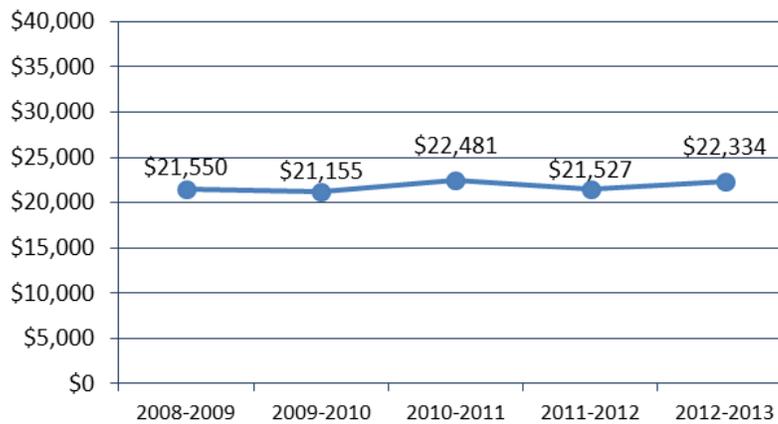
One year post credential average wages for Career and Technical Education Associate Degree programs were extremely stable across the five program years and ranged from \$24,772 for the 2009-2010 program year cohort to \$25,225 for the 2008-2009 program year cohort.

**Figure 8.3.1 Average Wage of Career and Technical Education Associate Degree Recipients Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Completion**



One year post credential average wages for Career and Technical Education Diploma programs ranged from \$21,155 for the 2009-2010 program year to \$22,481 for the 2010-2011 program year while the one year post credential average wages for CTE Certificate programs ranged from \$18,698 for the 2008-2009 program year to a high of \$20,087 for the 2010-2011 program year.

**Figure 8.3.2 Average Wage of Career and Technical Education Diploma Recipients Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Completion**

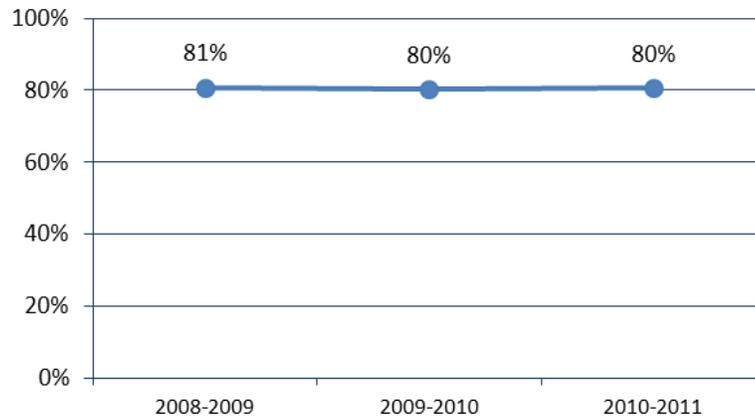


**Figure 8.3.3 Average Wage of Career and Technical Education Certificate Recipients Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Completion**



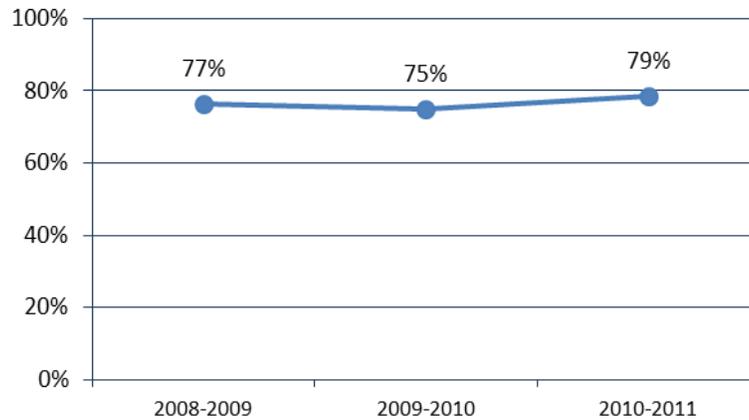
Longer term post credential employment and wage measures indicate stable employment rates for CTE Associate degree programs with 81% of the 2008-2009 program year cohort, 80% of the 2009-2010 program year cohort and 80% of the 2010-2011 program year cohort employed in North Carolina three years after completion.

**Figure 8.4.1 Percent of Career and Technical Education Associate Degree Recipients Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Completion**



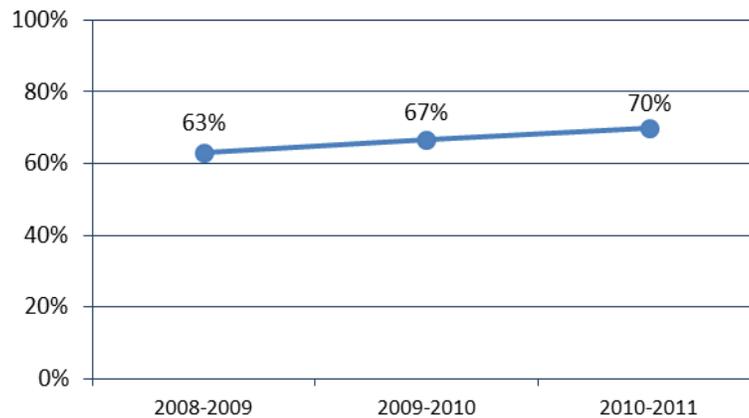
Three year post credential employment rates for Career and Technical Education Diploma programs were also high and fairly stable with 77% of the 2008-2009 program year cohort, 75% of the 2009-2010 program year cohort and 79% of the 2010-2011 program year cohort employed in North Carolina three years after completion.

**Figure 8.4.2 Percent of Career and Technical Education Diploma Recipients Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Completion**



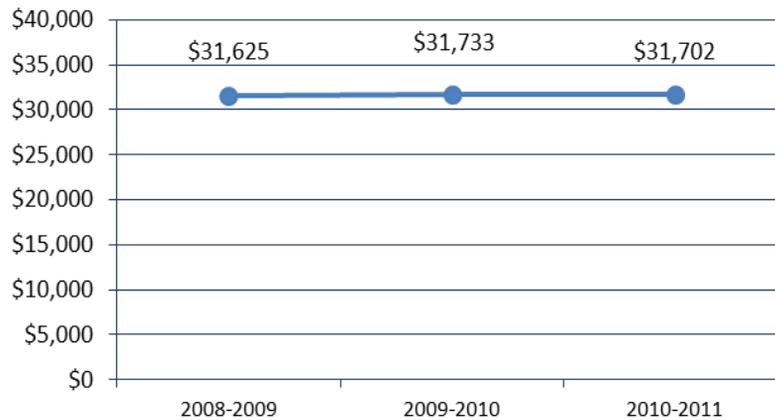
The three year post credential employment rates for CTE Certificate programs demonstrated slightly more variation with 63% of the 2008-2009 program year cohort, 67% of the 2009-2010 program year cohort and 70% of the 2010-2011 program year cohort employed in North Carolina three years after completion.

**Figure 8.4.3 Percent of Career and Technical Education Certificate Recipients Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Completion**



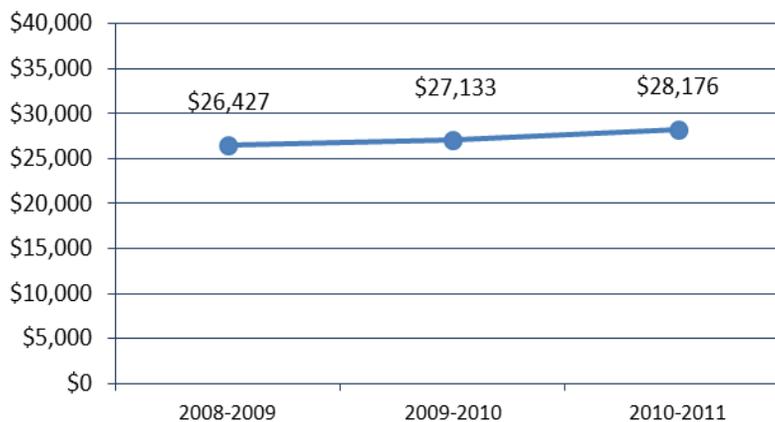
The average three-year post credential wages for CTE Associate Degree programs were stable across the three program years, with the 2008-2009 program year cohort having an annual wage of \$31,625, the 2009-2010 cohort having an annual wage of \$31,733 and the 2010-2011 cohort having an annual wage of \$31,702 three years after receiving their degree.

**Figure 8.5.1 Average Wage of Career and Technical Education Associate Degree Recipients Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Completion**



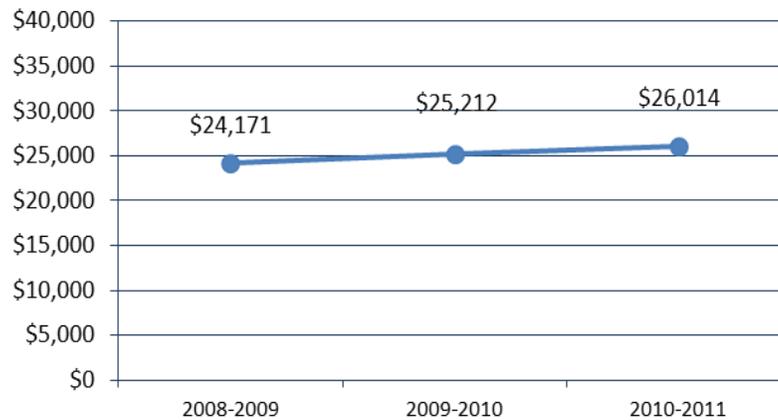
The average three-year post credential wages for CTE Diploma programs showed slight increases across the three program years, with the 2008-2009 cohort having an annual wage of \$26,427 three years after credential, the 2009-2010 cohort having an annual wage of \$27,133 three years after credential and the 2010-2011 cohort having an annual wage of \$28,176 three years after receiving their credential.

**Figure 8.5.2 Average Wage of Career and Technical Education Diploma Recipients Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Completion**



The average three year post credential wages for CTE Certificate programs demonstrated a similar trend across the three program years with the 2008-2009 cohort having an annual wage of \$24,171 three years after credential, the 2009-2010 cohort having an annual wage of \$25,212 three years after credential and the 2010-2011 cohort having an annual wage of \$26,014 three years after credential.

**Figure 8.5.3 Average Wage of Career and Technical Education Certificate Recipients Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Completion**



The analyses also revealed stability in employment rates over time and steady increases in the average wage. That is of the 2008-2009 CTE Associate Degree recipients, 83% were employed in the first year after receiving the credential, by five years after receiving the credential the employment rate was 78% and the average wage increased from \$25,225 in first year after receipt of the credential to \$34,903 in the fifth year after receiving the credential. Results for the 2008-2009 CTE Diploma recipients, revealed that 77% were employed in the first year after receiving a credential, by five years after receiving the credential the employment rate was 74% and the average wage increased from \$21,550 in the first year after receiving the credential to \$29,393 in the fifth year after receiving the credential. Longer term post credential employment and wages for Certificate recipients demonstrated a slight increase in the post credential employment rate and an increase in average wages over the five year time period. Of the 2008-2009 Certificate recipients 62% were employed in the first year after receiving a credential, by five years after receiving the credential the employment rate rose to 63% and the average wage increased from \$18,698 in the first year after receiving the credential to \$26,950 in the fifth year after receiving the credential.

### **EMPLOYMENT AND WAGE OUTCOMES BY PROGRAM AREA**

Employment and wage outcome measures were calculated separately by ten major CTE program areas by program year and academic credential (Associate Degree, Diploma and Certificate). These programmatic areas include Agricultural and Natural Resource Technologies; Biological and Chemical Technologies; Business Technologies; Commercial and Artistic Production Technologies; Construction Technologies; Engineering Technologies; Health Sciences; Industrial Technologies; Public Service Technologies and Transportation Systems Technologies.

At the Associate Degree level, the three largest programmatic areas based on enrollments and degrees awarded are Business Technologies, Public Service Technologies, and Health Service Technologies. Over 4,200 individuals per year received an Associate Degree in the Health Sciences programmatic area while, the number of individuals receiving an Associate Degree in Business Technologies increased over the

five program years, and ranged from 3,168 in the 2008-2009 program year to 4,322 in the 2012-2013 program year. Within the Public Service Technologies programmatic area the number of individuals receiving an Associate Degree increased across the program years and ranged from 2,040 during the 2008-2009 program year to 2,751 during the 2012-2013 program year.

One year post completion employment rates for all programmatic areas exceeded 65% with the majority of the programmatic areas exceeding 70%. The highest employment rates were found for the Health Science Associate Degree programmatic area. One year post completion employment rates for Health Science Associate Degree programs ranged from 89% to 91%, while first year average wages exceeded \$30,000 for each of the five program year cohorts. In addition, the Health Science Degree programs demonstrated some of the highest post wages when cohorts were followed over time. Industrial Technologies Associate Degree programs also demonstrated high one year post employment rates that ranged from 79% to 85%. Average one year post average wages for Industrial Technologies Associate Degree programs ranged from just under \$28,000 to over \$32,000. In addition, when cohorts were followed over multiple years, Industrial Technologies Associate Degree programs had some of the highest post completion wages. Construction Technologies Associate Degree programs also demonstrated consistently high employment and wage rates.

Analyses of Diploma programs revealed that Health Sciences, Construction Technologies, Public Service Technologies, and Business Technologies programs had the highest number of Diploma recipients across the five program years. The employment and wage rates for CTE Diploma program recipients were below that of the Associate Degree programs. There was some variability found in outcomes across program years in both employment and wage rates by programmatic area. The highest employment and wage rates were found within the Health Sciences programmatic area. Over the last three program years the Industrial Technologies Diploma programs demonstrated both high employment and wage rates while, the Engineering Technologies programs demonstrated increasing employment and wage rates over time.

Among Certificate programs, the Public Service Technologies and Business Technologies programs had the highest number of Certificate recipients across the five program years. There was some variability in outcomes across program years in both employment and wage rates by programmatic area. Results indicated that the Health Sciences programs had some of the highest employment rates across the five program years. However, the Engineer Technologies, Industrial Technologies, Construction Technologies and Biological and Chemical Technologies certificate programs had the highest average post completion wages. In addition, while there were fairly low numbers of certificate recipients within the Biological and Chemical Technologies programs, these programs had high employment and wage outcomes.

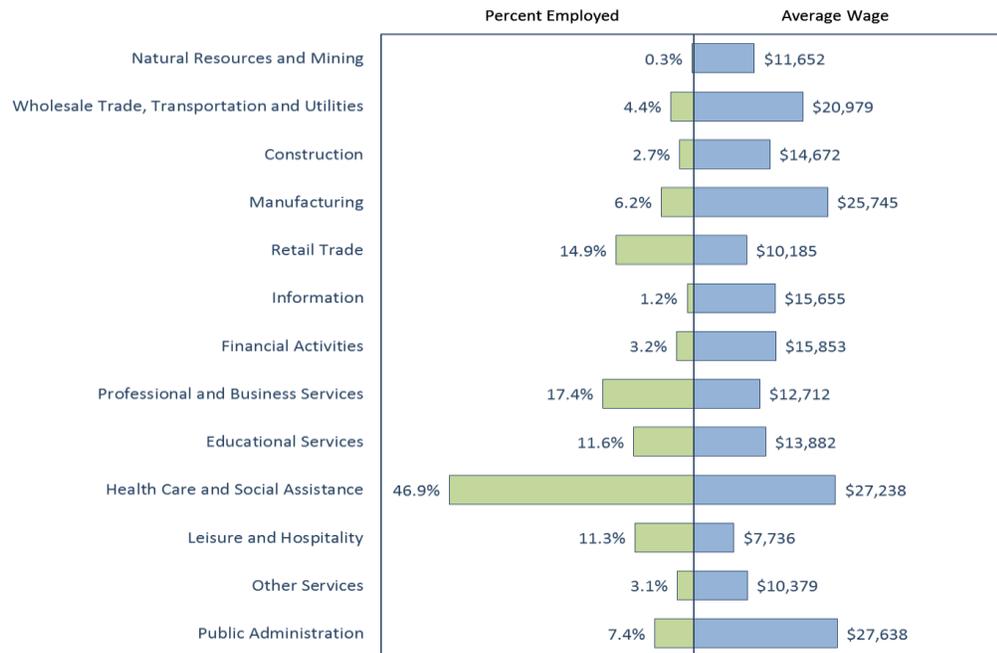
Among all three levels of academic programs, the Commercial & Artistic Production Technologies programs had the lowest employment and wage rates. In addition, post completion outcomes for the Agricultural and Natural Resources Technologies programs demonstrated some variability across the levels of credential. It is important to note that there are substantial areas of North Carolina's agricultural industries that are not covered by the state's Unemployment Insurance Laws and thus not included in the

unemployment insurance wage data and thus likely impact the findings for the Agricultural and Natural Resources Technologies programs.

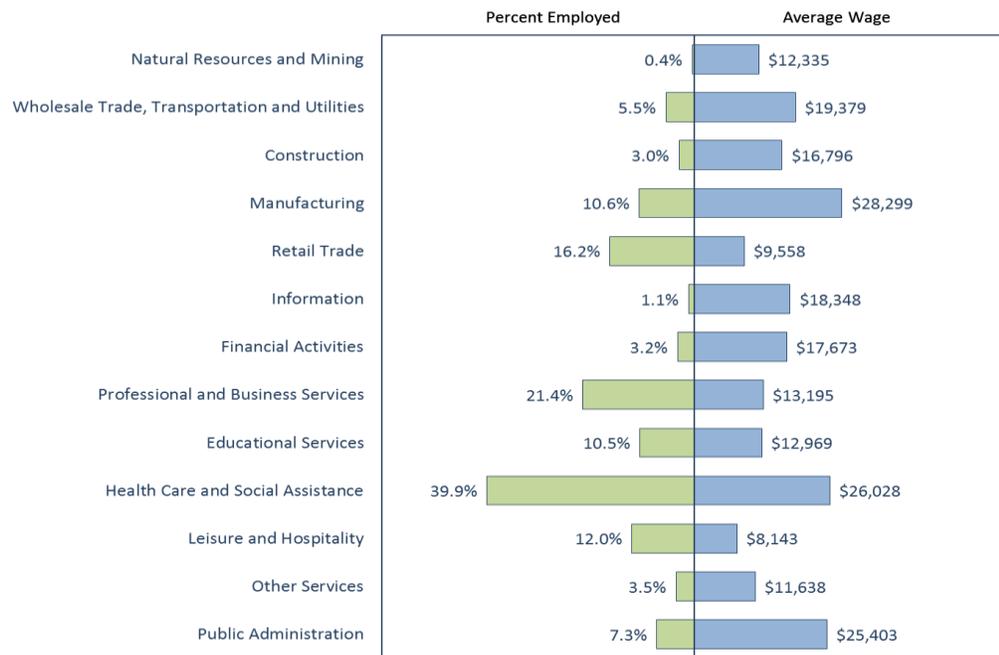
### INDUSTRY OF EMPLOYMENT

Analyses of the post credential industries of employment were undertaken for each level of credential (Associate Degree, Diploma and Certificate). Results revealed some variability in specific industrial groupings over time. One year post credential employment rates for Associate’s degree programs demonstrated some variability across program years. One year post credential employment in the Health Care and Social Assistance industry ranged from a low of 39.6% for the 2012-2013 program year to a high of 46.9% for the 2008-2009 program year. Employment in the Retail Trade industry ranged from a low of 14.9% for the 2008-2009 program year to a high of 17.2% for the 2012-2013 program year. One year post employment in Professional and Business Services ranged from a low of 17.4% for the 2008-2009 program year to a high of 22.0% for the 2011-2012 program year and one year post credential employment in Manufacturing industry ranged from a low of 6.2% for the 2008-2009 program year to a high of 10.6% for the 2010-2011 program year. The highest average wages were found within Health Care and Social Assistance, Public Administration and Manufacturing industries. These industrial employment trends are reflective of the Associate degree program concentrations. That is largest number of Associate Degrees across the five program years have been awarded within the Health Sciences program area and the industrial employment trends demonstrate the relationship between the program area and the industrial employment pattern.

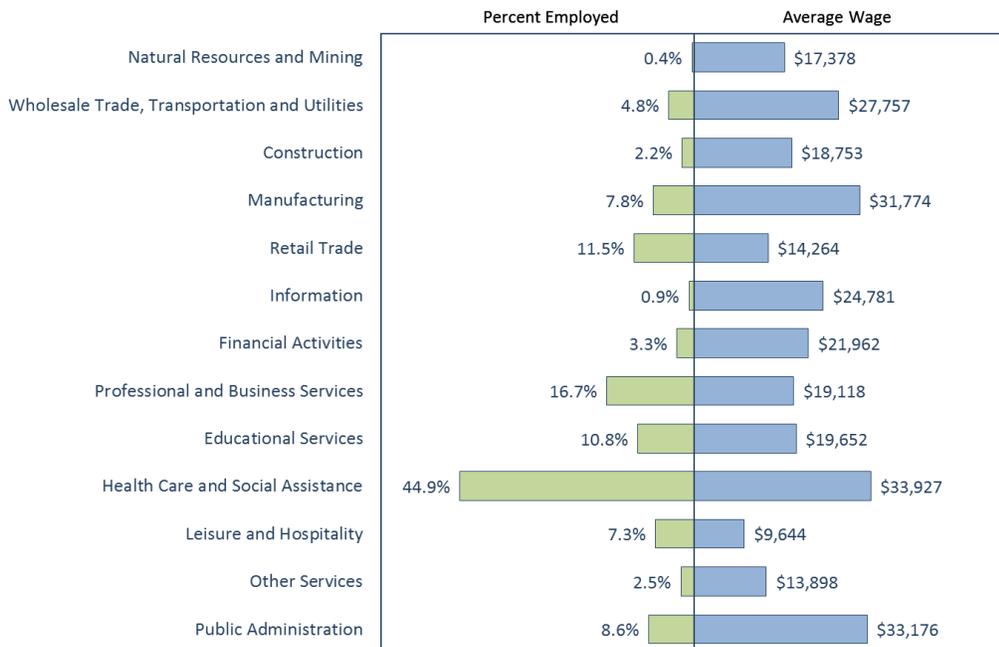
**Figure 8.6.1 Career and Technical Education Program Year 2008-2009 Associate Degree Recipients Employed in North Carolina One Year After Completion Percent Employed and Average Wage by Industry**



**Figure 8.7.1 Career and Technical Education Program Year 2010-2011 Associate Degree Recipients Employed in North Carolina One Year After Completion Percent Employed and Average Wage by Industry**

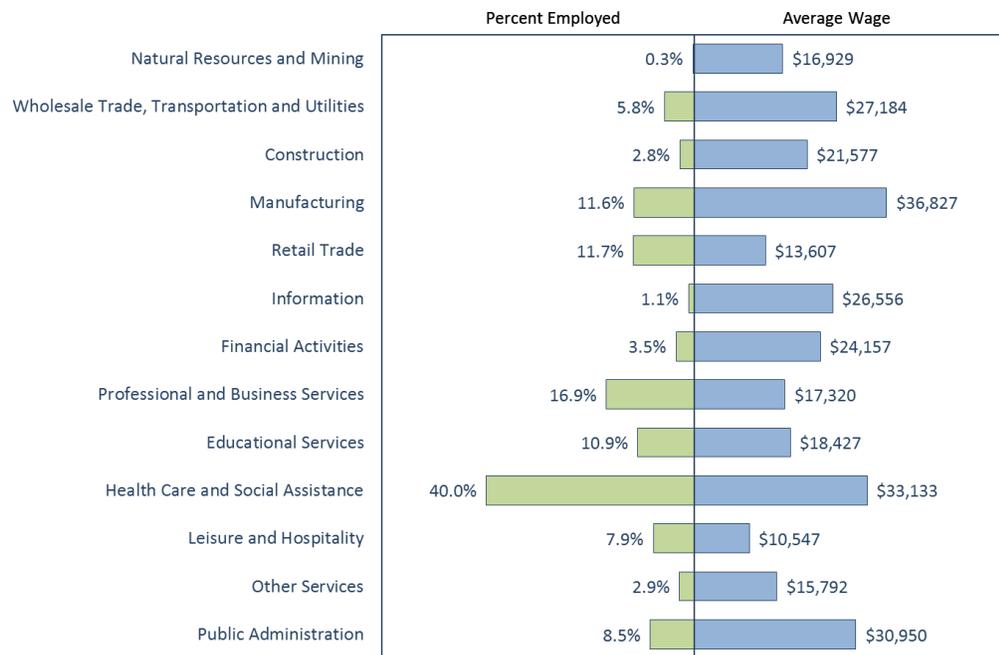


**Figure 8.8.1 Career and Technical Education Program Year 2008-2009 Associate Degree Recipients Employed in North Carolina Three Years After Completion Percent Employed and Average Wage by Industry**



Three year post credential employment was stable across industrial groupings for the Associate Degree completers with some variability in the Health Care and Social Assistance and Manufacturing sectors. Employment in Health Care and Social Assistance ranged from a high of 44.9% for the 2008-2009 program year cohort to a 40.0% for the 2010-2011 program year cohort, while employment in Manufacturing ranged from a low of 7.8% for the 2008-2009 program year cohort to a high of 11.6% for the 2010-2011 program year cohort. Again these trends are reflective of the programmatic degree completions. That is the largest number of degrees have been awarded in the Health Sciences programmatic area.

**Figure 8.9.1 Career and Technical Education Program Year 2010-2011 Associate Degree Recipients Employed in North Carolina Three Years After Completion Percent Employed and Average Wage by Industry**

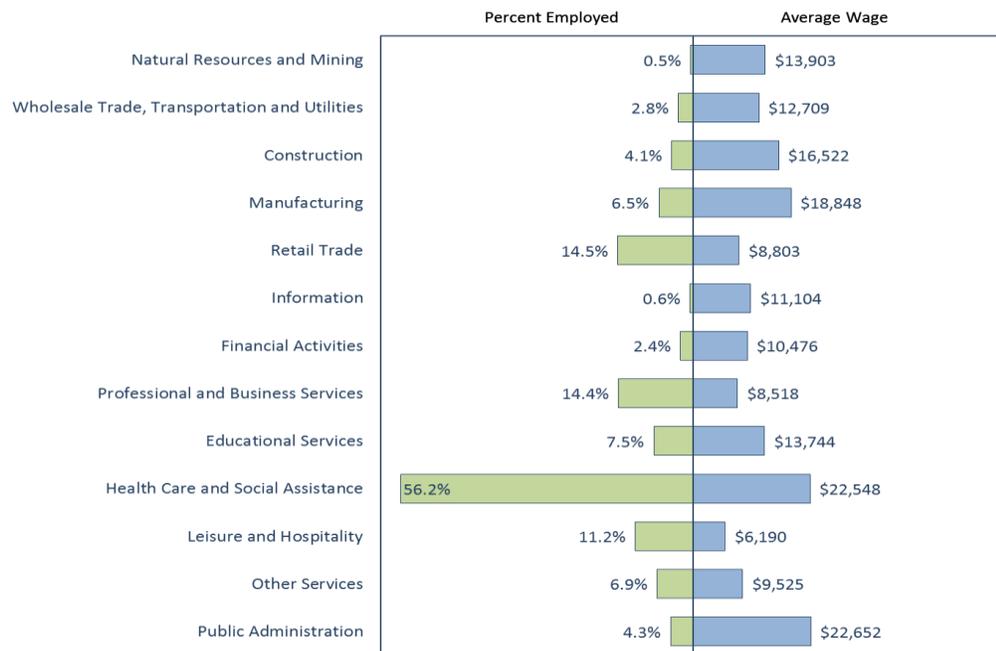


One year post credential employment for Diploma recipients was fairly stable across program years for most industrial groupings. However there was some variation in the percentages employed in the Health Care and Social Assistance, Professional and Business Services and Manufacturing industrial groups. The percentage of individuals employed in the Health Care and Social Assistance industry in the first year after receiving a Diploma ranged from a high of 56.2% for the 2008-2009 program year cohort to a low of 43.4% for the 2009-2010 cohort. The percentage of individuals employed in the Professional and Business Services industry in the first year after receiving a Diploma ranged from a high of 22.1% for the 2009-2010 program year cohort to a low of 14.4% for the 2008-2009 cohort. One year post employment in the Manufacturing industry ranged from a low of 6.5% for the 2008-2009 program year cohort to a high of 13.9% for the 2010-2011 cohort. The one year post employment in the other industry groups for Diploma recipients was fairly stable across the program years.

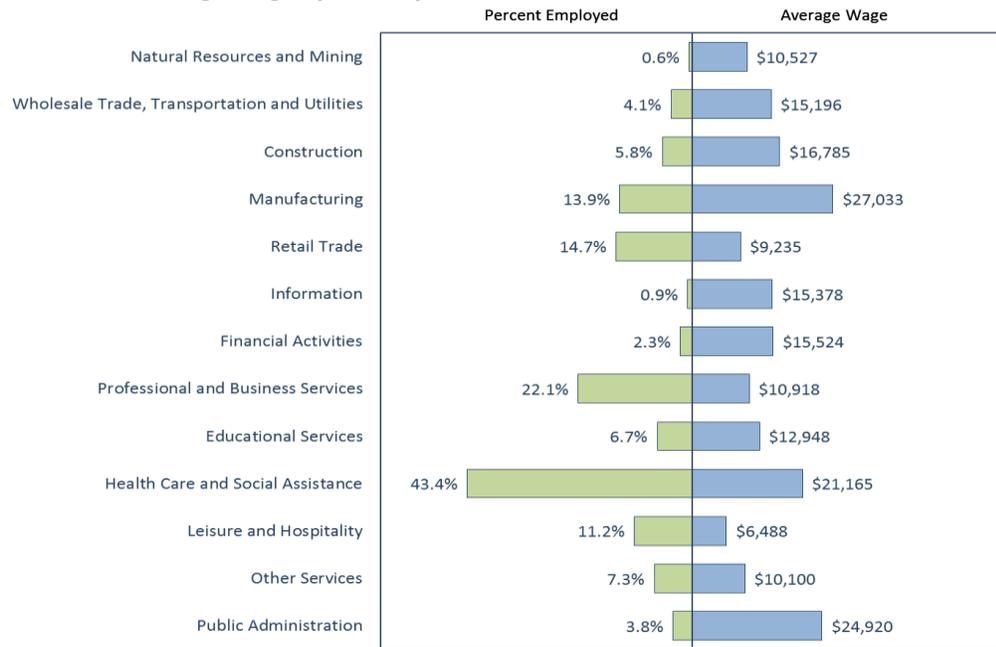
Three year post credential industry employment for Diploma recipients was fairly stable across program years with the exception of employment in Health Care and Social Assistance industry which ranged from a high of 53.1% for the 2008-2009 program year cohort to a low of 41.9% of the 2009-2010 cohort and employment in the Manufacturing industry which ranged from a low of 7.7% for the 2008-2009 program year cohort to a high of 16.4% for the 2009-2010 program year cohort. Three year post employment for Diploma recipients was fairly stable for all other industrial groups. The highest wages were found within the Public Administration, Health Care and Social Assistance and Manufacturing Industries.

The post completion industrial trends are reflective of completions within the programmatic areas. The largest number of Diplomas were awarded in the Health Sciences area and are congruent with the high employment trends in Health Care and Social Assistance industry.

