



Governor's Council on Workforce & Apprenticeships

February 11, 2026

A proud partner of the American  JobCenter® network

NC
works
COMMISSION

Welcome & Roll

Senator Settle

Conflict of Interest – Senator Settle

- 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.

Approval of November 6, 2025 Meeting Minutes

Senator Settle

Welcome & Updates

Secretary Lilley

NC is #1 in Workforce Development

Site Selection Magazine, 2026



NC DEPARTMENT
of COMMERCE
WORKFORCE SOLUTIONS

NC
works

NCcareers Demo & Presentation

Jamie Vaughn

NC's Career Information System

Governor's Council on Workforce & Apprenticeships Quarterly Meeting
February 11, 2026



What is NCcareers?

- **Managed by LEAD** – *source of NC’s LMI*
- **Goal - Make high-quality career exploration:**
 - Freely available and accessible to all
 - Portable through education and workforce
- **Provide data / resources to help individuals explore:**
 - Their interests and skills
 - Occupations and career paths
 - Educational options and job opportunities
- **Flexible to adjust to new initiatives, data, research**
- **Nationally recognized and award winning**
- **1 million users in last 12 months**
 - **95% growth** in year-over-year users

Governance Partners



NC DEPARTMENT
of COMMERCE
LABOR & ECONOMIC
ANALYSIS



NORTH CAROLINA
INDEPENDENT
COLLEGES & UNIVERSITIES



NC DEPARTMENT OF
HEALTH AND
HUMAN SERVICES



Advisory Partners



Features

- Six assessments & activities
 - Skills, Values, Personality, & Interests



Features

- Six assessments
 - Skills, Values, Personality, & Interests
- Statewide/regional wages & demand on 800+ occupations

Occupations

Type in Occupation Name or Job Title

Search for an occupation from more than 800 job titles or browse the fastest growing jobs in North Carolina. Filter and sort results by: location, career cluster, star rating (a composite rating of occupations computed by LEAD), salary range, education level, interests and/or abilities.

Filters Clear Filter(s) **823** matching occupations found

Sort By View Options Filters

	Map / Location	Salary Range	Star Rating	Education Level	Career Cluster	Abilities
	North Carolina	\$111,140 (\$53.44/hr)	★★★★★	Master's degree	Healthcare	Very Strong Growth 4.3% Very Strong Opportunity 877
	North Carolina	\$61,340 (\$29.49/hr)	★★★★★	Associate's degree	Healthcare	Very Strong Growth 2.9% Strong Opportunity 563
	North Carolina	\$68,410 (\$32.89/hr)	★★★★★	Bachelor's degree	Logistics	Very Strong Growth 3.5% Very Strong Opportunity 969

Data Scientists ★★★★★

Hickory

Science, Technology, Engineering and Mathematics

Annual Salary (Wages)

Annual Median Wage: **\$89,615**

Annual NC Wage Range: \$53,074 - \$149,327

Growth Rate: **Very Fast Growing**

Data scientists use analytical tools and techniques to extract meaningful insights from data.

What do they typically do

- Determine which data are available and useful for the project
- Collect, validate, and analyze data
- Create, validate, test, and update algorithms and models
- Use data visualization software to present findings
- Make business recommendations to stakeholders based on data analysis

Ratings

Wage (3/5)

Job Openings (3/5)

Job Growth Rate (5/5)

Experience Level (4/5)

Number of Jobs

2021: 27 | 2020: 14

Average Annual Job Growth: **+2.6%**
Job Openings: 3

Education & Training

Education: Most require a four-year bachelor's degree, but some do not.

Associated Programs or Majors: Business Statistics, Business Analytics, Quantitative Economics

Work Place

Data scientists spend much of their time in an office setting. Most work full time.

Top Skills & Abilities

Reading work-related information
 Noticing a problem and figuring out the best way to solve it
 Listening to others, not interrupting, and asking good questions

Knowledge/Specialties

Medicine and Dentistry
 English Language
 Customer and Personal Service
 Mathematics
 Computers and Electronics
 Administration and Management

Training

Usually several years of work-related experience, on-the-job training, and/or vocational training.

