

JANUARY 2026



Introduction

The report herein is the thirteenth annual report on system-wide performance measures of North Carolina's public workforce development system. This system is comprised of a variety of programs that serve a diverse group of people of varying ages. Workforce services range from self-service activities online, to staff-assisted services in a workforce office, to multi-year training programs at a public school or community college. Individuals may participate in a single program or activity or may be eligible to receive services through a variety of programs and service providers.

In addition, programs serve people with varying levels of education, employment experience and barriers. Specialized programs, like those offered through the Department of Health and Human Services, provide intensive services to individuals with disabilities or significant barriers to employment. In many cases, program participants are new to the workforce and require extensive intervention to obtain part-time or full-time employment.

General Statute requires the NCWorks Commission to develop, continuously improve, and report on system-wide performance measures to assess the effectiveness of the entire workforce development system. The commission initially began this work by convening a task force of members along with an advisory group representing each of the state workforce development agencies. After extensive stakeholder collaboration, core measures were developed to provide a common framework to analyze the performance of the workforce development system. By using common metrics and applying them across a wide range of workforce programs, the performance measures offer a comprehensive program-by-program look at the workforce system.

While the framework provides a consistent snapshot of individual program results, there are distinct variations in services, activities, and populations served that may result in differing levels of performance between programs. For example, many workforce development programs assist job seekers in obtaining basic literacy skills that are needed to obtain further credentials and move towards gainful employment. The success of this program may be measured by referrals to other workforce development programs and continuation in education and training programs, as well as employment.

Continuous learning is also essential for workers to stay well-informed about new technology and to gain the skills needed to find good jobs. Therefore, a positive outcome for workforce development system participants is to continue in education and training programs offered through North Carolina's publicly supported university and community college systems and/or enrollment in one of the many publicly supported workforce development programs.

This type of success was used as the basis for the individual program measures. The performance measures working group found value in measuring what North Carolina's workforce development participants did when they left, or delayed participation in, the original program of record. Participants included individuals who graduated, who successfully completed a program, earned a credential, or found employment, as well as those individuals who started a program but did not continue in the following fiscal year. It should be noted that failing to finish a program does not mean an individual did not acquire new skills to find improved employment. Therefore, the working group chose to look at the entire group of participants regardless of exit status.

Methodology

The performance measures working group defined the list of programs, information, and measures to include in assessing the performance of North Carolina's workforce development programs. Data from the North Carolina Common Follow-up System (CFS) were used to carry out the analysis. The CFS contains a rich longitudinal repository of information from a variety of education and workforce programs as well as employment, wage, claims, and benefit payment information from the unemployment insurance system.

In 2014, the North Carolina General Assembly enacted legislation that required the Department of Commerce to develop a plan for the transfer of the data and capabilities of the CFS to the Government Data Analytics Center (GDAC). The Department of Commerce's Labor and Economic Analysis Division (LEAD) has been working in collaboration with GDAC to enhance the CFS. This has included migrating the historical CFS data into the GDAC environment as well as expanding the system's capabilities. In 2015, the historical CFS data that were previously housed within Commerce's Information Technology Systems were migrated into the GDAC environment. In addition, over the last several years, LEAD and GDAC have been working with the contributing agencies to enhance and expand the CFS as well as the data contained in the system. This has included the addition of new data tables and data structures, new data validation procedures and approval processes as well as the updating of some historical data. For the 2025 report, data collection and analysis processes were improved to ensure a more accurate representation of the population served and alignment with U.S. Department of Labor reporting requirements. The methodology for calculating participants and completers was refined to include only eligible WIOA and Wagner-Peyser participants, excluding individuals categorized as "registration only" who received basic services. Additional enhancements to the data collection process enabled more precise identification of program completers. Furthermore, the report focuses on individuals receiving staff-assisted services, excluding those who utilized only self-assisted services. Also in 2025, LEAD started using [eLink](#) developed by GDAC and SAS to resolve Social Security Numbers (SSN) for individuals with missing or invalid socials. For programs that consistently collect SSNs (such as Division of Workforce Solutions or Department of Health and Human Services), this increase is marginal. However, for other departments where SSN collection is not mandatory (e.g. ApprenticeshipNC, North Carolina Community College System-Workforce Continuing Education, Department of Public Instruction (DPI), Career and Technical Education (CTE)), there are greater increases in participation numbers due to the resolution of many records that previously lacked SSN data.

All analyses that were carried out in support of this report were completed by LEAD staff within the GDAC environment. This included analysis of the following programs:

North Carolina Workforce Development System Programs

Agency	Workforce Program
Community College System	ApprenticeshipNC Program Basic Skills Customized Training Human Resources Development (HRD) Post-Secondary Career, Technical, and Vocational Education (CTE) Workforce Continuing Education (CE)
Department of Commerce	Veteran's Employment Wagner-Peyser Workforce Innovation and Opportunity Act – Adults Workforce Innovation and Opportunity Act – Dislocated Workers Workforce Innovation and Opportunity Act – Youth

Department of Health and Human Services	Division of Services for the Blind, Employment and Training Division of Social Services, WorkFirst Employment and Training Division of Employment and Independence for People with Disabilities
Department of Public Instruction	Career and Technical Education (CTE)

Note: WorkFirst is the name of North Carolina's Temporary Assistance to Needy Families (TANF) program.

Note: In April of 2024, the North Carolina Department of Health and Human Services Division of Vocational Rehabilitation Services announced the division's new name: the Division of Employment and Independence for People with Disabilities.

Once the list of workforce programs was identified, analyses were carried out to identify cohorts of program participants for each of the workforce programs by fiscal year (July 1 through June 30). The analysis from LEAD includes the development of seven cohorts of participants for each program. One from each of the following fiscal years: 2017-2018, 2018-2019 2019-2020, 2020-2021, 2021-2022, 2022-2023 and 2023-2024. Individuals were assigned to cohorts based on their participation in each of the corresponding workforce programs during each program year.

Each program participant cohort was compared to the cohorts of the same program in the subsequent year. For example, the cohort with individuals who participated in FY 2017-2018 programs were compared to the 2018-2019 cohort in the same programs. The process was completed for each of the following program years through the 2023-2024 fiscal year. The 2023-2024 program participants were utilized as a cross match for the preceding fiscal years.

This report tracks two out of seven cohorts of participants with 2017-2018 fiscal year as cohort one and the 2018-2019 fiscal year as cohort two. Outcomes for all other cohort years are available from the NCWorks Commission upon request. Those individuals who did not participate in the same program in the subsequent years were identified as "former workforce program participants." The records of these former workforce program participants were then matched to:

- unemployment insurance wage information,
- unemployment insurance claims and benefit payment information, and
- other program participant information contained in CFS.

This information that resulted from the cross-matching of former workforce program participants was used to develop a set of measures for each program for the two cohorts of former workforce program participants. These measures include:

- percent employed
- average wage of those employed
- percent enrolled in North Carolina public higher education and/or workforce development program:
- percent enrolled in the University of North Carolina System
- percent enrolled in the NC Community College System
- percent enrolled in other workforce development programs
- percent not found in available records.

Data Limitations

The system-wide performance measures are limited by the data submitted to CFS by the contributing state workforce development agencies. Because of the wide variety of workforce activities, different data collection techniques used by each workforce program, lack of access to other data sets, and the restricted use of the data, there are limitations which are outlined below.

CFS only includes employment and wage data for individuals who are employed with organizations covered under North Carolina's unemployment insurance laws (G.S. §96):

- a general business employer with at least one worker in 20 different calendar weeks during a calendar year, or with a payroll of at least \$1,500 in any calendar quarter;
- an employer who acquires all or any portion of a liable business in North Carolina;
- if approved by DES, an employer voluntarily choosing coverage not required by law;
- an employer subject to the Federal Unemployment Tax Act, 26 U.S.C. § 3301 et seq;
- a 501(c)(3) non-profit organization with at least four workers in 20 different calendar weeks during a calendar year;
- an employer with agricultural labor of 10 or more workers on any day during 20 different weeks in a calendar year, or with \$20,000 or more in gross payroll for any calendar quarter;
- an employer with domestic employment in a private home, college club, fraternity or sorority with a payroll of at least \$1,000 in any calendar quarter;
- a state or local government agency or department;
- an employee leasing company or temporary help company that, under contract, supplies individuals to perform services for clients or customers; and
- any Indian Tribe as defined in Federal Unemployment Tax Act (FUTA).

Individuals who participate in the workforce development system may obtain employment with organizations that are not covered; therefore, their employment status cannot be determined. In addition, wage and employment records collected for the UI system submitted to CFS do not contain information on whether an individual is working full- or part-time, nor on individuals no longer seeking work (e.g., retirees), individuals who left North Carolina, and individuals who have died.

Individuals working to start a business may not file unemployment insurance reports until the business is more established. By law, companies are not required to report employment and wages until there is at least one paid employee. Also, employment information in states other than North Carolina is not included in this analysis.

Further, only information from publicly supported educational, employment, and training programs is included in CFS. Neither North Carolina's private colleges and universities nor out-of-state colleges and universities submit data to CFS. Therefore, the number of individuals matriculating into higher education outside of North Carolina's public higher education system cannot be determined.

Former participants that had no matching record within the Common Follow-up System, or the unemployment insurance wage data, or the unemployment insurance claims data during the following fiscal years were considered to have "no record" and could include:

- individuals employed by companies that are not covered by North Carolina's unemployment insurance laws (e.g., individuals working in other states and individuals working for the federal government, including Veteran's Administration (VA) hospitals and the military);
- individuals who are self-employed;
- individuals who are incarcerated in federal jails and prisons;

- students enrolled full- or part-time in private higher education colleges and universities;
- students enrolled in an out-of-state public or private college or university;
- individuals who are not employed in jobs covered by North Carolina's unemployment insurance laws and not participating in publicly supported education, employment or training programs;
- individuals who are no longer seeking work (e.g., retirees);
- individuals who have left North Carolina; and
- individuals who have died.

Program Specific Limitations

Adults with barriers

Programs serving participants with significant work experience and basic skills can be expected to have better labor market outcomes than those serving participants with little work experience, low levels of literacy, and other barriers to employment.