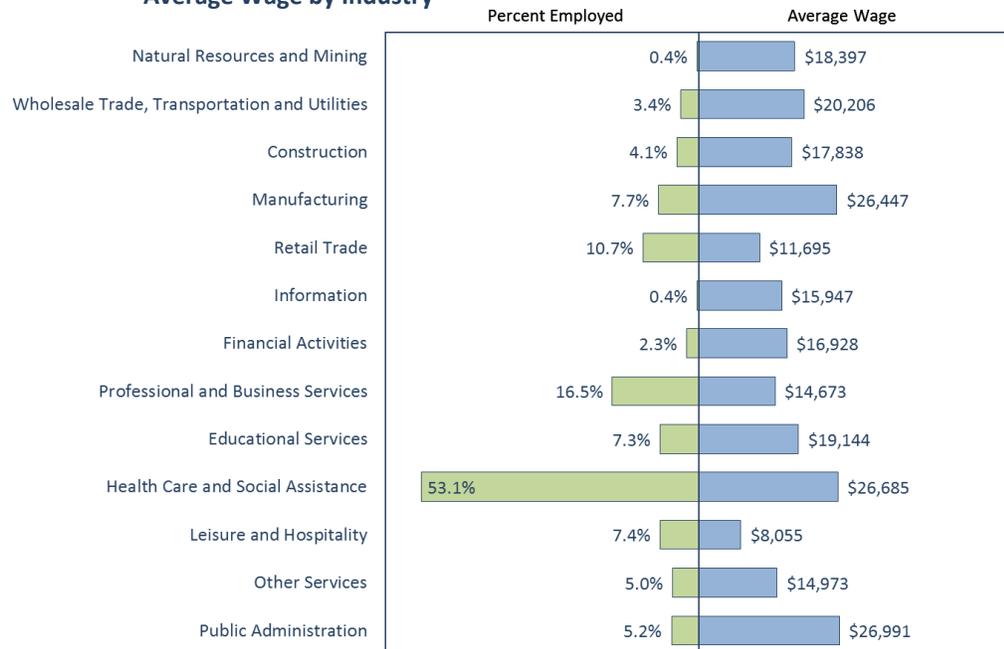
**Figure 8.6.2 Career and Technical Education Program Year 2008-2009 Diploma Recipients Employed in North Carolina One Year After Completion Percent Employed and Average Wage by Industry**



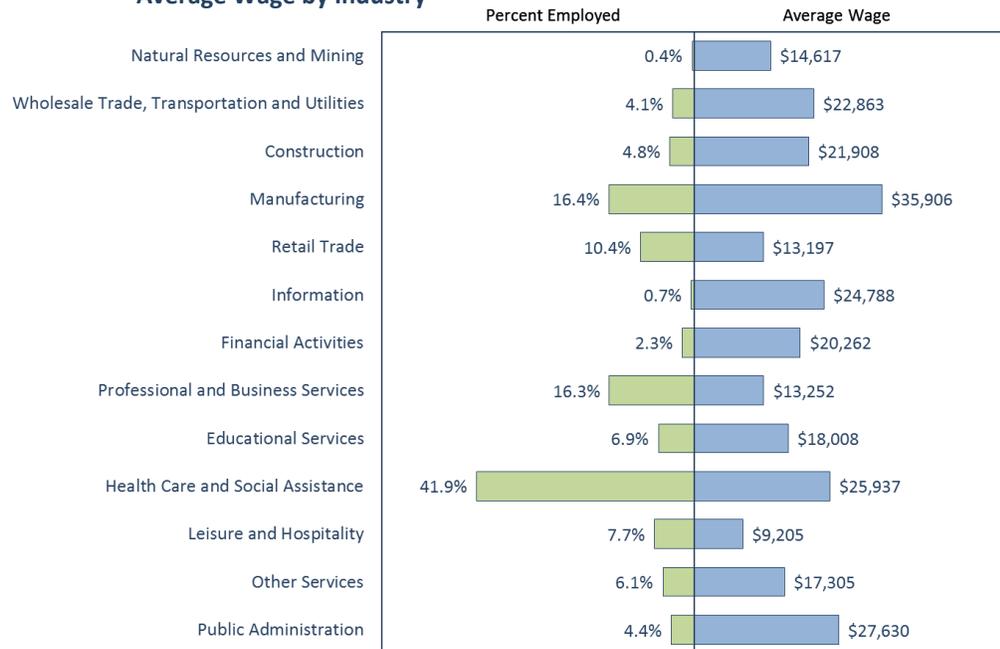
**Figure 8.7.2 Career and Technical Education Program Year 2010-2011 Diploma Recipients Employed in North Carolina One Year After Completion Percent Employed and Average Wage by Industry**



**Figure 8.8.2 Career and Technical Education Program Year 2008-2009 Diploma Recipients Employed in North Carolina Three Years After Completion Percent Employed and Average Wage by Industry**



**Figure 8.9.2 Career and Technical Education Program Year 2010-2011 Diploma Recipients Employed in North Carolina Three Years After Completion Percent Employed and Average Wage by Industry**

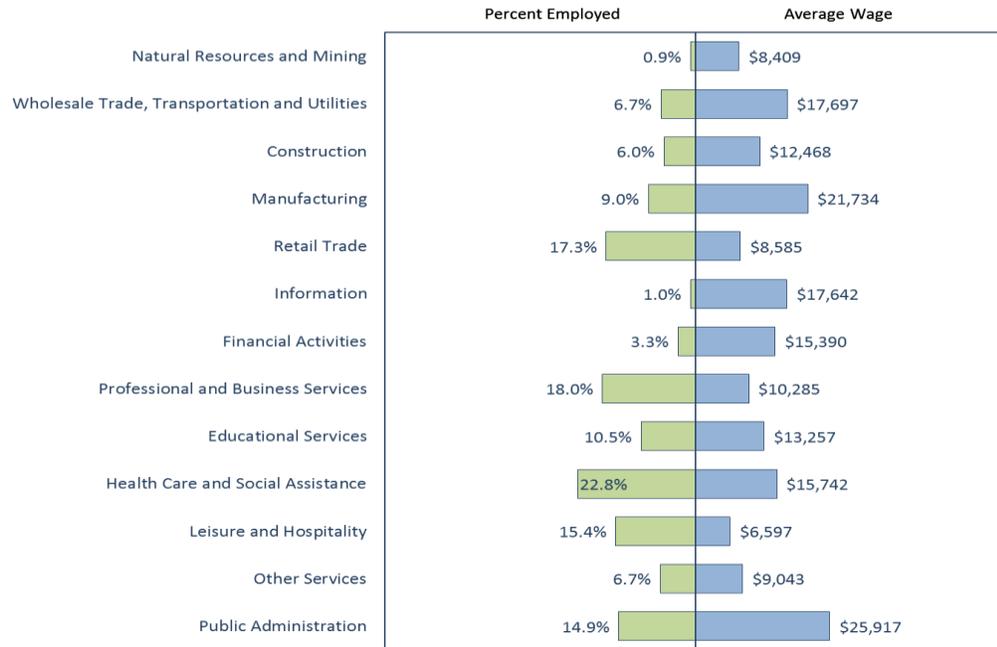


One year post credential employment for Certificate recipients demonstrated greater variability across program years for most industrial groupings. The percentage of individuals employed in the Health Care and Social Assistance industry in the first year after receiving a Certificate ranged from a high of 22.8% for the 2008-2009 program year cohort to a low of 18.3% for the 2012-2013 cohort. The percentage of individuals employed in the Professional and Business Services industry in the first year after receiving a Certificate ranged from a high of 23.2% for the 2012-2013 program year cohort to a low of 18.0% for the 2008-2009 cohort. One year post employment in the Manufacturing industry ranged from 9.0% for the 2008-2009 program year cohort to 14.8% for the 2010-2011 cohort. The one year post employment in Retail Trade also demonstrated variability with a low of 17.3% for the 2008-2009 program year cohort to a high of 21.1% for the 2012-2013 program year cohort. One year post employment in Leisure and Hospitality industry ranged from a 13.5% for the 2010-2011 program year cohort to 16.1% for the 2012-2013 program year cohort and one year post credential employment in Public Administration ranged from a low of 13.1% for the 2011-2012 program year cohort to a high of 15.2% for the 2009-2010 program year cohort.

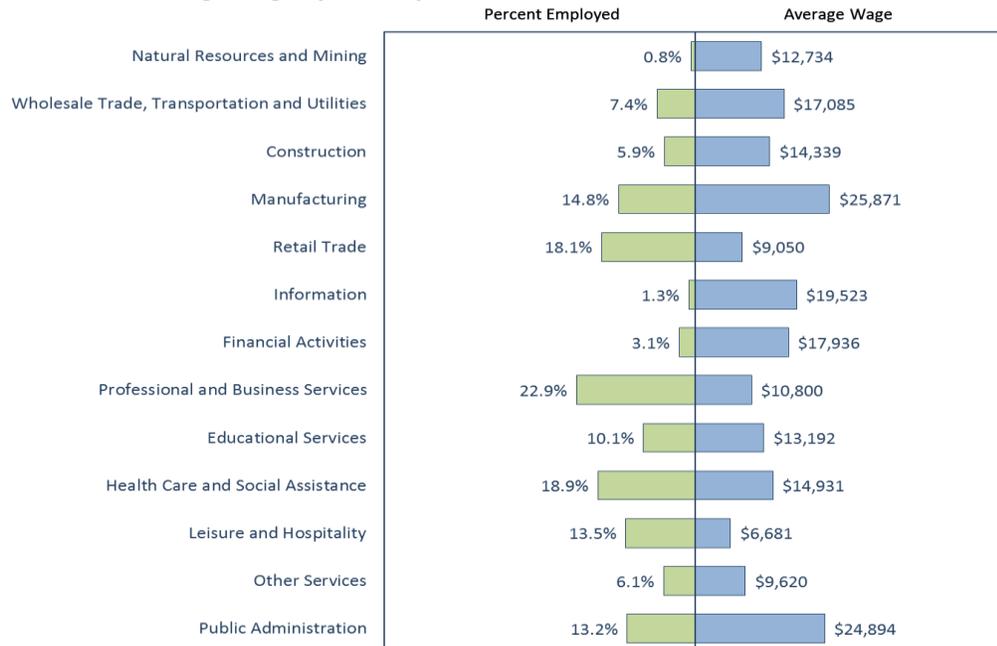
Three year post credential industry employment for Certificate recipients was fairly stable across program years with the exception of employment in the Health Care and Social Assistance, Manufacturing and Public Administration industry groupings. Three year post credential employment in the Health Care and Social Assistance industry ranged from a high of 21.8% for the 2008-2009 program year cohort to a low of 18.5% of the 2009-2010 cohort and employment in the Manufacturing industry which ranged from a low of 11.7% for the 2008-2009 program year cohort to a high of 17.0% for the 2010-2011 program year cohort. Three year post credential employment in the public Administration industry ranged from a high of 15.8% for the 2009-2010 program year

cohort to a low of 13.9% for the 2010-2011 program year cohorts. Three year post employment for Certificate recipients was fairly stable across all other industrial groups.

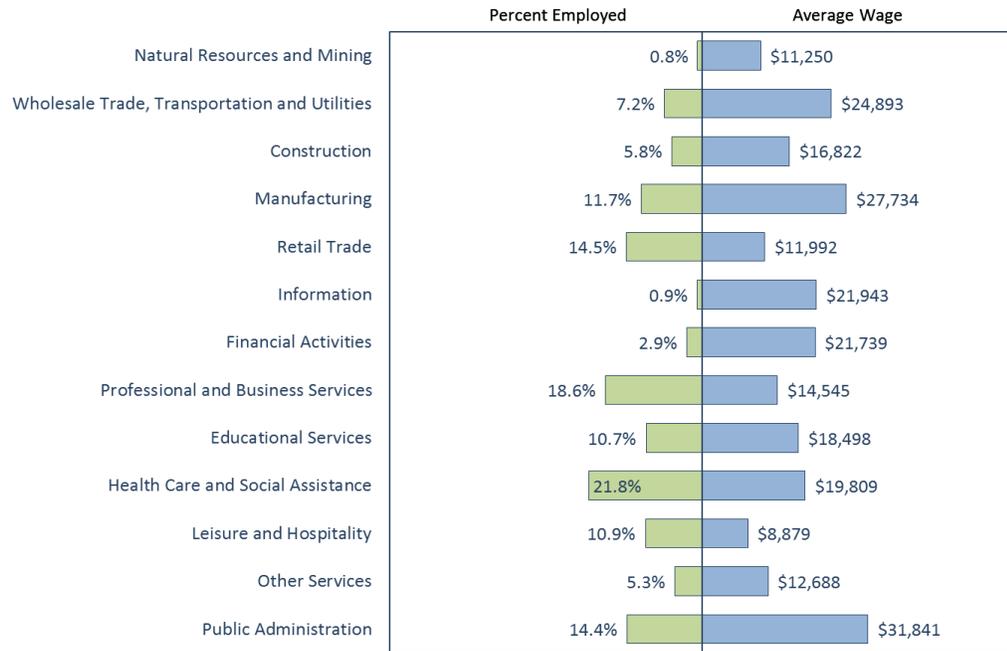
**Figure 8.6.3 Career and Technical Education Program Year 2008-2009 Certificate Recipients Employed in North Carolina One Year After Completion Percent Employed and Average Wage by Industry**



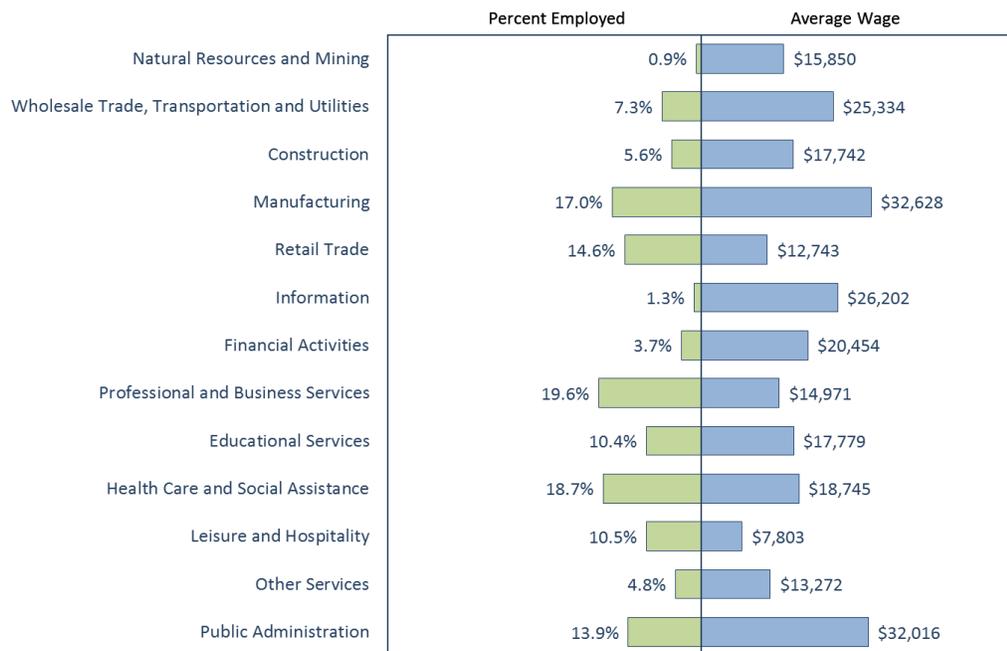
**Figure 8.7.3 Career and Technical Education Program Year 2010-2011 Certificate Recipients Employed in North Carolina One Year After Completion Percent Employed and Average Wage by Industry**



**Figure 8.8.3 Career and Technical Education Program Year 2008-2009 Certificate Recipients Employed in North Carolina Three Years After Completion Percent Employed and Average Wage by Industry**



**Figure 8.9.3 Career and Technical Education Program Year 2010-2011 Certificate Recipients Employed in North Carolina Three Years After Completion Percent Employed and Average Wage by Industry**



## POST COMPLETION PARTICIPATION IN FURTHER EDUCATION AND TRAINING

Analyses of the post completion participation in public higher education indicated that approximately one out of every three CTE Associate Degree recipients were found to be enrolled in North Carolina public higher education in the year after receiving their credential. By three years after receiving their credential approximately one out of every four recipients was enrolled in North Carolina Public higher education and by five years after completion the rate was 18%. In addition analyses of post participation in North Carolina public education, employment and training programs (including public higher education and other public education, employment and training programs) demonstrated that within one year after credential a significant number of Associate Degree recipients were receiving public education, employment or training services. Five years after completion 26% of the 2008-2009 CTE Associate Degree recipients were receiving public education, employment or training related services. When viewed together more than 9 out of every 10 Associate Degree recipients were found to be either employed or receiving public education, employment or training services one year after receiving their credential. By five years after receiving a credential this rate was 82% for the 2008-2009 program year cohort.

Analyses of the post completion participation in public higher education indicated that more than 40% of all CTE Diploma recipients were found to be enrolled in public higher education in the year after receiving their credential. By three years after receiving their credential the rates reflected that approximately one out of every four recipients and by five years after credential the rate was 20%. In addition analyses of post participation in North Carolina public education, employment and training programs demonstrated that within one year after credential a significant number of CTE Diploma recipients (54% to 63%) were participating in public education, employment or training services. Five years after completion 32% of the 2008-2009 CTE Diploma recipients were receiving public education, employment or training related services. When viewed together more than 9 out of every 10 Diploma recipients were found to be either employed or receiving public education, employment or training services one year after receiving their credential. By five years after receiving a credential this rate was 82% for the 2008-2009 cohort.

Analyses of the post completion participation in public higher education indicated that more than 50% of all CTE Certificate recipients were found to be enrolled in some form of public higher education in the year after receiving their credential. By three years after receiving their credential the rates were stable and reflected that approximately one out of every three recipients and by five years after credential the rate was 24%. In addition analyses of post participation in North Carolina public education, employment and training programs demonstrated that within one year after credential a significant number of CTE Certificate recipients (68% to 73%) were participating in public education, employment or training services. Five years after completion 40% of the 2008-2009 CTE Certificate recipients were participating in public education, employment or training related services. When viewed together more than 9 out of every 10 Diploma recipients were found to be either employed or receiving public education, employment or training services one year after receiving their credential. By five years after receiving a credential this rate was 76% for the 2008-2009 cohort.

## SUMMARY AND RECOMMENDATIONS

Overall the results indicate that there have been stable employment rates and average wages across cohorts for Career and Technical Education credential recipients. Not surprisingly both the post credential employment rates and the average wages were found to be associated with the level of academic credential received. That is the post completion employment and wages were highest for CTE Associate Degree program recipients, followed by CTE Diploma recipients and followed by CTE Certificate recipients. When cohorts are followed over time the employment rate tends to decline somewhat for both CTE Associate Degree and CTE Diploma recipients. This decline could be attributable to several factors including people not sustaining employment, people moving out of state or people finding employment in jobs not covered by North Carolina's Unemployment Insurance laws. There are a variety of reasons why individuals who are not found in covered employment including retirement, death, and inability to find employment or people leaving the labor force. The average wages of Career and Technical Education credential recipients demonstrated growth across program year cohorts and increases when cohorts were followed over time. The stable employment rates and growth in wages demonstrate a positive outcome for Career and Technical Education programs.

Further analysis is warranted to provide an understanding of the outcomes in Career and Technical Education program outcomes across the 58 community colleges. A significant amount of information is already available by campus and program on the North Carolina Tool for Online Workforce and Education Reporting (NC TOWER) web portal [www.nctower.com](http://www.nctower.com). The information available through the NC TOWER web portal was generated from information in the CFS. However further analysis may provide further insight into differences in programmatic outcomes. In addition, further analyses should focus on the transition of certificate and diploma recipients to enrollment in higher levels of educational programming as well as provide insight into the role that these programs provide into further educational programming and credentials.

While employment and wage outcomes for Career and Technical Education programs demonstrated positive outcomes, the number of individuals who are completing and receiving academic credentials indicates an area with some need for improvement. That is, the North Carolina Community College System provides Career and Technical educational programming to large numbers of individuals each year, however, the number of individuals who obtain credentials is low in comparison to the number of individuals enrolled in these programs. Additional information is needed to more fully assess the factors impacting program completion. It is recommended that the Community College System provide additional information to the Common Follow-up System regarding student course taking and time to completion. This information is needed in order to undertake further analyses to help determine the average time to completion for programs, examine factors that may be impacting the number of academic awards achieved and to help identify those programs that are successful in helping students gain credentials and finding stable employment as well as those programs that may be in need of improvements.

<b>Table 8.1.1 NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - ASSOCIATE DEGREE PROGRAMS</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Completion Outcome Measures 1 Year After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	109,403	125,353	132,576	131,314	129,076
Associate Degree Recipients	11,506	12,184	13,842	14,354	14,300
Associate Degree Recipients Employed In North Carolina 1 Year After Completion	9,575	10,032	11,420	11,963	11,811
Percent Employed in North Carolina 1 Year After Completion	83%	82%	83%	83%	83%
Associate Degree Recipients Average Wage in North Carolina 1 Year After Completion	\$25,225	\$24,772	\$25,004	\$25,103	\$24,958
Associate Degree Recipients Median Wage in North Carolina 1 Year After Completion	\$22,875	\$22,495	\$22,490	\$22,930	\$22,818
Number Enrolled in North Carolina Public Higher Education 1 Year After Completion	3,508	3,937	4,981	4,462	4,381
Percent Enrolled in North Carolina Public Higher Education 1 Year After Completion	30%	32%	36%	31%	31%
Number Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Completion	5,191	5,924	7,117	6,714	6,283
Percent Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Completion	45%	49%	51%	47%	44%
Number Enrolled or Employed 1 Year After Completion	10,574	11,172	12,786	13,167	12,933
Percent Enrolled or Employed 1 Year After Completion	92%	92%	92%	92%	90%
<b>Post Completion Outcome Measures 2 Years After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	109,403	125,353	132,576	131,314	--
Associate Degree Recipients	11,506	12,184	13,842	14,354	--
Associate Degree Recipients Employed In North Carolina 2 Years After Completion	9,460	9,923	11,331	11,806	--
Percent Employed in North Carolina 2 Years After Completion	82%	81%	82%	82%	--
Associate Degree Recipients Average Wage in North Carolina 2 Years After Completion	\$29,425	\$29,643	\$29,541	\$29,455	--
Associate Degree Recipients Median Wage in North Carolina 2 Years After Completion	\$27,123	\$27,582	\$27,239	\$27,475	--
Number Enrolled in North Carolina Public Higher Education 2 Years After Completion	3,094	3,334	3,810	3,680	--
Percent Enrolled in North Carolina Public Higher Education 2 Years After Completion	27%	27%	28%	26%	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Completion	4,364	4,621	5,421	5,250	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Completion	38%	38%	39%	37%	--
Number Enrolled or Employed 2 Years After Completion	10,255	10,783	12,281	12,663	--
Percent Enrolled or Employed 2 Years After Completion	89%	89%	89%	88%	--

<b>Table 8.1.1 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - ASSOCIATE DEGREE PROGRAMS</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Completion Outcome Measures 3 Years After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	109,403	125,353	132,576	--	--
Associate Degree Recipients	11,506	12,184	13,842	--	--
Associate Degree Recipients Employed In North Carolina 3 Years After Completion	9,302	9,772	11,142	--	--
Percent Employed in North Carolina 3 Years After Completion	81%	80%	80%	--	--
Associate Degree Recipients Average Wage in North Carolina 3 Years After Completion	\$31,625	\$31,733	\$31,702	--	--
Associate Degree Recipients Median Wage in North Carolina 3 Years After Completion	\$29,470	\$29,870	\$29,609	--	--
Number Enrolled in North Carolina Public Higher Education 3 Years After Completion	2,773	2,870	3,192	--	--
Percent Enrolled in North Carolina Public Higher Education 3 Years After Completion	24%	24%	23%	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Completion	3,717	3,923	4,442	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Completion	32%	32%	32%	--	--
Number Enrolled or Employed 3 Years After Completion	9,979	10,490	11,844	--	--
Percent Enrolled or Employed 3 Years After Completion	87%	86%	86%	--	--
<b>Post Completion Outcome Measures 4 Years After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	109,403	125,353	--	--	--
Associate Degree Recipients	11,506	12,184	--	--	--
Associate Degree Recipients Employed In North Carolina 4 Years After Completion	9,129	9,641	--	--	--
Percent Employed in North Carolina 4 Years After Completion	79%	79%	--	--	--
Associate Degree Recipients Average Wage in North Carolina 4 Years After Completion	\$33,480	\$33,500	--	--	--
Associate Degree Recipients Median Wage in North Carolina 4 Years After Completion	\$31,280	\$31,839	--	--	--
Number Enrolled in North Carolina Public Higher Education 4 Years After Completion	2,358	2,463	--	--	--
Percent Enrolled in North Carolina Public Higher Education 4 Years After Completion	20%	20%	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Completion	3,299	3,470	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Completion	29%	28%	--	--	--
Number Enrolled or Employed 4 Years After Completion	9,700	10,225	--	--	--
Percent Enrolled or Employed 4 Years After Completion	84%	84%	--	--	--

Table 8.1.1 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM					
CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - ASSOCIATE DEGREE PROGRAMS					
Common Follow-up System: Evaluative Measures					
Post Completion Outcome Measures 5 Years After Completion by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	109,403	--	--	--	--
Associate Degree Recipients	11,506	--	--	--	--
Associate Degree Recipients Employed In North Carolina 5 Years After Completion	9,002	--	--	--	--
Percent Employed in North Carolina 5 Years After Completion	78%	--	--	--	--
Associate Degree Recipients Average Wage in North Carolina 5 Years After Completion	\$34,903	--	--	--	--
Associate Degree Recipients Median Wage in North Carolina 5 Years After Completion	\$32,823	--	--	--	--
Number Enrolled in North Carolina Public Higher Education 5 Years After Completion	2,094	--	--	--	--
Percent Enrolled in North Carolina Public Higher Education 5 Years After Completion	18%	--	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Completion	2,971	--	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Completion	26%	--	--	--	--
Number Enrolled or Employed 5 Years After Completion	9,483	--	--	--	--
Percent Enrolled or Employed 5 Years After Completion	82%	--	--	--	--

<b>Table 8.2.1 NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - ASSOCIATE DEGREE PROGRAMS</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Completion Outcome Measures 1 Year After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	109,403	125,353	132,576	131,314	129,076
Associate Degree Recipients	11,506	12,184	13,842	14,354	14,300
Associate Degree Recipients Employed In North Carolina 1 Year After Completion	9,575	10,032	11,420	11,963	11,811
<b>Industry of Employment 1 Year After Completion</b>					
Natural Resources and Mining	0.3%	0.4%	0.4%	0.4%	0.5%
Wholesale Trade, Transportation and Utilities	4.4%	4.7%	5.5%	5.2%	5.3%
Construction	2.7%	2.6%	3.0%	2.7%	3.0%
Manufacturing	6.2%	7.6%	10.6%	9.9%	8.3%
Retail Trade	14.9%	15.7%	16.2%	16.6%	17.2%
Information	1.2%	1.2%	1.1%	1.1%	1.3%
Financial Activities	3.2%	3.8%	3.2%	3.2%	3.4%
Professional and Business Services	17.4%	20.0%	21.4%	22.0%	20.3%
Educational Services	11.6%	10.8%	10.5%	10.6%	10.2%
Health Care and Social Assistance	46.9%	44.3%	39.9%	40.6%	39.6%
Leisure and Hospitality	11.3%	11.2%	12.0%	12.0%	13.1%
Other Services	3.1%	3.5%	3.5%	3.1%	3.9%
Public Administration	7.4%	7.3%	7.3%	7.2%	7.8%
<b>Post Completion Outcome Measures 3 Years After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	109,403	125,353	132,576	--	--
Associate Degree Recipients	11,506	12,184	13,842	--	--
Associate Degree Recipients Employed In North Carolina 1 Year After Completion	9,302	9,772	11,142	--	--
<b>Industry of Employment 3 Years After Completion</b>					
Natural Resources and Mining	0.4%	0.3%	0.3%	--	--
Wholesale Trade, Transportation and Utilities	4.8%	4.8%	5.8%	--	--
Construction	2.2%	2.5%	2.8%	--	--
Manufacturing	7.8%	8.6%	11.6%	--	--
Retail Trade	11.5%	11.4%	11.7%	--	--
Information	0.9%	1.2%	1.1%	--	--
Financial Activities	3.3%	4.1%	3.5%	--	--
Professional and Business Services	16.7%	17.8%	16.9%	--	--
Educational Services	10.8%	10.8%	10.9%	--	--
Health Care and Social Assistance	44.9%	44.0%	40.0%	--	--
Leisure and Hospitality	7.3%	7.2%	7.9%	--	--
Other Services	2.5%	3.0%	2.9%	--	--
Public Administration	8.6%	8.3%	8.5%	--	--

<b>Table 8.2.1 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - ASSOCIATE DEGREE PROGRAMS</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Completion Outcome Measures 1 Year After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	109,403	125,353	132,576	131,314	129,076
Associate Degree Recipients	11,506	12,184	13,842	14,354	14,300
Associate Degree Recipients Employed In North Carolina 1 Year After Completion	9,575	10,032	11,420	11,963	11,811
<b>Average Wage by Industry of Employment 1 Year After Completion</b>					
Natural Resources and Mining	\$11,652	\$14,093	\$12,335	\$14,173	\$15,324
Wholesale Trade, Transportation and Utilities	\$20,979	\$18,598	\$19,379	\$19,847	\$20,904
Construction	\$14,672	\$18,590	\$16,796	\$15,043	\$18,165
Manufacturing	\$25,745	\$23,839	\$28,299	\$26,577	\$25,570
Retail Trade	\$10,185	\$10,166	\$9,558	\$10,051	\$10,063
Information	\$15,655	\$17,523	\$18,348	\$17,779	\$19,042
Financial Activities	\$15,853	\$16,065	\$17,673	\$17,005	\$16,458
Professional and Business Services	\$12,712	\$13,773	\$13,195	\$14,446	\$13,431
Educational Services	\$13,882	\$13,479	\$12,969	\$13,997	\$14,295
Health Care and Social Assistance	\$27,238	\$25,841	\$26,028	\$25,712	\$26,200
Leisure and Hospitality	\$7,736	\$7,898	\$8,143	\$8,016	\$8,773
Other Services	\$10,379	\$10,877	\$11,638	\$11,821	\$10,837
Public Administration	\$27,638	\$27,480	\$25,403	\$25,967	\$25,832
<b>Post Completion Outcome Measures 3 Years After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	109,403	125,353	132,576	--	--
Associate Degree Recipients	11,506	12,184	13,842	--	--
Associate Degree Recipients Employed In North Carolina 3 Years After Completion	9,302	9,772	11,142	--	--
<b>Average Wage by Industry of Employment 3 Years After Completion</b>					
Natural Resources and Mining	\$17,378	\$17,774	\$16,929	--	--
Wholesale Trade, Transportation and Utilities	\$27,757	\$27,683	\$27,184	--	--
Construction	\$18,753	\$21,609	\$21,577	--	--
Manufacturing	\$31,774	\$32,347	\$36,827	--	--
Retail Trade	\$14,264	\$14,437	\$13,607	--	--
Information	\$24,781	\$24,110	\$26,556	--	--
Financial Activities	\$21,962	\$21,440	\$24,157	--	--
Professional and Business Services	\$19,118	\$19,391	\$17,320	--	--
Educational Services	\$19,652	\$19,014	\$18,427	--	--
Health Care and Social Assistance	\$33,927	\$32,853	\$33,133	--	--
Leisure and Hospitality	\$9,644	\$10,091	\$10,547	--	--
Other Services	\$13,898	\$16,176	\$15,792	--	--
Public Administration	\$33,176	\$31,899	\$30,950	--	--

<b>Table 8.3.1 NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>											
<b>CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - ASSOCIATE DEGREE PROGRAMS</b>											
<b>Post Completion Outcome Employment and Wage Measures by Program Area - Program Year 2008-2009</b>											
Program Area	Participants	Associate Degree Recipients	Employment and Wages in North Carolina								
			1 Year After Completion				2 Years After Completion				
			Number	%	Average Wage	Median Wage	Number	%	Average Wage	Median Wage	
Agricultural and Natural Resources Technologies	1,753	218	143	66%	\$16,566	\$15,099	142	65%	\$20,770	\$20,342	
Biological and Chemical Technologies	1,249	139	114	82%	\$19,422	\$17,624	120	86%	\$22,296	\$21,930	
Business Technologies	40,139	3,168	2,473	78%	\$20,066	\$18,097	2,457	78%	\$22,835	\$21,210	
Commercial & Artistic Production Technologies	3,253	323	238	74%	\$13,158	\$11,211	226	70%	\$18,512	\$14,980	
Construction Technologies	3,125	283	220	78%	\$24,767	\$21,762	220	78%	\$28,605	\$27,343	
Engineering Technologies	6,260	574	466	81%	\$22,499	\$18,967	452	79%	\$28,055	\$26,533	
Health Sciences	20,981	4,234	3,858	91%	\$32,453	\$34,885	3,805	90%	\$38,316	\$41,002	
Industrial Technologies	3,026	230	182	79%	\$28,601	\$27,251	183	80%	\$34,814	\$34,151	
Public Service Technologies	28,029	2,040	1,628	80%	\$20,125	\$17,577	1,612	79%	\$21,931	\$19,443	
Transport Systems Technologies	3,535	320	268	84%	\$19,970	\$18,434	255	80%	\$24,711	\$23,580	
			3 Years After Completion				4 Years After Completion				
Agricultural and Natural Resources Technologies	1,753	218	138	63%	\$24,736	\$26,116	142	65%	\$25,500	\$27,399	
Biological and Chemical Technologies	1,249	139	115	83%	\$25,692	\$25,680	110	79%	\$29,726	\$28,693	
Business Technologies	40,139	3,168	2,445	77%	\$24,950	\$23,312	2,383	75%	\$27,068	\$25,065	
Commercial & Artistic Production Technologies	3,253	323	222	69%	\$18,171	\$17,060	204	63%	\$20,746	\$20,681	
Construction Technologies	3,125	283	216	76%	\$32,990	\$31,165	214	76%	\$35,614	\$32,985	
Engineering Technologies	6,260	574	462	80%	\$31,643	\$31,458	462	80%	\$35,688	\$35,426	
Health Sciences	20,981	4,234	3,716	88%	\$40,430	\$43,215	3,638	86%	\$41,924	\$44,110	
Industrial Technologies	3,026	230	190	83%	\$37,052	\$35,707	190	83%	\$40,875	\$38,696	
Public Service Technologies	28,029	2,040	1,562	77%	\$23,945	\$20,655	1,553	76%	\$24,918	\$21,619	
Transport Systems Technologies	3,535	320	250	78%	\$27,278	\$27,509	247	77%	\$30,290	\$31,093	
			5 Years After Completion								
Agricultural and Natural Resources Technologies	1,753	218	146	67%	\$27,120	\$28,334					
Biological and Chemical Technologies	1,249	139	106	76%	\$31,071	\$31,261					
Business Technologies	40,139	3,168	2,341	74%	\$28,586	\$26,608					
Commercial & Artistic Production Technologies	3,253	323	210	65%	\$23,248	\$22,121					
Construction Technologies	3,125	283	202	71%	\$40,710	\$36,118					
Engineering Technologies	6,260	574	456	79%	\$39,105	\$39,578					
Health Sciences	20,981	4,234	3,581	85%	\$42,693	\$44,727					
Industrial Technologies	3,026	230	191	83%	\$44,156	\$42,964					
Public Service Technologies	28,029	2,040	1,544	76%	\$26,120	\$22,687					
Transport Systems Technologies	3,535	320	241	75%	\$33,384	\$33,890					