Common Job Titles

- Business Intelligence Analyst
- Data Analyst
- Clinical Data Manager

Similar Occupations

- Statisticians
- Statistical Assistants
- Market Research Analysts and Marketing Specialists

Job Listings

Select a region/location in North Carolina to begin your search

[View available jobs](#)
[View available jobs on Proton](#)

By Goal Career

Find out where to start your new journey.
[Get started](#)

By Current Occupation

Find out what's next in line on your career journey.
[Get started](#)

Occupation Code

152051 - Data Scientists

Pathway

Science and Mathematics

NCDPI Career Pathways

Identify the High School Classes that can help start preparing you for a chosen career.
[Find classes](#)

Features

- Six assessments
 - Skills, Values, Personality, & Interests
- Wages & demand on 800+ occupations
- User identified career journeys

Career Journey Builder

YOUR JOURNEY OVERVIEW | COMPARE OCCUPATIONS Save | Start Over | Previous

Registered Nurses
 ★★★★★ Associate's degree
\$76,430 (\$36.75/hr)
 Strong Growth 1.0%
 Very Strong Opportunity 8,221

Choose your next step from the list below.

Sort By: [IF] View Options [Menu] Median Annual Wage Annual Growth Rate Avg. Annual Openings

Nurse Practitioners ★★★★★ Master's degree	\$111,140 (\$53.44/hr)	Very Strong Growth 4.3%	Very Strong Opportunity 877
Data Scientists ★★★★★ Bachelor's degree	\$121,970 (\$58.64/hr)	Very Strong Growth 3.9%	Strong Opportunity 720
Physician Assistants ★★★★★ Master's degree	\$121,980 (\$58.64/hr)	Very Strong Growth 2.8%	Strong Opportunity 624
Genetic Counselors ★★★★★ Master's degree	\$85,170 (\$40.95/hr)	Very Strong Growth 2.0%	Rare Opportunity 9
Computer Systems Analysts ★★★★★ Bachelor's degree	\$99,280 (\$47.73/hr)	Very Strong Growth 1.5%	Very Strong Opportunity 2,301

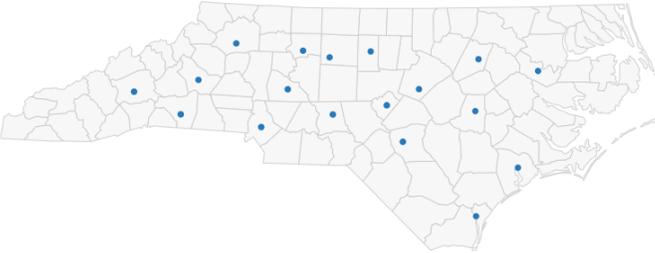
Features

- Six assessments
 - Skills, Values, Personality, & Interests
- Wages & demand on 800+ occupations
- User identified career journeys
- Occupations linked to NC Higher Ed

Dental Assisting/Assistant

18 out of 110 Colleges/Universities offer this program/degree

- Public Universities 16
- Independent Colleges/Universities 56
- NC Community College System 58



- Asheville-Buncombe Technical Community College
- Cape Fear Community College
- Central Carolina Community College
- Central Piedmont Community College
- Coastal Carolina Community College
- Fayetteville Technical Community College
- Forsyth Technical Community College
- Guilford Technical Community College
- Isothermal Community College
- Martin Community College
- Montgomery Community College
- Nash Community College
- Rowan-Cabarrus Community College
- Alamance Community College
- Wake Technical Community College

Guilford Technical Community College 

City	Jamestown	School URL	http://www.gtcc.edu/
Type (two-year, four-year, public, private)	2 Year (Public)	CFNC College Profile	https://www2.cfnc.org/#/institutions/6534/campusProfile

Features

- Six assessments
 - Skills, Values, Personality, & Interests
- Wages & demand on 800+ occupations
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- Occupations linked to NC Higher Ed
- Career Development Plans

My Career Plan jcvrunfeb18
Student
Margaret B. Pollard Middle School

About You

Reality Check
\$80,520

Interest Finder
Conventional Realistic Enterprising

Career Interests
Arts, Audio/Video Technology and Communications
Science, Technology, Engineering and Mathematics
Business, Management and Administration

Skills
Helping People Instructing Management of Financial Resources Mathematics

Values
Achievement Working Conditions Relationships

Future Goals

Salary Goals
\$80,520

Top 3 saved occupations
Data Scientists Logisticians Nurse Practitioners

Education

Education Goal
Ph.D or Professional Degree (like M.D., law degree, etc.)