Participants in the Workforce Development System

Individuals participated in workforce development programs in four state agencies. See Figure 1 for the latest information on the number of workforce development participants by agency. Some workforce development participants received only one service from one program, while others may have received multiple services from several agencies. Dual enrollment in a variety of programs often ensures that the individual is benefiting from the different types of activities. For example, an individual may go to a local workforce office (also called NCWorks Career Centers) for career counseling and help searching for employment, while attending a training program through a community college or private training entity (such as those for Truck Driving/CDL).

Youth

Two of the workforce development programs listed in this report are specifically designed to serve North Carolina's young population. Youth participants in these programs include individuals who may be enrolled in a high school or community college as well as those that have left the education system. Not surprisingly, employment rates for this subset of participants were much lower than the rates for adults because youth enrolled in training or education full-time are not generally available to work. Furthermore, many Career and Technical Education (CTE) students from this cohort could still be in high school one year and two years after no longer participating in the original CTE course of study. For example, a student may take one CTE class in tenth grade but not enroll in any additional CTE classes for the remainder of their time in high school.

Also, employment rates are typically lower for youth who have left the education system prior to completion, due to lack of skills or experience required to obtain employment. In addition to employment, positive outcomes for youth participants include continuing in education and training programs through the workforce system or in higher education.

Department of Public Instruction, Career and Technical Education program

The data available from the N.C. Department of Public Instruction's Career and Technical Education program is limited due to the Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) which is a federal law that protects the privacy of student education records. The social security number is the unique identifier used to track advancement into secondary education, publicly supported workforce development services, or covered employment in North Carolina. Starting this year, LEAD used [eLink](#) which was developed by

GDAC and SAS to resolve Social Security Number's (SSN) for individuals with missing or invalid socials. As a result, participation counts for all programs are higher than they were last year. For programs that consistently collect SSN's (such as DWS or DHHS), this increase is marginal. However, for other departments where SSN collection is not mandatory (e.g. ApprenticeshipNC, NCCCS-Workforce Continuing Education, DPI-CTE), there is a significant increase in participation numbers due to the resolution of many records that previously lacked SSN data.

Exhibit 1. Number of Participants by State Agency, Program Year 2024

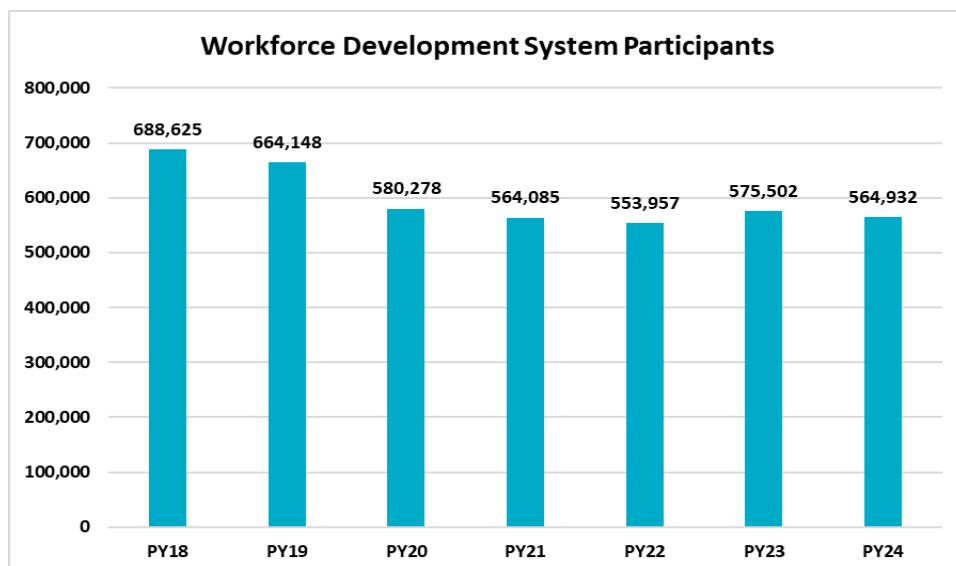
Agency	PY2018	PY2019	PY2020	PY2021	PY2022	PY2023	PY2024
Community College System	456,388	435,082	372,699	336,495	356,889	382,528	368,124
Dept. of Commerce	169,257	159,946	134,108	121,108	89,330	80,031	84,533
Dept. of Health and Human Services	48,207	55,404	49,275	41,414	39,676	39,125	37,787
Dept. of Public Instruction	63,699	61,962	60,275	88,198	90,603	96,704	95,794

Performance Analysis

This report tracks two cohorts of individuals, both adults and youth, who participated in the system Fiscal Year 2017-2018 (cohort one) and Fiscal Year 2018-2019 (cohort two). An overview of performance information is provided below.

For the 2026 report, data collection and analysis processes were improved to ensure a more accurate representation of the population served and alignment with U.S. Department of Labor reporting requirements. The methodology for calculating participants and completers was refined to include only eligible WIOA and Wagner-Peyser participants, excluding individuals categorized as "registration only" who received basic services. Additional enhancements to the data collection process enabled more precise identification of program completers. Furthermore, the report focuses on individuals receiving staff-assisted services, excluding those who utilized only self-assisted services.

Exhibit 2. Number of Workforce Development System Participants 2017-2018 through 2023-2024



Both cohort one (2017 - 2018) and cohort two (2018- 2019) experienced average wage increases. Exhibits 3 and 4 show the overall average wage increases for the two cohorts over a six-year period for cohort one and a five-year period for cohort two. During the same period, most program cohorts experienced wage progression. Among the programs, the Community College's Customized Training and Apprenticeship Programs had the highest wage outcomes.

Exhibit 3. Cohort One (2017-2018) Wage Progression by Year

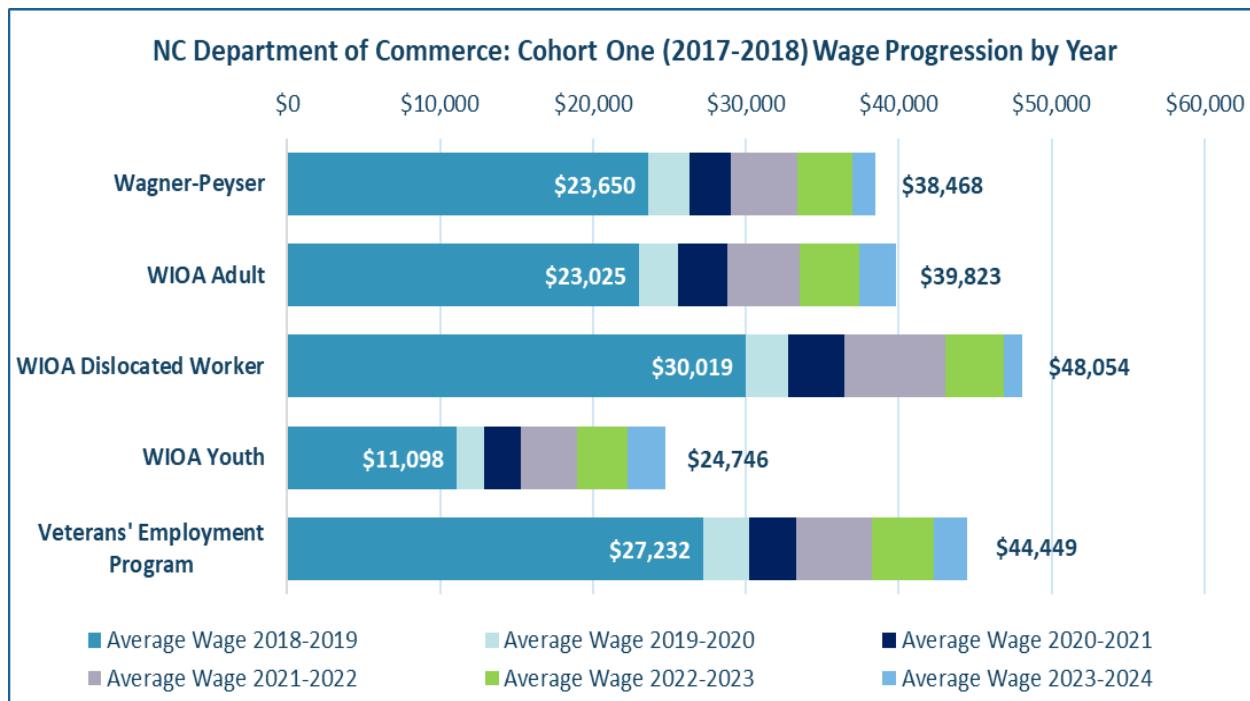
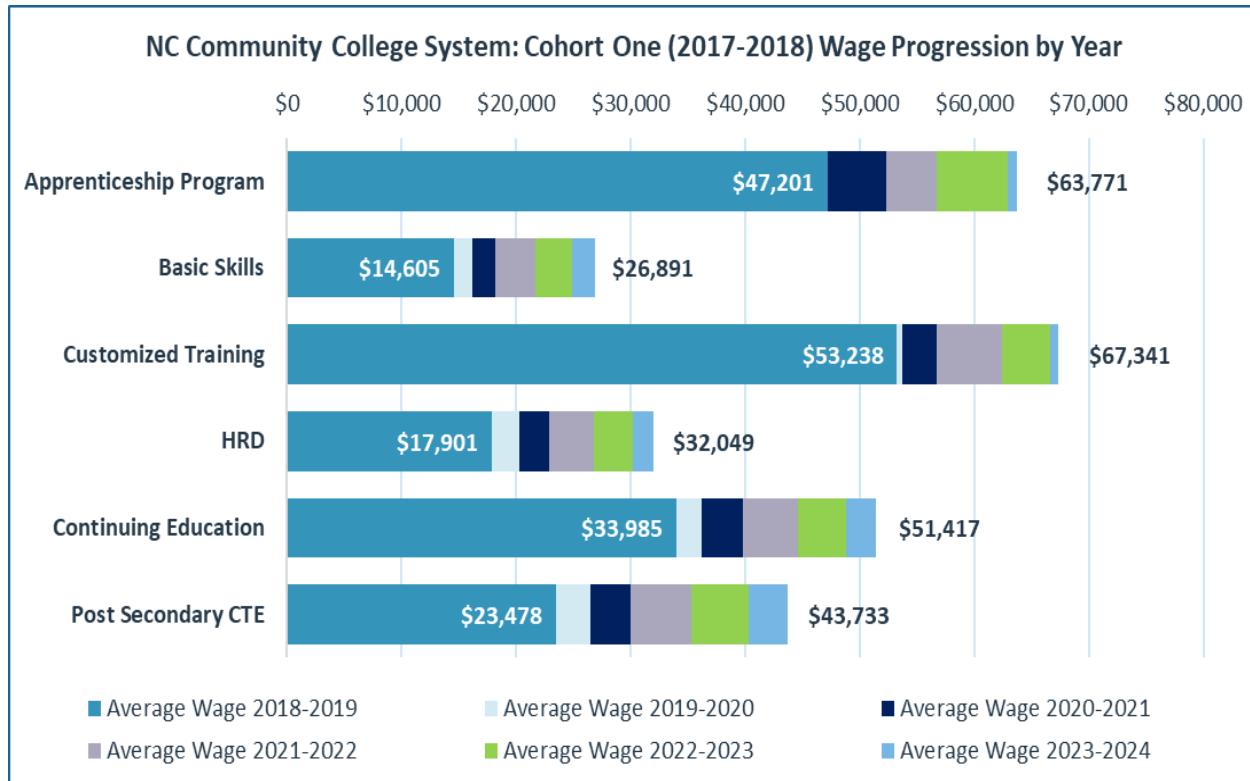