Table 8.3.1 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM										
CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - ASSOCIATE DEGREE PROGRAMS										
Post Completion Outcome Employment and Wage Measures by Program Area - Program Year 2009-2010										
Program Area	Participants	Associate Degree Recipients	Employment and Wages in North Carolina							
			1 Year After Completion				2 Years After Completion			
			Number	%	Average Wage	Median Wage	Number	%	Average Wage	Median Wage
Agricultural and Natural Resources Technologies	1,947	200	140	70%	\$18,820	\$17,279	137	69%	\$21,967	\$20,519
Biological and Chemical Technologies	1,439	135	93	69%	\$20,113	\$18,510	90	67%	\$22,531	\$21,180
Business Technologies	46,374	3,396	2,627	77%	\$20,172	\$18,506	2,608	77%	\$24,001	\$22,615
Commercial & Artistic Production Technologies	3,436	306	212	69%	\$12,920	\$11,511	209	68%	\$16,374	\$15,272
Construction Technologies	3,908	293	227	77%	\$28,188	\$23,943	238	81%	\$29,381	\$28,691
Engineering Technologies	6,962	568	433	76%	\$22,879	\$19,966	433	76%	\$27,949	\$26,462
Health Sciences	23,708	4,332	3,923	91%	\$31,032	\$32,218	3,869	89%	\$38,104	\$40,661
Industrial Technologies	3,823	371	316	85%	\$27,993	\$28,138	310	84%	\$34,908	\$36,585
Public Service Technologies	31,615	2,239	1,784	80%	\$19,876	\$17,516	1,762	79%	\$22,097	\$19,550
Transport Systems Technologies	4,575	373	297	80%	\$21,454	\$21,154	286	77%	\$25,521	\$24,934
			3 Years After Completion				4 Years After Completion			
Agricultural and Natural Resources Technologies	1,947	200	135	68%	\$23,504	\$23,776	135	68%	\$25,402	\$26,069
Biological and Chemical Technologies	1,439	135	88	65%	\$25,997	\$26,135	88	65%	\$30,700	\$30,189
Business Technologies	46,374	3,396	2,589	76%	\$26,058	\$24,426	2,597	76%	\$28,117	\$26,076
Commercial & Artistic Production Technologies	3,436	306	205	67%	\$19,051	\$18,594	203	66%	\$20,837	\$19,948
Construction Technologies	3,908	293	236	81%	\$33,381	\$31,745	233	80%	\$37,492	\$36,553
Engineering Technologies	6,962	568	452	80%	\$31,416	\$30,720	455	80%	\$35,319	\$34,238
Health Sciences	23,708	4,332	3,781	87%	\$40,018	\$41,913	3,687	85%	\$41,103	\$43,159
Industrial Technologies	3,823	371	301	81%	\$37,381	\$38,281	295	80%	\$40,966	\$41,255
Public Service Technologies	31,615	2,239	1,728	77%	\$23,820	\$20,945	1,701	76%	\$25,422	\$22,130
Transport Systems Technologies	4,575	373	275	74%	\$29,106	\$28,832	265	71%	\$32,196	\$31,641

<b>Table 8.3.1 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>										
<b>CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - ASSOCIATE DEGREE PROGRAMS</b>										
<b>Post Completion Outcome Employment and Wage Measures by Program Area - Program Year 2010-2011</b>										
Program Area	Participants	Associate Degree Recipients	Employment and Wages in North Carolina							
			1 Year After Completion				2 Years After Completion			
			Number	%	Average Wage	Median Wage	Number	%	Average Wage	Median Wage
Agricultural and Natural Resources Technologies	2,014	248	179	72%	\$16,555	\$14,567	167	67%	\$21,017	\$20,322
Biological and Chemical Technologies	1,358	138	109	79%	\$21,380	\$19,615	107	78%	\$27,198	\$28,030
Business Technologies	49,825	4,013	3,166	79%	\$20,911	\$18,676	3,156	79%	\$24,499	\$23,097
Commercial & Artistic Production Technologies	3,648	348	259	74%	\$14,435	\$11,583	253	73%	\$17,869	\$15,262
Construction Technologies	4,023	441	359	81%	\$28,549	\$25,923	347	79%	\$34,176	\$31,042
Engineering Technologies	7,018	749	595	79%	\$26,772	\$24,185	601	80%	\$30,481	\$30,185
Health Sciences	25,192	4,458	3,985	89%	\$31,404	\$32,433	3,939	88%	\$37,790	\$40,201
Industrial Technologies	3,998	472	394	83%	\$32,908	\$32,824	396	84%	\$38,607	\$38,441
Public Service Technologies	33,221	2,544	2,032	80%	\$19,164	\$16,891	2,014	79%	\$21,749	\$19,765
Transport Systems Technologies	5,027	484	381	79%	\$21,546	\$19,532	389	80%	\$24,899	\$22,564
			3 Years After Completion							
Agricultural and Natural Resources Technologies	2,014	248	170	69%	\$23,507	\$23,942				
Biological and Chemical Technologies	1,358	138	111	80%	\$28,809	\$27,981				
Business Technologies	49,825	4,013	3,120	78%	\$27,080	\$25,479				
Commercial & Artistic Production Technologies	3,648	348	261	75%	\$19,857	\$17,617				
Construction Technologies	4,023	441	350	79%	\$37,485	\$34,771				
Engineering Technologies	7,018	749	586	78%	\$34,442	\$33,508				
Health Sciences	25,192	4,458	3,825	86%	\$39,704	\$41,836				
Industrial Technologies	3,998	472	391	83%	\$42,484	\$40,223				
Public Service Technologies	33,221	2,544	1,986	78%	\$22,914	\$20,803				
Transport Systems Technologies	5,027	484	380	79%	\$27,729	\$27,320				

Table 8.3.1 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM										
CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - ASSOCIATE DEGREE PROGRAMS										
Post Completion Outcome Employment and Wage Measures by Program Area - Program Year 2011-2012										
Program Area	Participants	Associate Degree Recipients	Employment and Wages in North Carolina							
			1 Year After Completion				2 Years After Completion			
			Number	%	Average Wage	Median Wage	Number	%	Average Wage	Median Wage
Agricultural and Natural Resources Technologies	1,988	290	211	73%	\$16,343	\$14,414	195	67%	\$20,004	\$19,437
Biological and Chemical Technologies	1,160	161	137	85%	\$23,123	\$21,663	135	84%	\$26,223	\$24,802
Business Technologies	50,148	4,293	3,435	80%	\$21,740	\$19,514	3,399	79%	\$25,331	\$23,657
Commercial & Artistic Production Technologies	3,580	337	249	74%	\$14,293	\$12,168	235	70%	\$18,733	\$17,099
Construction Technologies	3,852	393	319	81%	\$28,100	\$27,247	325	83%	\$33,630	\$33,750
Engineering Technologies	6,716	708	574	81%	\$24,681	\$21,597	571	81%	\$29,776	\$28,179
Health Sciences	24,840	4,760	4,309	91%	\$30,948	\$31,763	4,227	89%	\$36,723	\$38,693
Industrial Technologies	3,947	464	385	83%	\$32,913	\$32,705	383	83%	\$38,800	\$38,887
Public Service Technologies	32,623	2,553	2,017	79%	\$19,109	\$17,194	2,018	79%	\$21,440	\$19,317
Transport Systems Technologies	5,069	440	362	82%	\$23,807	\$21,655	351	80%	\$27,164	\$26,482

Table 8.3.1 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM										
CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - ASSOCIATE DEGREE PROGRAMS										
Post Completion Outcome Employment and Wage Measures by Program Area - Program Year 2012-2013										
Program Area	Participants	Associate Degree Recipients	Employment and Wages in North Carolina							
			1 Year After Completion							
			Number	%	Average Wage	Median Wage				
Agricultural and Natural Resources Technologies	1,958	269	206	77%	\$17,516	\$16,306				
Biological and Chemical Technologies	930	119	92	77%	\$18,650	\$17,899				
Business Technologies	49,410	4,322	3,382	78%	\$21,505	\$19,340				
Commercial & Artistic Production Technologies	3,543	362	259	72%	\$14,232	\$11,579				
Construction Technologies	3,704	360	296	82%	\$29,012	\$26,800				
Engineering Technologies	6,447	670	540	81%	\$26,820	\$23,889				
Health Sciences	24,380	4,649	4,149	89%	\$31,247	\$33,230				
Industrial Technologies	4,238	391	334	85%	\$30,197	\$29,996				
Public Service Technologies	31,575	2,751	2,216	81%	\$19,128	\$16,681				
Transport Systems Technologies	5,248	448	376	84%	\$23,207	\$22,826				

<b>Table 8.1.2 NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - DIPLOMA PROGRAMS</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Completion Outcome Measures 1 Year After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	18,368	20,992	21,219	20,103	20,038
Diploma Recipients	3,702	3,726	4,357	3,847	3,714
Diploma Recipients Employed In North Carolina 1 Year After Completion	2,850	2,843	3,493	3,138	3,039
Percent Employed in North Carolina 1 Year After Completion	77%	76%	80%	82%	82%
Diploma Recipients Average Wage in North Carolina 1 Year After Completion	\$21,550	\$21,155	\$22,481	\$21,527	\$22,334
Diploma Recipients Median Wage in North Carolina 1 Year After Completion	\$20,560	\$20,229	\$21,036	\$20,209	\$21,480
Number Enrolled in North Carolina Public Higher Education 1 Year After Completion	1,640	1,633	1,903	1,568	1,534
Percent Enrolled in North Carolina Public Higher Education 1 Year After Completion	44%	44%	44%	41%	41%
Number Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Completion	2,237	2,279	2,765	2,154	2,019
Percent Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Completion	60%	61%	63%	56%	54%
Number Enrolled or Employed 1 Year After Completion	3,467	3,435	4,100	3,544	3,426
Percent Enrolled or Employed 1 Year After Completion	94%	92%	94%	92%	92%
<b>Post Completion Outcome Measures 2 Years After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	18,368	20,992	21,219	20,103	--
Diploma Recipients	3,702	3,726	4,357	3,847	--
Diploma Recipients Employed In North Carolina 2 Years After Completion	2,855	2,832	3,494	3,111	--
Percent Employed in North Carolina 2 Years After Completion	77%	76%	80%	81%	--
Diploma Recipients Average Wage in North Carolina 2 Years After Completion	\$24,184	\$25,438	\$25,757	\$25,193	--
Diploma Recipients Median Wage in North Carolina 2 Years After Completion	\$23,729	\$24,477	\$24,940	\$24,689	--
Number Enrolled in North Carolina Public Higher Education 2 Years After Completion	1,257	1,191	1,291	1,054	--
Percent Enrolled in North Carolina Public Higher Education 2 Years After Completion	34%	32%	30%	27%	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Completion	1,817	1,754	2,006	1,574	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Completion	49%	47%	46%	41%	--
Number Enrolled or Employed 2 Years After Completion	3,313	3,281	3,909	3,370	--
Percent Enrolled or Employed 2 Years After Completion	89%	88%	90%	88%	--

<b>Table 8.1.2 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - DIPLOMA PROGRAMS</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Completion Outcome Measures 3 Years After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	18,368	20,992	21,219	--	--
Diploma Recipients	3,702	3,726	4,357	--	--
Diploma Recipients Employed In North Carolina 3 Years After Completion	2,834	2,793	3,427	--	--
Percent Employed in North Carolina 3 Years After Completion	77%	75%	79%	--	--
Diploma Recipients Average Wage in North Carolina 3 Years After Completion	\$26,427	\$27,133	\$28,176	--	--
Diploma Recipients Median Wage in North Carolina 3 Years After Completion	\$25,884	\$26,576	\$27,341	--	--
Number Enrolled in North Carolina Public Higher Education 3 Years After Completion	1,023	987	1,048	--	--
Percent Enrolled in North Carolina Public Higher Education 3 Years After Completion	28%	26%	24%	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Completion	1,490	1,444	1,598	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Completion	40%	39%	37%	--	--
Number Enrolled or Employed 3 Years After Completion	3,187	3,152	3,755	--	--
Percent Enrolled or Employed 3 Years After Completion	86%	85%	86%	--	--
<b>Post Completion Outcome Measures 4 Years After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	18,368	20,992	--	--	--
Diploma Recipients	3,702	3,726	--	--	--
Diploma Recipients Employed In North Carolina 4 Years After Completion	2,770	2,753	--	--	--
Percent Employed in North Carolina 4 Years After Completion	75%	74%	--	--	--
Diploma Recipients Average Wage in North Carolina 4 Years After Completion	\$27,711	\$28,592	--	--	--
Diploma Recipients Median Wage in North Carolina 4 Years After Completion	\$27,162	\$28,086	--	--	--
Number Enrolled in North Carolina Public Higher Education 4 Years After Completion	856	868	--	--	--
Percent Enrolled in North Carolina Public Higher Education 4 Years After Completion	23%	23%	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Completion	1,322	1,316	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Completion	36%	35%	--	--	--
Number Enrolled or Employed 4 Years After Completion	3,103	3,081	--	--	--
Percent Enrolled or Employed 4 Years After Completion	84%	83%	--	--	--

Table 8.1.2 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM					
CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - DIPLOMA PROGRAMS					
Common Follow-up System: Evaluative Measures					
Post Completion Outcome Measures 5 Years After Completion by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	18,368	--	--	--	--
Diploma Recipients	3,702	--	--	--	--
Diploma Recipients Employed In North Carolina 5 Years After Completion	2,746	--	--	--	--
Percent Employed in North Carolina 5 Years After Completion	74%	--	--	--	--
Diploma Recipients Average Wage in North Carolina 5 Years After Completion	\$29,393	--	--	--	--
Diploma Recipients Median Wage in North Carolina 5 Years After Completion	\$29,126	--	--	--	--
Number Enrolled in North Carolina Public Higher Education 5 Years After Completion	755	--	--	--	--
Percent Enrolled in North Carolina Public Higher Education 5 Years After Completion	20%	--	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Completion	1,184	--	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Completion	32%	--	--	--	--
Number Enrolled or Employed 5 Years After Completion	3,043	--	--	--	--
Percent Enrolled or Employed 5 Years After Completion	82%	--	--	--	--

<b>Table 8.2.2 NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - DIPLOMA PROGRAMS</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Completion Outcome Measures 1 Year After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	18,368	20,992	21,219	20,103	20,038
Diploma Recipients	3,702	3,726	4,357	3,847	3,714
Diploma Recipients Employed 1 Year After Completion	2,850	2,843	3,493	3,138	3,039
<b>Industry of Employment 1 Year After Completion</b>					
Natural Resources and Mining	0.5%	0.3%	0.6%	0.6%	0.5%
Wholesale Trade, Transportation and Utilities	2.8%	3.8%	4.1%	3.8%	4.7%
Construction	4.1%	4.6%	5.8%	4.9%	5.0%
Manufacturing	6.5%	9.8%	13.9%	10.2%	8.4%
Retail Trade	14.5%	14.5%	14.7%	15.9%	15.3%
Information	0.6%	0.9%	0.9%	0.6%	0.6%
Financial Activities	2.4%	2.4%	2.3%	3.1%	3.2%
Professional and Business Services	14.4%	18.4%	22.1%	20.9%	19.0%
Educational Services	7.5%	6.2%	6.7%	6.5%	7.4%
Health Care and Social Assistance	56.2%	51.2%	43.4%	46.0%	47.0%
Leisure and Hospitality	11.2%	11.5%	11.2%	12.1%	11.6%
Other Services	6.9%	6.8%	7.3%	7.9%	7.9%
Public Administration	4.3%	3.5%	3.8%	3.6%	3.5%
<b>Post Completion Outcome Measures 3 Years After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	18,368	20,992	21,219	--	--
Diploma Recipients	3,702	3,726	4,357	--	--
Diploma Recipients Employed 3 Years After Completion	2,834	2,793	3,427	--	--
<b>Industry of Employment 3 Years After Completion</b>					
Natural Resources and Mining	0.4%	0.5%	0.4%	--	--
Wholesale Trade, Transportation and Utilities	3.4%	4.1%	4.1%	--	--
Construction	4.1%	4.4%	4.8%	--	--
Manufacturing	7.7%	11.4%	16.4%	--	--
Retail Trade	10.7%	10.4%	10.4%	--	--
Information	0.4%	0.7%	0.7%	--	--
Financial Activities	2.3%	2.1%	2.3%	--	--
Professional and Business Services	16.5%	17.8%	16.3%	--	--
Educational Services	7.3%	5.6%	6.9%	--	--
Health Care and Social Assistance	53.1%	49.1%	41.9%	--	--
Leisure and Hospitality	7.4%	7.9%	7.7%	--	--
Other Services	5.0%	5.3%	6.1%	--	--
Public Administration	5.2%	4.2%	4.4%	--	--

Table 8.2.2 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM					
CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - DIPLOMA PROGRAMS					
Common Follow-up System: Evaluative Measures					
Post Completion Outcome Measures 1 Year After Completion by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	18,368	20,992	21,219	20,103	20,038
Diploma Recipients	3,702	3,726	4,357	3,847	3,714
Diploma Recipients Employed In North Carolina 1 Year After Completion	2,850	2,843	3,493	3,138	3,039
Average Wage by Industry of Employment 1 Year After Completion					
Natural Resources and Mining	\$13,903	\$8,328	\$10,527	\$10,164	\$4,820
Wholesale Trade, Transportation and Utilities	\$12,709	\$14,611	\$15,196	\$15,059	\$15,293
Construction	\$16,522	\$14,025	\$16,785	\$14,691	\$16,431
Manufacturing	\$18,848	\$18,631	\$27,033	\$24,251	\$22,699
Retail Trade	\$8,803	\$7,688	\$9,235	\$7,723	\$8,397
Information	\$11,104	\$10,630	\$15,378	\$11,633	\$13,979
Financial Activities	\$10,476	\$10,802	\$15,524	\$13,325	\$12,683
Professional and Business Services	\$8,518	\$9,715	\$10,918	\$10,415	\$10,058
Educational Services	\$13,744	\$11,208	\$12,948	\$12,287	\$13,745
Health Care and Social Assistance	\$22,548	\$22,661	\$21,165	\$20,772	\$22,079
Leisure and Hospitality	\$6,190	\$6,341	\$6,488	\$7,000	\$6,814
Other Services	\$9,525	\$9,689	\$10,100	\$11,731	\$11,575
Public Administration	\$22,652	\$20,369	\$24,920	\$23,417	\$22,666
Post Completion Outcome Measures 3 Years After Completion by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	18,368	20,992	21,219	--	--
Diploma Recipients	3,702	3,726	4,357	--	--
Diploma Recipients Employed In North Carolina 3 Years After Completion	2,834	2,793	3,427	--	--
Average Wage by Industry of Employment 3 Years After Completion					
Natural Resources and Mining	\$18,397	\$8,364	\$14,617	--	--
Wholesale Trade, Transportation and Utilities	\$20,206	\$23,848	\$22,863	--	--
Construction	\$17,838	\$20,705	\$21,908	--	--
Manufacturing	\$26,447	\$29,743	\$35,906	--	--
Retail Trade	\$11,695	\$12,699	\$13,197	--	--
Information	\$15,947	\$16,849	\$24,788	--	--
Financial Activities	\$16,928	\$23,274	\$20,262	--	--
Professional and Business Services	\$14,673	\$13,603	\$13,252	--	--
Educational Services	\$19,144	\$15,657	\$18,008	--	--
Health Care and Social Assistance	\$26,685	\$26,528	\$25,937	--	--
Leisure and Hospitality	\$8,055	\$8,788	\$9,205	--	--
Other Services	\$14,973	\$15,237	\$17,305	--	--
Public Administration	\$26,991	\$26,831	\$27,630	--	--

Table 8.3.2 NORTH CAROLINA COMMUNITY COLLEGE SYSTEM											
CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - DIPLOMA PROGRAMS											
Post Completion Outcome Employment and Wage Measures by Program Area - Program Year 2008-2009											
Program Area	Participants	Diploma Recipients	Employment and Wages in North Carolina								
			1 Year After Completion				2 Years After Completion				
			Number	%	Average Wage	Median Wage	Number	%	Average Wage	Median Wage	
Agricultural and Natural Resources Technologies	225	56	21	38%	\$13,879	\$14,306	19	34%	\$18,801	\$18,540	
Biological and Chemical Technologies	*	*	*	*	*	*	*	*	*	*	
Business Technologies	2,220	351	249	71%	\$15,713	\$13,839	260	74%	\$18,176	\$16,967	
Commercial & Artistic Production Technologies	197	29	22	76%	\$19,204	\$12,541	23	79%	\$22,353	\$13,794	
Construction Technologies	2,494	492	261	53%	\$18,387	\$14,987	274	56%	\$21,872	\$20,029	
Engineering Technologies	150	33	17	52%	\$20,076	\$11,362	17	52%	\$26,701	\$17,572	
Health Sciences	5,927	1,828	1,647	90%	\$24,932	\$24,950	1,629	89%	\$27,244	\$27,566	
Industrial Technologies	2,035	245	149	61%	\$19,083	\$16,083	157	64%	\$24,305	\$22,368	
Public Service Technologies	3,757	458	330	72%	\$16,037	\$12,866	320	70%	\$17,808	\$14,659	
Transport Systems Technologies	1,495	212	155	73%	\$15,810	\$14,376	157	74%	\$20,046	\$19,569	
			3 Years After Completion				4 Years After Completion				
Agricultural and Natural Resources Technologies	225	56	19	34%	\$20,906	\$22,568	21	38%	\$18,708	\$21,201	
Biological and Chemical Technologies	*	*	*	*	*	*	*	*	*	*	
Business Technologies	2,220	351	257	73%	\$21,070	\$19,898	249	71%	\$22,822	\$21,818	
Commercial & Artistic Production Technologies	197	29	21	72%	\$26,208	\$22,981	18	62%	\$29,207	\$26,967	
Construction Technologies	2,494	492	289	59%	\$24,674	\$23,389	296	60%	\$24,878	\$24,263	
Engineering Technologies	150	33	20	61%	\$25,730	\$17,118	22	67%	\$25,912	\$19,353	
Health Sciences	5,927	1,828	1,595	87%	\$29,638	\$29,651	1,540	84%	\$30,853	\$30,742	
Industrial Technologies	2,035	245	157	64%	\$27,255	\$24,449	153	62%	\$30,435	\$26,567	
Public Service Technologies	3,757	458	317	69%	\$18,663	\$16,451	315	69%	\$19,392	\$16,781	
Transport Systems Technologies	1,495	212	160	75%	\$21,859	\$22,448	158	75%	\$25,271	\$26,125	
			5 Years After Completion								
Agricultural and Natural Resources Technologies	225	56	21	38%	\$23,457	\$25,650					
Biological and Chemical Technologies	*	*	*	*	*	*					
Business Technologies	2,220	351	245	70%	\$23,877	\$22,595					
Commercial & Artistic Production Technologies	197	29	19	66%	\$36,336	\$29,749					
Construction Technologies	2,494	492	296	60%	\$26,981	\$26,630					
Engineering Technologies	150	33	22	67%	\$26,720	\$22,579					
Health Sciences	5,927	1,828	1,520	83%	\$32,427	\$31,866					
Industrial Technologies	2,035	245	163	67%	\$32,386	\$31,004					
Public Service Technologies	3,757	458	310	68%	\$20,793	\$18,519					
Transport Systems Technologies	1,495	212	152	72%	\$27,237	\$27,701					

\* Data are suppressed to protect confidentiality.

Table 8.3.2 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM										
CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - DIPLOMA PROGRAMS										
Post Completion Outcome Employment and Wage Measures by Program Area - Program Year 2010-2011										
Program Area	Participants	Diploma Recipients	Employment and Wages in North Carolina							
			1 Year After Completion				2 Years After Completion			
			Number	%	Average Wage	Median Wage	Number	%	Average Wage	Median Wage
Agricultural and Natural Resources Technologies	242	38	18	47%	\$16,634	\$15,655	18	47%	\$19,965	\$19,435
Biological and Chemical Technologies	12	8	*	63%	\$20,885	\$22,079	7	88%	\$26,224	\$24,253
Business Technologies	2,907	472	340	72%	\$18,267	\$17,037	357	76%	\$21,522	\$20,674
Commercial & Artistic Production Technologies	250	27	17	63%	\$16,888	\$10,813	13	48%	\$22,536	\$18,587
Construction Technologies	2,932	653	448	69%	\$23,287	\$21,140	459	70%	\$27,413	\$25,510
Engineering Technologies	214	31	21	68%	\$24,400	\$14,433	22	71%	\$29,615	\$25,445
Health Sciences	5,945	1,823	1,654	91%	\$24,034	\$23,929	1,614	89%	\$27,055	\$27,385
Industrial Technologies	2,476	475	379	80%	\$26,894	\$24,052	381	80%	\$31,644	\$30,075
Public Service Technologies	4,413	583	423	73%	\$17,705	\$13,676	433	74%	\$19,148	\$15,683
Transport Systems Technologies	2,040	285	219	77%	\$18,402	\$16,945	223	78%	\$23,693	\$22,744
3 Years After Completion										
Agricultural and Natural Resources Technologies	242	38	18	47%	\$21,851	\$19,576				
Biological and Chemical Technologies	12	8	6	75%	\$31,419	\$29,104				
Business Technologies	2,907	472	353	75%	\$23,639	\$22,700				
Commercial & Artistic Production Technologies	250	27	13	48%	\$25,170	\$21,599				
Construction Technologies	2,932	653	448	69%	\$31,152	\$29,686				
Engineering Technologies	214	31	22	71%	\$37,035	\$32,349				
Health Sciences	5,945	1,823	1,582	87%	\$29,052	\$29,421				
Industrial Technologies	2,476	475	380	80%	\$34,514	\$34,246				
Public Service Technologies	4,413	583	406	70%	\$21,744	\$18,026				
Transport Systems Technologies	2,040	285	229	80%	\$25,276	\$23,485				

\* Data are suppressed to protect confidentiality.

**Table 8.3.2 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM**  
**CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - DIPLOMA PROGRAMS**  
**Post Completion Outcome Employment and Wage Measures by Program Area - Program Year 2011-2012**

Program Area	Participants	Diploma Recipients	Employment and Wages in North Carolina							
			1 Year After Completion				2 Years After Completion			
			Number	%	Average Wage	Median Wage	Number	%	Average Wage	Median Wage
Agricultural and Natural Resources Technologies	257	55	32	58%	\$13,906	\$12,879	37	67%	\$15,692	\$14,115
Biological and Chemical Technologies	60	*	*	*	*	*	*	*	*	*
Business Technologies	2,784	478	367	77%	\$19,240	\$17,672	370	77%	\$23,445	\$21,704
Commercial & Artistic Production Technologies	329	35	20	57%	\$8,904	\$6,995	17	49%	\$11,729	\$12,779
Construction Technologies	2,324	453	345	76%	\$22,015	\$20,201	342	75%	\$27,317	\$27,750
Engineering Technologies	324	47	35	74%	\$25,406	\$19,283	40	85%	\$31,201	\$26,150
Health Sciences	5,645	1,735	1,552	89%	\$23,894	\$23,881	1,532	88%	\$27,068	\$27,783
Industrial Technologies	2,396	270	219	81%	\$23,567	\$21,833	201	74%	\$30,247	\$28,544
Public Service Technologies	4,360	555	401	72%	\$15,603	\$12,833	407	73%	\$17,493	\$14,256
Transport Systems Technologies	1,731	227	174	77%	\$16,658	\$14,202	170	75%	\$21,774	\$19,574

**Table 8.3.2 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM**  
**CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - DIPLOMA PROGRAMS**  
**Post Completion Outcome Employment and Wage Measures by Program Area - Program Year 2012-2013**

Program Area	Participants	Diploma Recipients	Employment and Wages in North Carolina							
			1 Year After Completion							
			Number	%	Average Wage	Median Wage				
Agricultural and Natural Resources Technologies	185	20	17	85%	\$15,489	\$12,743				
Biological and Chemical Technologies	142	*	*	*	*	*				
Business Technologies	2,957	550	409	74%	\$19,000	\$16,977				
Commercial & Artistic Production Technologies	280	34	21	62%	\$15,846	\$13,214				
Construction Technologies	2,085	327	254	78%	\$21,533	\$19,504				
Engineering Technologies	422	45	33	73%	\$27,805	\$26,169				
Health Sciences	5,647	1,749	1,564	89%	\$25,445	\$25,896				
Industrial Technologies	2,827	262	216	82%	\$23,742	\$21,181				
Public Service Technologies	4,094	563	401	71%	\$15,399	\$11,587				
Transport Systems Technologies	1,534	166	126	76%	\$16,930	\$17,094				

\* Data are suppressed to protect confidentiality.

<b>Table 8.1.3 NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - CERTIFICATE PROGRAMS</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Completion Outcome Measures 1 Year After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	22,754	23,323	21,078	21,457	22,331
Certificate Recipients	7,556	8,124	8,320	7,507	7,804
Certificate Recipients Employed In North Carolina 1 Year After Completion	4,700	5,322	5,757	5,584	5,717
Percent Employed in North Carolina 1 Year After Completion	62%	66%	69%	74%	73%
Certificate Recipients Average Wage in North Carolina 1 Year After Completion	\$18,698	\$18,864	\$20,087	\$20,046	\$19,531
Certificate Recipients Median Wage in North Carolina 1 Year After Completion	\$15,383	\$15,639	\$16,897	\$16,916	\$16,233
Number Enrolled in North Carolina Public Higher Education 1 Year After Completion	4,428	4,708	4,853	4,283	4,516
Percent Enrolled in North Carolina Public Higher Education 1 Year After Completion	59%	58%	58%	57%	58%
Number Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Completion	5,535	5,960	6,097	5,161	5,279
Percent Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Completion	73%	73%	73%	69%	68%
Number Enrolled or Employed 1 Year After Completion	6,955	7,487	7,727	6,876	7,142
Percent Enrolled or Employed 1 Year After Completion	92%	92%	93%	92%	92%
<b>Post Completion Outcome Measures 2 Years After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	22,754	23,323	21,078	21,457	--
Certificate Recipients	7,556	8,124	8,320	7,507	--
Certificate Recipients Employed In North Carolina 2 Years After Completion	4,839	5,444	5,928	5,589	--
Percent Employed in North Carolina 2 Years After Completion	64%	67%	71%	74%	--
Certificate Recipients Average Wage in North Carolina 2 Years After Completion	\$21,613	\$23,342	\$23,656	\$24,118	--
Certificate Recipients Median Wage in North Carolina 2 Years After Completion	\$19,191	\$20,733	\$21,401	\$21,818	--
Number Enrolled in North Carolina Public Higher Education 2 Years After Completion	3,082	3,254	3,202	2,843	--
Percent Enrolled in North Carolina Public Higher Education 2 Years After Completion	41%	40%	38%	38%	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Completion	4,481	4,655	4,657	3,786	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Completion	59%	57%	56%	50%	--
Number Enrolled or Employed 2 Years After Completion	6,475	6,998	7,299	6,428	--
Percent Enrolled or Employed 2 Years After Completion	86%	86%	88%	86%	--

\* Data are suppressed to protect confidentiality.