Program Interests
Economics - Bachelor's Degree
Accounting - Bachelor's Degree

NC School Interests
UNC - Charlotte
UNC - Asheville

Favorite School
None

FAFSA Completed
No

Work-Based Learning

No Information Entered.

Achievements

Academic Achievements
Honor Roll Spring Semester

Extracurricular Activities
Cross Country Team Track and Field Team Key Club

Accommodations

Do you need physical or learning accommodations?
Yes
Need extra time to take tests

Résumé

No Information Entered.

Notes

What could I do with a masters degree?

No Information Entered.

Features

- Six assessments
 - Skills, Values, Personal
- Wages & demand on 80C
- User identified career joi
- Occupations linked to NC
- Career Development Plans
- NC Workforce Credentials

NC WORKFORCE CREDENTIALS

NC Workforce Credentials: Learn and Earn More, On Your Terms

Did you know? There are thousands of well-paying, in-demand jobs in North Carolina that DON'T require a two- or four-year degree! NC Workforce Credentials e quickly learn skills and earn certifications that will help you shape your career or develop the skills needed to earn more overall.

NC Workforce Credentials offers credentials in high-demand industries across the state.

From working with animals as a vet technician, to becoming a carpenter or a surgical technologist, to learning certified ethical hacking skills, the opportunities : That means you get to pick what's right for you.

Low Time Commitment | Financial Benefits | Flexible and Convenient | Options for All Interests

Interests ▼

NC Workforce Credentials ▼

Yes
 No

Reset
Apply Filter

Abilities ▼







Features

- Six assessments
 - Skills, Values, Personality, & Interests
- Wages & demand on 800+ occupations
- User identified career journeys
- Occupations linked to NC Higher Ed
- Career Development Plans
- NC Workforce Credentials
- Explore job postings

☰ Current Job Listings

Search for current job openings by Occupation Name and Location



Job Type



Occupation

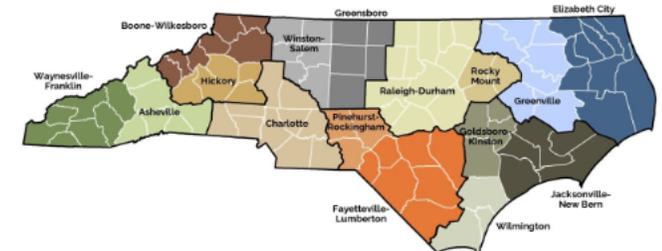
Type in Occupation Name or Job Title

Search Type

- Region
 City
 County
 Zip Code

Location

SEARCH



Features

- Six assessments
 - Skills, Values, Personality, & Interests
- Wages & demand on 800+ occupation
- User identified career journeys
- Occupations linked to NC Higher Ed
- Career Development Plans
- NC Workforce Credentials
- Explore job postings
- Connect through CFNC
 - Reporting via ProTools

The screenshot shows the 'Career Clusters Match' interface. On the left is a navigation sidebar with options like 'Dashboard', 'Students & Groups', 'College Reports', 'Career Reports', 'Interest Assessments', 'Reality Check', 'Skills Matcher', 'Work Values Sorter', 'Custom Reports', and 'Administration'. The main content area displays search results for four users: Anson, Madeline; Bauer, Aaron; Charleton, Rachel; and Cleverson, Pat. Each user's profile shows their 'Date Completed', 'Cluster 1', and 'Pathway 1' and 'Pathway 2' with associated scores. Three orange callout boxes highlight specific features: 1. A search bar labeled 'Search results' with the text '1. Search based on First Name, Last Name, or Date Completed.' 2. An 'Export' button with the text '2. Export to Excel spreadsheet.' 3. Two highlighted cluster and pathway names ('Cluster 2: Agriculture, Food and Natural Resources' and 'Pathway 1: Agribusiness Systems') with the text '3. Click on cluster and pathway names to view related careers on NCcareers.org.'