Exhibit 3. Cohort One (2017-2018) Wage Progression by Year (continued)

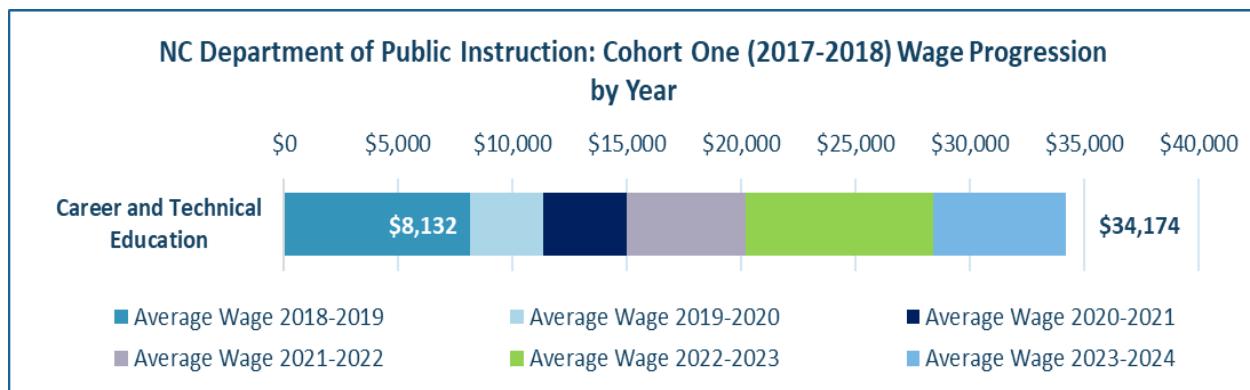
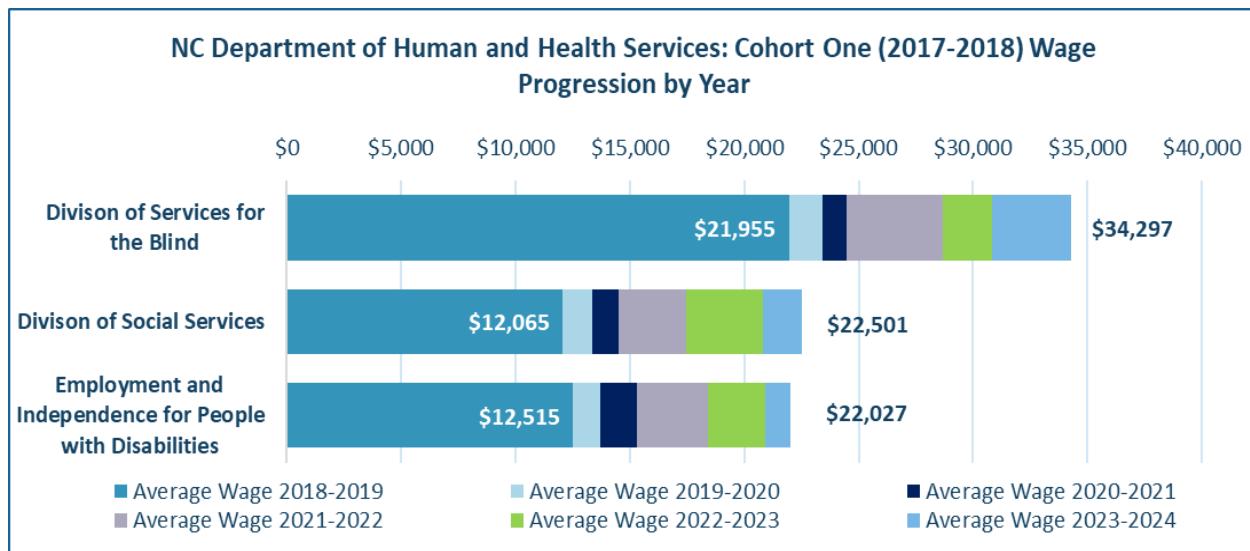


Exhibit 4. Cohort Two (2018-2019) Wage Progression by Year

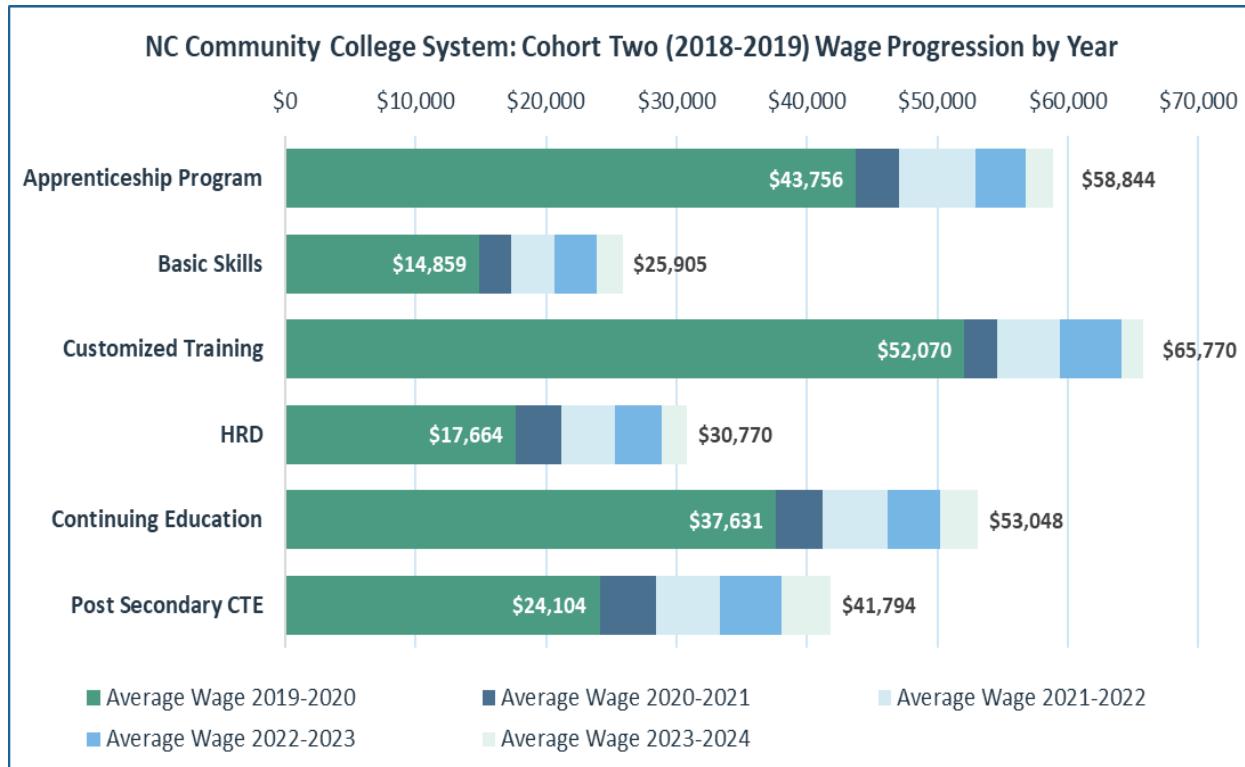
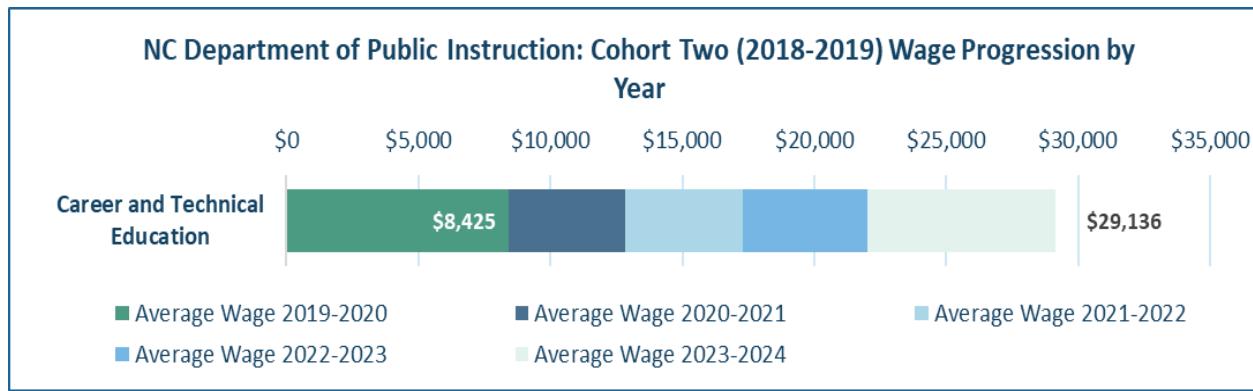
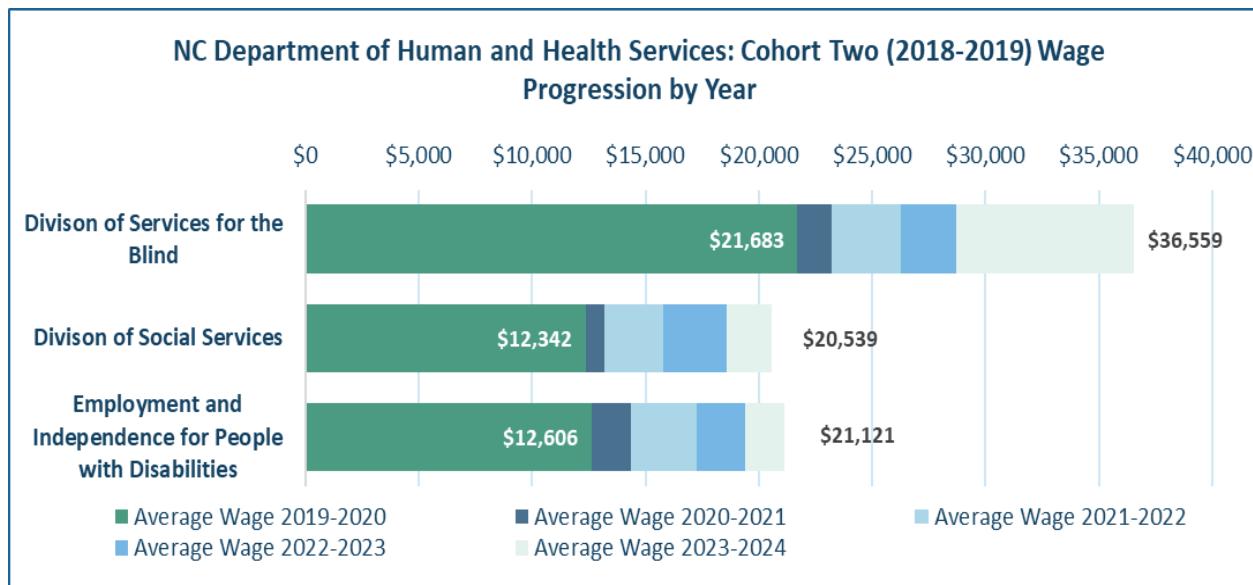
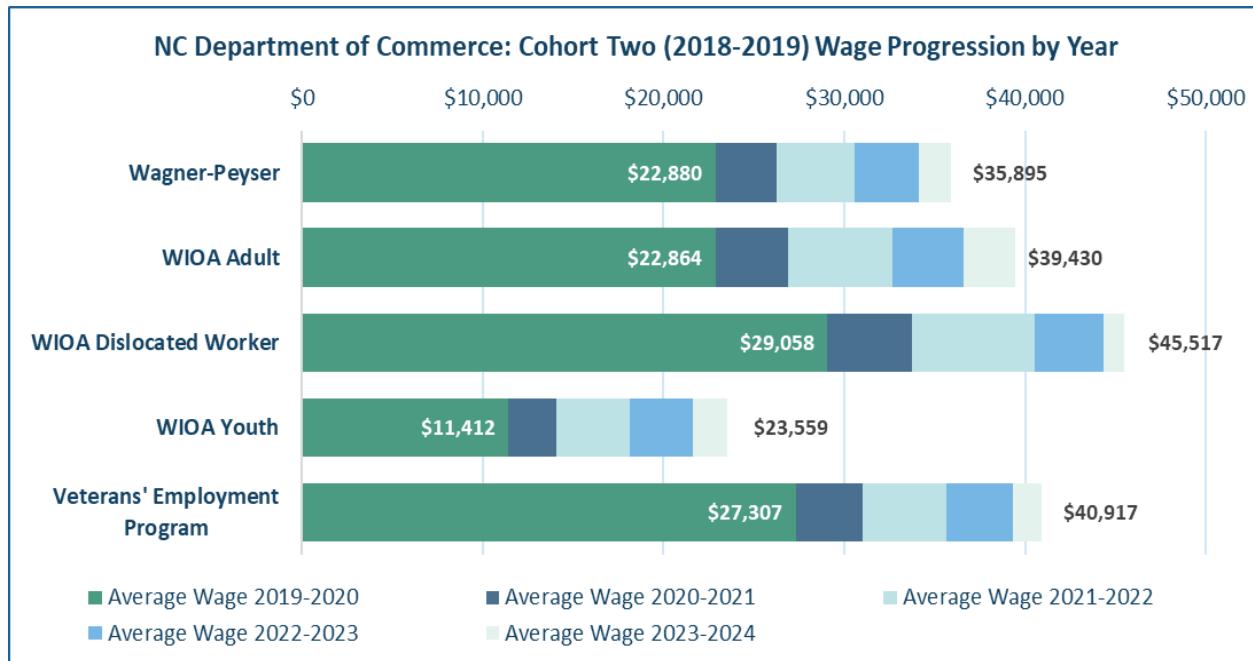