<b>Table 8.1.3 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - CERTIFICATE PROGRAMS</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Completion Outcome Measures 3 Years After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	22,754	23,323	21,078	--	--
Certificate Recipients	7,556	8,124	8,320	--	--
Certificate Recipients Employed In North Carolina 3 Years After Completion	4,766	5,416	5,825	--	--
Percent Employed in North Carolina 3 Years After Completion	63%	67%	70%	--	--
Certificate Recipients Average Wage in North Carolina 3 Years After Completion	\$24,171	\$25,212	\$26,014	--	--
Certificate Recipients Median Wage in North Carolina 3 Years After Completion	\$22,005	\$23,548	\$24,175	--	--
Number Enrolled in North Carolina Public Higher Education 3 Years After Completion	2,498	2,576	2,488	--	--
Percent Enrolled in North Carolina Public Higher Education 3 Years After Completion	33%	32%	30%	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Completion	3,748	3,908	3,815	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Completion	50%	48%	46%	--	--
Number Enrolled or Employed 3 Years After Completion	6,133	6,695	6,930	--	--
Percent Enrolled or Employed 3 Years After Completion	81%	82%	83%	--	--
<b>Post Completion Outcome Measures 4 Years After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	22,754	23,323	--	--	--
Certificate Recipients	7,556	8,124	--	--	--
Certificate Recipients Employed In North Carolina 4 Years After Completion	4,785	5,431	--	--	--
Percent Employed in North Carolina 4 Years After Completion	63%	67%	--	--	--
Certificate Recipients Average Wage in North Carolina 4 Years After Completion	\$25,452	\$26,742	--	--	--
Certificate Recipients Median Wage in North Carolina 4 Years After Completion	\$23,650	\$25,043	--	--	--
Number Enrolled in North Carolina Public Higher Education 4 Years After Completion	2,092	2,164	--	--	--
Percent Enrolled in North Carolina Public Higher Education 4 Years After Completion	28%	27%	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Completion	3,354	3,439	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Completion	44%	42%	--	--	--
Number Enrolled or Employed 4 Years After Completion	5,962	6,485	--	--	--
Percent Enrolled or Employed 4 Years After Completion	79%	80%	--	--	--

Table 8.1.3 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM					
CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - CERTIFICATE PROGRAMS					
Common Follow-up System: Evaluative Measures					
Post Completion Outcome Measures 5 Years After Completion by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	22,754	--	--	--	--
Certificate Recipients	7,556	--	--	--	--
Certificate Recipients Employed In North Carolina 5 Years After Completion	4,762	--	--	--	--
Percent Employed in North Carolina 5 Years After Completion	63%	--	--	--	--
Certificate Recipients Average Wage in North Carolina 5 Years After Completion	\$26,950	--	--	--	--
Certificate Recipients Median Wage in North Carolina 5 Years After Completion	\$24,685	--	--	--	--
Number Enrolled in North Carolina Public Higher Education 5 Years After Completion	1,798	--	--	--	--
Percent Enrolled in North Carolina Public Higher Education 5 Years After Completion	24%	--	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Completion	2,990	--	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Completion	40%	--	--	--	--
Number Enrolled or Employed 5 Years After Completion	5,743	--	--	--	--
Percent Enrolled or Employed 5 Years After Completion	76%	--	--	--	--

**Table 8.2.3 NORTH CAROLINA COMMUNITY COLLEGE SYSTEM  
CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - CERTIFICATE PROGRAMS**

**Common Follow-up System: Evaluative Measures**

**Post Completion Outcome Measures 1 Year After Completion by Program Year**

	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	22,754	23,323	21,078	21,457	22,331
Certificate Recipients	7,556	8,124	8,320	7,507	7,804
Certificate Recipients Employed In North Carolina 1 Year After Completion	4,700	5,322	5,757	5,584	5,717
<b>Industry of Employment 1 Year After Completion</b>					
Natural Resources and Mining	0.9%	0.8%	0.8%	0.6%	0.7%
Wholesale Trade, Transportation and Utilities	6.7%	7.1%	7.4%	7.1%	7.5%
Construction	6.0%	6.6%	5.9%	5.5%	5.8%
Manufacturing	9.0%	11.6%	14.8%	11.6%	10.1%
Retail Trade	17.3%	17.5%	18.1%	19.7%	21.1%
Information	1.0%	1.3%	1.3%	1.1%	1.3%
Financial Activities	3.3%	3.2%	3.1%	3.5%	3.3%
Professional and Business Services	18.0%	21.4%	22.9%	23.1%	23.2%
Educational Services	10.5%	10.6%	10.1%	10.5%	10.1%
Health Care and Social Assistance	22.8%	19.1%	18.9%	20.3%	18.3%
Leisure and Hospitality	15.4%	13.9%	13.5%	14.3%	16.1%
Other Services	6.7%	6.4%	6.1%	5.4%	5.8%
Public Administration	14.9%	15.2%	13.2%	13.1%	13.2%

**Post Completion Outcome Measures 3 Years After Completion by Program Year**

	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	22,754	23,323	21,078	--	--
Certificate Recipients	7,556	8,124	8,320	--	--
Certificate Recipients Employed In North Carolina 3 Years After Completion	4,766	5,416	5,825	--	--
<b>Industry of Employment 3 Years After Completion</b>					
Natural Resources and Mining	0.8%	0.8%	0.9%	--	--
Wholesale Trade, Transportation and Utilities	7.2%	7.3%	7.3%	--	--
Construction	5.8%	6.1%	5.6%	--	--
Manufacturing	11.7%	14.4%	17.0%	--	--
Retail Trade	14.5%	13.9%	14.6%	--	--
Information	0.9%	1.2%	1.3%	--	--
Financial Activities	2.9%	3.5%	3.7%	--	--
Professional and Business Services	18.6%	19.7%	19.6%	--	--
Educational Services	10.7%	10.8%	10.4%	--	--
Health Care and Social Assistance	21.8%	18.5%	18.7%	--	--
Leisure and Hospitality	10.9%	10.8%	10.5%	--	--
Other Services	5.3%	4.9%	4.8%	--	--
Public Administration	14.4%	15.8%	13.9%	--	--

<b>Table 8.2.3 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - CERTIFICATE PROGRAMS</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Completion Outcome Measures 1 Year After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	22,754	23,323	21,078	21,457	22,331
Certificate Recipients	7,556	8,124	8,320	7,507	7,804
Certificate Recipients Employed In North Carolina 1 Year After Completion	4,700	5,322	5,757	5,584	5,717
<b>Average Wage by Industry of Employment 1 Year After Completion</b>					
Natural Resources and Mining	\$8,409	\$14,449	\$12,734	\$11,193	\$12,705
Wholesale Trade, Transportation and Utilities	\$17,697	\$16,191	\$17,085	\$20,920	\$17,592
Construction	\$12,468	\$12,939	\$14,339	\$15,381	\$15,691
Manufacturing	\$21,734	\$20,968	\$25,871	\$23,232	\$23,432
Retail Trade	\$8,585	\$8,672	\$9,050	\$8,705	\$9,065
Information	\$17,642	\$19,015	\$19,523	\$19,576	\$21,154
Financial Activities	\$15,390	\$17,073	\$17,936	\$18,954	\$16,601
Professional and Business Services	\$10,285	\$10,760	\$10,800	\$12,117	\$10,893
Educational Services	\$13,257	\$13,435	\$13,192	\$14,175	\$14,370
Health Care and Social Assistance	\$15,742	\$13,970	\$14,931	\$15,118	\$15,886
Leisure and Hospitality	\$6,597	\$6,398	\$6,681	\$6,744	\$6,680
Other Services	\$9,043	\$7,790	\$9,620	\$9,122	\$9,097
Public Administration	\$25,917	\$26,081	\$24,894	\$25,715	\$25,702
<b>Post Completion Outcome Measures 3 Years After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	22,754	23,323	21,078	--	--
Certificate Recipients	7,556	8,124	8,320	--	--
Certificate Recipients Employed In North Carolina 1 Year After Completion	4,766	5,416	5,825	--	--
<b>Average Wage by Industry of Employment 3 Years After Completion</b>					
Natural Resources and Mining	\$11,250	\$14,150	\$15,850	--	--
Wholesale Trade, Transportation and Utilities	\$24,893	\$25,746	\$25,334	--	--
Construction	\$16,822	\$18,228	\$17,742	--	--
Manufacturing	\$27,734	\$30,662	\$32,628	--	--
Retail Trade	\$11,992	\$12,021	\$12,743	--	--
Information	\$21,943	\$25,937	\$26,202	--	--
Financial Activities	\$21,739	\$21,666	\$20,454	--	--
Professional and Business Services	\$14,545	\$14,708	\$14,971	--	--
Educational Services	\$18,498	\$16,981	\$17,779	--	--
Health Care and Social Assistance	\$19,809	\$17,917	\$18,745	--	--
Leisure and Hospitality	\$8,879	\$8,391	\$7,803	--	--
Other Services	\$12,688	\$13,271	\$13,272	--	--
Public Administration	\$31,841	\$32,188	\$32,016	--	--

<b>Table 8.3.3 NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>											
<b>CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - CERTIFICATE PROGRAMS</b>											
<b>Post Completion Outcome Employment and Wage Measures by Program Area - Program Year 2008-2009</b>											
Program Area	Participants	Diploma Recipients	Employment and Wages in North Carolina								
			1 Year After Completion				2 Years After Completion				
			Number	%	Average Wage	Median Wage	Number	%	Average Wage	Median Wage	
Agricultural and Natural Resources Technologies	549	198	72	36%	\$13,814	\$8,447	76	38%	\$15,868	\$10,980	
Biological and Chemical Technologies	35	16	15	94%	\$20,335	\$22,795	14	88%	\$26,087	\$27,878	
Business Technologies	5,433	1,604	1,025	64%	\$18,088	\$15,437	1,048	65%	\$20,781	\$19,176	
Commercial & Artistic Production Technologies	348	124	68	55%	\$17,457	\$12,752	73	59%	\$19,120	\$16,012	
Construction Technologies	2,483	1,092	365	33%	\$20,716	\$15,681	429	39%	\$21,143	\$16,012	
Engineering Technologies	709	288	175	61%	\$18,882	\$14,736	182	63%	\$22,809	\$19,031	
Health Sciences	1,777	574	462	80%	\$20,550	\$16,605	461	80%	\$23,555	\$20,018	
Industrial Technologies	1,847	640	372	58%	\$19,532	\$14,721	406	63%	\$23,806	\$19,822	
Public Service Technologies	8,419	2,473	1,773	72%	\$19,095	\$16,441	1,778	72%	\$21,771	\$20,026	
Transport Systems Technologies	1,564	660	389	59%	\$14,576	\$11,309	401	61%	\$19,389	\$17,323	
			3 Years After Completion				4 Years After Completion				
Agricultural and Natural Resources Technologies	549	198	73	37%	\$18,562	\$15,341	81	41%	\$19,149	\$15,404	
Biological and Chemical Technologies	35	16	14	88%	\$25,323	\$24,161	14	88%	\$26,510	\$28,952	
Business Technologies	5,433	1,604	1,037	65%	\$23,101	\$21,528	1,038	65%	\$24,002	\$23,059	
Commercial & Artistic Production Technologies	348	124	68	55%	\$19,675	\$14,450	70	56%	\$20,560	\$16,252	
Construction Technologies	2,483	1,092	452	41%	\$23,647	\$18,517	467	43%	\$24,238	\$20,046	
Engineering Technologies	709	288	182	63%	\$27,783	\$25,324	189	66%	\$29,486	\$28,751	
Health Sciences	1,777	574	444	77%	\$27,321	\$24,156	438	76%	\$29,386	\$26,216	
Industrial Technologies	1,847	640	413	65%	\$27,718	\$24,404	420	66%	\$30,092	\$26,705	
Public Service Technologies	8,419	2,473	1,720	70%	\$23,347	\$21,522	1,705	69%	\$24,423	\$22,501	
Transport Systems Technologies	1,564	660	393	60%	\$23,505	\$23,271	402	61%	\$25,221	\$24,367	
			5 Years After Completion								
Agricultural and Natural Resources Technologies	549	198	85	43%	\$20,977	\$18,953					
Biological and Chemical Technologies	35	16	15	94%	\$26,943	\$28,485					
Business Technologies	5,433	1,604	1,031	64%	\$25,974	\$24,226					
Commercial & Artistic Production Technologies	348	124	71	57%	\$22,195	\$19,624					
Construction Technologies	2,483	1,092	471	43%	\$25,721	\$21,363					
Engineering Technologies	709	288	185	64%	\$32,859	\$33,168					
Health Sciences	1,777	574	427	74%	\$30,178	\$27,020					
Industrial Technologies	1,847	640	432	68%	\$31,446	\$27,876					
Public Service Technologies	8,419	2,473	1,697	69%	\$25,572	\$23,336					
Transport Systems Technologies	1,564	660	387	59%	\$27,048	\$26,311					

Table 8.3.3 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM										
CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - CERTIFICATE PROGRAMS										
Post Completion Outcome Employment and Wage Measures by Program Area - Program Year 2009-2010										
Program Area	Participants	Diploma Recipients	Employment and Wages in North Carolina							
			1 Year After Completion				2 Years After Completion			
			Number	%	Average Wage	Median Wage	Number	%	Average Wage	Median Wage
Agricultural and Natural Resources Technologies	549	194	52	27%	\$11,304	\$7,583	57	29%	\$13,254	\$10,908
Biological and Chemical Technologies	53	36	30	83%	\$20,121	\$20,552	27	75%	\$26,516	\$30,277
Business Technologies	5,591	1,897	1,212	64%	\$19,141	\$16,427	1,248	66%	\$22,395	\$20,447
Commercial & Artistic Production Technologies	378	149	86	58%	\$15,876	\$10,813	80	54%	\$19,413	\$14,675
Construction Technologies	2,515	1,049	450	43%	\$19,487	\$14,112	502	48%	\$24,063	\$19,919
Engineering Technologies	751	290	178	61%	\$16,845	\$11,021	180	62%	\$22,199	\$16,415
Health Sciences	1,930	632	525	83%	\$17,684	\$15,179	511	81%	\$22,410	\$20,438
Industrial Technologies	1,957	691	466	67%	\$21,167	\$15,961	489	71%	\$29,764	\$27,613
Public Service Technologies	8,314	2,532	1,880	74%	\$19,569	\$16,631	1,897	75%	\$23,363	\$21,440
Transport Systems Technologies	1,673	734	466	63%	\$15,587	\$13,263	483	66%	\$21,177	\$19,072
			3 Years After Completion				4 Years After Completion			
Agricultural and Natural Resources Technologies	549	194	60	31%	\$15,441	\$13,413	67	35%	\$15,600	\$9,944
Biological and Chemical Technologies	53	36	22	61%	\$33,258	\$31,523	24	67%	\$34,306	\$32,919
Business Technologies	5,591	1,897	1,256	66%	\$24,626	\$23,239	1,283	68%	\$25,839	\$24,187
Commercial & Artistic Production Technologies	378	149	83	56%	\$20,325	\$17,618	89	60%	\$21,426	\$18,239
Construction Technologies	2,515	1,049	515	49%	\$24,762	\$22,010	516	49%	\$26,692	\$23,588
Engineering Technologies	751	290	184	63%	\$26,057	\$22,754	193	67%	\$28,248	\$24,568
Health Sciences	1,930	632	504	80%	\$25,110	\$23,283	501	79%	\$27,163	\$24,183
Industrial Technologies	1,957	691	503	73%	\$30,509	\$28,985	492	71%	\$33,001	\$31,538
Public Service Technologies	8,314	2,532	1,854	73%	\$24,774	\$23,506	1,834	72%	\$26,175	\$25,543
Transport Systems Technologies	1,673	734	465	63%	\$24,324	\$23,796	469	64%	\$25,514	\$24,262

Table 8.3.3 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM										
CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - CERTIFICATE PROGRAMS										
Post Completion Outcome Employment and Wage Measures by Program Area - Program Year 2010-2011										
Program Area	Participants	Diploma Recipients	Employment and Wages in North Carolina							
			1 Year After Completion				2 Years After Completion			
			Number	%	Average Wage	Median Wage	Number	%	Average Wage	Median Wage
Agricultural and Natural Resources Technologies	394	139	52	37%	\$17,140	\$13,783	57	41%	\$17,125	\$11,466
Biological and Chemical Technologies	49	22	16	73%	\$21,673	\$20,579	19	86%	\$27,999	\$27,358
Business Technologies	5,257	1,969	1,394	71%	\$19,833	\$16,949	1,453	74%	\$23,220	\$21,711
Commercial & Artistic Production Technologies	381	161	89	55%	\$20,582	\$10,685	90	56%	\$22,395	\$14,485
Construction Technologies	2,123	1,123	580	52%	\$21,562	\$17,924	640	57%	\$24,949	\$22,656
Engineering Technologies	729	321	233	73%	\$23,522	\$16,976	235	73%	\$27,687	\$25,600
Health Sciences	1,773	712	567	80%	\$18,959	\$15,851	562	79%	\$22,138	\$19,702
Industrial Technologies	1,675	824	563	68%	\$23,412	\$20,300	588	71%	\$27,433	\$24,988
Public Service Technologies	7,388	2,480	1,855	75%	\$19,279	\$16,603	1,877	76%	\$22,714	\$20,736
Transport Systems Technologies	1,548	680	459	68%	\$18,180	\$15,895	466	69%	\$23,088	\$21,289
			3 Years After Completion							
Agricultural and Natural Resources Technologies	394	139	61	44%	\$19,893	\$16,877				
Biological and Chemical Technologies	49	22	17	77%	\$33,727	\$29,928				
Business Technologies	5,257	1,969	1,447	73%	\$25,237	\$23,919				
Commercial & Artistic Production Technologies	381	161	84	52%	\$26,151	\$19,755				
Construction Technologies	2,123	1,123	632	56%	\$27,366	\$25,705				
Engineering Technologies	729	321	229	71%	\$31,150	\$29,161				
Health Sciences	1,773	712	556	78%	\$25,303	\$23,468				
Industrial Technologies	1,675	824	575	70%	\$30,443	\$29,460				
Public Service Technologies	7,388	2,480	1,825	74%	\$24,396	\$22,718				
Transport Systems Technologies	1,548	680	455	67%	\$26,734	\$25,892				

Table 8.3.3 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM										
CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - CERTIFICATE PROGRAMS										
Post Completion Outcome Employment and Wage Measures by Program Area - Program Year 2011-2012										
Program Area	Participants	Diploma Recipients	Employment and Wages in North Carolina							
			1 Year After Completion				2 Years After Completion			
			Number	%	Average Wage	Median Wage	Number	%	Average Wage	Median Wage
Agricultural and Natural Resources Technologies	320	139	90	65%	\$12,556	\$10,814	91	65%	\$14,532	\$13,494
Biological and Chemical Technologies	49	27	22	81%	\$21,401	\$19,884	24	89%	\$26,881	\$29,538
Business Technologies	5,731	2,238	1,628	73%	\$19,722	\$16,586	1,644	73%	\$23,537	\$21,901
Commercial & Artistic Production Technologies	597	214	112	52%	\$14,690	\$9,261	107	50%	\$19,340	\$14,624
Construction Technologies	1,161	533	407	76%	\$26,684	\$22,640	409	77%	\$32,337	\$30,443
Engineering Technologies	684	285	218	76%	\$23,787	\$19,399	232	81%	\$27,971	\$25,489
Health Sciences	1,939	662	521	79%	\$18,614	\$15,116	513	77%	\$22,112	\$19,760
Industrial Technologies	1,585	630	458	73%	\$21,434	\$16,434	456	72%	\$27,075	\$24,558
Public Service Technologies	7,978	2,210	1,711	77%	\$19,840	\$17,663	1,702	77%	\$23,331	\$21,091
Transport Systems Technologies	1,541	632	461	73%	\$17,685	\$15,250	456	72%	\$22,437	\$20,581

Table 8.3.3 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM										
CAREER AND TECHNICAL EDUCATION CURRICULUM PROGRAMS - CERTIFICATE PROGRAMS										
Post Completion Outcome Employment and Wage Measures by Program Area - Program Year 2012-2013										
Program Area	Participants	Diploma Recipients	Employment and Wages in North Carolina							
			1 Year After Completion							
			Number	%	Average Wage	Median Wage				
Agricultural and Natural Resources Technologies	365	104	70	67%	\$15,152	\$14,999				
Biological and Chemical Technologies	26	16	13	81%	\$20,543	\$26,834				
Business Technologies	6,156	2,342	1,695	72%	\$19,410	\$16,608				
Commercial & Artistic Production Technologies	632	186	109	59%	\$17,785	\$11,882				
Construction Technologies	1,498	648	402	62%	\$20,879	\$16,241				
Engineering Technologies	705	290	223	77%	\$21,028	\$16,867				
Health Sciences	2,181	648	514	79%	\$19,690	\$15,659				
Industrial Technologies	1,611	610	469	77%	\$21,753	\$17,303				
Public Service Technologies	7,901	2,461	1,831	74%	\$19,296	\$16,121				
Transport Systems Technologies	1,466	554	424	77%	\$17,436	\$15,602				

## CONTINUING EDUCATION PROGRAMS

Continuing Education Programs operated by the North Carolina Community Colleges include non-credit courses related to a diverse set of occupational specific training, workforce development training, community service training and business and industry training. Courses are designed to assist individuals in gaining short term training and skill enhancement including occupational skills, entrepreneurial skills, personal growth and development. Organized within the North Carolina Community College Continuing Education programs are several programmatic areas including Workforce Continuing Education Training, Small Business Center Training and Human Resources Development Programs.

### WORKFORCE CONTINUING EDUCATION TRAINING PROGRAMS

#### PROGRAM OVERVIEW

Workforce Continuing Education Training programs provide a variety of courses organized under several programmatic areas. These non-credit courses are organized into several broader programmatic areas that include: Agricultural and Natural Resources; Business/Computers; Construction; Education/Language; Health; Industrial/Manufacturing; Public Safety; Service Occupations and Transportation Systems. Training programs are designed to provide instructional opportunities for individuals seeking to gain new and/or upgrade current job-related skills. Programs can be delivered as a single course or bundled together to form a series of courses. Course and program offerings provide instruction that is focused on skill competencies that may lead to a recognized credential (licensure, certification, renewal, registry listing) and/or meet local workforce needs. Workforce Continuing Education courses are designed for the specific purposes of training an individual for full- or part-time employment, upgrading the skills of incumbent workers, or retraining individuals for new employment in occupational fields.<sup>52</sup>

#### PROGRAM OUTCOMES

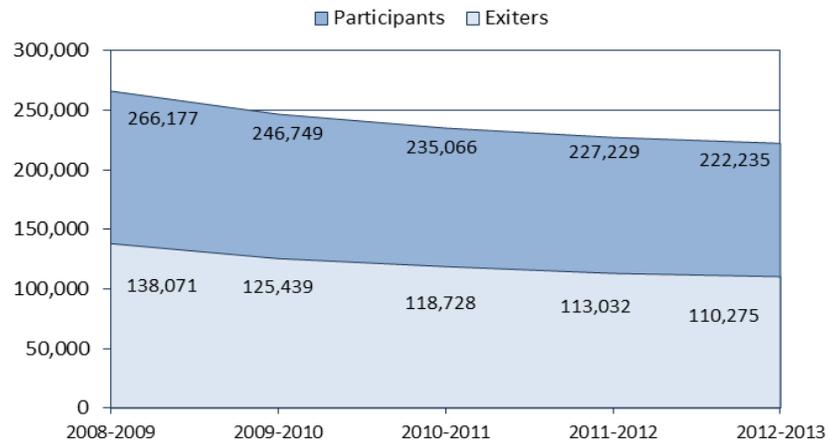
Analyses of information provided by the North Carolina Community College System to the CFS for the Workforce Continuing Education Training Programs were undertaken. These analyses included the development of outcome measures for the Workforce Continuing Education training programs across five program years (2008-2009, 2009-2010, 2010-2011, 2011-2012 and 2012-2013). Workforce Continuing Education programs do not lead to formalized academic awards, therefore program exiters were utilized to in the development of the employment and wage outcomes. Exiters were

<sup>52</sup> <http://www.nccommunitycolleges.edu/workforce-continuing-education>

defined as those individuals participating in Workforce Continuing Education programs who did not have a participation record across two subsequent six month reporting cycles. It is important to note that the participant counts utilized in these analyses represent a unique count of individuals with information supplied by the North Carolina Community College System to the Common Follow-up System and rely on the accuracy of participant records submitted including the use of SSNs and do not reflect the nuances associated with official enrollment statistics reported by NCCCS.

Analyses revealed that there was a steady decline in the number of individuals participating in Workforce Continuing Education programs across the program years. Enrollment in these programs was at a five year high during the 2008-2009 program year and has been slowly declining each year. The number of participants reached 266,177 in the 2008-2009 program year and declined to 222,235 during the 2012-2013 program year. The number of exiters across the five year time period reflected a similar trend to the number of participants. That is there was a decline in the number of exiters across the five year time period. These declines are partially attributed to changes in economic conditions as well as to changes in course offerings.

**Figure 9.1 Workforce Continuing Education Program Participants and Exiters Program Year 2008-2009 through Program Year 2012-2013**



## EMPLOYMENT AND WAGE OUTCOMES

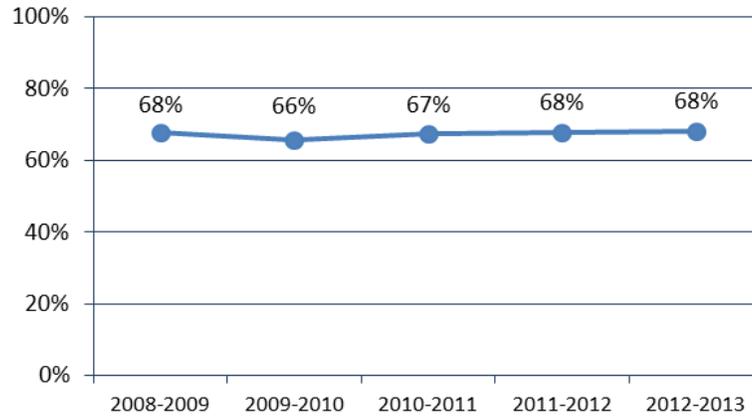
Employment and wage outcomes were derived for each year of Workforce Continuing Education program year exiters. Analyses included the development of post exit employment rates and wage statistics for up to five years after exit. These measures include only those individuals who are employed in North Carolina in jobs covered by the state’s Unemployment Insurance laws. Employment and wage outcome measures were calculated separately by program year cohorts.

Results indicated that one year post exit employment rates of Workforce Continuing Education exiters were fairly stable across the five years and ranged from 66% for the

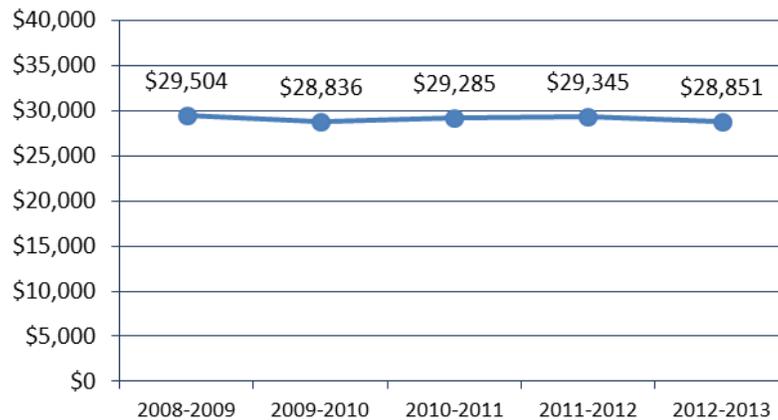
2009-2010 program year exiters to a high of 68% for the 2008-2009, 2011-2012, and 2012-2013 program year exiters.

One year post exit average wages were fairly stable across the Workforce Continuing Education program year exiter cohorts and ranged from a high of \$29,504 for the 2008-2009 program year exiters to a low of \$28,836 for the 2009-2010 program year exiters.

**Figure 9.2 Percent of Workforce Continuing Education Program Exiters Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Exit**

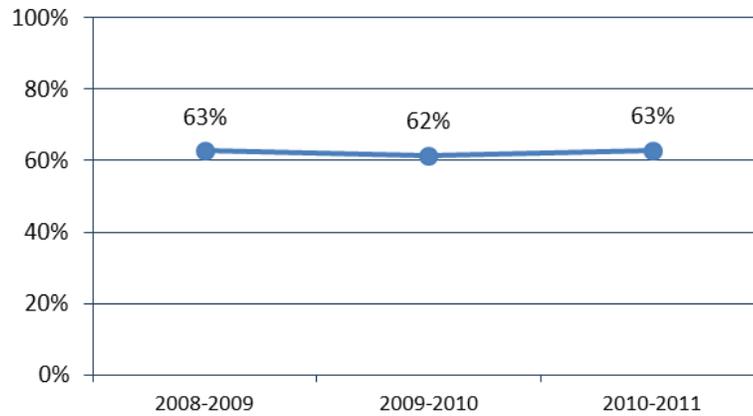


**Figure 9.3 Average Wage of Workforce Continuing Education Program Exiters Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Exit**



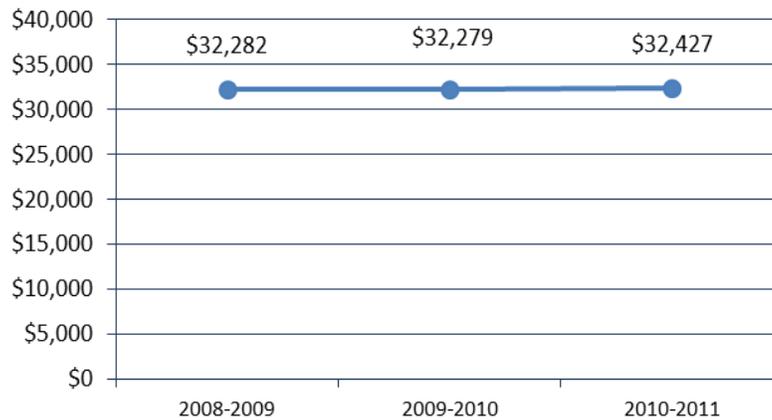
Longer term post exit employment and wage measures for the Workforce Continuing Education program exiters indicate that three years after exit almost two-thirds of the 2008-2009, 2009-2010 and 2010-2011 program year exiters were employed in North Carolina.

**Figure 9.4 Percent of Workforce Continuing Education Program Exiters Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Exit**



The three year post exit employment rates for Workforce Continuing Education program exiters were stable across program years as was the average three-year post exit wage, with the 2008-2009 exiters having an annual wage of \$32,282 three years after exit, the 2009-2010 exiters having an annual wage of \$32,279 three years after exit and the 2010-2011 exiters having an annual wage of \$32,427 three years after exit.

**Figure 9.5 Average Wage of Workforce Continuing Education Program Exiters Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Exit**



While the analyses revealed stability in both employment and wage rates by program year, when exit cohorts were followed over multiple years the cohort employment rates showed a decline over longer periods of time. That is of the 2008-2009 Workforce Continuing Education exiters 68% were employed in the first year after exit, by five years after exit the employment rate declined to 59%. However, the average wage increased from \$29,504 in the first year after exit to \$34,892 in the fifth year after exit.

## EMPLOYMENT AND WAGE OUTCOMES BY PROGRAM AREA

Employment and wage outcome measures were calculated separately by nine major programmatic areas by year within the Workforce Continuing Education program. These programmatic areas include Agricultural and Natural Resources; Business/Computers; Construction; Education/Language; Health; Industrial/Manufacturing; Public Safety; Service and Transport Systems.

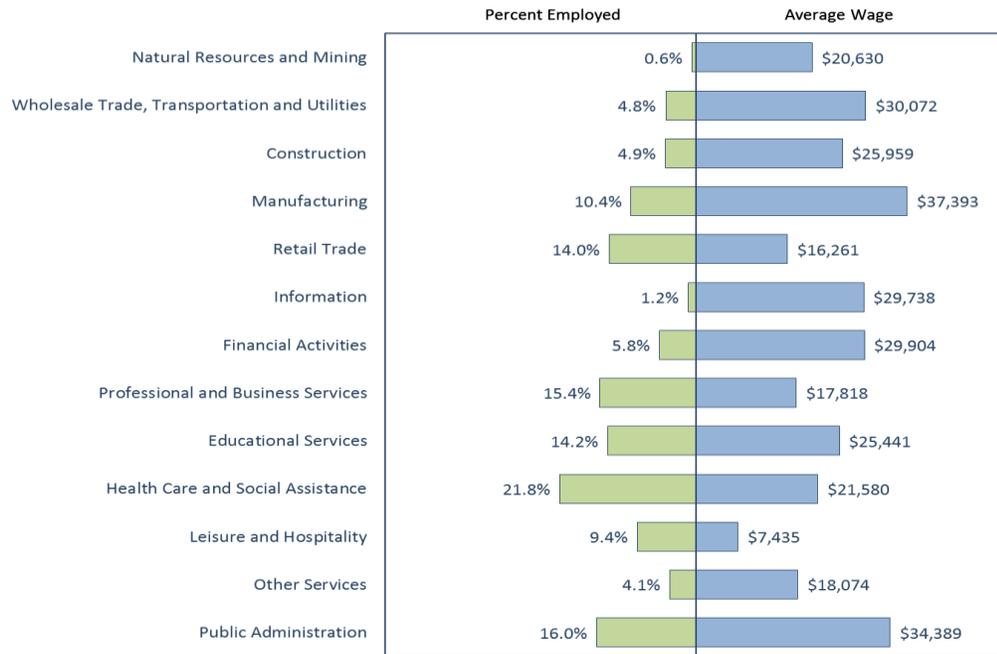
The three largest programmatic areas based on enrollments were Health, Public Safety, and Business/Computers. The Health Workforce Continuing Education programmatic area had the largest number of students with more than 80,000 students enrolled in each of the first four program years and almost 78,000 during the 2012-2013 program year. Public Safety had the second largest number of students with over 69,000 individuals participating in training per year and the Business/Computers programmatic area followed with over 63,000 individuals in the 2008-2009 program year, over 52,000 in the 2009-2010 program year and over 40,000 in the last three years.

The highest post exit employment rates were found within the Health, Public Safety, Industrial/Manufacturing, and Transport Systems and Education/Language programmatic areas. Longer term post exit employment rates were highest for Health programs and Industrial/Manufacturing programs. The highest post exit average wages were found for the Public Safety, Business/Computers, Construction, Industrial/Manufacturing, Transport Systems programs. As noted in the Career and Technical Education analyses, employment trends for Continuing Education Agriculture & Natural Resources programs were fairly low. Again, it is important to note that there are substantial areas of North Carolina's agricultural industries that are not covered by the state's Unemployment Insurance Laws and thus not included in the unemployment insurance wage data and likely impact the findings for the Agricultural and Natural Resources programs.