How to leverage NCcareers to support the Council's goals?

- Not just a career information system
 - Portal for Connection
 - Portal for Alignment
- Working on New Features
 - Business listings
 - Stronger connection to CTE Pathways & Courses
- Adaptable

Scenario of an exiting service member

Specialist Smith has served in the motor pool for the last 4 years on active duty. He enjoys working on diesel engines and large vehicles but wants to know how he can advance his career beyond a diesel mechanic in the civilian world. Having enlisted at 18 years old and never living on his own, he needs to better understand the expenses he would incur.

How much do I need to make to live the lifestyle I want?



Where do you want to live?



Choose by entering a city, county, or zip code:

Fayetteville

Fayetteville, Cumberland County



Choose by clicking on a location or area on the map:



OR

CONTINUE

Cumberland | Edit

Single/No Kids | Edit

\$ 1,605

Total Monthly Cost

→ **Housing** \$1,425

Utilities

Transportation

Food

Clothes

Entertainment

Personal

Healthcare

Education

Miscellaneous

Saving

Taxes \$180



Housing

\$

1425

/Month

What kind of place will you live in? Click on the statement below that best describes you or, if you know how much your housing will cost each month, enter that amount in the Monthly Cost box below.

Own my own home
(house, townhouse, condo)



Own low cost home



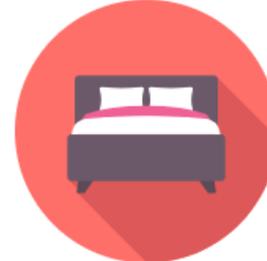
Rent
(apartment, townhome, house)



Rent average home



Live with parents or friends



Live with parents or friends



NEXT

Cumberland | Edit Single/No Kids | Edit

Total Monthly Cost

\$3,526/Month

Minimum Household Income

\$42,312/Year

My Household Expense Contribution (%)

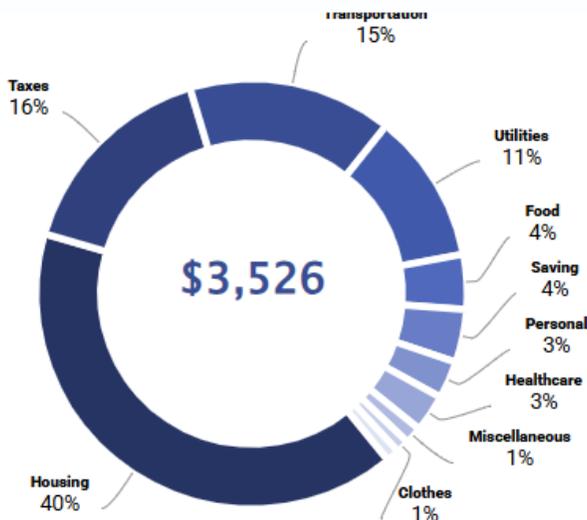
My Minimum annual salary
\$42,312/Year

Money From Others
\$0/Year

100%



Monthly Spending by Category



	Housing Rent average home	\$1,425
	Utilities Water & Electricity Cell phone service Internet	\$400
	Transportation Economy car with payment	\$540
	Food I eat cheaply	\$145
	Clothes I'm thrifty	\$35
	Entertainment I spend about the same as most people	\$35
	Personal I'm thrifty.	\$100
	Healthcare Health Insurance	\$100
	Miscellaneous Pets	\$45
	Saving 5%	\$141
	Taxes Federal income tax Social security Medicare State income tax	\$560

What does a diesel mechanic make?