Exhibit 4. Cohort Two (2018-2019) Wage Progression by Year (continued)



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North Carolina Community College System

ApprenticeshipNC Program

The **ApprenticeshipNC Program** provides on-the-job learning with job related education experience. Working with the community colleges, technical institutions, universities, and individual employers, registered apprentices are provided a structured training that enhances their skills on the job.

The program is designed to serve incumbent workers and business owners.

Cohort 1

During **Fiscal Year 2017-2018** the program served 7,745 individuals. In the following year, **Fiscal Year 2018-2019**, 6,023 individuals continued to receive services through the ApprenticeshipNC program. The remaining 1,722 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Apprenticeship 2017-2018								
	Base Year 2017-2018	1 Year Later 2018-2019	2 Years Later 2019-2020	3 Years Later 2020-2021	4 Years Later 2021-2022	5 Years Later 2022-2023	6 Years Later 2023-2024	
Number of Participants	N	7,745						
Number of Participants Enrolled in same program in the following year	N	6,023						
Number of Participants not Enrolled in same program in the following year	N	1,722						
Employed	%	66%	62%	59%	56%	55%	54%	53%
Average Wage		\$42,807	\$47,201	\$47,253	\$52,270	\$56,685	\$62,919	\$63,771
Enrolled in Public Higher Education and/or Workforce Development	%		23%	20%	16%	15%	13%	12%
Enrolled in UNC	%		2%	2%	2%	2%	1%	1%
Enrolled in NCCCS	%		20%	17%	13%	12%	11%	10%
Enrolled in Other Workforce Program	%		2%	2%	2%	2%	<1%	1%
Not Found	%		34%	36%	38%	39%	41%	41%

Notes: The Apprenticeship Program was transferred from the NC Department of Commerce to the North Carolina Community College System during the fall of 2018. The asterisks (*) shown in "Enrolled in University of North Carolina System" indicate that the data was suppressed to protect confidentiality as the participant record was less than 10.

North Carolina Community College System

ApprenticeshipNC Program

Cohort 2

During **Fiscal Year 2018-2019** the program served 9,130 individuals. In the following year, **Fiscal Year 2019-2020**, 6,703 individuals continued to receive services through the ApprenticeshipNC Program. The remaining 2,427 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System						
Apprenticeship						
2018-2019						
	Base Year 2018-2019	1 Year Later 2019-2020	2 Years Later 2020-2021	3 Years Later 2021-2022	4 Years Later 2022-2023	5 Years Later 2023-2024
Number of Participants	N	9,130				
Number of Participants Enrolled in same program in the following year	N	6,703				
Number of Participants not Enrolled in same program in the following year	N	2,427				
Employed	%	70%	65%	63%	61%	59%
Average Wage		\$39,682	\$43,756	\$47,034	\$52,891	\$56,733
Enrolled in Public Higher Education and/or Workforce Development	%		17%	15%	14%	14%
Enrolled in UNC	%		3%	3%	2%	2%
Enrolled in NCCCS	%		12%	11%	11%	11%
Enrolled in Other Workforce Program	%		2%	2%	1%	1%
Not Found	%		30%	31%	35%	36%
						37%

Note: The Apprenticeship Program was transferred from the NC Department of Commerce to the North Carolina Community College System during the fall of 2018.

North Carolina Community College System

Basic Skills

The **Basic Skills program** through the North Carolina Community Colleges provides adult education and literacy services to assist adults to complete a secondary school education and/or become literate and obtain the knowledge and skills necessary for employment and self-sufficiency.

The program is designed to serve individuals lacking basic literacy skills.

Cohort 1

During **Fiscal Year 2017-2018**, the program served 67,512 individuals. In the following year, **Fiscal Year 2018-2019**, 15,045 individuals continued to receive services through the Basic Skills program. The remaining 52,467 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System							
Basic Skills							
2017-2018							
Base Year	1 Year Later	2 Years Later	3 Years Later	4 Years Later	5 Years Later	6 Years Later	
2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	
Number of Participants	N	67,512					
Number of Participants Enrolled in same program in the following year	N	15,045					
Number of Participants not Enrolled in same program in the following year	N	52,467					
Employed	%	37%	38%	36%	35%	35%	34%
Average Wage		\$12,128	\$14,605	\$16,235	\$18,225	\$21,671	\$24,864
Enrolled in Public Higher Education and/or Workforce Development	%		27%	18%	13%	11%	10%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		22%	15%	10%	9%	8%
Enrolled in Other Workforce Program	%		6%	4%	3%	2%	2%
Not Found	%		41%	49%	53%	54%	57%

North Carolina Community College System

Basic Skills

Cohort 2

During **Fiscal Year 2018-2019** the program served 44,504 individuals. In the following year, **Fiscal Year 2019-2020**, 14,452 individuals continued to receive services through the Basic Skills program. The remaining 30,052 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System							
Basic Skills							
2018-2019							
	Base Year	1 Year Later	2 Years Later	3 Years Later	4 Years Later	5 Years Later	
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	
Number of Participants	N	44,504					
Number of Participants Enrolled in same program in the following year	N	14,452					
Number of Participants not Enrolled in same program in the following year	N	30,052					
Employed	%	57%	57%	55%	55%	53%	51%
Average Wage		\$12,835	\$14,859	\$17,304	\$20,618	\$23,912	\$25,905
Enrolled in Public Higher Education and/or Workforce Development	%		25%	18%	16%	14%	13%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		18%	13%	12%	11%	10%
Enrolled in Other Workforce Program	%		8%	5%	4%	3%	3%
Not Found	%		25%	29%	32%	34%	35%

North Carolina Community College System

Customized Training

The **Customized Training program** through the North Carolina Community Colleges supports the economic development efforts of the State by providing education and training opportunities for individuals at eligible businesses and industries.

The program is designed to serve incumbent workers and business owners.