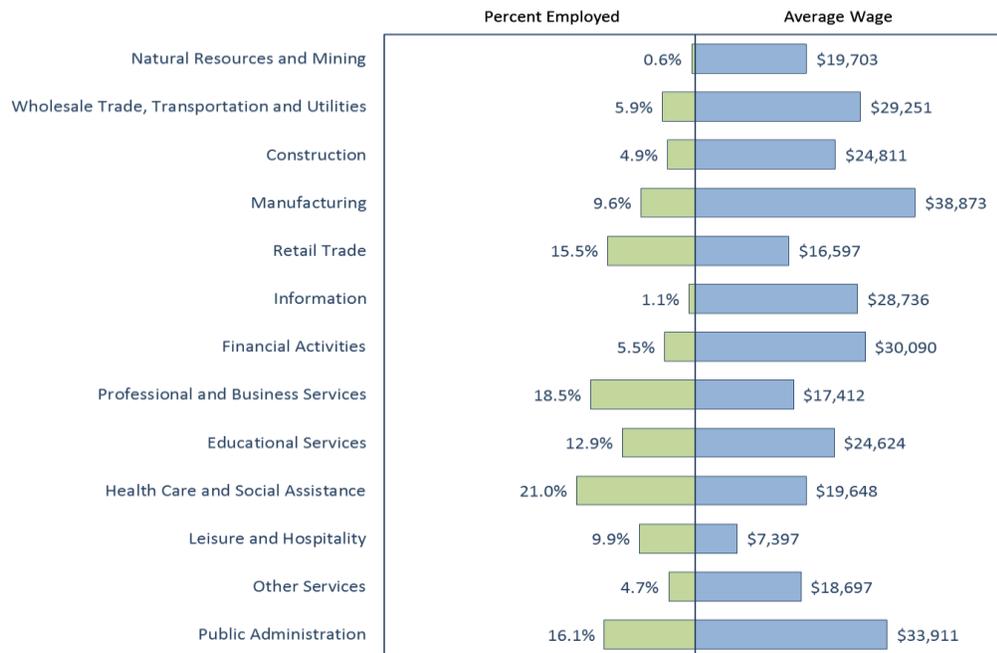
## INDUSTRY OF EMPLOYMENT

Analyses of the post participation industries of employment revealed fairly stable trends across program years and across longitudinal employment outcomes with the exception of some variability in the industrial distribution of the 2008-2009 program year exiters. Within the first year after exit approximately one out of every five Workforce Continuing Education program exiters who were employed in North Carolina were employed in the Health Care and Social Assistance industry, more than 18.0% were employed in the Professional and Business Services industry, more than 15.0% were employed in the Retail Trade industry and approximately 15.0% were employed in the Public Administration industry and over 12.0% were employed in the Educational Services industrial grouping. The only notable exception to these one year post employment trends were noted in the 2008-2009 program year exiter industrial trends. This cohort demonstrated slightly lower employment trends in the Professional and Business Services industry in the first year after exit and slightly higher trends in the Educational Services industry in the first year after exit and slightly lower trends in the Retail Trade industry.

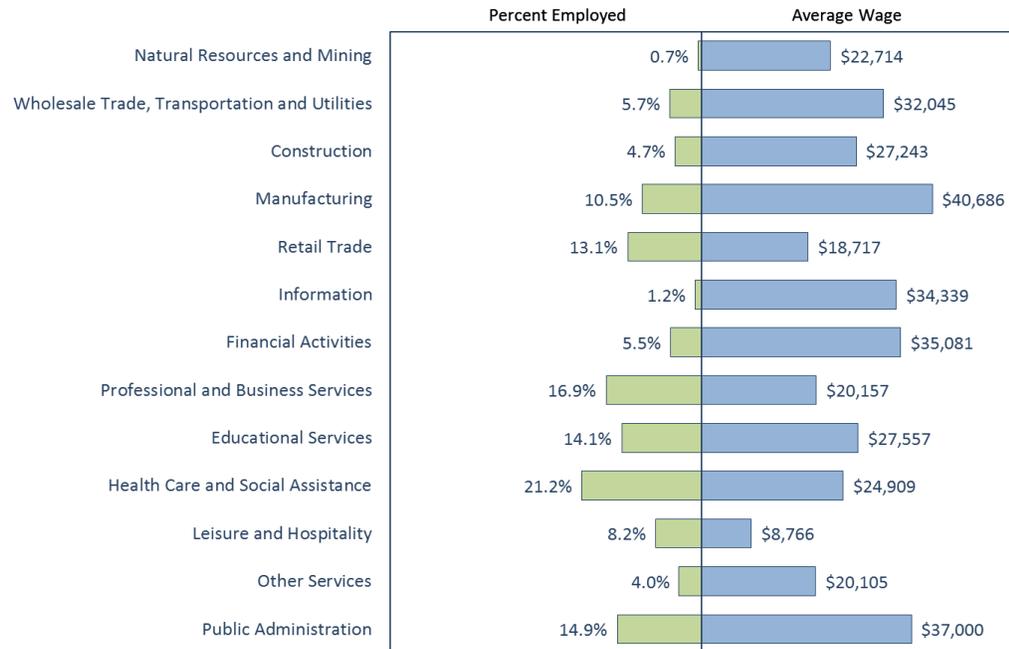
**Figure 9.6 Workforce Continuing Education Program Exitters Program Year 2008-2009 Employed in North Carolina One Year After Exit Percent Employed and Average Wage by Industry**



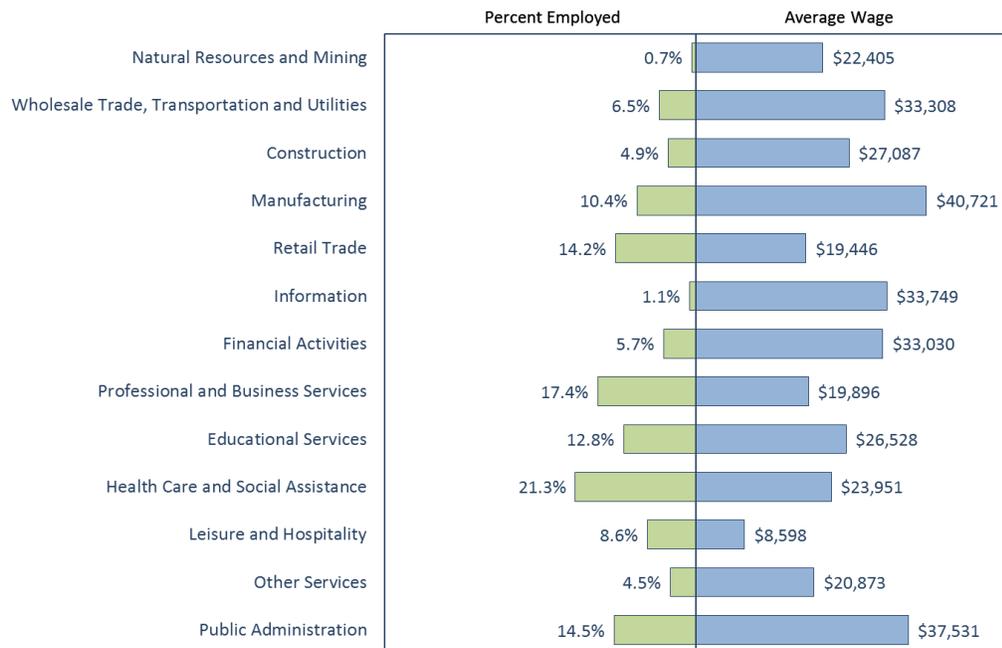
**Figure 9.7 Workforce Continuing Education Program Exitters Program Year 2010-2011 Employed in North Carolina One Year After Exit Percent Employed and Average Wage by Industry**



**Figure 9.8 Workforce Continuing Education Program Exitters Program Year 2008-2009 Employed in North Carolina Three Years After Exit Percent Employed and Average Wage by Industry**



**Figure 9.9 Workforce Continuing Education Program Exitters Program Year 2010-2011 Employed in North Carolina Three Years After Exit Percent Employed and Average Wage by Industry**



The three year post exit industry employment trends were fairly stable and congruent with the one year post exit industrial distributions. Approximately one out of every four Workforce Continuing Education program exiters who were employed in North Carolina three years after exit were employed in the Health Care and Social Assistance Industry, approximately 17.0% were employed in the Professional and Business Service industry, slightly more than 13.0% were employed in the Retail Trade industry, over 12.0% in the Educational Services industry and just over 10.0% in the Manufacturing industry. Individuals can be employed in more than one industry therefore the sum of the percentages across industrial groups will equal more than 100.0%.

Analyses of the average wage by industry demonstrated consistency in wage patterns across exit cohorts and variability across industrial sectors. That is industry average wages in the first year after exit ranged from just under \$8,000 in the Leisure and Hospitality industry across all exit cohorts to more than \$35,000 in the Manufacturing industry across all exit cohorts. Three year post exit wages again ranged from under \$9,000 in the Leisure and Hospitality industry to more than \$40,000 in the Manufacturing industry.

### **POST EXIT PARTICIPATION IN FURTHER EDUCATION AND TRAINING**

Analyses of the post exit participation in public higher education indicated that 15% to 17% of Workforce Continuing Education program exiters were found to be enrolled in North Carolina public higher education in the year after exit. By three years after exit these rates increased and ranged from 19% to 20% of all exiters and by five years after exit the rate was 15% for the 2008-2009 program year exiters. In addition analyses of post participation in North Carolina public education, employment and training programs demonstrated that within one year after exit, more than one-fourth of the Workforce Continuing Education program exiters were participating in additional public education, employment or training services. Five years after exit 23% of the 2008-2009 Workforce Continuing Education program exiters were participating in additional public education, employment or training services. When viewed together approximately three out of every four Workforce Continuing Education program exiters were found to be either employed or participating in further public education, employment or training services one year after exit. By five years after exit this was 66% for the 2008-2009 exiters.

### **SUMMARY AND RECOMMENDATIONS**

Overall the results indicate that there have been fairly stable short term employment rates and average wages for Workforce Continuing Education program exiters. This is indicated by the one year post employment and wage trends. When exiters are followed over time the employment rate tends to decline somewhat. This decline could be attributable to several factors including people not sustaining employment, people moving out of state or people finding employment in jobs not covered by North Carolina's Unemployment Insurance laws. There are a variety of reasons why individuals who are not found in covered employment including retirement, death, and inability to find employment or people leaving the labor force. However, the average wages of Workforce Continuing Education program exiters continue to rise over time.

The enrollment size and breadth of course offerings within the Workforce Continuing Education program area tends to be reflective of local and state's needs and economic conditions. As the economy continues to grow and expand it is likely that the employment and wage trajectory for Workforce Continuing Education program participants will also grow. The programmatic areas with the highest employment outcomes were noted in several key areas: Public Safety, Transport Systems, Industrial / Manufacturing and Health. Post exit average wage rates were highest for Public Safety, Business / Computers, Transport Systems and Industrial / Manufacturing. It is important to note that there is a diversity of student characteristics among Workforce Continuing Education program participants. Some are incumbent workers seeking to increase current job skills, some are not in the labor force and participating in education and training for self-enrichment, some are unemployed and looking to gain new occupational skills and others are employed but seeking to gain new occupational skills for career transitions. All of these factors have an impact on the employment and wage outcomes of Workforce Continuing Education programs.

One area that is in need of additional information is in the area of industrial and occupational credentials obtained by participants of Workforce Continuing Education as well as other workforce development programs. While Workforce Continuing Education programs do not typically offer an academic credential they do provide critical training that can lead to occupational or industry certifications. At the present time there is no central repository of information regarding industry and occupational credentials. It is recommended that the North Carolina Community College System work with the Department of Commerce and with the local community colleges to determine if the information exists at the local colleges or could be accessed through other informational resources including North Carolina's Licensing Boards. Information regarding occupational and industrial credentials is needed to further study the role that the Workforce Continuing Education and other workforce development programs play in helping workers to gain critical occupational and industrial related skills and credentials.

<b>Table 9.1 NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>WORKFORCE CONTINUING EDUCATION - TRAINING PROGRAMS</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 1 Year After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	266,177	246,749	235,066	227,229	222,235
Exiters	138,071	125,439	118,728	113,032	110,275
Exiters Employed in North Carolina 1 Year After Exit	93,457	82,391	80,046	76,504	75,016
Percent Employed in North Carolina 1 Year After Exit	68%	66%	67%	68%	68%
Exiters Average Wage in North Carolina 1 Year After Exit	\$29,504	\$28,836	\$29,285	\$29,345	\$28,851
Exiters Median Wage in North Carolina 1 Year After Exit	\$25,079	\$23,214	\$24,161	\$24,384	\$23,620
Number Enrolled in North Carolina Public Higher Education 1 Year After Exit	21,263	21,455	19,218	18,370	18,446
Percent Enrolled in North Carolina Public Higher Education 1 Year After Exit	15%	17%	16%	16%	17%
Number Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Exit	37,843	39,234	33,557	32,023	31,958
Percent Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Exit	27%	31%	28%	28%	29%
Number Enrolled or Employed 1 Year After Exit	104,950	94,687	89,858	85,952	84,320
Percent Enrolled or Employed 1 Year After Exit	76%	75%	76%	76%	76%
<b>Post Exit Outcome Measures 2 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	266,177	246,749	235,066	227,229	--
Exiters	138,071	125,439	118,728	113,032	--
Exiters Employed in North Carolina 2 Years After Exit	89,379	79,290	77,142	73,306	--
Percent Employed in North Carolina 2 Years After Exit	65%	63%	65%	65%	--
Exiters Average Wage in North Carolina 2 Years After Exit	\$30,829	\$30,634	\$30,918	\$30,956	--
Exiters Median Wage in North Carolina 2 Years After Exit	\$26,298	\$25,339	\$26,004	\$26,234	--
Number Enrolled in North Carolina Public Higher Education 2 Years After Exit	33,569	31,106	29,493	27,676	--
Percent Enrolled in North Carolina Public Higher Education 2 Years After Exit	24%	25%	25%	24%	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Exit	47,624	43,969	41,592	38,284	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Exit	34%	35%	35%	34%	--
Number Enrolled or Employed 2 Years After Exit	102,201	91,541	87,897	82,952	--
Percent Enrolled or Employed 2 Years After Exit	74%	73%	74%	73%	--

<b>Table 9.1 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>WORKFORCE CONTINUING EDUCATION - TRAINING PROGRAMS</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 3 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	266,177	246,749	235,066	--	--
Exiters	138,071	125,439	118,728	--	--
Exiters Employed in North Carolina 3 Years After Exit	86,537	77,177	74,745	--	--
Percent Employed in North Carolina 3 Years After Exit	63%	62%	63%	--	--
Exiters Average Wage in North Carolina 3 Years After Exit	\$32,282	\$32,279	\$32,427	--	--
Exiters Median Wage in North Carolina 3 Years After Exit	\$27,904	\$27,247	\$27,774	--	--
Number Enrolled in North Carolina Public Higher Education 3 Years After Exit	27,321	24,458	22,939	--	--
Percent Enrolled in North Carolina Public Higher Education 3 Years After Exit	20%	19%	19%	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Exit	39,240	36,993	33,660	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Exit	28%	29%	28%	--	--
Number Enrolled or Employed 3 Years After Exit	97,430	87,722	83,362	--	--
Percent Enrolled or Employed 3 Years After Exit	71%	70%	70%	--	--
<b>Post Exit Outcome Measures 4 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	266,177	246,749	--	--	--
Exiters	138,071	125,439	--	--	--
Exiters Employed in North Carolina 4 Years After Exit	84,335	75,092	--	--	--
Percent Employed in North Carolina 4 Years After Exit	61%	60%	--	--	--
Exiters Average Wage in North Carolina 4 Years After Exit	\$33,710	\$33,669	--	--	--
Exiters Median Wage in North Carolina 4 Years After Exit	\$29,310	\$28,799	--	--	--
Number Enrolled in North Carolina Public Higher Education 4 Years After Exit	26,720	23,417	--	--	--
Percent Enrolled in North Carolina Public Higher Education 4 Years After Exit	19%	19%	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Exit	38,832	34,784	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Exit	28%	28%	--	--	--
Number Enrolled or Employed 4 Years After Exit	94,769	84,395	--	--	--
Percent Enrolled or Employed 4 Years After Exit	69%	67%	--	--	--

Table 9.1 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM					
WORKFORCE CONTINUING EDUCATION - TRAINING PROGRAMS					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 5 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	266,177	--	--	--	--
Exiters	138,071	--	--	--	--
Exiters Employed in North Carolina 5 Years After Exit	82,134	--	--	--	--
Percent Employed in North Carolina 5 Years After Exit	59%	--	--	--	--
Exiters Average Wage in North Carolina 5 Years After Exit	\$34,892	--	--	--	--
Exiters Median Wage in North Carolina 5 Years After Exit	\$30,485	--	--	--	--
Number Enrolled in North Carolina Public Higher Education 5 Years After Exit	21,192	--	--	--	--
Percent Enrolled in North Carolina Public Higher Education 5 Years After Exit	15%	--	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Exit	32,378	--	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Exit	23%	--	--	--	--
Number Enrolled or Employed 5 Years After Exit	90,666	--	--	--	--
Percent Enrolled or Employed 5 Years After Exit	66%	--	--	--	--

Table 9.2 NORTH CAROLINA COMMUNITY COLLEGE SYSTEM					
WORKFORCE CONTINUING EDUCATION - TRAINING PROGRAMS					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 1 Year After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	266,177	246,749	235,066	227,229	222,235
Exiters	138,071	125,439	118,728	113,032	110,275
Exiters Employed 1 Year After Exit	93,457	82,391	80,046	76,504	75,016
Industry of Employment 1 Year After Exit					
Natural Resources and Mining	0.6%	0.7%	0.6%	0.6%	0.7%
Wholesale Trade, Transportation and Utilities	4.8%	5.4%	5.9%	5.6%	5.7%
Construction	4.9%	4.8%	4.9%	4.7%	4.6%
Manufacturing	10.4%	10.4%	9.6%	8.7%	9.0%
Retail Trade	14.0%	15.2%	15.5%	15.4%	17.2%
Information	1.2%	1.2%	1.1%	1.1%	1.1%
Financial Activities	5.8%	6.0%	5.5%	6.0%	5.8%
Professional and Business Services	15.4%	18.3%	18.5%	18.2%	18.2%
Educational Services	14.2%	12.4%	12.9%	12.5%	13.3%
Health Care and Social Assistance	21.8%	21.8%	21.0%	21.5%	20.7%
Leisure and Hospitality	9.4%	10.2%	9.9%	10.5%	11.3%
Other Services	4.1%	4.4%	4.7%	4.9%	5.0%
Public Administration	16.0%	14.7%	16.1%	16.7%	15.5%
Post Exit Outcome Measures 3 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	266,177	246,749	235,066	--	--
Exiters	138,071	125,439	118,728	--	--
Exiters Employed 3 Years After Exit	86,537	77,177	74,745	--	--
Industry of Employment 3 Years After Exit					
Natural Resources and Mining	0.7%	0.7%	0.7%	--	--
Wholesale Trade, Transportation and Utilities	5.7%	6.2%	6.5%	--	--
Construction	4.7%	4.6%	4.9%	--	--
Manufacturing	10.5%	11.0%	10.4%	--	--
Retail Trade	13.1%	13.8%	14.2%	--	--
Information	1.2%	1.1%	1.1%	--	--
Financial Activities	5.5%	5.7%	5.7%	--	--
Professional and Business Services	16.9%	17.9%	17.4%	--	--
Educational Services	14.1%	12.4%	12.8%	--	--
Health Care and Social Assistance	21.2%	21.8%	21.3%	--	--
Leisure and Hospitality	8.2%	9.0%	8.6%	--	--
Other Services	4.0%	4.3%	4.5%	--	--
Public Administration	14.9%	13.1%	14.5%	--	--

<b>Table 9.2 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>WORKFORCE CONTINUING EDUCATION - TRAINING PROGRAMS</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 1 Year After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	266,177	246,749	235,066	227,229	222,235
Exiters	138,071	125,439	118,728	113,032	110,275
Exiters Employed 1 Year After Exit	93,457	82,391	80,046	76,504	75,016
<b>Industry of Employment 1 Year After Exit</b>					
Natural Resources and Mining	\$20,630	\$22,973	\$19,703	\$20,963	\$17,480
Wholesale Trade, Transportation and Utilities	\$30,072	\$29,307	\$29,251	\$27,650	\$28,191
Construction	\$25,959	\$23,177	\$24,811	\$25,148	\$24,602
Manufacturing	\$37,393	\$37,623	\$38,873	\$37,838	\$35,838
Retail Trade	\$16,261	\$16,141	\$16,597	\$16,398	\$16,910
Information	\$29,738	\$27,908	\$28,736	\$32,021	\$28,967
Financial Activities	\$29,904	\$28,773	\$30,090	\$30,653	\$29,234
Professional and Business Services	\$17,818	\$17,450	\$17,412	\$17,990	\$16,112
Educational Services	\$25,441	\$25,275	\$24,624	\$24,623	\$24,769
Health Care and Social Assistance	\$21,580	\$20,353	\$19,648	\$20,451	\$20,446
Leisure and Hospitality	\$7,435	\$7,208	\$7,397	\$7,769	\$7,256
Other Services	\$18,074	\$18,493	\$18,697	\$18,364	\$19,247
Public Administration	\$34,389	\$33,243	\$33,911	\$33,367	\$33,239
<b>Post Exit Outcome Measures 3 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	266,177	246,749	235,066	--	--
Exiters	138,071	125,439	118,728	--	--
Exiters Employed 3 Years After Exit	86,537	77,177	74,745	--	--
<b>Industry of Employment 3 Years After Exit</b>					
Natural Resources and Mining	\$22,714	\$24,255	\$22,405	--	--
Wholesale Trade, Transportation and Utilities	\$32,045	\$33,342	\$33,308	--	--
Construction	\$27,243	\$27,447	\$27,087	--	--
Manufacturing	\$40,686	\$40,352	\$40,721	--	--
Retail Trade	\$18,717	\$18,971	\$19,446	--	--
Information	\$34,339	\$35,415	\$33,749	--	--
Financial Activities	\$35,081	\$35,463	\$33,030	--	--
Professional and Business Services	\$20,157	\$20,789	\$19,896	--	--
Educational Services	\$27,557	\$27,242	\$26,528	--	--
Health Care and Social Assistance	\$24,909	\$24,167	\$23,951	--	--
Leisure and Hospitality	\$8,766	\$8,735	\$8,598	--	--
Other Services	\$20,105	\$20,154	\$20,873	--	--
Public Administration	\$37,000	\$36,851	\$37,531	--	--

Table 9.3 NORTH CAROLINA COMMUNITY COLLEGE SYSTEM											
WORKFORCE CONTINUING EDUCATION TRAINING PROGRAMS											
Post Exit Outcome Employment and Wage Measures by Program Area - Program Year 2008-2009											
Program Area	Participants	Exiters	Employment and Wages in North Carolina								
			1 Year After Exit				2 Years After Exit				
			Number	%	Average Wage	Median Wage	Number	%	Average Wage	Median Wage	
Agricultural & Natural Resources	3,546	2,021	792	39%	\$22,961	\$14,070	790	39%	\$23,839	\$15,656	
Business/Computers	63,923	45,287	27,688	61%	\$33,190	\$28,908	26,522	59%	\$34,667	\$29,896	
Construction	9,045	5,266	2,847	54%	\$32,788	\$28,689	2,775	53%	\$33,332	\$29,671	
Education/Language	14,960	10,863	7,662	71%	\$28,027	\$21,468	7,311	67%	\$29,839	\$23,656	
Health	85,365	36,941	28,388	77%	\$23,251	\$17,499	27,326	74%	\$24,387	\$19,113	
Industrial/Manufacturing	6,904	4,503	2,878	64%	\$31,595	\$26,590	2,817	63%	\$33,527	\$28,988	
Public Safety	74,696	17,901	13,465	75%	\$34,725	\$32,970	12,442	70%	\$36,145	\$34,203	
Service	6,217	4,107	2,198	54%	\$23,900	\$19,362	2,105	51%	\$24,880	\$20,000	
Transport Systems	16,835	11,182	7,539	67%	\$31,977	\$29,789	7,291	65%	\$33,412	\$31,200	
			3 Years After Exit				4 Years After Exit				
Agricultural & Natural Resources	3,546	2,021	774	38%	\$25,072	\$17,999	774	38%	\$26,103	\$18,384	
Business/Computers	63,923	45,287	25,561	56%	\$35,936	\$31,007	25,002	55%	\$37,020	\$31,800	
Construction	9,045	5,266	2,727	52%	\$34,374	\$31,241	2,705	51%	\$35,450	\$32,258	
Education/Language	14,960	10,863	6,978	64%	\$31,222	\$25,135	6,732	62%	\$32,514	\$27,195	
Health	85,365	36,941	26,467	72%	\$26,305	\$21,303	25,774	70%	\$28,277	\$23,319	
Industrial/Manufacturing	6,904	4,503	2,792	62%	\$36,362	\$31,224	2,726	61%	\$38,951	\$33,267	
Public Safety	74,696	17,901	12,118	68%	\$37,089	\$34,853	11,763	66%	\$38,153	\$35,559	
Service	6,217	4,107	2,049	50%	\$25,549	\$20,762	1,980	48%	\$26,949	\$22,033	
Transport Systems	16,835	11,182	7,071	63%	\$34,580	\$32,239	6,879	62%	\$35,650	\$33,168	
			5 Years After Exit								
Agricultural & Natural Resources	3,546	2,021	767	38%	\$25,571	\$18,808					
Business/Computers	63,923	45,287	24,342	54%	\$38,484	\$32,745					
Construction	9,045	5,266	2,632	50%	\$36,724	\$33,571					
Education/Language	14,960	10,863	6,497	60%	\$33,318	\$28,349					
Health	85,365	36,941	25,175	68%	\$29,479	\$24,804					
Industrial/Manufacturing	6,904	4,503	2,661	59%	\$40,050	\$34,712					
Public Safety	74,696	17,901	11,423	64%	\$39,172	\$36,308					
Service	6,217	4,107	1,940	47%	\$28,080	\$22,809					
Transport Systems	16,835	11,182	6,697	60%	\$36,679	\$34,377					

Table 9.3 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM										
WORKFORCE CONTINUING EDUCATION TRAINING PROGRAMS										
Post Exit Outcome Employment and Wage Measures by Program Area - Program Year 2009-2010										
Program Area	Participants	Exiters	Employment and Wages in North Carolina							
			1 Year After Exit				2 Years After Exit			
			Number	%	Average Wage	Median Wage	Number	%	Average Wage	Median Wage
Agricultural & Natural Resources	4,077	2,439	972	40%	\$20,019	\$11,747	981	40%	\$22,188	\$14,818
Business/Computers	52,289	37,515	21,769	58%	\$34,228	\$29,275	21,103	56%	\$36,254	\$30,968
Construction	8,371	5,002	2,510	50%	\$31,044	\$26,983	2,531	51%	\$32,167	\$28,127
Education/Language	10,044	7,027	4,729	67%	\$29,941	\$22,293	4,528	64%	\$31,661	\$25,242
Health	87,087	38,698	29,426	76%	\$22,089	\$16,211	28,463	74%	\$23,925	\$18,706
Industrial/Manufacturing	6,839	4,748	3,212	68%	\$33,073	\$28,176	3,138	66%	\$36,255	\$31,841
Public Safety	71,664	16,069	11,172	70%	\$34,089	\$32,011	10,247	64%	\$35,646	\$33,592
Service	6,094	3,920	1,983	51%	\$24,741	\$17,901	1,926	49%	\$25,907	\$18,290
Transport Systems	15,371	10,021	6,618	66%	\$31,068	\$28,478	6,373	64%	\$32,546	\$30,334
			3 Years After Exit				4 Years After Exit			
Agricultural & Natural Resources	4,077	2,439	982	40%	\$22,310	\$15,433	982	40%	\$23,206	\$16,381
Business/Computers	52,289	37,515	20,630	55%	\$37,941	\$32,319	20,029	53%	\$38,988	\$33,293
Construction	8,371	5,002	2,493	50%	\$33,426	\$29,203	2,428	49%	\$35,404	\$31,238
Education/Language	10,044	7,027	4,360	62%	\$33,640	\$27,714	4,243	60%	\$35,166	\$29,420
Health	87,087	38,698	27,719	72%	\$25,905	\$20,809	27,064	70%	\$27,646	\$22,848
Industrial/Manufacturing	6,839	4,748	3,067	65%	\$38,066	\$34,166	3,004	63%	\$39,041	\$35,260
Public Safety	71,664	16,069	9,918	62%	\$36,833	\$34,736	9,593	60%	\$37,961	\$35,317
Service	6,094	3,920	1,849	47%	\$27,062	\$19,782	1,767	45%	\$28,493	\$21,059
Transport Systems	15,371	10,021	6,159	61%	\$33,513	\$31,226	5,982	60%	\$35,010	\$32,625

Table 9.3 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM											
WORKFORCE CONTINUING EDUCATION TRAINING PROGRAMS											
Post Exit Outcome Employment and Wage Measures by Program Area - Program Year 2010-2011											
Program Area	Participants	Exiters	Employment and Wages in North Carolina								
			1 Year After Exit				2 Years After Exit				
			Number	%	Average Wage	Median Wage	Number	%	Average Wage	Median Wage	
Agricultural & Natural Resources	3,906	2,636	1,165	44%	\$22,313	\$13,527	1,180	45%	\$24,254	\$15,329	
Business/Computers	44,212	31,979	19,091	60%	\$34,797	\$30,486	18,585	58%	\$36,417	\$31,728	
Construction	7,318	4,394	2,332	53%	\$30,106	\$26,129	2,283	52%	\$31,978	\$27,878	
Education/Language	8,986	6,274	4,083	65%	\$27,609	\$19,834	3,931	63%	\$29,407	\$21,907	
Health	85,132	38,308	29,081	76%	\$22,702	\$17,163	28,143	73%	\$24,416	\$19,540	
Industrial/Manufacturing	6,633	4,777	3,432	72%	\$35,626	\$31,052	3,368	71%	\$37,578	\$34,312	
Public Safety	70,768	15,632	11,325	72%	\$34,280	\$32,531	10,425	67%	\$36,002	\$34,048	
Service	6,236	4,224	2,238	53%	\$24,765	\$17,523	2,180	52%	\$25,784	\$18,442	
Transport Systems	15,769	10,504	7,299	69%	\$33,540	\$30,714	7,047	67%	\$34,882	\$32,196	
			3 Years After Exit								
Agricultural & Natural Resources	3,906	2,636	1,173	44%	\$24,149	\$15,908					
Business/Computers	44,212	31,979	17,999	56%	\$37,728	\$32,846					
Construction	7,318	4,394	2,232	51%	\$33,980	\$29,830					
Education/Language	8,986	6,274	3,732	59%	\$30,941	\$23,940					
Health	85,132	38,308	27,396	72%	\$26,118	\$21,500					
Industrial/Manufacturing	6,633	4,777	3,265	68%	\$39,094	\$36,208					
Public Safety	70,768	15,632	10,072	64%	\$37,575	\$35,373					
Service	6,236	4,224	2,122	50%	\$26,819	\$19,302					
Transport Systems	15,769	10,504	6,754	64%	\$36,502	\$34,074					

Table 9.3 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM										
WORKFORCE CONTINUING EDUCATION TRAINING PROGRAMS										
Post Exit Outcome Employment and Wage Measures by Program Area - Program Year 2011-2012										
Program Area	Participants	Exiters	Employment and Wages in North Carolina							
			1 Year After Exit				2 Years After Exit			
			Number	%	Average Wage	Median Wage	Number	%	Average Wage	Median Wage
Agricultural & Natural Resources	3,670	2,283	962	42%	\$20,861	\$12,856	939	41%	\$22,968	\$16,276
Business/Computers	42,343	30,181	18,398	61%	\$35,408	\$30,942	17,764	59%	\$36,910	\$32,439
Construction	7,055	4,724	2,362	50%	\$33,501	\$29,061	2,373	50%	\$34,414	\$29,841
Education/Language	8,449	5,943	3,833	64%	\$28,285	\$17,973	3,625	61%	\$30,398	\$20,896
Health	81,930	36,343	28,022	77%	\$23,074	\$17,608	27,072	74%	\$24,654	\$19,853
Industrial/Manufacturing	6,278	4,124	2,805	68%	\$29,022	\$24,344	2,709	66%	\$32,329	\$29,019
Public Safety	69,938	15,401	11,256	73%	\$34,128	\$32,473	10,255	67%	\$36,001	\$34,172
Service	6,565	4,052	2,102	52%	\$25,895	\$18,809	2,061	51%	\$26,662	\$19,980
Transport Systems	15,270	9,981	6,764	68%	\$32,438	\$29,808	6,508	65%	\$33,958	\$31,695

Table 9.3 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM										
WORKFORCE CONTINUING EDUCATION TRAINING PROGRAMS										
Post Exit Outcome Employment and Wage Measures by Program Area - Program Year 2012-2013										
Program Area	Participants	Exiters	Employment and Wages in North Carolina							
			1 Year After Exit							
			Number	%	Average Wage	Median Wage				
Agricultural & Natural Resources	3,361	2,137	928	43%	\$19,345	\$10,800				
Business/Computers	40,441	29,416	17,260	59%	\$35,205	\$30,203				
Construction	6,941	4,219	2,235	53%	\$29,265	\$24,805				
Education/Language	7,706	5,420	3,569	66%	\$24,388	\$15,590				
Health	77,984	35,052	27,351	78%	\$22,936	\$17,218				
Industrial/Manufacturing	8,085	5,634	3,953	70%	\$30,751	\$25,984				
Public Safety	69,526	13,901	10,446	75%	\$33,608	\$32,019				
Service	7,399	4,839	2,519	52%	\$24,347	\$17,438				
Transport Systems	13,872	9,657	6,755	70%	\$33,303	\$30,749				

## SMALL BUSINESS CENTER (SBC)

### PROGRAM OVERVIEW

Within the North Carolina Community Colleges Continuing Education programmatic area is the state's Small Business Centers (SBC). These SBC's provide a statewide network of centers that are designed to support the development and growth of small businesses throughout the state. The Small Business Centers assist entrepreneurs, small businesses and those interested in starting businesses with a variety of training opportunities, technical assistance and informational resources. These services include training seminars and workshops focused on a variety of topics including: Starting a Business, Writing a Business Plan, Financing, Advertising, Bookkeeping and Marketing. Small Business centers also work with local businesses to develop other workshops and trainings that help to meet their specific needs.<sup>53</sup>

In addition, to workshop and training offerings, SBC's provide a variety of counseling and informational resources to clients. Counseling services cover a diverse group of topics including licensing issues, business plans, business feasibility, marketing and advertising, loans and sources of financing and doing business with the government. SBC's also provide other informational, technical and referral resources. These include access to and use of computers, books and other media as well as the provision of information about businesses and industries and referrals to other governmental and business resources.<sup>54</sup>

### PROGRAM OUTCOMES

Analyses of information provided by the North Carolina Community College System to the CFS for the Small Business Centers were undertaken. These analyses included the development of outcome measures for the Small Business Center programs across five program years (2008-2009, 2009-2010, 2010-2011, 2011-2012 and 2012-2013). Small Business Center programs do not lead to formalized academic awards, therefore program exiters were utilized to determine employment and wage outcomes. Exiters were defined as those individuals participating in Small Business Center programs who did not have a participation record across two subsequent six month reporting cycles. Analyses were carried out separately by program year. It is important to note that these rely on the accuracy of the participant records submitted including the use of SSNs.

