Governor's Council on Workforce & Apprenticeships

Meeting 2
April 28, 2025

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Welcome & Call to Order

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Roll Call & Approval of Minutes

Conflict of Interest

In accordance with the State Government Ethics Act, it is the duty of every Council member to avoid both conflicts of interest and the appearance of conflicts of interest.

If any Council member has any known conflict of interest or is aware of facts that might create the appearance of such conflict, with respect to any matters coming before the Council today, please identify the conflict or the facts that might create the appearance of a conflict to ensure that any inappropriate participation in that matter may be avoided.

If at any time, any new matter raises a conflict during the meeting, please be sure to identify it at that time.

Ethics Awareness – Training Dates

o Trainings offered by Governor's office
  - o April 29, 12 - 1pm (virtual)
  - o May 2, 12 - 1pm (virtual)
  - o Additional training to be added in late May
o Links will be shared via email

Reflections on Meeting 1 & Plan for Today

Goal Review & Discussion

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Credential and Degree Attainment

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Existing Goals: Credential & Degree Attainment

Current Goal Owner	Goal	Baseline Data (if available)
myFutureNC & codified in state law	By 2030, 2 million North Carolinians aged 25-44 with a high-quality degree or credential	1,664,892 (2023)
myFutureNC - Postsecondary Completion Rate 4-year Public Indicator	By 2030, 80% of students beginning postsecondary at a North Carolina 4-year public institution who complete a degree or credential within 6 years	76% (2024)
UNC System Office 2022-2027 Strategic Plan	By 2027, increase undergraduate 4-year completion rate at UNC system institutions to 61.5%	55.1% (2023)
myFutureNC - Postsecondary Completion Rate 4-year Private Indicator; NCICU	By 2030, 80% of students beginning postsecondary at a North Carolina 4-year private institution who complete a degree or credential within 6 years	75% (2024)
myFutureNC - Postsecondary Completion Rate 2 yr	By 2030, 45% of students beginning postsecondary education at a North Carolina 2-year public institution who complete a degree or credential within 6 years	50% (2024) (goal has been surpassed)
NCCCS Strategic Plan	By 2026, provide resources inside and outside classroom for all community college students to successfully enroll, persist, and complete education or training in a chosen career path.	Primary measures include: • Curriculum Course Success Comparisons across Demographic Groups • Student Curriculum Persistence • Credit-Level Math and English Completion • Basic Skills Student Progress

Proposed Goals: Credential and Degree Attainment

1. **Amplify Existing Goal:**
   Two million North Carolinians aged 25-44 will have a high-quality credential or degree.
2. **Create New Goal:**
   For graduating high school students, **increase** postsecondary enrollment, moving into employment with a family sustaining wage, or enlistment in the military.

   Draft goal language with proposed percent increase along with baseline data will be sent for review following the meeting.

Pre-and Registered Apprenticeships

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Existing Goals: Pre- and Registered Apprenticeships

Current Goal Owner	Goal	Baseline Data (if available)
ApprenticeshipNC Strategy 2034 Summary	Increase the number of pre- and registered apprentices to 5 per 1,000 workers by 2029; 10 per 1,000 workers by 2034	
ApprenticeshipNC Strategy 2034 Summary	Increase the number of pre- and registered apprentices to 26,300 by 2029; 52,625 by 2034	9,698 active apprentices in 2023-2024 (excluding national programs)
Governor Stein – announced at 2025 ANC Conference	Double the number of apprentices within 4 years	

Proposed Goal: Pre-and Registered Apprenticeships

3. **Amplify Existing Goal:**

   Double the number of active registered apprentices.

Work-Based Learning

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Existing Goals: Work-Based Learning

Current Goal Owner	Goal	Baseline Data (if available)
First in Talent - NC's Economic Development Plan	Become a national leader in employer-engaged work-based learning opportunities, including apprenticeships	PY23 - $13,816,626.86 Total WIOA Title 1 reported for Training or WBL categories
NCWorks Strategic Plan 2023-2025	Increase the number of employers participating in work-based learning experiences and apprenticeships	
NCCCS Strategic Plan	Increase enrollment by focusing on career opportunities and the value proposition of community college education and occupational training	
NCCCS Strategic Plan	Expand apprenticeships and other paid work-based learning opportunities by informing and encouraging community college students to participate in work experience, apprenticeships, and other learn-and-earn opportunities	

Proposed Goals: Work-Based Learning

4. **Create New Goal:**

<u>Increase</u> work-based learning experiences for learners and jobseekers at all levels (high school, community colleges, universities, and workforce development programs).

Draft goal language with proposed percent increase along with baseline data will be sent for review following the meeting.