Cohort 1

During **Fiscal Year 2017-2018**, the program served 28,548 individuals. In the following year, **Fiscal Year 2018-2019** 5,612 individuals continued to receive services through the Customized Training program. The remaining 22,936 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System								
Customized Training								
2017-2018								
Base Year	1 Year Later	2 Years Later	3 Years Later	4 Years Later	5 Years Later	6 Years Later		
2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024		
Number of Participants	N	28,548						
Number of Participants Enrolled in same program in the following year	N	5,612						
Number of Participants not Enrolled in same program in the following year	N	22,936						
Employed	%	58%	56%	53%	51%	49%	48%	46%
Average Wage		\$52,166	\$53,238	\$53,739	\$56,714	\$62,434	\$66,657	\$67,341
Enrolled in Public Higher Education and/or Workforce Development	%		18%	16%	10%	9%	8%	7%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		15%	14%	8%	7%	7%	6%
Enrolled in Other Workforce Program	%		3%	2%	2%	1%	<1%	1%
Not Found	%		33%	41%	45%	47%	49%	50%

North Carolina Community College System

Customized Training

Cohort 2

During **Fiscal Year 2018-2019** the program served 20,891 individuals. In the following year, **Fiscal Year 2019-2020**, 4,828 individuals continued to receive services through the Customized Training program. The remaining 16,063 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System							
Customized Training							
2018-2019							
	Base Year	1 Year Later	2 Years Later	3 Years Later	4 Years Later	5 Years Later	
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	
Number of Participants	N	20,891					
Number of Participants Enrolled in same program in the following year	N	4,828					
Number of Participants not Enrolled in same program in the following year	N	16,063					
Employed	%	97%	95%	90%	87%	83%	80%
Average Wage		\$52,437	\$52,070	\$54,557	\$59,353	\$64,142	\$65,770
Enrolled in Public Higher Education and/or Workforce Development	%		12%	17%	14%	16%	13%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		9%	13%	11%	14%	11%
Enrolled in Other Workforce Program	%		4%	3%	2%	2%	2%
Not Found	%		4%	7%	10%	13%	15%

North Carolina Community College System

Human Resources Development

The **Human Resource Development (HRD) program** through the North Carolina Community Colleges provides skill assessment services, employability skills training, and career development counseling to unemployed and underemployed adults based on six core components of assessment, positive self-concept, employability skills, communication skills, problem-solving skills, and awareness of the impact of information technology in the workplace.

The program is designed to serve low-income individuals and unemployed or underemployed job seekers.

Cohort 1

During **Fiscal Year 2017-2018** the program served 46,462 individuals. In the following year, **Fiscal Year 2018-2019**, 4,982 individuals continued to receive services through the HRD program. The remaining 41,480 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Human Resources Development 2017-2018								
		Base Year	1 Year Later	2 Years Later	3 Years Later	4 Years Later	5 Years Later	6 Years Later
		2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Number of Participants	N	46,462						
Number of Participants Enrolled in same program in the following year	N	4,982						
Number of Participants not Enrolled in same program in the following year	N	41,480						
Employed	%	63%	62%	59%	55%	55%	53%	50%
Average Wage		\$15,030	\$17,901	\$20,327	\$22,933	\$26,764	\$30,213	\$32,049
Enrolled in Public Higher Education and/or Workforce Development	%		31%	21%	15%	14%	13%	11%
Enrolled in UNC	%		<1%	1%	1%	1%	<1%	<1%
Enrolled in NCCCS	%		17%	13%	9%	8%	8%	7%
Enrolled in Other Workforce Program	%		17%	10%	7%	5%	5%	4%
Not Found	%		21%	25%	28%	30%	31%	33%

North Carolina Community College System

Human Resources Development

Cohort 2

During **Fiscal Year 2018-2019** the program served 36,260 individuals. In the following year, **Fiscal Year 2019-2020**, 3,773 individuals continued to receive services through the HRD program. The remaining 32,487 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System							
Human Resources Development							
2018-2019							
	Base Year 2018-2019	1 Year Later 2019-2020	2 Years Later 2020-2021	3 Years Later 2021-2022	4 Years Later 2022-2023	5 Years Later 2023-2024	
Number of Participants	N	36,260					
Number of Participants Enrolled in same program in the following year	N	3,773					
Number of Participants not Enrolled in same program in the following year	N	32,487					
Employed	%	70%	68%	63%	63%	61%	58%
Average Wage		\$15,314	\$17,664	\$21,194	\$25,254	\$28,826	\$30,770
Enrolled in Public Higher Education and/or Workforce Development	%		33%	21%	18%	16%	14%
Enrolled in UNC	%		<1%	1%	1%	1%	1%
Enrolled in NCCCS	%		19%	13%	12%	11%	9%
Enrolled in Other Workforce Program	%		18%	9%	7%	6%	5%
Not Found	%		12%	17%	20%	22%	24%

North Carolina Community College System

Postsecondary Career, Technical, and Vocational Education

The **Postsecondary Career, Technical, and Vocational Education program** through the North Carolina Community Colleges provides individuals the opportunity to expand their education in one of the 260 programs aligned with diverse industries across North Carolina. Currently included are Agricultural & Natural Resources, Biological & Chemical Technologies, Business Technologies, Commercial & Artistic Production, Construction Technologies, Engineering Technologies, Health Sciences, Industrial Technologies, Public Services Technologies, and Transportation System Technologies.

The program is designed to serve the general public, unemployed or underemployed job seekers, and incumbent workers.

Cohort 1

During **Fiscal Year 2017-2018** the program served 130,579 individuals. In the following year, **Fiscal Year 2018-2019**, 58,187 individuals continued to receive services through the Post-Secondary Career, Technical, and Vocational Education program. The remaining 72,392 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System								
Post Secondary Career, Technical and Vocational Education								
2017-2018								
		Base Year	1 Year Later	2 Years Later	3 Years Later	4 Years Later	5 Years Later	6 Years Later
		2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Number of Participants	N	130,579						
Number of Participants Enrolled in same program in the following year	N	58,187						
Number of Participants not Enrolled in same program in the following year	N	72,392						
Employed	%	73%	75%	72%	70%	69%	68%	67%
Average Wage		\$17,146	\$23,478	\$26,480	\$30,016	\$35,271	\$40,282	\$43,733
Enrolled in Public Higher Education and/or Workforce Development	%		31%	30%	26%	22%	19%	16%
Enrolled in UNC	%		7%	8%	8%	7%	5%	4%
Enrolled in NCCCS	%		20%	20%	16%	15%	14%	12%
Enrolled in Other Workforce Program	%		7%	4%	3%	2%	2%	2%
Not Found	%		17%	20%	22%	24%	25%	27%

North Carolina Community College System
Post-Secondary Career, Technical, and Vocational Education
Cohort 2

During **Fiscal Year 2018-2019** the program served 127,427 individuals. In the following year, **Fiscal Year 2019-2020**, 56,388 individuals continued to receive services through the Post-Secondary Career, Technical, and Vocational Education program. The remaining 71,039 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Post Secondary Career, Technical and Vocational Education 2018-2019							
	Base Year 2018-2019	1 Year Later 2019-2020	2 Years Later 2020-2021	3 Years Later 2021-2022	4 Years Later 2022-2023	5 Years Later 2023-2024	
Number of Participants	N	127,427					
Number of Participants Enrolled in same program in the following year	N	56,388					
Number of Participants not Enrolled in same program in the following year	N	71,039					
Employed	%	73%	75%	72%	71%	70%	68%
Average Wage		\$18,098	\$24,104	\$28,395	\$33,314	\$38,045	\$41,794
Enrolled in Public Higher Education and/or Workforce Development	%		31%	29%	26%	23%	19%
Enrolled in UNC	%		7%	9%	8%	7%	5%
Enrolled in NCCCS	%		20%	19%	17%	16%	13%
Enrolled in Other Workforce Program	%		6%	3%	3%	2%	2%
Not Found	%		16%	20%	22%	24%	25%

North Carolina Community College System

Workforce Continuing Education

The **Workforce Continuing Education** program through the North Carolina Community Colleges provides post-secondary students the opportunity to attain education and training through participation in one of 800+ short-term training courses. These programs provide instruction around skill competencies that lead to a recognized credential (licensure, certification, renewal, registry listing) and/or meets local workforce labor needs.

The program is designed to serve the general population, unemployed or underemployed job seekers, and incumbent workers.

Cohort 1

During **Fiscal Year 2017-2018** the program served 204,490 individuals. In the following year, **Fiscal Year 2018-2019**, 82,547 individuals continued to receive services through the Workforce Continuing Education program. The remaining 121,943 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System								
Workforce Continuing Education								
2017-2018								
	Base Year	1 Year Later	2 Years Later	3 Years Later	4 Years Later	5 Years Later	6 Years Later	
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	
Number of Participants	N	204,490						
Number of Participants Enrolled in same program in the following year	N	82,547						
Number of Participants not Enrolled in same program in the following year	N	121,943						
Employed	%	62%	62%	59%	56%	56%	54%	53%
Average Wage		\$32,005	\$33,985	\$36,168	\$39,826	\$44,646	\$48,864	\$51,417
Enrolled in Public Higher Education and/or Workforce Development	%		21%	24%	19%	18%	15%	14%
Enrolled in UNC	%		3%	3%	3%	2%	2%	2%
Enrolled in NCCCS	%		16%	20%	15%	15%	13%	12%
Enrolled in Other Workforce Program	%		4%	3%	2%	2%	1%	1%
Not Found	%		28%	31%	35%	36%	38%	40%

North Carolina Community College System

Workforce Continuing Education

Cohort 2

During **Fiscal Year 2018-2019** the program served 226,567 individuals. In the following year, **Fiscal Year 2019-2020**, 80,357 individuals continued to receive services through the Workforce Continuing Education program. The remaining 146,210 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System							
Workforce Continuing Education							
2018-2019							
		Base Year 2018-2019	1 Year Later 2019-2020	2 Years Later 2020-2021	3 Years Later 2021-2022	4 Years Later 2022-2023	5 Years Later 2023-2024
Number of Participants	N	226,567					
Number of Participants Enrolled in same program in the following year	N	80,357					
Number of Participants not Enrolled in same program in the following year	N	146,210					
Employed	%	76%	75%	71%	69%	67%	65%
Average Wage		\$35,954	\$37,631	\$41,197	\$46,164	\$50,204	\$53,048
Enrolled in Public Higher Education and/or Workforce Development	%		18%	24%	20%	20%	16%
Enrolled in UNC	%		3%	4%	3%	3%	2%
Enrolled in NCCCS	%		12%	19%	16%	16%	13%
Enrolled in Other Workforce Program	%		4%	3%	2%	2%	2%
Not Found	%		19%	21%	23%	25%	28%

North Carolina Department of Commerce

Veteran's Employment Program

The **Veteran's Employment program** through the Department of Commerce provides veterans, transitioning service members, and eligible spouses with resources to assist and prepare them to obtain meaningful careers and maximize their employment opportunities.