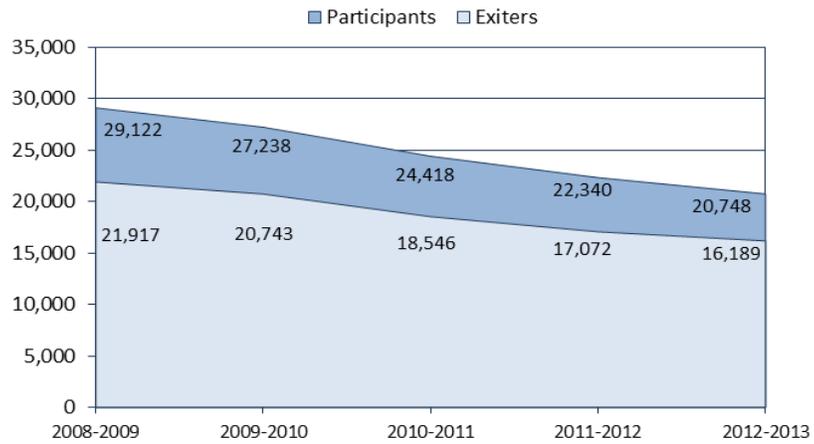
Analyses revealed that there was a steady decline in the number of participants receiving services through the SBC's as well as a decline in the number of exiters across the five program years.

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<sup>53</sup> North Carolina Community College System website [http://www.nccommunitycolleges.edu/sites/default/files/basic-pages/academic-programs/attachments/education\\_catalog\\_02feb2015.pdf](http://www.nccommunitycolleges.edu/sites/default/files/basic-pages/academic-programs/attachments/education_catalog_02feb2015.pdf)

<sup>54</sup> Ibid

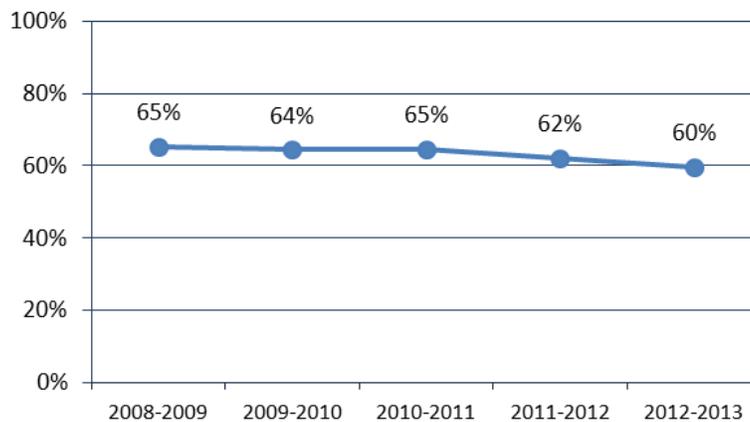
**Figure 10.1 Small Business Center Participants and Exitters Program Year 2008-2009 through Program Year 2012-2013**



### EMPLOYMENT AND WAGE OUTCOMES

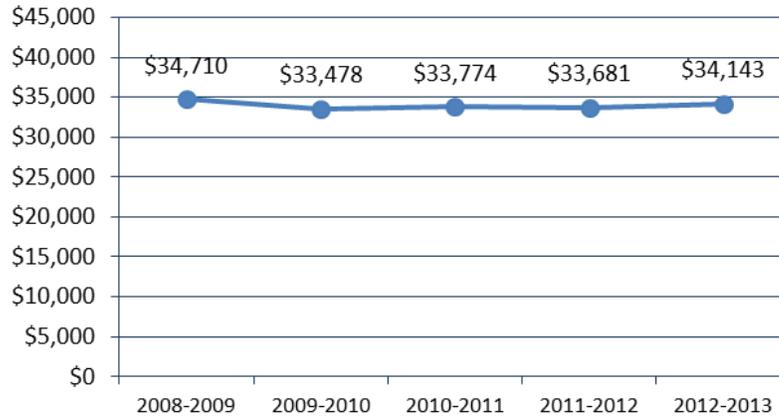
Employment and wage outcomes were derived separately for each year of Small Business Center program exitters. Analyses included the development of post exit employment rates and wage statistics for up to five years after exit. These measures include only those individuals who are employed in North Carolina in jobs covered by the state’s Unemployment Insurance laws. Employment and wage outcome measures were calculated separately by program year cohorts.

**Figure 10.2 Percent of Small Business Center Exitters Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Exit**



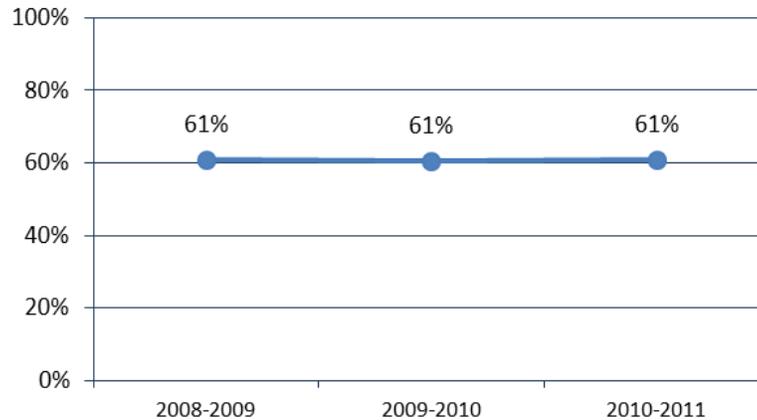
One year post exit employment rates showed slight declines across program years and average wages were fairly stable across the five program years. One year post exit employment rates ranged from 65% for the 2008-2009 and 2010-2011 exitters to 60% for the 2012-2013 exitters. One year post exit average wages ranged from \$33,478 for the 2009-2010 program year exitters to a high of \$34,710 for the 2008-2009 program year exitters.

**Figure 10.3 Average Wage of Small Business Center Exiters Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Exit**



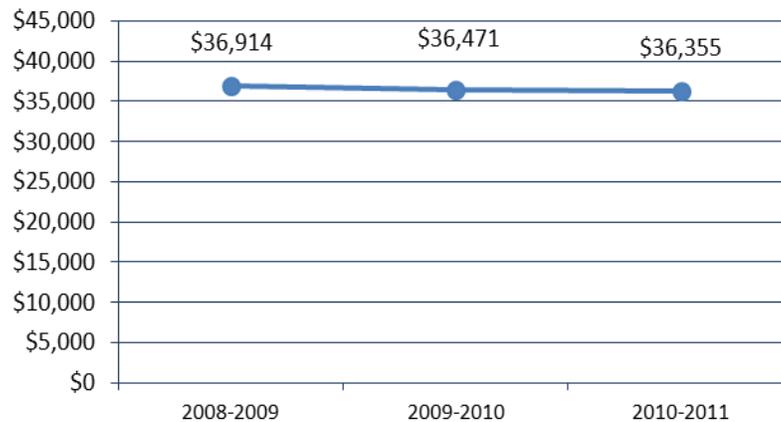
Longer term post exit employment and wage measures indicate stable employment rates with 61% of the 2008-2009, 2009-2010 and 2010-2011 Small Business Center program year exiters employed three years after exit.

**Figure 10.4 Percent of Small Business Center Exiters Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Exit**



The average three-year post exit wages were stable across the three program year cohorts, with the 2008-2009 exiters having an annual wage of \$36,914 three years after exit, the 2009-2010 exiters having an annual wage of \$36,471 three years after exit and the 2010-2011 exiters having an annual wage of \$36,355 three years after exit.

**Figure 10.5 Average Wage of Small Business Center Exiters Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Exit**



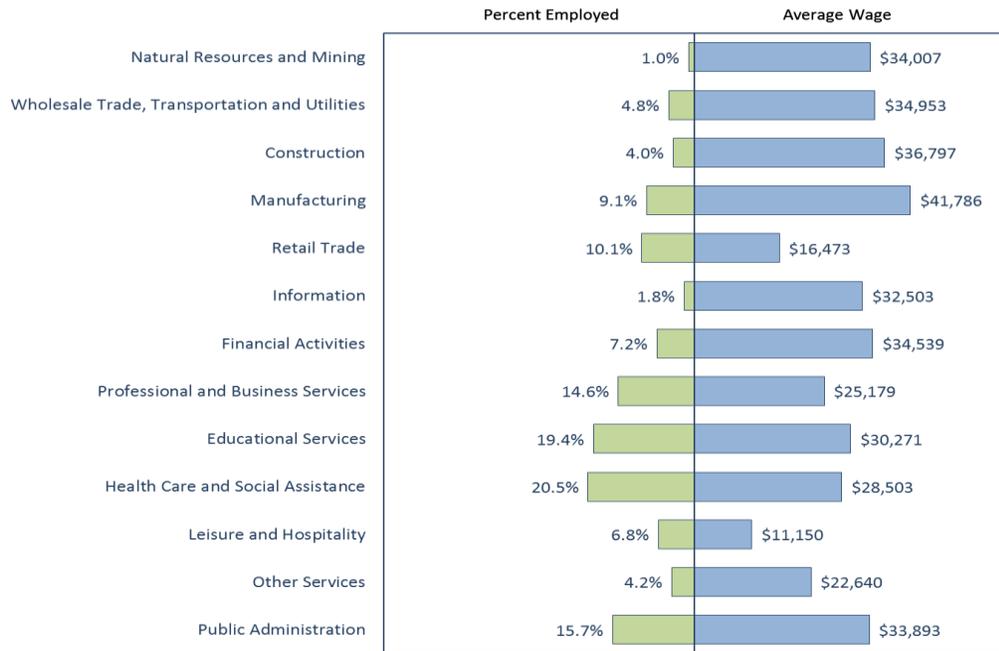
When exit cohorts were followed over multiple years the cohort employment rates showed a decline and steady increases in the average wage. That is of the 2008-2009 Small Business Center exiters 65% were employed in the first year after exit, by five years after exit the employment rate for this group was 57%, while the average wage increased from \$34,710 in first year after exit to \$38,785 in the fifth year after exit.

### INDUSTRY OF EMPLOYMENT

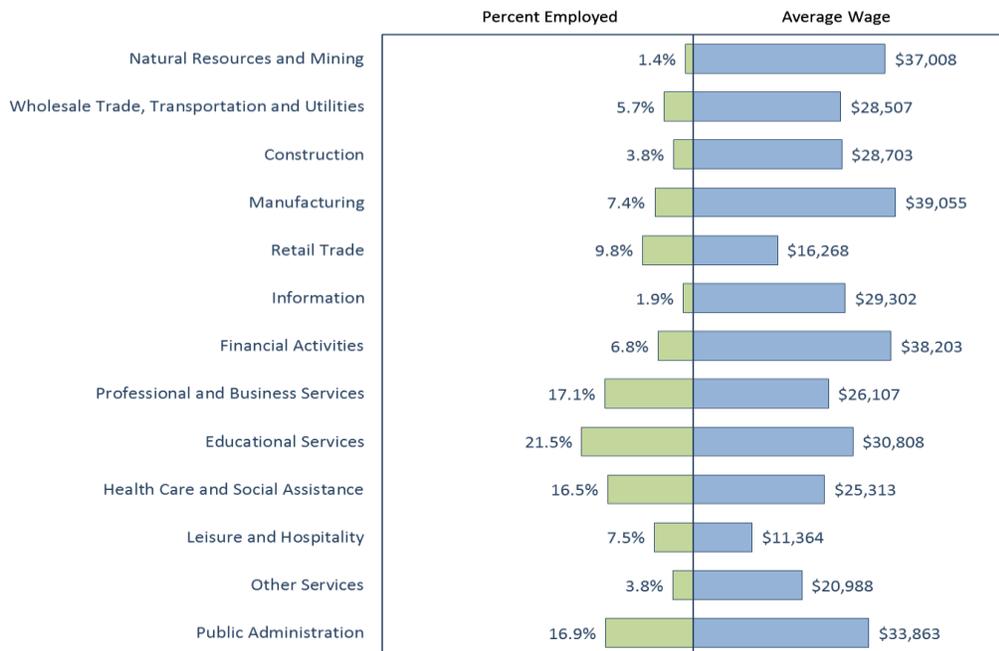
Analyses of the post exit industries of employment of Small Business Center exiters revealed variability in specific industrial groupings over time. One year post exit employment in the Educational Services industry ranged from a low 18.5% for the 2009-2010 exiters to a high of 21.5% for the 2010-2011 exiters. One year post exit employment in the Professional and Business Services and Public Administration industries. Employment in the Professional and Business Services industry ranged from 14.6% for the 2008-2009 exiters to 19.4% for the 2012-2013 exiters, while employment in the Public Administration industry ranged from 10.9% for the 2012-2013 exiters to 18.2% for the 2011-2012 exiters. One year post employment in the Retail Trade industry ranged from 9.3% for the 2009-2010 exiters to 12.1% for the 2012-2013 exiters. Average wages by industry displayed variability across industrial sectors with the highest average wages in the Manufacturing industry and the lowest in Leisure and Hospitality industry.

The three year post exit employment industrial patterns were fairly stable across exit cohorts. Three year post employment in the Educational Services industry ranged from 18.1% for the 2009-2010 exiters to 20.9% for the 2010-2011 exiters. Three year post exit employment in the Professional and Business Services industry was fairly stable across the program years and ranged from 15.6% of the 2008-2009 exiters to 18.1% for the 2009-2010 exiters, while employment in the Health Care and Social Assistance ranged from a low of 16.4% of the 2010-2011 exiters to a high of 18.1% for the 2009-2010 exiters. Three year post exit employment in both the Public Administration and Retail Trade industries was fairly stable. Again the average wages by industry displayed variability across industrial sectors with the highest average three year post exit wages in the Manufacturing industry and the lowest in the Leisure and Hospitality industry.

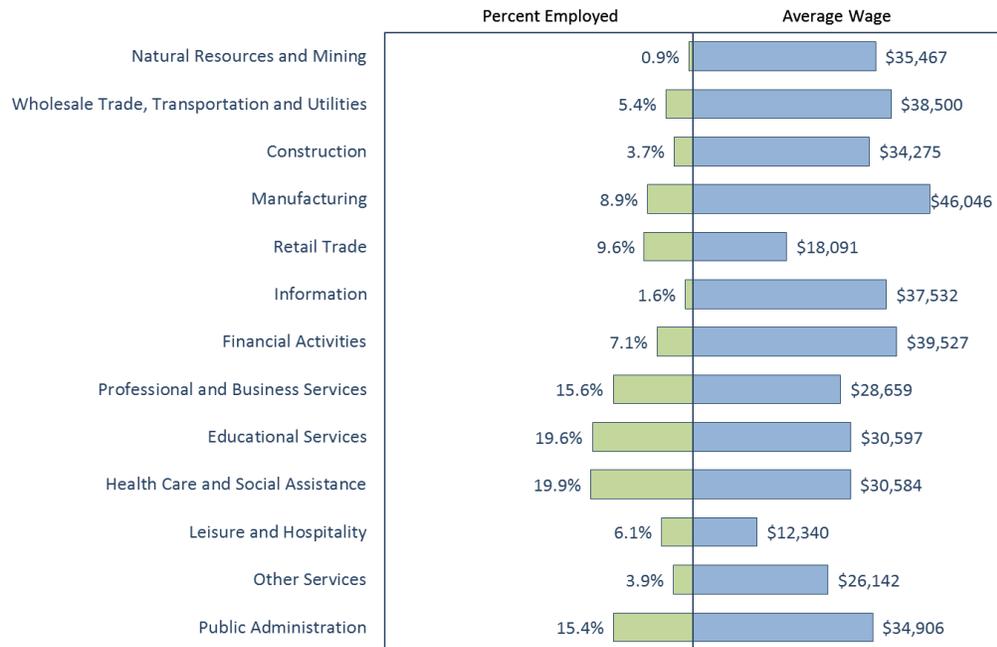
**Figure 10.6 Small Business Center Exiters Program Year 2008-2009 Employed in North Carolina One Year After Exit Percent Employed and Average Wage by Industry**



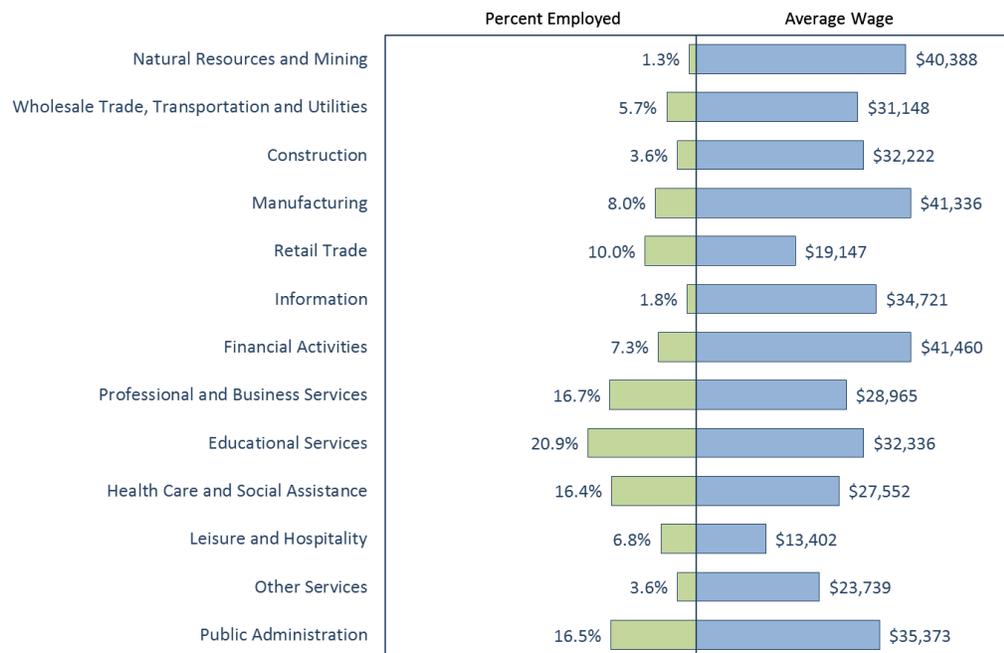
**Figure 10.7 Small Business Center Exiters Program Year 2010-2011 Employed in North Carolina One Year After Exit Percent Employed and Average Wage by Industry**



**Figure 10.8 Small Business Center Exiters Program Year 2008-2009 Employed in North Carolina Three Years After Exit Percent Employed and Average Wage by Industry**



**Figure 10.9 Small Business Center Exiters Program Year 2010-2011 Employed in North Carolina Three Years After Exit Percent Employed and Average Wage by Industry**



## POST EXIT PARTICIPATION IN FURTHER EDUCATION AND TRAINING

Analyses of the post exit participation in public higher education for Small Business Center exiters indicated fairly stable trends. Results indicated that 17% to 19% of the SBC exiters were found to be enrolled in North Carolina public higher education in the first year after exit. By three years after exit these rates were stable and ranged from 16% to 18% of all exiters and by five years after exit the rate was still 13% for the 2008-2009 exiters. In addition analyses of post participation in North Carolina public education, employment and training programs demonstrated that within one year after exit approximately one out of every four SBC exiters were receiving public education, employment or training services. Five years after exit 19% of the 2008-2009 SBC exiters were receiving public education, employment or training related services. When viewed together more than two-thirds of the SBC exiters were found to be either employed or receiving public education, employment or training services one year after exit. By five years after exit this was 62% for the 2008-2009 exiters.

Overall the results indicate that there have been some declines in the employment rates across exit cohorts and when Small Business Center exiters are followed over time. The average wage rates of SBC exiters demonstrated stability across program year exit cohorts and wage increases when exiters are followed over time.

## SUMMARY AND RECOMMENDATIONS

Overall, Small Business Center exiters had fairly high post exit wages compared to other workforce training programs. This may partially be due to the nature of the services and participant cohorts served by the Small Business Centers. These services are targeted to entrepreneurs, existing small businesses and those interested in starting small businesses. Further analysis is warranted to provide an understanding of the outcomes in SBC programs separately across the local community colleges. These analyses may provide additional insight into regional differences in programmatic outcomes. In addition, further analyses should focus on the transition of employment of SBC exiters across employment patterns and industries. This may provide additional information regarding the transition of SBC participants into new businesses as well as the growth of their existing businesses.

<b>Table 10.1 NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>SMALL BUSINESS CENTER</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 1 Year After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	29,122	27,238	24,418	22,340	20,748
Exiters	21,917	20,743	18,546	17,072	16,189
Exiters Employed 1 Year After Exit	14,311	13,358	11,976	10,629	9,657
Percent Employed 1 Year After Exit	65%	64%	65%	62%	60%
Exiters Average Wage 1 Year After Exit	\$34,710	\$33,478	\$33,774	\$33,681	\$34,143
Exiters Median Wage 1 Year After Exit	\$29,960	\$28,992	\$29,720	\$29,193	\$28,127
Number Enrolled in North Carolina Public Higher Education 1 Year After Exit	4,135	3,984	3,534	3,219	2,833
Percent Enrolled in North Carolina Public Higher Education 1 Year After Exit	19%	19%	19%	19%	17%
Number Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Exit	5,698	5,865	5,021	4,683	4,218
Percent Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Exit	26%	28%	27%	27%	26%
Number Enrolled or Employed 1 Year After Exit	15,833	15,000	13,432	11,988	10,891
Percent Enrolled or Employed 1 Year After Exit	72%	72%	72%	70%	67%
<b>Post Exit Outcome Measures 2 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	29,122	27,238	24,418	22,340	--
Exiters	21,917	20,743	18,546	17,072	--
Exiters Employed 2 Years After Exit	13,806	12,957	11,676	10,351	--
Percent Employed 2 Years After Exit	63%	62%	63%	61%	--
Exiters Average Wage 2 Years After Exit	\$35,648	\$35,032	\$35,278	\$35,002	--
Exiters Median Wage 2 Years After Exit	\$30,902	\$30,366	\$30,836	\$30,467	--
Number Enrolled in North Carolina Public Higher Education 2 Years After Exit	4,625	4,243	3,657	3,118	--
Percent Enrolled in North Carolina Public Higher Education 2 Years After Exit	21%	20%	20%	18%	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Exit	6,309	5,819	5,099	4,385	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Exit	29%	28%	27%	26%	--
Number Enrolled or Employed 2 Years After Exit	15,518	14,562	13,124	11,573	--
Percent Enrolled or Employed 2 Years After Exit	71%	70%	71%	68%	--

<b>Table 10.1 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>SMALL BUSINESS CENTER</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 3 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	29,122	27,238	24,418	--	--
Exiters	21,917	20,743	18,546	--	--
Exiters Employed 3 Years After Exit	13,371	12,556	11,315	--	--
Percent Employed 3 Years After Exit	61%	61%	61%	--	--
Exiters Average Wage 3 Years After Exit	\$36,914	\$36,471	\$36,355	--	--
Exiters Median Wage 3 Years After Exit	\$31,798	\$31,443	\$31,996	--	--
Number Enrolled in North Carolina Public Higher Education 3 Years After Exit	4,018	3,587	3,044	--	--
Percent Enrolled in North Carolina Public Higher Education 3 Years After Exit	18%	17%	16%	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Exit	5,389	5,106	4,395	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Exit	25%	25%	24%	--	--
Number Enrolled or Employed 3 Years After Exit	14,791	13,987	12,526	--	--
Percent Enrolled or Employed 3 Years After Exit	67%	67%	68%	--	--
<b>Post Exit Outcome Measures 4 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	29,122	27,238	--	--	--
Exiters	21,917	20,743	--	--	--
Exiters Employed 4 Years After Exit	13,029	12,160	--	--	--
Percent Employed 4 Years After Exit	59%	59%	--	--	--
Exiters Average Wage 4 Years After Exit	\$37,907	\$37,286	--	--	--
Exiters Median Wage 4 Years After Exit	\$32,763	\$32,191	--	--	--
Number Enrolled in North Carolina Public Higher Education 4 Years After Exit	3,422	2,957	--	--	--
Percent Enrolled in North Carolina Public Higher Education 4 Years After Exit	16%	14%	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Exit	4,829	4,489	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Exit	22%	22%	--	--	--
Number Enrolled or Employed 4 Years After Exit	14,317	13,337	--	--	--
Percent Enrolled or Employed 4 Years After Exit	65%	64%	--	--	--

<b>Table 10.1 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>SMALL BUSINESS CENTER</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 5 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	29,122	--	--	--	--
Exiters	21,917	--	--	--	--
Exiters Employed 5 Years After Exit	12,560	--	--	--	--
Percent Employed 5 Years After Exit	57%	--	--	--	--
Exiters Average Wage 5 Years After Exit	\$38,785	--	--	--	--
Exiters Median Wage 5 Years After Exit	\$33,341	--	--	--	--
Number Enrolled in North Carolina Public Higher Education 5 Years After Exit	2,747	--	--	--	--
Percent Enrolled in North Carolina Public Higher Education 5 Years After Exit	13%	--	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Exit	4,093	--	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Exit	19%	--	--	--	--
Number Enrolled or Employed 5 Years After Exit	13,603	--	--	--	--
Percent Enrolled or Employed 5 Years After Exit	62%	--	--	--	--

<b>Table 10.2 NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>SMALL BUSINESS CENTER</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 1 Year After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	29,122	27,238	24,418	22,340	20,748
Exiters	21,917	20,743	18,546	17,072	16,189
Exiters Employed 1 Year After Exit	14,311	13,358	11,976	10,629	9,657
<b>Industry of Employment 1 Year After Exit</b>					
Natural Resources and Mining	1.0%	0.7%	1.4%	0.7%	1.0%
Wholesale Trade, Transportation and Utilities	4.8%	5.6%	5.7%	5.9%	6.0%
Construction	4.0%	4.3%	3.8%	3.6%	4.7%
Manufacturing	9.1%	9.1%	7.4%	7.2%	7.8%
Retail Trade	10.1%	9.3%	9.8%	10.5%	12.1%
Information	1.8%	1.8%	1.9%	1.6%	1.8%
Financial Activities	7.2%	6.0%	6.8%	7.0%	7.4%
Professional and Business Services	14.6%	17.7%	17.1%	17.2%	19.4%
Educational Services	19.4%	18.5%	21.5%	19.8%	20.1%
Health Care and Social Assistance	20.5%	18.0%	16.5%	18.2%	17.9%
Leisure and Hospitality	6.8%	7.8%	7.5%	7.5%	8.0%
Other Services	4.2%	4.1%	3.8%	4.4%	4.3%
Public Administration	15.7%	16.9%	16.9%	18.2%	10.9%
<b>Industry of Employment 3 Years After Exit</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	29,122	27,238	24,418	--	--
Exiters	21,917	20,743	18,546	--	--
Exiters Employed 3 Years After Exit	13,371	12,556	11,315	--	--
<b>Industry of Employment 3 Years After Exit</b>					
Natural Resources and Mining	0.9%	0.6%	1.3%	--	--
Wholesale Trade, Transportation and Utilities	5.4%	6.0%	5.7%	--	--
Construction	3.7%	4.4%	3.6%	--	--
Manufacturing	8.9%	9.8%	8.0%	--	--
Retail Trade	9.6%	9.4%	10.0%	--	--
Information	1.6%	1.7%	1.8%	--	--
Financial Activities	7.1%	5.6%	7.3%	--	--
Professional and Business Services	15.6%	18.1%	16.7%	--	--
Educational Services	19.6%	18.1%	20.9%	--	--
Health Care and Social Assistance	19.9%	17.6%	16.4%	--	--
Leisure and Hospitality	6.1%	6.6%	6.8%	--	--
Other Services	3.9%	4.0%	3.6%	--	--
Public Administration	15.4%	16.5%	16.5%	--	--

Table 10.2 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM					
SMALL BUSINESS CENTER					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 1 Year After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	29,122	27,238	24,418	22,340	20,748
Exiters	21,917	20,743	18,546	17,072	16,189
Exiters Employed 1 Year After Exit	14,311	13,358	11,976	10,629	9,657
Average Wage by Industry of Employment 1 Year After Exit					
Natural Resources and Mining	\$34,007	\$32,836	\$37,008	\$35,363	\$33,353
Wholesale Trade, Transportation and Utilities	\$34,953	\$32,370	\$28,507	\$30,161	\$30,448
Construction	\$36,797	\$29,873	\$28,703	\$31,090	\$31,831
Manufacturing	\$41,786	\$41,717	\$39,055	\$37,444	\$38,273
Retail Trade	\$16,473	\$15,018	\$16,268	\$16,673	\$15,590
Information	\$32,503	\$28,014	\$29,302	\$34,297	\$34,563
Financial Activities	\$34,539	\$34,168	\$38,203	\$37,719	\$40,196
Professional and Business Services	\$25,179	\$23,622	\$26,107	\$25,572	\$25,804
Educational Services	\$30,271	\$28,793	\$30,808	\$28,619	\$30,193
Health Care and Social Assistance	\$28,503	\$29,691	\$25,313	\$26,636	\$28,295
Leisure and Hospitality	\$11,150	\$9,589	\$11,364	\$10,842	\$10,690
Other Services	\$22,640	\$20,615	\$20,988	\$19,298	\$22,768
Public Administration	\$33,893	\$33,597	\$33,863	\$33,145	\$33,613
Post Exit Outcome Measures 3 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	29,122	27,238	24,418	--	--
Exiters	21,917	20,743	18,546	--	--
Exiters Employed 3 Years After Exit	13,371	12,556	11,315	--	--
Average Wage by Industry of Employment 3 Years After Exit					
Natural Resources and Mining	\$35,467	\$38,330	\$40,388	--	--
Wholesale Trade, Transportation and Utilities	\$38,500	\$37,261	\$31,148	--	--
Construction	\$34,275	\$32,077	\$32,222	--	--
Manufacturing	\$46,046	\$44,215	\$41,336	--	--
Retail Trade	\$18,091	\$18,510	\$19,147	--	--
Information	\$37,532	\$34,208	\$34,721	--	--
Financial Activities	\$39,527	\$40,649	\$41,460	--	--
Professional and Business Services	\$28,659	\$27,401	\$28,965	--	--
Educational Services	\$30,597	\$29,944	\$32,336	--	--
Health Care and Social Assistance	\$30,584	\$32,448	\$27,552	--	--
Leisure and Hospitality	\$12,340	\$11,623	\$13,402	--	--
Other Services	\$26,142	\$21,065	\$23,739	--	--
Public Administration	\$34,906	\$34,165	\$35,373	--	--

## HUMAN RESOURCES DEVELOPMENT PROGRAMS (HRD)

### PROGRAM OVERVIEW

Human Resources Development Programs (HRD) operated by the North Carolina Community Colleges, include, instructional programs targeting unemployed and underemployed adults. HRD training focuses on the assessment and development of employability competency skills identified as “essential” for the workplace. Skill development is accomplished through a variety of training related activities and services including self-esteem and goal-setting activities, career exploration and planning of educational and employment opportunities, resume and employment application preparation, interviewing techniques, job referral and placement services, basic skills review, placement test review, and study skills strategies. Some community college HRD programs focus on short-term skills training, computer literacy, clerical skills, word processing, customer service, child care, home health care, hospitality and tourism training as well as other skill training matched to local workforce needs.<sup>55</sup>

HRD programs are often provided in conjunction with or as a part of a participant’s enrollment in other Workforce Development programs. For example some Workforce Investment Act (WIA) participants who are receiving intensive services are receiving part of these services through their enrollment in HRD programs. HRD programs often provide an initial opportunity for some students who have not participated in educational or training programs for many years. This initial participation may lead to further enrollment in other educational and training programs.