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Labor Market Alignment

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Existing Goals: Labor Market Alignment

Current Goal Owner	Goal	Baseline Data (if available)
myFutureNC - Labor Market Alignment Indicator	By 2030, the alignment rate between the skills of college graduates and the needs of North Carolina employers will be 85%	81% (2023)
UNC System Office 2022-2027 Strategic Plan	By 2026-2027, across the UNC System, award 33,000 credentials annually in health sciences and STEM	27,405 (2023)
UNC System Office 2022-2027	By 2026-2027 increase the number of graduates across the UNC System who go on to work in public schools (teachers and principals) to 4,800 annually	5,859 (2023)
NCCCS Strategic Plan	Provide education, training, and credentials to develop the most competitive and agile workforce in the nation	

Proposed Goals: Labor Market Alignment

5. **Amplify Existing Goal:**
   <u>Increase</u> alignment rate between the skills of college graduates and the needs of North Carolina employers to 85%.

6. **Create New Goal:**
   <u>Increase</u> alignment between CTE offerings and the needs of North Carolina employers.

Existing Goals: Sector-Based Strategies

Current Goal Owner	Goal	Baseline Data (if available)
NCWorks Strategic Plan 2023-2025	Create a workforce system that is responsive to the needs of the economy by fostering employer leadership	

Proposed Goal: Sector-Based Strategies

7. **Create New Goal:**
   Increase employer engagement in sector-based strategies and work-based learning opportunities with a focus on small businesses and in-demand fields.

8. **Create New Goal:**
   Develop comprehensive, state-wide sector-based strategies for key industries and occupations including, but not limited to education, healthcare **and . . .** that will increase the pool of well-trained workers for these fields.

9. **Create New Goal:**
   Integrate AI skills development into sector-based strategies and work-based learning in key industries to build a future-ready workforce.

Draft goal language with proposed increases along with baseline data will be sent for review following the meeting.

State Government Employment

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Proposed Goal: State Government Employment

10. **Amplify Existing Goal:**

Reduce the state government vacancy rate to 15%.

Additional Goal Proposals

11. **Create New Goal:**

    Increase the labor participation rate for workers ages 16 – 54.

12. **Create New Goal:**

    Increase the percentage of North Carolinians earning a **family sustaining wage** (mFNC uses $16.83 per hour for a family size of one).

- *Example: The Michigan Statewide Workforce Plan sets a goal to "**move 75,000 households up into the middle class by the end of 2027**." It defines middle class household income as $44,657-$133,972, or 66% to 200% (two-thirds to twice) the median household income.*

13. **Create New Goal:**

    Launch statewide public outreach effort to share workforce development resources   broadly, including with students, families, and employers, to maximize engagement.

Draft goal language with proposed increases along with baseline data

will be sent for review following the meeting.

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Review of Proposed Goals

1. **Amplify Existing Goal:** Two million North Carolinians aged 25-44 will have a high-quality credential or degree.

2. **Create New Goal:** For graduating high school students, **increase** postsecondary enrollment, moving into employment with a family sustaining wage, or enlistment in the military.

3. **Amplify Existing Goal: Double** the number of active registered apprentices.

4. **Create New Goal: Increase** work-based learning experiences for learners and jobseekers at all levels (high school, community colleges, universities, and workforce development programs).

5. **Amplify Existing Goal: Increase** alignment rate between the skills of college graduates and the needs of North Carolina employers to 85%.

6. **Create New Goal: Increase** alignment between CTE offerings and the needs of North Carolina employers.

7. **Create New Goal: Increase** employer engagement in sector-based strategies and work-based learning opportunities with a focus on small businesses and in-demand fields.

8. **Create New Goal:** Develop comprehensive, state-wide sector-based strategies for key industries including, but not limited to education, healthcare, **and . . .** that will increase the pool of well-trained workers for these fields.

9. **Create New Goal:** Integrate AI skills development into sector-based strategies and work-based learning in key industries to build a future-ready workforce.

10. **Create New Goal: Reduce** the state government vacancy rate to 15%.

11. **Create New Goal: Increase** the labor participation rate for workers ages 16 – 54.

12. **Create New Goal: Increase** the percentage of North Carolinians earning a **family sustaining wage.**

13. **Create New Goal:** Launch statewide public outreach effort to share workforce development resources broadly, including with students, families, and employers, to maximize engagement.

What is missing? What can be removed?

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Next Steps & Meeting Dates

Before next meeting:

o   Staff will work to answer questions raised

o   Meeting with agency staff to discuss baseline data and measurement

o   By next week, via a survey, you will receive and review a draft set of goals that includes proposed increases and baseline data

o   We will also provide an email that you can share with interested parties in your network for their review and feedback

Upcoming Meetings:

o   Meeting 3: Thursday, May 22 - 2:00–4:00pm – Virtual

o   Meeting 4: Thursday, June 12 - 2:00–4:00pm – In-person (location TBD)