The program is designed to serve veterans, veterans with significant barriers to employment, transitioning service members, and eligible spouses.

Cohort 1

During **Fiscal Year 2017-2018** the program served 10,909 individuals. In the following year, **Fiscal Year 2018-2019**, 2,312 individuals continued to receive services through the Veteran's Employment program. The remaining 8,597 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Veteran's Employment Program 2017-2018							
	Base Year	1 Year Later	2 Years Later	3 Years Later	4 Years Later	5 Years Later	6 Years Later
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Number of Participants	N	10,909					
Number of Participants Enrolled in same program in the following year	N	2,312					
Number of Participants not Enrolled in same program in the following year	N	8,597					
Employed	%	80%	67%	60%	55%	53%	50%
Average Wage		\$21,461	\$27,232	\$30,197	\$33,313	\$38,226	\$42,294
Enrolled in Public Higher Education and/or Workforce Development	%		14%	18%	13%	11%	10%
Enrolled in UNC	%		2%	2%	1%	1%	<1%
Enrolled in NCCCS	%		11%	8%	6%	6%	5%
Enrolled in Other Workforce Program	%		2%	10%	6%	5%	4%
Not Found	%		20%	23%	26%	28%	30%
							32%

North Carolina Department of Commerce

Veteran's Employment Program

Cohort 2

During **Fiscal Year 2018-2019** the program served 9,763 individuals. In the following year, **Fiscal Year 2019-2020**, 2,053 individuals continued to receive services through the Veteran's Employment program. The remaining 7,710 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Veteran's Employment Program 2018-2019							
	Base Year 2018-2019	1 Year Later 2019-2020	2 Years Later 2020-2021	3 Years Later 2021-2022	4 Years Later 2022-2023	5 Years Later 2023-2024	
Number of Participants	N	9,763					
Number of Participants Enrolled in same program in the following year	N	2,053					
Number of Participants not Enrolled in same program in the following year	N	7,710					
Employed	%	79%	66%	58%	56%	53%	49%
Average Wage		\$21,889	\$27,307	\$31,017	\$35,625	\$39,306	\$40,917
Enrolled in Public Higher Education and/or Workforce Development	%		11%	14%	13%	11%	10%
Enrolled in UNC	%		1%	1%	1%	<1%	<1%
Enrolled in NCCCS	%		8%	7%	6%	6%	5%
Enrolled in Other Workforce Program	%		2%	7%	6%	4%	4%
Not Found	%		21%	25%	28%	30%	32%

North Carolina Department of Commerce

Wagner-Peyser

The **Wagner-Peyser program** through the Department of Commerce provides all job seekers access to self-service or staff-assisted job search preparation and placement assistance. Employers may receive general or specialized recruitment services through self-service or staff-assisted job referral and placement.

The program is designed to serve the general public, unemployed or underemployed job seekers, and business owners.

Cohort 1

During **Fiscal Year 2017-2018** the program served 168,769 individuals. In the following year, **Fiscal Year 2018-2019**, 35,900 individuals continued to receive services through the Wagner-Peyser program. The remaining 132,869 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Wagner Peyser 2017-2018							
	Base Year	1 Year Later	2 Years Later	3 Years Later	4 Years Later	5 Years Later	6 Years Later
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Number of Participants	N	168,769					
Number of Participants Enrolled in same program in the following year	N	35,900					
Number of Participants not Enrolled in same program in the following year	N	132,869					
Employed	%	86%	76%	72%	67%	66%	64%
Average Wage		\$18,478	\$23,650	\$26,328	\$29,027	\$33,335	\$36,966
Enrolled in Public Higher Education and/or Workforce Development	%		13%	18%	14%	12%	11%
Enrolled in UNC	%		1%	1%	1%	<1%	<1%
Enrolled in NCCCS	%		10%	8%	6%	6%	6%
Enrolled in Other Workforce Program	%		3%	11%	7%	6%	5%
Not Found	%		15%	16%	18%	20%	22%
							23%

North Carolina Department of Commerce

Wagner-Peyser

Cohort 2

During **Fiscal Year 2018-2019** the program served 159,635 individuals. In the following year, **Fiscal Year 2019-2020** 31,151 individuals continued to receive services through the Wagner-Peyser program. The remaining 128,484 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce							
Wagner Peyser							
2018-2019							
	Base Year	1 Year Later	2 Years Later	3 Years Later	4 Years Later	5 Years Later	
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	
Number of Participants	N	159,635					
Number of Participants Enrolled in same program in the following year	N	31,151					
Number of Participants not Enrolled in same program in the following year	N	128,484					
Employed	%	86%	76%	69%	69%	66%	63%
Average Wage		\$18,556	\$22,880	\$26,280	\$30,560	\$34,104	\$35,895
Enrolled in Public Higher Education and/or Workforce Development	%		12%	16%	14%	12%	11%
Enrolled in UNC	%		1%	1%	1%	<1%	<1%
Enrolled in NCCCS	%		9%	7%	7%	7%	6%
Enrolled in Other Workforce Program	%		3%	9%	7%	6%	5%
Not Found	%		15%	17%	20%	22%	23%

North Carolina Department of Commerce

Workforce Innovation and Opportunity Act - Adult

The **Workforce Innovation and Opportunity Act Adult program** through the Department of Commerce prepares individuals for participation in the labor force by providing access to employment planning, job training, and workforce services ranging from skill assessment, labor market information, consumer reports on training programs, job search, placement assistance, and literacy activities.

The program is designed to serve the general public and unemployed or underemployed jobseekers.

Cohort 1

During **Fiscal Year 2017-2018** the program served 6,853 individuals. In the following year, **Fiscal Year 2018-2019**, 1,868 individuals continued to receive services through the Workforce Innovation and Opportunity Act Adult program. The remaining 4,985 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce								
Workforce Innovation and Opportunity Act - Adult								
2017-2018								
	Base Year	1 Year Later	2 Years Later	3 Years Later	4 Years Later	5 Years Later	6 Years Later	
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	
Number of Participants	N	6,853						
Number of Participants Enrolled in same program in the following year	N	1,868						
Number of Participants not Enrolled in same program in the following year	N	4,985						
Employed	%	85%	82%	80%	74%	74%	72%	70%
Average Wage		\$16,503	\$23,025	\$25,529	\$28,828	\$33,545	\$37,395	\$39,823
Enrolled in Public Higher Education and/or Workforce Development	%		37%	32%	25%	22%	19%	16%
Enrolled in UNC	%		2%	2%	3%	2%	2%	2%
Enrolled in NCCCS	%		24%	17%	15%	14%	12%	10%
Enrolled in Other Workforce Program	%		15%	19%	11%	9%	7%	6%
Not Found	%		3%	5%	6%	8%	9%	9%

North Carolina Department of Commerce
Workforce Innovation and Opportunity Act- Adult
Cohort 2

During **Fiscal Year 2018-2019** the program served 8,159 individuals. In the following year, **Fiscal Year 2019-2020**, 2,599 individuals continued to receive services through the Workforce Innovation and Opportunity Act Adult program. The remaining 5,560 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Workforce Innovation and Opportunity Act - Adult 2018-2019							
	Base Year 2018-2019	1 Year Later 2019-2020	2 Years Later 2020-2021	3 Years Later 2021-2022	4 Years Later 2022-2023	5 Years Later 2023-2024	
Number of Participants	N	8,159					
Number of Participants Enrolled in same program in the following year	N	2,599					
Number of Participants not Enrolled in same program in the following year	N	5,560					
Employed	%	85%	82%	76%	75%	75%	71%
Average Wage		\$16,648	\$22,864	\$26,876	\$32,698	\$36,602	\$39,430
Enrolled in Public Higher Education and/or Workforce Development	%		37%	34%	26%	22%	19%
Enrolled in UNC	%		3%	3%	3%	3%	3%
Enrolled in NCCCS	%		26%	19%	16%	14%	12%
Enrolled in Other Workforce Program	%		13%	19%	11%	7%	6%
Not Found	%		5%	8%	10%	11%	13%

North Carolina Department of Commerce

Workforce Innovation and Opportunity Act – Dislocated Worker

The **Workforce Innovation and Opportunity Act Dislocated Worker program** through the Department of Commerce prepares those dislocated from employment for participation in the labor force by providing access to employment planning, job training, and workforce services ranging from skill assessment, labor market information, consumer reports on training programs, job search, placement assistance, and literacy activities.

The program is designed to serve individuals dislocated from employment or those who received notification of pending dislocation.

Cohort 1

During **Fiscal Year 2017-2018** the program served 3,345 individuals. In the following year, **Fiscal Year 2018-2019**, 829 individuals continued to receive services through the Workforce Innovation and Opportunity Act Dislocated Worker program. The remaining 2,516 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Workforce Innovation and Opportunity Act - Dislocated Worker 2017-2018								
	Base Year	1 Year Later	2 Years Later	3 Years Later	4 Years Later	5 Years Later	6 Years Later	
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	
Number of Participants	N	3,345						
Number of Participants Enrolled in same program in the following year	N	829						
Number of Participants not Enrolled in same program in the following year	N	2,516						
Employed	%	80%	76%	75%	70%	68%	66%	64%
Average Wage		\$21,941	\$30,019	\$32,795	\$36,481	\$43,033	\$46,889	\$48,054
Enrolled in Public Higher Education and/or Workforce Development	%		31%	27%	18%	16%	13%	12%
Enrolled in UNC	%		2%	2%	2%	2%	1%	1%
Enrolled in NCCCS	%		18%	13%	9%	9%	8%	6%
Enrolled in Other Workforce Program	%		14%	16%	9%	7%	5%	6%
Not Found	%		7%	8%	10%	12%	13%	14%

North Carolina Department of Commerce

Workforce Innovation and Opportunity Act – Dislocated Worker

Cohort 2

During **Fiscal Year 2018-2019** the program served 2,888 individuals. In the following year, **Fiscal Year 2019-2020**, 694 individuals continued to receive services through the Workforce Innovation and Opportunity Act Dislocated Worker program. The remaining 2,194 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce								
Workforce Innovation and Opportunity Act - Dislocated Worker								
		2018-2019	Base Year 2018-2019	1 Year Later 2019-2020	2 Years Later 2020-2021	3 Years Later 2021-2022	4 Years Later 2022-2023	5 Years Later 2023-2024
Number of Participants	N	2,888						
Number of Participants Enrolled in same program in the following year	N	694						
Number of Participants not Enrolled in same program in the following year	N	2,194						
Employed	%	79%	74%	69%	69%	67%	65%	
Average Wage		\$21,206	\$29,058	\$33,766	\$40,530	\$44,335	\$45,517	
Enrolled in Public Higher Education and/or Workforce Development	%		26%	24%	16%	15%	14%	
Enrolled in UNC	%		2%	2%	2%	1%	2%	
Enrolled in NCCCS	%		15%	12%	8%	8%	7%	
Enrolled in Other Workforce Program	%		12%	14%	8%	7%	6%	
Not Found	%		9%	12%	14%	16%	17%	

North Carolina Department of Health and Human Services
Division of Services for the Blind, Employment and Training

The **Division of Services for the Blind, Employment and Training program** through the Department of Health and Human Services provides counseling, training, education, transportation, job placement, assistive technology, and other support services for blind and visually impaired people as well as people with vision and hearing loss to assist them with living independently and with finding and maintaining employment.