### PROGRAM OUTCOMES

Analyses of information provided by the North Carolina Community College System to the CFS for the Human Resources Development programs were undertaken. These analyses included the development of outcome measures for the Human Resources Development programs across five program years (2008-2009, 2009-2010, 2010-2011, 2011-2012 and 2012-2013). Human Resources Development programs do not lead to formalized academic awards, therefore program exiters were utilized to determine employment and wage outcomes. Exiters were defined as those individuals participating in Human Resources Development programs who did not have a participation record across two subsequent six month reporting cycles. Analyses were carried out separately by program year. It is important to note that these analyses rely on the accuracy of the participant records submitted including the use of SSNs.

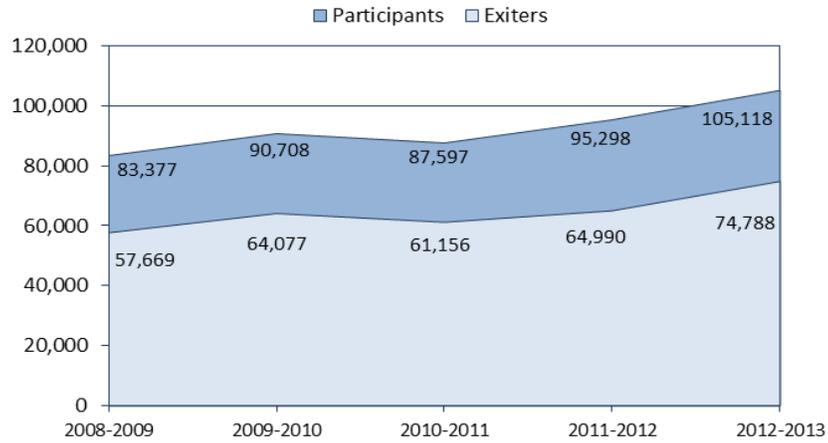
Analyses revealed that there was an increase in the number of participants in the HRD program between the 2008-2009 program year and the 2009-2010 program year and a

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<sup>55</sup> North Carolina Community College System website [http://www.nccommunitycolleges.edu/sites/default/files/basic-pages/academic-programs/attachments/education\\_catalog\\_02feb2015.pdf](http://www.nccommunitycolleges.edu/sites/default/files/basic-pages/academic-programs/attachments/education_catalog_02feb2015.pdf)

slight decline in participants between the 2009-2010 program year and the 2010-2011 program year and then a steady increase in the following two years.

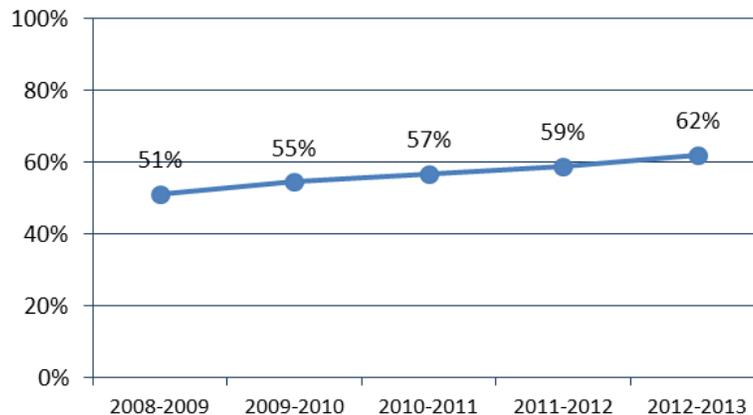
**Figure 11.1 Human Resources Development Program Participants and Exitors Program Year 2008-2009 through Program Year 2012-2013**



### EMPLOYMENT AND WAGE OUTCOMES

Employment and wage outcomes were derived for each year of Human Resources Development program year exitors. Analyses included the development of post exit employment rates and wage statistics for up to five years after exit. Analyses included the development of post exit employment rates and wage statistics for up to five years after exit. These measures include only those individuals who are employed in North Carolina in jobs covered by the state’s Unemployment Insurance laws. Employment and wage outcome measures were calculated separately by program year cohorts.

**Figure 11.2 Percent of Human Resources Development Program Exitors Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Exit**



One year post exit employment rates and average wages showed steady increases across the five program years. One year post exit employment rates ranged from 51% for the 2008-2009 program year exitors to 62% for the 2012-2013 program year exitors.

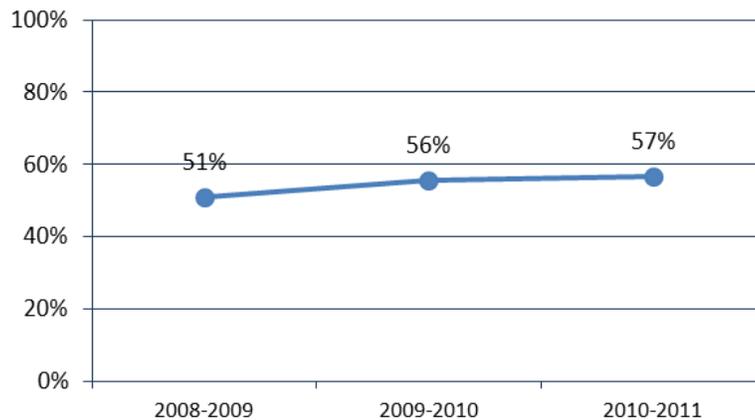
One year post exit average wages ranged from \$11,705 for the 2008-2009 program year exiters to a high of \$14,089 for the 2012-2013 exiters.

**Figure 11.3 Average Wage of Human Resources Development Program Exiters Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Exit**

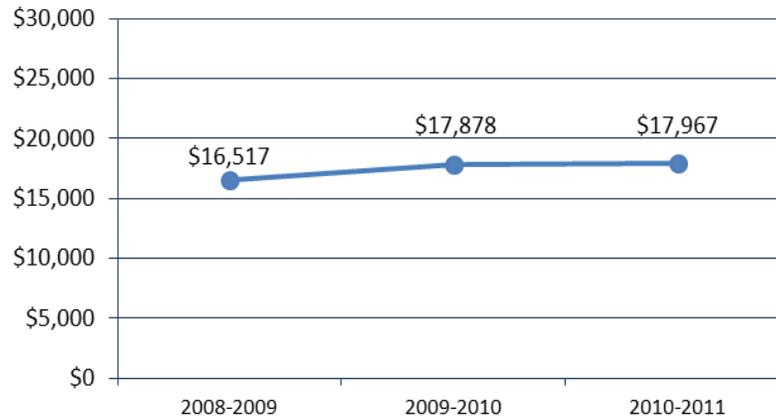


Longer term post exit employment and wage measures indicate stable employment rates with 51% of the 2008-2009 HRD exiters, 56% of the 2009-2010 HRD exiters and 57% of the 2010-2011 HRD exiters employed in North Carolina three years after exit. The average three-year post exit wages showed steady increase over the three program year cohorts, with the 2008-2009 exiters having an annual wage of \$16,517 three years after exit, the 2009-2010 exiters having an annual wage of \$17,878 three years after exit and the 2010-2011 exiters having an annual wage of \$17,967 three years after exit.

**Figure 11.4 Percent of Human Resources Development Program Exiters Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Exit**



**Figure 11.5 Average Wage of Human Resources Development Program Exitors Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Exit**

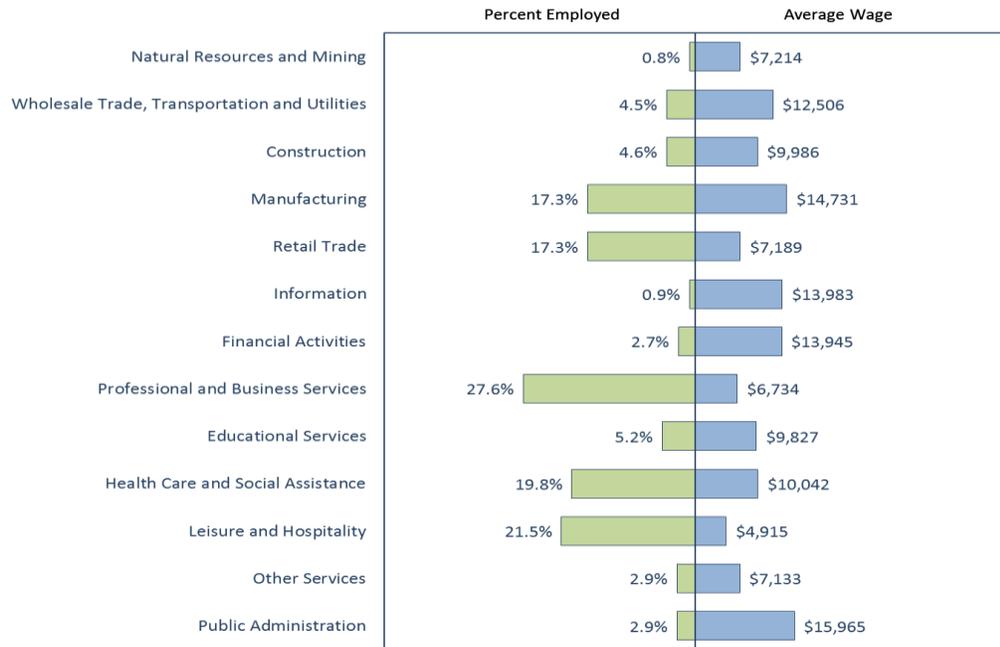


The analyses also revealed stability in the employment rates of HRD program exitors over time and steady increases in the average wage. That is of the 2008-2009 Human Resources Development program exitors, 51% were employed in the first year after exit, by five years after exit the employment rate was 50% and the average wage increased from \$11,705 in first year after exit to \$18,993 in the fifth year after exit.

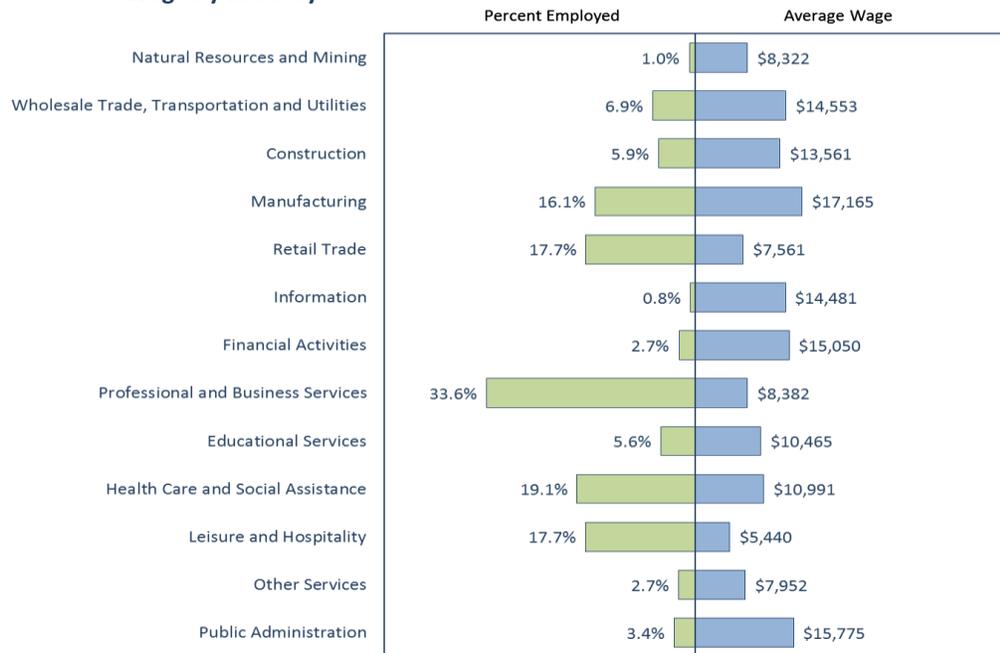
### INDUSTRY OF EMPLOYMENT

Analyses of the post exit industries of employment of Human Resources Development program exitors revealed fairly stable industrial trends with some variability in specific industrial groupings over time. Employment was concentrated within five industrial groupings: Professional and Business Services, Leisure and Hospitality, Health Care and Social Assistance, Retail Trade and Manufacturing. One year post exit employment in the Professional and Business Services industry ranged from a low 27.6% for the 2008-2009 exitors to a high of 35.0% for the 2012-2013 program year exitors. One year post employment in Health Care and Social Assistance industry demonstrated some variability and ranged from 15.8% for the 2012-2013 program to 19.8% for the 2008-2009 program year cohort. There was also some small variation in the one year post exit employment in the Retail Trade industry which ranged from a high of 18.3% for the 2012-2013 exitors to a low of 16.6% for the 2009-2010 program year exitors. Average wages demonstrated variability across industrial groupings with the lowest wages found within the Leisure and Hospitality, Retail Trade and Other Services industries. While the highest one year post exit wages were found within the Manufacturing and Public Administration industries.

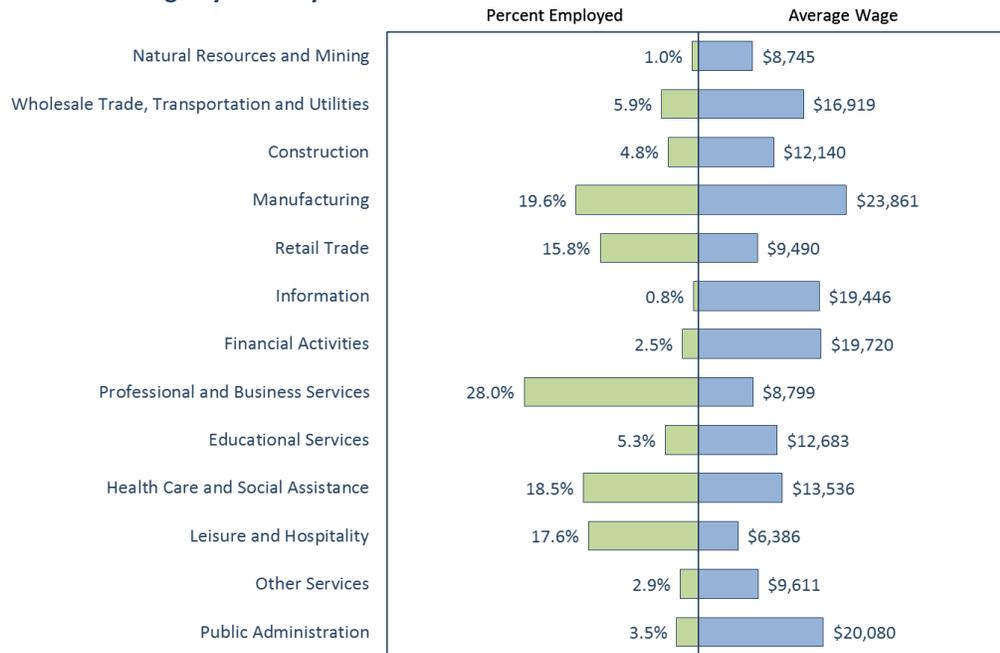
**Figure 11.6 Human Resources Development Program Exiters Program Year 2008-2009  
Employed in North Carolina One Year After Exit Percent Employed and Average  
Wage by Industry**



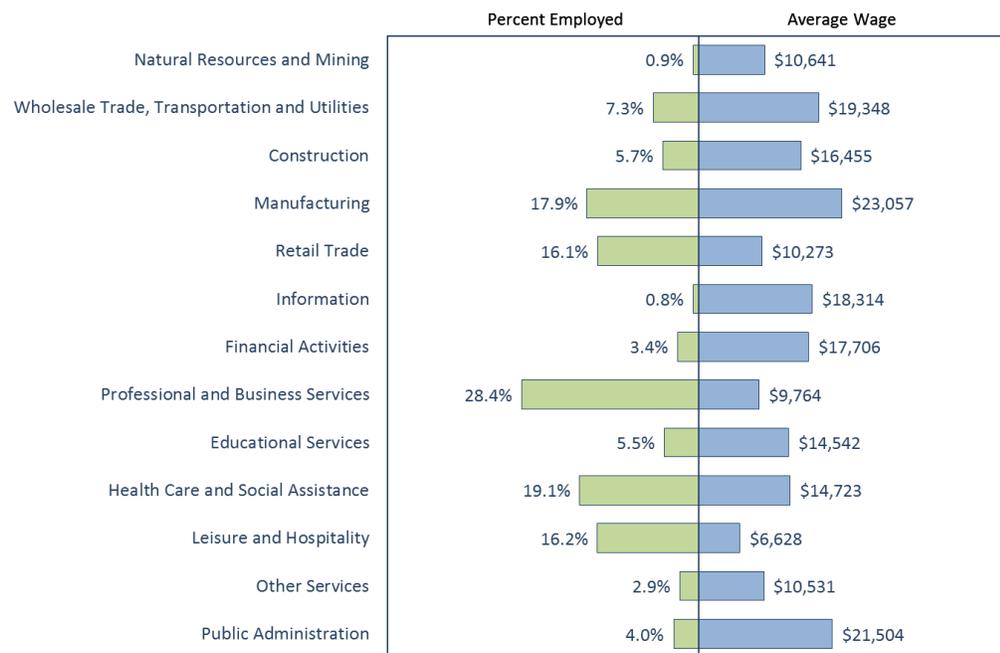
**Figure 11.7 Human Resources Development Program Exiters Program Year 2010-2011  
Employed in North Carolina One Year After Exit Percent Employed and Average  
Wage by Industry**



**Figure 11.8 Human Resources Development Program Exiters Program Year 2008-2009  
Employed in North Carolina Three Years After Exit Percent Employed and Average Wage by Industry**



**Figure 11.9 Human Resources Development Program Exiters Program Year 2010-2011  
Employed in North Carolina Three Years After Exit Percent Employed and Average Wage by Industry**



The three year post exit employment industrial patterns demonstrated variability within some industrial sectors and stability within other sectors. Three year post employment in the Professional and Business Services industry was stable across the three program years with 28.4% of the 2008-2009 exiters, 25.0% of the 2009-2010 exiters and 26.2% of the 2010-2011 exiters while employment in the Health Care and Social Assistance ranged from a low of 16.9% of the 2009-2010 exiters to a high of 19.1% for the 2008-2009 exiters. There was some marked variability in the three year post exit employment in the Leisure and Hospitality industry and Retail Trade industries. Three year post exit employment in Leisure and Hospitality ranged from a low of 16.2% for the 2008-2009 exiters to a high of 23.9% of the 2009-2010 exiters this was similar in trend to the trend for the Retail Trade industry which ranged from a low of 16.1% for the 2008-2009 exiters to a high of 20.9% for the 2009-2010 exiters. There was significant fluctuation in the three year post exit employment in the Manufacturing industries which ranged from a low of 9.7% for the 2009-2010 exiters to a high of 17.9% of the 2008-2009 exiters. As with the average one year post exit wages, the three year post exit average wages demonstrated variability across industrial groupings with the lowest wages found within the Leisure and Hospitality, Retail Trade and Other Services industries. While the highest three year post exit wages were found within the Manufacturing and Public Administration industries.

## **POST EXIT PARTICIPATION IN FURTHER EDUCATION AND TRAINING**

Analyses of the post exit participation in public higher education indicated that 26% to 31% of those HRD exiters were found to be enrolled in some form of public higher education in the year after exit. By three years after exit these rates were stable and ranged from 20% to 21% of all exiters and by five years after exit the rate was still 15%. In addition analyses of post participation in North Carolina public education, employment and training programs demonstrated that within one year after exit a significant number of HRD exiters were receiving public education, employment or training services. Part of this pattern is due to the coordination of services across the state's education and workforce programs. Five years after exit 37% of the 2008-2009 HRD exiters were receiving public education, employment or training related services. When viewed together more than 83% of the HRD exiters were found to be either employed or receiving public education, employment or training services one year after exit. By five years after exit this was 65% for the 2008-2009 exiters.

## **SUMMARY AND RECOMMENDATIONS**

Overall the results indicate that there have been increasing employment rates across program year exit cohorts and stable employment rates when Human Resources Development program exiters are followed over time. While the average wages of HRD program exiters are fairly low, the average wage rates of HRD exiters demonstrated growth across program year exit groups and increases when exiters were followed over time. The average one year post wages of HRD exiters ranged from \$11,705 for the 2008-2009 exit cohort to \$14,089 for the 2012-2013 program year cohort. By the fifth year after exit the average wage of the 2008-2009 year exit cohort reached \$18,993. By contrast the annual average wage in North Carolina in 2013 based on the Quarterly

Census of Employment and Wages (QCEW) Program <sup>56</sup> was \$43,784 and the 2013 federal poverty guideline for a one person family was \$11,490 and \$15,510 for a two person family<sup>57</sup>. The stable employment rates and growth in wages demonstrate a somewhat positive outcome for the HRD program.

Further analysis is warranted to provide an understanding of the outcomes in HRD programs across the 58 community colleges. This may provide insight into differences in programmatic outcomes. Results indicated that approximately one out of every four Human Resources Development program exiters was enrolled in further higher education in the year following exit. Further analyses should focus on the transition of HRD participants into other educational programming to provide insight into the role that HRD can provide as an entry point into further educational programming and to determine if HRD programs are assisting in helping provide participants as an entry way into achieving educational credentials.

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<sup>56</sup> Quarterly Census of Employment and Wages (QCEW) Program, Labor and Economic Analysis Division (LEAD), North Carolina Department of Commerce

<sup>57</sup> U.S. Department of Health & Human Services: <http://aspe.hhs.gov/poverty/13poverty.cfm>

<b>Table 11.1 NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>HUMAN RESOURCES DEVELOPMENT PROGRAM</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 1 Year After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	83,377	90,708	87,597	95,298	105,118
Exiters	57,669	64,077	61,156	64,990	74,788
Exiters Employed 1 Year After Exit	29,532	34,934	34,780	38,208	46,465
Percent Employed 1 Year After Exit	51%	55%	57%	59%	62%
Exiters Average Wage 1 Year After Exit	\$11,705	\$13,440	\$13,975	\$14,021	\$14,089
Exiters Median Wage 1 Year After Exit	\$7,996	\$9,460	\$10,487	\$10,591	\$10,627
Number Enrolled in North Carolina Public Higher Education 1 Year After Exit	16,586	20,102	16,807	17,074	20,127
Percent Enrolled in North Carolina Public Higher Education 1 Year After Exit	29%	31%	27%	26%	27%
Number Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Exit	37,544	41,990	36,493	39,591	44,587
Percent Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Exit	65%	66%	60%	61%	60%
Number Enrolled or Employed 1 Year After Exit	47,648	53,186	49,654	53,847	62,341
Percent Enrolled or Employed 1 Year After Exit	83%	83%	81%	83%	83%
<b>Post Exit Outcome Measures 2 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	83,377	90,708	87,597	95,298	--
Exiters	57,669	64,077	61,156	64,990	--
Exiters Employed 2 Years After Exit	29,624	35,894	35,342	38,190	--
Percent Employed 2 Years After Exit	51%	56%	58%	59%	--
Exiters Average Wage 2 Years After Exit	\$14,403	\$16,263	\$16,415	\$16,378	--
Exiters Median Wage 2 Years After Exit	\$10,383	\$12,596	\$13,248	\$12,894	--
Number Enrolled in North Carolina Public Higher Education 2 Years After Exit	13,867	15,662	14,174	14,316	--
Percent Enrolled in North Carolina Public Higher Education 2 Years After Exit	24%	24%	23%	22%	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Exit	30,420	32,308	30,293	30,607	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Exit	53%	50%	50%	47%	--
Number Enrolled or Employed 2 Years After Exit	43,114	48,801	46,829	49,358	--
Percent Enrolled or Employed 2 Years After Exit	75%	76%	77%	76%	--

<b>Table 11.1 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>HUMAN RESOURCES DEVELOPMENT PROGRAM</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 3 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	83,377	90,708	87,597	--	--
Exiters	57,669	64,077	61,156	--	--
Exiters Employed 3 Years After Exit	29,388	35,672	34,666	--	--
Percent Employed 3 Years After Exit	51%	56%	57%	--	--
Exiters Average Wage 3 Years After Exit	\$16,517	\$17,878	\$17,967	--	--
Exiters Median Wage 3 Years After Exit	\$12,479	\$14,335	\$14,843	--	--
Number Enrolled in North Carolina Public Higher Education 3 Years After Exit	11,711	13,540	11,934	--	--
Percent Enrolled in North Carolina Public Higher Education 3 Years After Exit	20%	21%	20%	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Exit	25,634	28,913	25,562	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Exit	44%	45%	42%	--	--
Number Enrolled or Employed 3 Years After Exit	40,537	46,929	44,133	--	--
Percent Enrolled or Employed 3 Years After Exit	70%	73%	72%	--	--
<b>Post Exit Outcome Measures 4 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	83,377	90,708	--	--	--
Exiters	57,669	64,077	--	--	--
Exiters Employed 4 Years After Exit	29,031	35,165	--	--	--
Percent Employed 4 Years After Exit	50%	55%	--	--	--
Exiters Average Wage 4 Years After Exit	\$17,877	\$19,294	--	--	--
Exiters Median Wage 4 Years After Exit	\$14,060	\$15,783	--	--	--
Number Enrolled in North Carolina Public Higher Education 4 Years After Exit	10,061	11,273	--	--	--
Percent Enrolled in North Carolina Public Higher Education 4 Years After Exit	17%	18%	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Exit	24,418	24,940	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Exit	42%	39%	--	--	--
Number Enrolled or Employed 4 Years After Exit	39,735	44,513	--	--	--
Percent Enrolled or Employed 4 Years After Exit	69%	69%	--	--	--

Table 11.1 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM					
HUMAN RESOURCES DEVELOPMENT PROGRAM					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 5 Years After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	83,377	--	--	--	--
Exiters	57,669	--	--	--	--
Exiters Employed 5 Years After Exit	28,639	--	--	--	--
Percent Employed 5 Years After Exit	50%	--	--	--	--
Exiters Average Wage 5 Years After Exit	\$18,993	--	--	--	--
Exiters Median Wage 5 Years After Exit	\$14,896	--	--	--	--
Number Enrolled in North Carolina Public Higher Education 5 Years After Exit	8,805	--	--	--	--
Percent Enrolled in North Carolina Public Higher Education 5 Years After Exit	15%	--	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Exit	21,334	--	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Exit	37%	--	--	--	--
Number Enrolled or Employed 5 Years After Exit	37,716	--	--	--	--
Percent Enrolled or Employed 5 Years After Exit	65%	--	--	--	--

Table 11.2 NORTH CAROLINA COMMUNITY COLLEGE SYSTEM					
HUMAN RESOURCES DEVELOPMENT PROGRAM					
Common Follow-up System: Evaluative Measures					
Post Exit Outcome Measures 1 Year After Exit by Program Year					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	83,377	90,708	87,597	95,298	105,118
Exiters	57,669	64,077	61,156	64,990	74,788
Exiters Employed 1 Year After Exit	29,532	34,934	34,780	38,208	46,465
Industry of Employment 1 Year After Exit					
Natural Resources and Mining	0.8%	0.8%	1.0%	1.3%	1.0%
Wholesale Trade, Transportation and Utilities	4.5%	6.1%	6.9%	6.0%	6.4%
Construction	4.6%	5.1%	5.9%	5.1%	4.8%
Manufacturing	17.3%	17.9%	16.1%	16.0%	16.6%
Retail Trade	17.3%	16.6%	17.7%	17.4%	18.3%
Information	0.9%	1.0%	0.8%	0.8%	0.9%
Financial Activities	2.7%	3.4%	2.7%	2.7%	3.2%
Professional and Business Services	27.6%	31.0%	33.6%	33.3%	35.0%
Educational Services	5.2%	5.4%	5.6%	6.0%	4.8%
Health Care and Social Assistance	19.8%	19.6%	19.1%	17.8%	15.8%
Leisure and Hospitality	21.5%	18.1%	17.7%	19.3%	20.5%
Other Services	2.9%	2.7%	2.7%	2.8%	2.9%
Public Administration	2.9%	3.4%	3.4%	3.4%	2.8%
Industry of Employment 3 Years After Exit					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Participants	83,377	90,708	87,597	--	--
Exiters	57,669	64,077	61,156	--	--
Exiters Employed 3 Years After Exit	29,388	35,672	34,666	--	--
Industry of Employment 3 Years After Exit					
Natural Resources and Mining	1.0%	1.0%	0.9%	--	--
Wholesale Trade, Transportation and Utilities	5.9%	6.5%	7.3%	--	--
Construction	4.8%	5.1%	5.7%	--	--
Manufacturing	19.6%	19.4%	17.9%	--	--
Retail Trade	15.8%	15.6%	16.1%	--	--
Information	0.8%	0.9%	0.8%	--	--
Financial Activities	2.5%	2.9%	3.4%	--	--
Professional and Business Services	28.0%	27.4%	28.4%	--	--
Educational Services	5.3%	5.5%	5.5%	--	--
Health Care and Social Assistance	18.5%	18.9%	19.1%	--	--
Leisure and Hospitality	17.6%	16.1%	16.2%	--	--
Other Services	2.9%	3.1%	2.9%	--	--
Public Administration	3.5%	3.8%	4.0%	--	--

<b>Table 11.2 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>HUMAN RESOURCES DEVELOPMENT PROGRAM</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Exit Outcome Measures 1 Year After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	83,377	90,708	87,597	95,298	105,118
Exiters	57,669	64,077	61,156	64,990	74,788
Exiters Employed 1 Year After Exit	29,532	34,934	34,780	38,208	46,465
<b>Average Wage by Industry of Employment 1 Year After Exit</b>					
Natural Resources and Mining	\$7,214	\$10,558	\$8,322	\$7,388	\$6,737
Wholesale Trade, Transportation and Utilities	\$12,506	\$13,698	\$14,553	\$13,348	\$12,558
Construction	\$9,986	\$11,655	\$13,561	\$13,208	\$13,150
Manufacturing	\$14,731	\$18,081	\$17,165	\$16,416	\$15,206
Retail Trade	\$7,189	\$7,654	\$7,561	\$7,498	\$7,379
Information	\$13,983	\$14,281	\$14,481	\$14,259	\$13,567
Financial Activities	\$13,945	\$11,840	\$15,050	\$16,950	\$13,130
Professional and Business Services	\$6,734	\$7,910	\$8,382	\$8,340	\$8,423
Educational Services	\$9,827	\$10,798	\$10,465	\$12,005	\$11,489
Health Care and Social Assistance	\$10,042	\$10,183	\$10,991	\$11,311	\$11,247
Leisure and Hospitality	\$4,915	\$4,959	\$5,440	\$5,411	\$5,551
Other Services	\$7,133	\$7,124	\$7,952	\$8,082	\$8,361
Public Administration	\$15,965	\$15,745	\$15,775	\$16,771	\$16,803
<b>Post Exit Outcome Measures 3 Years After Exit by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	83,377	90,708	87,597	--	--
Exiters	57,669	64,077	61,156	--	--
Exiters Employed 3 Years After Exit	29,388	35,672	34,666	--	--
<b>Average Wage by Industry of Employment 3 Years After Exit</b>					
Natural Resources and Mining	\$8,745	\$12,170	\$10,641	--	--
Wholesale Trade, Transportation and Utilities	\$16,919	\$19,172	\$19,348	--	--
Construction	\$12,140	\$15,031	\$16,455	--	--
Manufacturing	\$23,861	\$23,543	\$23,057	--	--
Retail Trade	\$9,490	\$10,077	\$10,273	--	--
Information	\$19,446	\$23,004	\$18,314	--	--
Financial Activities	\$19,720	\$21,640	\$17,706	--	--
Professional and Business Services	\$8,799	\$10,540	\$9,764	--	--
Educational Services	\$12,683	\$13,583	\$14,542	--	--
Health Care and Social Assistance	\$13,536	\$14,240	\$14,723	--	--
Leisure and Hospitality	\$6,386	\$6,287	\$6,628	--	--
Other Services	\$9,611	\$9,197	\$10,531	--	--
Public Administration	\$20,080	\$20,797	\$21,504	--	--

**BASIC SKILLS  
PROGRAMS****PROGRAM OVERVIEW**

The Basic Skills programs operated by the North Carolina Community Colleges include a group of education programs designed to assist adults with the acquisition of basic educational skills. Programs offered under the Basic Skills area include Adult Basic Education (ABE); Adult Secondary Education (ASE) including High School Equivalency programs and Adult High School Diploma programs; and English as a Second Language (ESL) programs.<sup>58</sup>

Adult Basic Education (ABE) is a program of instruction designed to assist adults who function below the high school level with instruction in reading, writing, math and English. The Adult Secondary Education (ASE) program is designed to prepare adults for further education or transition toward skill obtainment and employment. The ASE program includes both the Adult High School Diploma and the High School Equivalency Diploma programs. The Adult High School Diploma consists of classroom instruction, learning laboratory courses and distance education which assist adults with obtaining an Adult High School Diploma. The High School Equivalency Diploma program offers instruction that assists learners who are preparing to take the high school equivalency exam. English as a Second Language is a program designed to assist adults who have limited English proficiency and includes instruction in listening, speaking, reading, writing and understanding of the English language.<sup>59</sup>

In July of 2014, the Workforce Innovation and Opportunity Act (WIOA) was signed into law. WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. Part of the goal of WIOA is to provide opportunity for reforms of the American Job Center system and to ensure that the system responding to the needs of employers and preparing workers for jobs that are available now and in the future.<sup>60</sup>

WIOA supersedes the Workforce Investment Act of 1998 and amends the Adult Education and Family Literacy Act, the Wagner Peyser Act, and the Rehabilitation Act of 1973. In general, the Act takes effect on July 1, 2015, the U.S. Department of Labor (DOL) is working in collaboration with the U.S. Department of Education and the U.S. Department of Health and Human Services to provide states guidance on implementation timelines and regulations. It is anticipated that these changes will have

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<sup>58</sup> North Carolina Community College System website [http://www.ncccommunitycolleges.edu/sites/default/files/basic-pages/academic-programs/attachments/education\\_catalog\\_02feb2015.pdf](http://www.ncccommunitycolleges.edu/sites/default/files/basic-pages/academic-programs/attachments/education_catalog_02feb2015.pdf)

<sup>59</sup> Ibid

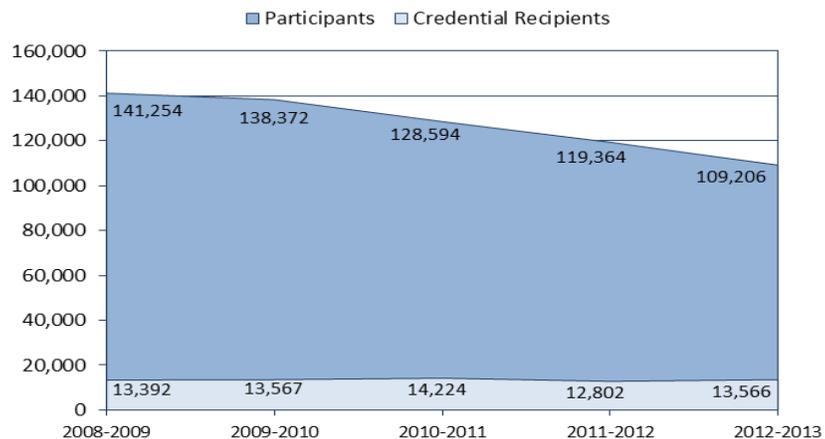
<sup>60</sup> U.S. Department of Labor Employment and Training Administration Website <http://www.doleta.gov/wioa/>

some impacts on the delivery of Wagner Peyser, WIA, Vocational Rehabilitation and Adult Education and Family Literacy Act services in North Carolina.<sup>61</sup>

### PROGRAM OUTCOMES

Analyses of information provided by the North Carolina Community College System to the CFS for the Basic Skills programs were undertaken. These analyses included the development of outcome measures for the Human Basic Skills programs across five program years (2008-2009, 2009-2010, 2010-2011, 2011-2012 and 2012-2013). Basic Skills programs can lead to a high school equivalency credential or an Adult High School Diploma. Employment and wage outcome measures were calculated only on the subset of individuals who received either a high school equivalency credential or an Adult High School Diploma. Analyses were carried out separately by program year. It is important to note that these analyses rely on the accuracy of the participant records submitted including the use of SSNs. Results indicated that the number of Basic Skills participants declined over the five year time period and the number of credential recipients demonstrated some fluctuation over time.