The program is designed to serve job seekers who are blind or have low vision.

Cohort 1

During **Fiscal Year 2017-2018** the program served 2,162 individuals. In the following year, **Fiscal Year 2018-2019**, 1,821 individuals continued to receive services through the Services for the Blind, Employment and Training program. The remaining 341 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Health and Human Services Services for the Blind - Employment and Training 2017-2018								
	Base Year	1 Year Later	2 Years Later	3 Years Later	4 Years Later	5 Years Later	6 Years Later	
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	
Number of Participants	N	2,162						
Number of Participants Enrolled in same program in the following year	N	1,821						
Number of Participants not Enrolled in same program in the following year	N	341						
Employed	%	65%	60%	53%	48%	47%	42%	39%
Average Wage		\$21,205	\$21,955	\$23,421	\$24,445	\$28,674	\$30,816	\$34,297
Enrolled in Public Higher Education and/or Workforce Development	%		7%	10%	11%	12%	12%	11%
Enrolled in UNC	%		*	*	*	*	*	*
Enrolled in NCCCS	%		*	*	*	*	3%	2%
Enrolled in Other Workforce Program	%		5%	9%	9%	10%	9%	9%
Not Found	%		34%	39%	43%	42%	47%	49%

Note: The asterisks (*) shown in “Enrolled in University of North Carolina System” indicate that the data was suppressed to protect confidentiality as the participant record was less than 10.

North Carolina Department of Health and Human Services
Division of Services for the Blind, Employment and Training
Cohort 2

During **Fiscal Year 2018-2019** the program served 2,845 individuals. In the following year, **Fiscal Year 2019-2020**, 2,354 individuals continued to receive services through the Services for the Blind, Employment and Training program. The remaining 491 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Health and Human Services Services for the Blind - Employment and Training 2018-2019						
	Base Year 2018-2019	1 Year Later 2019-2020	2 Years Later 2020-2021	3 Years Later 2021-2022	4 Years Later 2022-2023	5 Years Later 2023-2024
Number of Participants	N	2,845				
Number of Participants Enrolled in same program in the following year	N	2,354				
Number of Participants not Enrolled in same program in the following year	N	491				
Employed	%	59%	51%	44%	42%	39%
Average Wage		\$19,031	\$21,683	\$23,226	\$26,236	\$28,719
Enrolled in Public Higher Education and/or Workforce Development	%		7%	11%	12%	10%
Enrolled in UNC	%		*	*	*	*
Enrolled in NCCCS	%		3%	3%	2%	*
Enrolled in Other Workforce Program	%		5%	8%	10%	9%
Not Found	%		39%	44%	46%	50%
						52%

Note: The asterisks (*) shown in "Enrolled in University of North Carolina System" indicate that the data was suppressed to protect confidentiality as the participant record was less than 10.

North Carolina Department of Health and Human Services

WorkFirst - Employment and Training

The **WorkFirst - Employment and Training program** through the Department of Health and Human Services provides work experience opportunities for recipients to gain skills for employment, become employed, keep a job, and become self-sufficient.

The program is designed to serve low-income job seekers.

Cohort 1

During **Fiscal Year 2017-2018** the program served 10,730 individuals. In the following year, **Fiscal Year 2018-2019**, 4,763 individuals continued to receive services through the WorkFirst - Employment and Training program. The remaining 5,967 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Health and Human Services WorkFirst - Employment and Training 2017-2018								
		Base Year 2017-2018	1 Year Later 2018-2019	2 Years Later 2019-2020	3 Years Later 2020-2021	4 Years Later 2021-2022	5 Years Later 2022-2023	6 Years Later 2023-2024
Number of Participants	N	10,730						
Number of Participants Enrolled in same program in the following year	N	4,763						
Number of Participants not Enrolled in same program in the following year	N	5,967						
Employed	%	76%	73%	68%	62%	64%	63%	60%
Average Wage		\$7,954	\$12,065	\$13,333	\$14,487	\$17,467	\$20,798	\$22,501
Enrolled in Public Higher Education and/or Workforce Development	%		24%	22%	20%	17%	16%	14%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		12%	10%	9%	9%	10%	8%
Enrolled in Other Workforce Program	%		15%	15%	12%	10%	8%	7%
Not Found	%		8%	17%	18%	19%	20%	21%

North Carolina Department of Health and Human Services

WorkFirst - Employment and Training

Cohort 2

During **Fiscal Year 2018-2019** the program served 10,793 individuals. In the following year, **Fiscal Year 2019-2020**, 3,644 individuals continued to receive services through the WorkFirst - Employment and Training program. The remaining 7,149 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Health and Human Services						
WorkFirst - Employment and Training						
2018-2019						
	Base Year 2018-2019	1 Year Later 2019-2020	2 Years Later 2020-2021	3 Years Later 2021-2022	4 Years Later 2022-2023	5 Years Later 2023-2024
Number of Participants	N	10,793				
Number of Participants Enrolled in same program in the following year	N	3,644				
Number of Participants not Enrolled in same program in the following year	N	7,149				
Employed	%	69%	66%	63%	65%	66%
Average Wage		\$8,634	\$12,342	\$13,164	\$15,766	\$18,569
Enrolled in Public Higher Education and/or Workforce Development	%		20%	21%	21%	20%
Enrolled in UNC	%		<1%	1%	1%	1%
Enrolled in NCCCS	%		11%	10%	11%	11%
Enrolled in Other Workforce Program	%		11%	12%	12%	11%
Not Found	%		4%	13%	14%	15%
						16%

North Carolina Department of Health and Human Services **Employment and Independence for People with Disabilities**

The **Employment and Independence for People with Disabilities** through the Department of Health and Human Services provides counseling, training, education, transportation, job placement, assistive technology, and other support services for people with physical, psychiatric, or intellectual disabilities as well as those who are deaf or hard of hearing or have other communicative disorders to assist them with living independently and with finding and maintaining employment. The program is designed to serve job seekers with disabilities.

Cohort 1

During **Fiscal Year 2017-2018** the program served 35,707 individuals. In the following year, **Fiscal Year 2018-2019**, 24,026 individuals continued to receive services through the Employment and Independence for People with Disabilities program. The remaining 11,681 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Health and Human Services Employment and Independence for People with Disabilities 2017-2018								
	Base Year	1 Year Later	2 Years Later	3 Years Later	4 Years Later	5 Years Later	6 Years Later	
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	
Number of Participants	N	35,707						
Number of Participants Enrolled in same program in the following year	N	24,026						
Number of Participants not Enrolled in same program in the following year	N	11,681						
Employed	%	59%	54%	50%	47%	48%	46%	43%
Average Wage		\$9,724	\$12,515	\$13,726	\$15,322	\$18,424	\$20,911	\$22,027
Enrolled in Public Higher Education and/or Workforce Development	%		17%	17%	14%	13%	13%	12%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		10%	8%	6%	5%	5%	5%
Enrolled in Other Workforce Program	%		7%	9%	9%	9%	8%	7%
Not Found	%		34%	35%	37%	38%	40%	42%

North Carolina Department of Health and Human Services

Employment and Independence for People with Disabilities Cohort 2

During **Fiscal Year 2018-2019** the program served 42,245 individuals. In the following year, **Fiscal Year 2019-2020**, 26,749 individuals continued to receive services through the Employment and Independence for People with Disabilities program. The remaining 15,496 participants who did not participate in the program were tracked for employment, wage, and education status.

<h3>Department of Health and Human Services</h3> <h3>Employment and Independence for People with Disabilities</h3> <h3>2018-2019</h3>							
	Base Year 2018-2019	1 Year Later 2019-2020	2 Years Later 2020-2021	3 Years Later 2021-2022	4 Years Later 2022-2023	5 Years Later 2023-2024	
Number of Participants	N	42,245					
Number of Participants Enrolled in same program in the following year	N	26,749					
Number of Participants not Enrolled in same program in the following year	N	15,496					
Employed	%	56%	50%	46%	47%	46%	42%
Average Wage		\$10,184	\$12,606	\$14,372	\$17,233	\$19,413	\$21,121
Enrolled in Public Higher Education and/or Workforce Development	%		13%	13%	14%	14%	12%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		8%	6%	6%	6%	5%
Enrolled in Other Workforce Program	%		5%	7%	8%	8%	7%
Not Found	%		36%	38%	38%	40%	42%

Youth Program Tables

Of the 15 workforce development programs, two are specifically designed to serve North Carolina's young adult population between the ages of 14-21 years old. Youth participants may be enrolled in a high school or community college, or they may have left the education system.

Employment rates for this subset of participants were lower than the rates for adults. Many youth do not work or may work only part-time while enrolled in high school, training, or post-secondary education. Also, employment rates are typically lower for youth who have left the education system prior to completion, due to lack of skills or experience required to obtain employment, especially in a tough economy. In addition to employment, positive outcomes for youth participants include continuing in education and training programs through the workforce system or in higher education.

Furthermore, many high school students who participate in the Career and Technical Education (CTE) program through the Department of Public Instruction in their sophomore and/or junior year of school may not take CTE classes in subsequent years, but still be enrolled in school. This data analysis does not include information for all high school enrollments, but just those in the CTE program. Therefore, some students may not be found in records but could still be enrolled in school.

North Carolina Department of Public Instruction

Career and Technical Education

The **Career and Technical Education** program through the Department of Public Instruction provides middle and high school students the opportunity to take Career and Technical Education courses which are aligned with the 16 National Career Clusters. In addition to classroom and lab instruction, students participate in work-based learning experiences and in student organization activities.

The program is designed to serve students in grades 6th through 12th, many of whom have a barrier to employment.

Cohort 1

During **Fiscal Year 2017-2018** the program served 63,699 individuals. In the following year, **Fiscal Year 2018-2019**, 24,742 individuals continued to receive services through the Career and Technical Education program. The remaining 38,957 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Public Instruction Career and Technical Education 2017-2018								
	Base Year	1 Year Later	2 Years Later	3 Years Later	4 Years Later	5 Years Later	6 Years Later	
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	
Number of Participants	N	63,699						
Number of Participants Enrolled in same program in the following year	N	24,742						
Number of Participants not Enrolled in same program in the following year	N	38,957						
Employed	%	62%	74%	75%	74%	75%	74%	73%
Average Wage		\$4,874	\$8,132	\$11,343	\$15,011	\$20,189	\$28,413	\$34,174
Enrolled in Public Higher Education and/or Workforce Development	%		57%	52%	44%	38%	27%	19%
Enrolled in UNC	%		23%	23%	24%	23%	13%	7%
Enrolled in NCCCS	%		36%	30%	21%	16%	14%	11%
Enrolled in Other Workforce Program	%		4%	3%	3%	2%	2%	2%
Not Found	%		13%	14%	15%	17%	20%	22%

North Carolina Department of Public Instruction

Career and Technical Education

Cohort 2

During **Fiscal Year 2018-2019** the program served 61,962 individuals. In the following year, **Fiscal Year 2019-2020**, 22,434 individuals continued to receive services through the Career and Technical Education program. The remaining 39,528 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Public Instruction Career and Technical Education 2018-2019						
	Base Year 2018-2019	1 Year Later 2019-2020	2 Years Later 2020-2021	3 Years Later 2021-2022	4 Years Later 2022-2023	5 Years Later 2023-2024
Number of Participants	N	61,962				
Number of Participants Enrolled in same program in the following year	N	22,434				
Number of Participants not Enrolled in same program in the following year	N	39,528				
Employed	%	64%	73%	75%	76%	75%
Average Wage		\$5,213	\$8,425	\$12,842	\$17,274	\$22,016
Enrolled in Public Higher Education and/or Workforce Development	%		57%	49%	44%	39%
Enrolled in UNC	%		23%	22%	23%	22%
Enrolled in NCCCS	%		36%	28%	22%	17%
Enrolled in Other Workforce Program	%		3%	2%	2%	2%
Not Found	%		13%	14%	16%	17%
						20%

North Carolina Department of Commerce

Workforce Innovation and Opportunity Act - Youth

The **Workforce Innovation and Opportunity Act Youth program** through the Department of Commerce prepares low-income youth, ages 14 to 21, with barriers to success for academic and employment success. Eligible youth may receive counseling, tutoring, job training, mentoring, and/or work experience opportunities.

The program is designed to serve low-income youth ages 14-21 with barriers to employment.

Cohort 1

During **Fiscal Year 2017-2018** the program served 4,538 individuals. In the following year, **Fiscal Year 2018-2019**, 1,109 individuals continued to receive services through the Workforce Innovation and Opportunity Act Youth program. The remaining 3,429 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Workforce Innovation and Opportunity Act - Youth 2017-2018								
	Base Year	1 Year Later	2 Years Later	3 Years Later	4 Years Later	5 Years Later	6 Years Later	
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	
Number of Participants	N	4,538						
Number of Participants Enrolled in same program in the following year	N	1,109						
Number of Participants not Enrolled in same program in the following year	N	3,429						
Employed	%	83%	81%	78%	75%	75%	73%	70%
Average Wage		\$7,871	\$11,098	\$12,870	\$15,305	\$18,936	\$22,293	\$24,746
Enrolled in Public Higher Education and/or Workforce Development	%		40%	39%	28%	23%	22%	20%
Enrolled in UNC	%		4%	4%	3%	3%	2%	2%
Enrolled in NCCCS	%		26%	20%	16%	14%	14%	13%
Enrolled in Other Workforce Program	%		16%	22%	12%	10%	8%	7%
Not Found	%		3%	4%	5%	7%	7%	8%

North Carolina Department of Commerce
Workforce Innovation and Opportunity Act - Youth
Cohort 2

During **Fiscal Year 2018-2019** the program served 4,285 individuals. In the following year, **Fiscal Year 2019-2020**, 1,165 individuals continued to receive services through the Workforce Innovation and Opportunity Act Youth program. The remaining 3,120 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Workforce Innovation and Opportunity Act - Youth 2018-2019							
	Base Year 2018-2019	1 Year Later 2019-2020	2 Years Later 2020-2021	3 Years Later 2021-2022	4 Years Later 2022-2023	5 Years Later 2023-2024	
Number of Participants	N	4,285					
Number of Participants Enrolled in same program in the following year	N	1,165					
Number of Participants not Enrolled in same program in the following year	N	3,120					
Employed	%	83%	81%	79%	78%	76%	73%
Average Wage		\$8,841	\$11,412	\$14,076	\$18,123	\$21,651	\$23,559
Enrolled in Public Higher Education and/or Workforce Development	%		36%	37%	27%	24%	22%
Enrolled in UNC	%		3%	4%	3%	3%	3%
Enrolled in NCCCS	%		25%	20%	16%	16%	14%
Enrolled in Other Workforce Program	%		11%	20%	12%	8%	7%
Not Found	%		6%	7%	9%	11%	12%

Definitions

Participant	Individual participating in any of the identified workforce development programs during the 2017-18 fiscal year (Cohort 1: July 1, 2017, through June 30, 2018) or the 2018-2019 fiscal year (Cohort 2: July 1, 2018 through June 30, 2019). Participants were tracked from year to year to determine their workforce participation, employment, and education status.
Adult	An individual participating in a workforce development program with the exception of the Department of Public Instruction, Career and Technical Education and the Department of Commerce, Workforce Innovation and Opportunity Act.
Youth	An individual participating in the Department of Public Instruction, Career and Technical Education or the Department of Commerce, Workforce Innovation and Opportunity Act -Youth program (typically 9 th grade and/or at least 14 years of age).
Covered Employment	<p>As determined by Chapter 96, Article 2 of the NC General Statutes:</p> <ol style="list-style-type: none">1. A general business employer with at least one worker in 20 different calendar weeks during a calendar year, or with a payroll of at least \$1,500 in any calendar quarter;2. An employer who acquires all or any portion of a liable business in North Carolina;3. If approved by DES, an employer voluntarily choosing coverage not required by law;4. An employer subject to the Federal Unemployment Tax Act, 26 U.S.C. § 3301 et seq.;5. A 501(c)(3) non-profit organization with at least four workers in 20 different calendar weeks during a calendar year;6. An employer with agricultural labor of 10 or more workers on any day during 20 different weeks in a calendar year, or with \$20,000 or more in gross payroll for any calendar quarter;7. An employer with domestic employment in a private home, college club, fraternity or sorority with a payroll of at least \$1,000 in any calendar quarter;8. A state or local government agency or department;9. An employee leasing company or temporary help company that, under contract, supplies individuals to perform services for clients or customers; and10. Any Indian Tribe as defined in FUTA.
Former Program Participant	Individual participating in one of the identified workforce programs during the 2017-2018 fiscal year (Cohort 1: July 1, 2017 through June 30, 2018) or the 2018-2019 fiscal year (Cohort 2: July 1, 2018 through June 30, 2019) and not found to participate in the same program in the following fiscal year. These former participants are tracked across years in order to determine their workforce participation, employment, and education status.

Employed	<p>Every employer in the state who is covered by the state's Unemployment Insurance Law (see covered employment above) is required to report on a quarterly basis the total wages paid to employees on their payrolls. Information from these reports is referred to as wage record data. For this report, an individual with wages listed in the wage record data during any quarter of the applicable fiscal year is considered to be employed.</p> <p><i>Employment</i> was determined by taking the cohort of former workforce program participants and matching them to the wage record data to determine the number of individuals in each cohort who had wages reported in the base fiscal year and subsequent fiscal years. An individual was counted as employed if they had any reported wages in any of the four quarters of the corresponding fiscal year.</p>
Earning Wages	<p>The average (mean) wage earned by individuals with the available wage records in the applicable program year.</p> <p>The average earned wage of those employed was derived by summing the total wages of individuals with wages in the corresponding fiscal years and dividing that by the number of individuals found to have wages in the corresponding fiscal year.</p>
Enrolled in North Carolina Public Higher Education and/or Workforce Development	Enrollment in any academic or workforce development program of the NC Community College System and/or enrollment in a degree program in the University of North Carolina System, and/or enrollment in a workforce development program as defined in this report at any time in an applicable fiscal year.
Enrolled in the University of North Carolina System	Enrolled in the University of North Carolina System was derived by taking the two cohorts of former workforce program participants and matching them through CFS to information from the University of North Carolina System in subsequent fiscal years.
Enrolled in the NC Community College System	Enrolled in the North Carolina Community College System was derived by taking the two cohorts of former workforce program participants and matching them through CFS to information from the Community College System in subsequent fiscal years.
Enrolled in Other Workforce Development Program	Enrolled in Other Workforce Development Programs was derived by taking the two cohorts of former workforce program participants and matching them through CFS to information from the Other Workforce Development programs in subsequent fiscal years.

Not found in available records/ No Record	<p>Individual that had no matching record within the Common Follow-up System programmatic data during the specified program year and no matching wage record for the specified wage quarters. Individuals with “no record” could include:</p> <ul style="list-style-type: none">- Individuals employed by companies that are not covered by North Carolina’s Unemployment Insurance Laws (e.g., individuals working in other states and individuals working for the federal government, including VA hospitals and the military)- Individuals who are self-employed- Individuals who are incarcerated in federal jails and prisons- Students enrolled full- or part-time in private higher education colleges and universities- Students enrolled in an out-of-state public or private college or university- Individuals who are not employed in jobs covered by North Carolina’s Unemployment Insurance Laws and not participating in publicly supported education, employment or training programs.- Individuals who are no longer seeking work (e.g., retirees).- Individuals who have left North Carolina- Individuals who have died
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