**Figure 12.1 Basic Skills Participants and Credential Recipients Program Year 2008-2009 through Program Year 2012-2013**



### EMPLOYMENT AND WAGE OUTCOMES

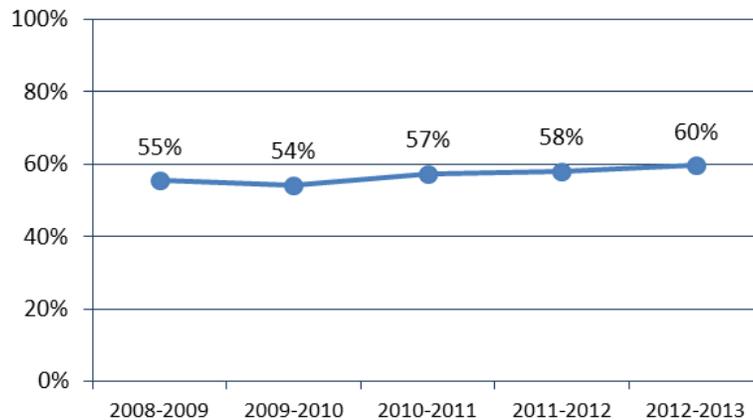
Employment and wage outcomes were derived for each year of Basic Skills Programs Credential Recipients. Analyses included the development of post completion employment rates and wage statistics for up to five years after completion. These measures include only those individuals who are employed in North Carolina in jobs covered by the state’s Unemployment Insurance laws. Employment and wage outcome measures were calculated separately by program year cohorts.

One year post completion employment rates and average wages showed slight increases in employment across the five program years. One year post completion

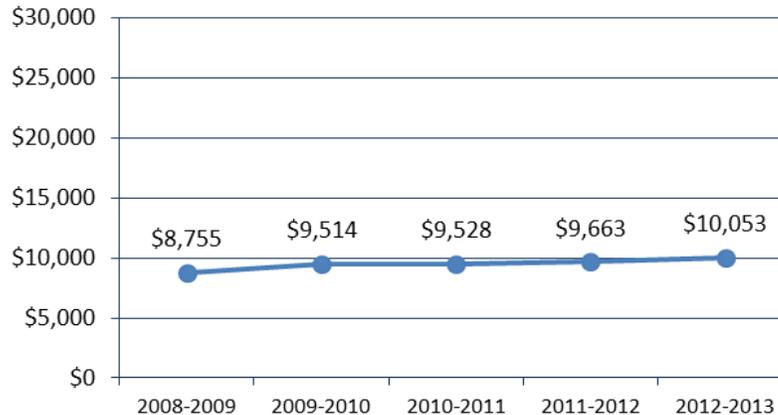
<sup>61</sup> U.S. Department of Labor Employment and Training Administration Website <http://www.doleta.gov/wioa/>

employment rates ranged from 54% for the 2009-2010 program year cohort to 60% for the 2012-2013 program year cohort. One year post completion average wages for Basic Skills Credential Recipients ranged from \$8,755 for the 2008-2009 program year cohort to a high of \$10,053 for the 2012-2013 program year cohort.

**Figure 12.2 Percent of Basic Skills Programs Credential Recipients Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Completion**

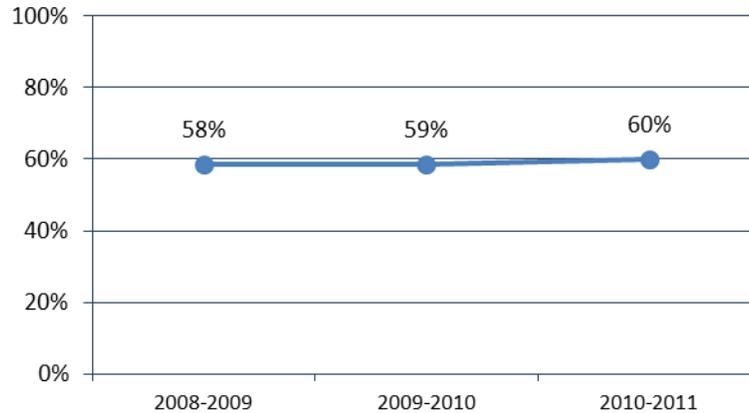


**Figure 12.3 Average Wage of Basic Skills Programs Credential Recipients Program Year 2008-2009 through Program Year 2012-2013 who were Employed in North Carolina One Year After Completion**

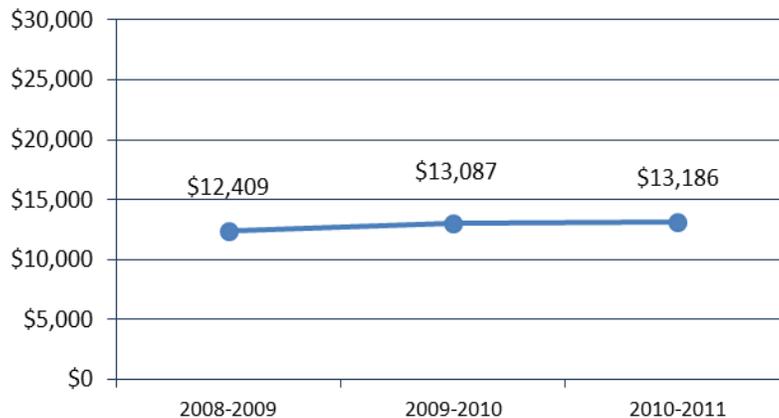


Longer term post credential employment and wage measures indicate stable employment rates with 58% of the 2008-2009 cohort, 59% of the 2009-2010 cohort and 60% of the 2010-2011 cohort employed three years after exit. While the average three-year post credential wages were fairly low they showed slight increases over the three program year cohorts, with the 2008-2009 cohort having an annual wage of \$12,409 three years after credential, the 2009-2010 credential having an annual wage of \$13,087 three years after credential and the 2010-2011 cohort having an annual wage of \$13,186 three years after credential.

**Figure 12.4 Percent of Basic Skills Programs Credential Recipients Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Completion**



**Figure 12.5 Average Wage of Basic Skills Programs Credential Recipients Program Year 2008-2009 through Program Year 2010-2011 who were Employed in North Carolina Three Years After Completion**

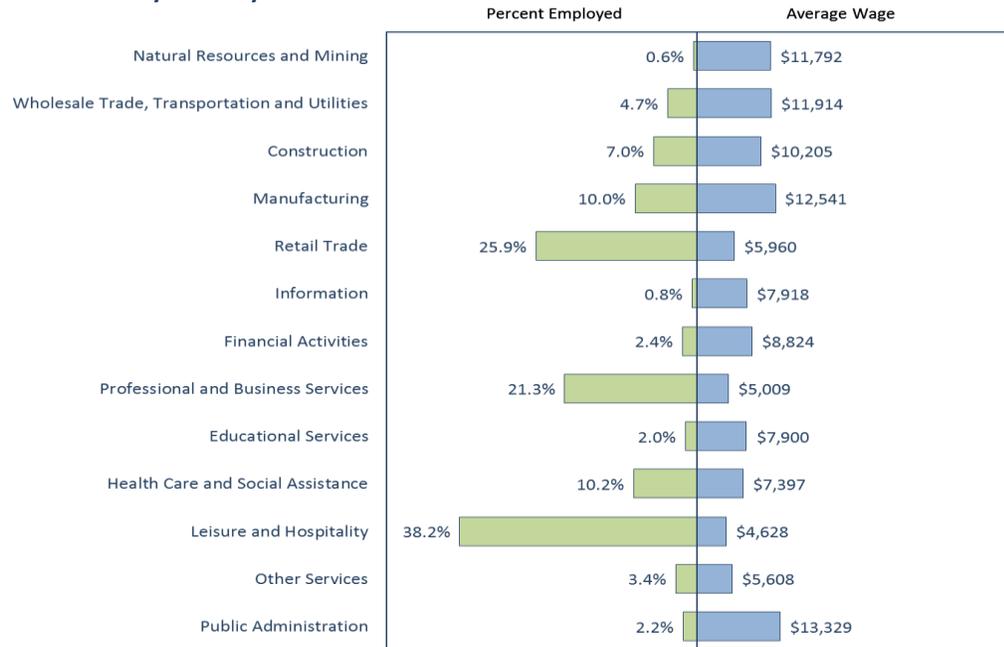


The analyses also revealed stability in employment rates over time and steady increases in the average wage. That is of the 2008-2009 cohort 55% were employed in the first year after receiving the credential, by five years after receiving the credential the employment rate was 58% and the average wage increased from \$8,755 in first year after receipt of the credential to \$15,323 in the fifth year after receiving the credential.

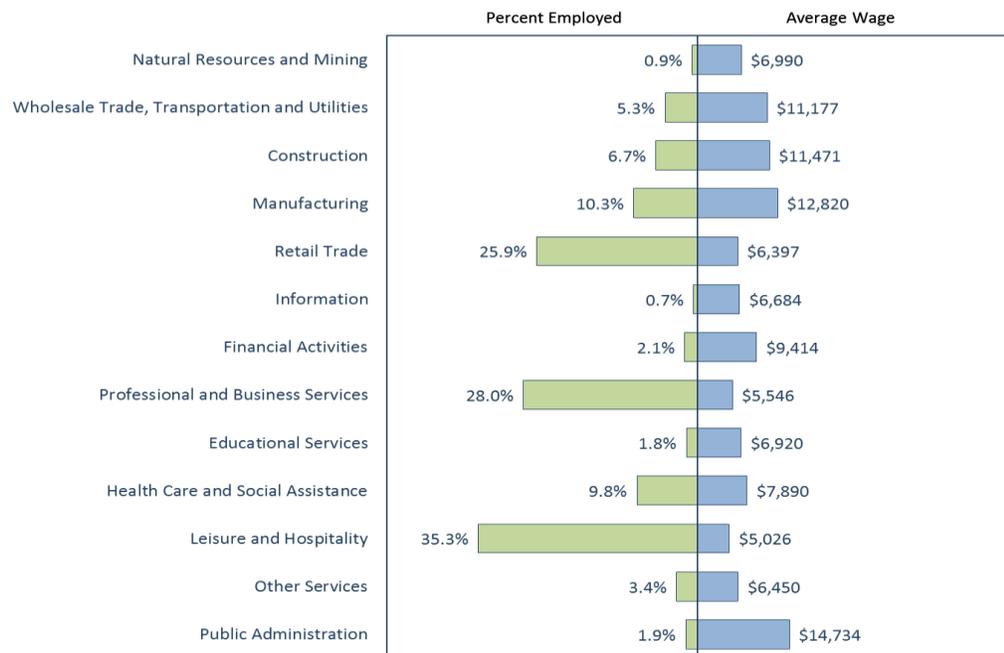
**INDUSTRY OF EMPLOYMENT**

Analyses of the post credential industries of employment revealed stability in employment patterns with some slight variation in employment within the Professional and Business Services industry. More than one out of every three Basic Skills program credential recipients was employed in the Leisure and Hospitality industry in the year after receiving their credential and one out of every four was employed in the Retail Trade industry and approximately one out of every four was employed in the Professional and Business Services industry. One year post exit wages were fairly low across all industrial sectors.

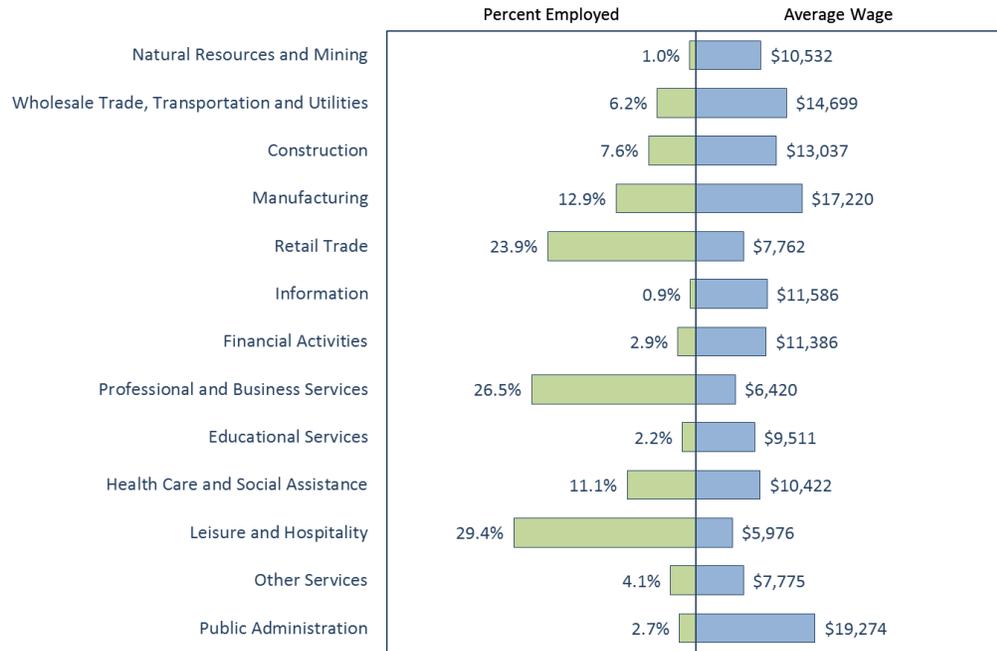
**Figure 12.6 Basic Skills Programs Credential Recipients Program Year 2008-2009 Employed in North Carolina One Year After Completion Percent Employed and Average Wage by Industry**



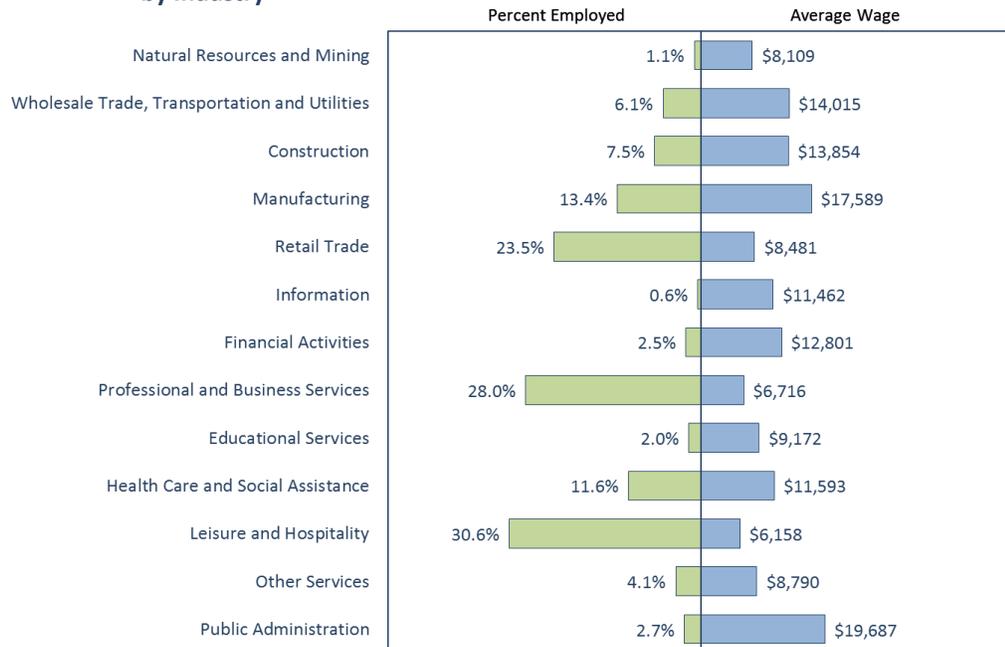
**Figure 12.7 Basic Skills Programs Credential Recipients Program Year 2010-2011 Employed in North Carolina One Year After Completion Percent Employed and Average Wage by Industry**



**Figure 12.8 Basic Skills Programs Credential Recipients Program Year 2008-2009 Employed in North Carolina Three Years After Completion Percent Employed and Average Wage by Industry**



**Figure 12.9 Basic Skills Programs Credential Recipients Program Year 2010-2011 Employed in North Carolina Three Years After Completion Percent Employed and Average Wage by Industry**



The three year post credential employment industrial patterns were in line with the one year post credential employment patterns. Approximately 30% of all Basic Skills Programs Credential Recipients who were employed in North Carolina three years after receiving their credential were employed in the Leisure and Hospitality industry. More than one out of every four of those employed were employed in Professional and Business Services and approximately one out of four of those employed were employed in the Retail Trade industry. There was some growth in average wages from the first year after exit to the third year after exit across all industrial sectors. The highest wages were found within the Public Administration industry although percentage of Basic Skills exiters who were employed in this industry accounted for less than 5% of those employed in the third year after exit.

### POST EXIT PARTICIPATION IN FURTHER EDUCATION AND TRAINING

Analyses of the post credential participation in public higher education indicated that half of the Basic Skills credential recipients were found to be enrolled in public higher education in North Carolina in the year after receiving their credential. By three years after credential these rates were stable and ranged from 27% to 28% of all credential recipients and by five years after the rate was still 20%. In addition analyses of post participation in North Carolina public education, employment and training programs demonstrated that within one year after receiving a credential a significant proportion of Basic Skills credential recipients (70% to 72%) were participating in public education, employment or training services. Part of this pattern is due to the coordination of services across the state's education and workforce programs. Five years after receipt of their credential 42% of the 2008-2009 Basic Skills credential recipients were receiving public education, employment or training related services. When viewed together more than 88% to 89% of the Basic Skills credential recipients were found to be either employed or receiving public education, employment or training services one year after receiving their credential. By five years after receiving a credential this was 73% for the 2008-2009 cohort.

### SUMMARY AND RECOMMENDATIONS

Overall the results indicate that there have been increasing employment rates across program year cohorts and stable employment rates when Basic Skills programs credential recipients are followed over time. The post credential average wage rates of Basic Skills credential recipients are low, however there some moderate increases across time. The one year post credential average wage was \$8,755 for the 2008-2009 program year cohort and \$10,063 for the 2012-2013 program year cohort. By contrast the annual average wage in North Carolina in 2013 based on the Quarterly Census of Employment and Wages (QCEW) Program <sup>62</sup> was \$43,784 and the 2013 federal poverty guideline for a one person family was \$11,490 and \$15,510 for a two person family<sup>63</sup>. While the post completion wages are low, the increasing employment rates demonstrate a positive outcome for Basic Skills program credential recipients.

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<sup>62</sup> Quarterly Census of Employment and Wages (QCEW) Program, Labor and Economic Analysis Division (LEAD), North Carolina Department of Commerce

<sup>63</sup> U.S. Department of Health & Human Services: <http://aspe.hhs.gov/poverty/13poverty.cfm>

In addition, the further enrollment of Basic Skills programs credential recipients in further education is a positive outcome for the program. More than 50% of the credential recipients are enrolled in additional higher educational programming in the first year after completion. This indicates that individuals are continuing in additional skill enhancement after gaining their high school credential.

Further analysis is warranted to provide an understanding of the outcomes in Basic Skills programs across the 58 community colleges. This may provide insight into differences in programmatic outcomes. In addition, further analyses should focus on the transition of Basic Skills participants into other educational programming to provide insight into the role that Basic Skills provides as an entry point into further educational programming.

As previously noted, part of the requirement of the new WIOA is the development of an integrated service delivery plan that includes the coordination between WIOA, Wagner Peyster, Adult Basic Education and Vocational Rehabilitation programs. It is recommended that North Carolina's integrated service delivery plan focus on the leveraging of resources and services across these programs and focus on achieving higher employment and wage outcomes for all program participants as well as the acquisition of additional occupational skills and educational credentials.

<b>Table 12.1 NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>BASIC SKILLS PROGRAMS</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Completion Outcome Measures 1 Year After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	141,254	138,372	128,594	119,364	109,206
Credential Recipients	13,392	13,567	14,224	12,802	13,566
Credential Recipients Employed 1 Year After Completion	7,423	7,349	8,148	7,424	8,094
Percent Employed 1 Year After Completion	55%	54%	57%	58%	60%
Credential Recipients Average Wage 1 Year After Completion	\$8,755	\$9,514	\$9,528	\$9,663	\$10,053
Credential Recipients Median Wage 1 Year After Completion	\$5,693	\$6,115	\$6,466	\$6,515	\$6,592
Number Enrolled in North Carolina Public Higher Education 1 Year After Completion	6,870	7,183	7,439	6,914	7,283
Percent Enrolled in North Carolina Public Higher Education 1 Year After Completion	51%	53%	52%	54%	54%
Number Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Completion	9,407	9,715	10,013	9,229	9,661
Percent Enrolled in North Carolina Public Education, Employment or Training Program 1 Year After Completion	70%	72%	70%	72%	71%
Number Enrolled or Employed 1 Year After Completion	11,836	11,979	12,617	11,431	12,088
Percent Enrolled or Employed 1 Year After Completion	88%	88%	89%	89%	89%
<b>Post Completion Outcome Measures 2 Years After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	141,254	138,372	128,594	119,364	--
Credential Recipients	13,392	13,567	14,224	12,802	--
Credential Recipients Employed 2 Years After Completion	7,754	7,820	8,578	7,754	--
Percent Employed 2 Years After Completion	58%	58%	60%	61%	--
Credential Recipients Average Wage 2 Years After Completion	\$10,704	\$11,840	\$11,575	\$11,600	--
Credential Recipients Median Wage 2 Years After Completion	\$7,631	\$8,549	\$8,530	\$8,536	--
Number Enrolled in North Carolina Public Higher Education 2 Years After Completion	4,697	4,586	4,850	4,301	--
Percent Enrolled in North Carolina Public Higher Education 2 Years After Completion	35%	34%	34%	34%	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Completion	7,493	7,331	7,896	7,175	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 2 Years After Completion	56%	54%	56%	56%	--
Number Enrolled or Employed 2 Years After Completion	10,750	10,836	11,607	10,446	--
Percent Enrolled or Employed 2 Years After Completion	80%	80%	82%	82%	--

<b>Table 12.1 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>BASIC SKILLS PROGRAMS</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Completion Outcome Measures 3 Years After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	141,254	138,372	128,594	--	--
Credential Recipients	13,392	13,567	14,224	--	--
Credential Recipients Employed 3 Years After Completion	7,830	7,938	8,529	--	--
Percent Employed 3 Years After Completion	58%	59%	60%	--	--
Credential Recipients Average Wage 3 Years After Completion	\$12,409	\$13,087	\$13,186	--	--
Credential Recipients Median Wage 3 Years After Completion	\$9,195	\$9,810	\$9,966	--	--
Number Enrolled in North Carolina Public Higher Education 3 Years After Completion	3,734	3,598	3,793	--	--
Percent Enrolled in North Carolina Public Higher Education 3 Years After Completion	28%	27%	27%	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Completion	6,453	6,691	6,892	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 3 Years After Completion	48%	49%	48%	--	--
Number Enrolled or Employed 3 Years After Completion	10,273	10,521	11,064	--	--
Percent Enrolled or Employed 3 Years After Completion	77%	78%	78%	--	--
<b>Post Completion Outcome Measures 4 Years After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	141,254	138,372	--	--	--
Credential Recipients	13,392	13,567	--	--	--
Credential Recipients Employed 4 Years After Completion	7,841	7,839	--	--	--
Percent Employed 4 Years After Completion	59%	58%	--	--	--
Credential Recipients Average Wage 4 Years After Completion	\$13,904	\$14,640	--	--	--
Credential Recipients Median Wage 4 Years After Completion	\$10,750	\$11,305	--	--	--
Number Enrolled in North Carolina Public Higher Education 4 Years After Completion	3,148	2,994	--	--	--
Percent Enrolled in North Carolina Public Higher Education 4 Years After Completion	24%	22%	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Completion	6,089	6,083	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 4 Years After Completion	45%	45%	--	--	--
Number Enrolled or Employed 4 Years After Completion	10,047	10,151	--	--	--
Percent Enrolled or Employed 4 Years After Completion	75%	75%	--	--	--

<b>Table 12.1 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>BASIC SKILLS PROGRAMS</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Completion Outcome Measures 5 Years After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	141,254	--	--	--	--
Credential Recipients	13,392	--	--	--	--
Credential Recipients Employed 5 Years After Completion	7,761	--	--	--	--
Percent Employed 5 Years After Completion	58%	--	--	--	--
Credential Recipients Average Wage 5 Years After Completion	\$15,323	--	--	--	--
Credential Recipients Median Wage 5 Years After Completion	\$12,176	--	--	--	--
Number Enrolled in North Carolina Public Higher Education 5 Years After Completion	2,704	--	--	--	--
Percent Enrolled in North Carolina Public Higher Education 5 Years After Completion	20%	--	--	--	--
Number Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Completion	5,633	--	--	--	--
Percent Enrolled in North Carolina Public Education, Employment or Training Program 5 Years After Completion	42%	--	--	--	--
Number Enrolled or Employed 5 Years After Completion	9,769	--	--	--	--
Percent Enrolled or Employed 5 Years After Completion	73%	--	--	--	--

<b>Table 12.2 NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>BASIC SKILLS PROGRAMS</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Completion Outcome Measures 1 Year After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	141,254	138,372	128,594	119,364	109,206
Credential Recipients	13,392	13,567	14,224	12,802	13,566
Credential Recipients Employed 1 Year After Completion	7,423	7,349	8,148	7,424	8,094
<b>Industry of Employment 1 Year After Completion</b>					
Natural Resources and Mining	0.6%	0.7%	0.9%	1.0%	1.2%
Wholesale Trade, Transportation and Utilities	4.7%	5.2%	5.3%	4.7%	6.0%
Construction	7.0%	6.8%	6.7%	6.3%	6.4%
Manufacturing	10.0%	11.5%	10.3%	11.2%	11.6%
Retail Trade	25.9%	25.5%	25.9%	25.5%	25.9%
Information	0.8%	1.0%	0.7%	0.8%	0.7%
Financial Activities	2.4%	2.7%	2.1%	1.8%	2.5%
Professional and Business Services	21.3%	26.1%	28.0%	28.7%	29.7%
Educational Services	2.0%	1.9%	1.8%	2.1%	2.0%
Health Care and Social Assistance	10.2%	9.9%	9.8%	9.6%	8.9%
Leisure and Hospitality	38.2%	34.1%	35.3%	36.7%	36.1%
Other Services	3.4%	3.3%	3.4%	3.5%	3.3%
Public Administration	2.2%	2.1%	1.9%	2.1%	1.7%
<b>Post Completion Outcome Measures 3 Years After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	141,254	138,372	128,594	--	--
Credential Recipients	13,392	13,567	14,224	--	--
Credential Recipients Employed 3 Years After Completion	7,830	7,938	8,529	--	--
<b>Industry of Employment 3 Years After Completion</b>					
Natural Resources and Mining	1.0%	1.2%	1.1%	--	--
Wholesale Trade, Transportation and Utilities	6.2%	6.1%	6.1%	--	--
Construction	7.6%	6.9%	7.5%	--	--
Manufacturing	12.9%	14.3%	13.4%	--	--
Retail Trade	23.9%	23.5%	23.5%	--	--
Information	0.9%	0.8%	0.6%	--	--
Financial Activities	2.9%	2.5%	2.5%	--	--
Professional and Business Services	26.5%	26.3%	28.0%	--	--
Educational Services	2.2%	2.0%	2.0%	--	--
Health Care and Social Assistance	11.1%	11.0%	11.6%	--	--
Leisure and Hospitality	29.4%	29.4%	30.6%	--	--
Other Services	4.1%	3.7%	4.1%	--	--
Public Administration	2.7%	3.0%	2.7%	--	--

<b>Table 12.2 (Continued) NORTH CAROLINA COMMUNITY COLLEGE SYSTEM</b>					
<b>BASIC SKILLS PROGRAMS</b>					
<b>Common Follow-up System: Evaluative Measures</b>					
<b>Post Completion Outcome Measures 1 Year After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	141,254	138,372	128,594	119,364	109,206
Credential Recipients	13,392	13,567	14,224	12,802	13,566
Credential Recipients Employed 1 Year After Completion	7,423	7,349	8,148	7,424	8,094
<b>Average Wage by Industry of Employment 1 Year After Completion</b>					
Natural Resources and Mining	\$11,792	\$5,179	\$6,990	\$7,679	\$6,363
Wholesale Trade, Transportation and Utilities	\$11,914	\$12,054	\$11,177	\$11,233	\$11,465
Construction	\$10,205	\$10,820	\$11,471	\$11,466	\$11,249
Manufacturing	\$12,541	\$13,839	\$12,820	\$13,329	\$13,549
Retail Trade	\$5,960	\$6,207	\$6,397	\$6,284	\$6,422
Information	\$7,918	\$10,184	\$6,684	\$9,894	\$8,204
Financial Activities	\$8,824	\$8,960	\$9,414	\$8,793	\$10,064
Professional and Business Services	\$5,009	\$5,466	\$5,546	\$5,609	\$5,464
Educational Services	\$7,900	\$7,169	\$6,920	\$8,875	\$9,449
Health Care and Social Assistance	\$7,397	\$7,872	\$7,890	\$8,213	\$9,203
Leisure and Hospitality	\$4,628	\$4,757	\$5,026	\$4,825	\$4,909
Other Services	\$5,608	\$6,724	\$6,450	\$6,380	\$6,560
Public Administration	\$13,329	\$14,226	\$14,734	\$12,798	\$14,795
<b>Post Completion Outcome Measures 3 Years After Completion by Program Year</b>					
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Participants	141,254	138,372	128,594	--	--
Credential Recipients	13,392	13,567	14,224	--	--
Credential Recipients Employed 3 Years After Completion	7,830	7,938	8,529	--	--
<b>Average Wage by Industry of Employment 3 Years After Completion</b>					
Natural Resources and Mining	\$10,532	\$8,273	\$8,109	--	--
Wholesale Trade, Transportation and Utilities	\$14,699	\$14,355	\$14,015	--	--
Construction	\$13,037	\$13,737	\$13,854	--	--
Manufacturing	\$17,220	\$17,734	\$17,589	--	--
Retail Trade	\$7,762	\$8,858	\$8,481	--	--
Information	\$11,586	\$13,453	\$11,462	--	--
Financial Activities	\$11,386	\$12,736	\$12,801	--	--
Professional and Business Services	\$6,420	\$6,664	\$6,716	--	--
Educational Services	\$9,511	\$9,774	\$9,172	--	--
Health Care and Social Assistance	\$10,422	\$10,360	\$11,593	--	--
Leisure and Hospitality	\$5,976	\$6,175	\$6,158	--	--
Other Services	\$7,775	\$9,331	\$8,790	--	--
Public Administration	\$19,274	\$20,068	\$19,687	--	--



**Prepared By:**  
**Labor & Economic Analysis Division**  
**North Carolina Department of Commerce**  
**[www.nccommerce.com/lead](http://www.nccommerce.com/lead)**