Occupations

diesel mechan



Search for an occupation from more than 800 job titles or browse the fastest growing jobs in North Carolina. Filter and sort results by: location, career cluster, star rating (a composite rating of occupations computed by LEAD), salary range, education level, interests and/or abilities.

Save Occupations will be included in your Career Plan. Make sure you are signed in to use this feature!

- Bus and Truck Mechanics and Diesel Engine Specialists (Diesel Mechanic Tech (Diesel Mechanic Technician))
- Mobile Heavy Equipment Mechanics (Heavy Equipment Diesel Mechanic)
- Motorboat Mechanics and Service Technicians (Marine Diesel Mechanic)
- Helpers- Installation, Maintenance, and Repair Workers (Diesel Mechanic Helper)

North Carolina

Salary Range

Education Level



Nurse Practitioners

★★★★★ Master's degree

Median Annual Wage

\$125,020
(\$60.11/hr)

Annual Growth Rate

FAST GROWING
Very Strong Growth
4.5%

Avg. Annual Openings

LOTS OF JOBS
Very Strong Opportunity
919



Physical Therapist Assistants

★★★★★ Associate's degree

\$63,930
(\$30.74/hr)

FAST GROWING
Very Strong Growth
3.1%

Strong Opportunity
539



Information to review:

- What are the duties?
- What are the wages?
- What is the occupational outlook?
- What type of education do I need & where do I get it?
- What is an advancement opportunity?

Mobile Heavy Equipment Mechanics ★★★★★

Fayetteville-Lumberton

Transportation, Distribution, and Logistics

Annual Salary (Wages)

Lower End Wage (10th Percentile)
\$43,299(\$20.82/hr)

Middle Wage (50th Percentile)
\$60,999(\$29.33/hr)

Higher End Wage (90th Percentile)
\$75,702(\$36.40/hr)

Annual Median Wage

\$ 60,999

Annual NC Wage Range: \$43,299 - \$75,702

Growth Rate

Slow Growing

heavy and tractor-trailer truck drivers transport goods from one location to another. Most tractor-trailer drivers are long-haul drivers and operate trucks with a total weight exceeding 26,000 pounds for the vehicle, passengers, and cargo. These drivers deliver goods over intercity routes that sometimes span several states.

What do they typically do

- Consult equipment operating manuals, blueprints, and drawings
- Perform scheduled maintenance, such as cleaning and lubricating parts
- Diagnose and identify malfunctions, using computerized tools and equipment
- Inspect, repair, and replace defective or worn parts, such as bearings, pistons, and gears
- Overhaul and test major components, such as engines, hydraulic systems, and electrical systems
- Disassemble and reassemble heavy equipment and components
- Travel to worksites to repair large equipment, such as cranes
- Maintain logs of equipment condition and work performed

Common Job Titles

- Equipment Mechanic
- Heavy Equipment Mechanic
- Equipment Technician

[More](#)

Number of Jobs

2022: 135 | 2032: 143

Average Annual Job Growth: +0.6%
Job Openings: 12

Education & Training

Education
Most occupations require training in vocational schools, related on-the-job experience, or an associate's degree.

Associated Programs or Majors
[Medium/Heavy Vehicle And Truck Technology/Technician](#)

[Heavy Equipment Maintenance Technology/Technician](#)

License
NC Workforce Credentials

Private Training Programs
[Heavy Equipment Operator](#)

By Current Occupation

Find out what's next in line on your career journey.
[Get started](#)

Job Listings

Select a region/location in North Carolina to begin your search.

[View available jobs](#)

[View available jobs on Indeed](#)

Similar Occupations

- Industrial Machinery Mechanics
- Bus and Truck Mechanics and Diesel Engine Specialists
- Machinery Maintenance Workers

[More](#)

Occupation Code

493042 - Mobile Heavy Equipment Mechanics

Pathway

Facility and Mobile Equipment Maintenance

NCDPI Career Pathways

Identify the High School Classes that can help start preparing you for a chosen career.
[Find classes](#)

Work Place

Mobile heavy equipment mechanics usually work indoors in noisy repair shops. They often lift heavy parts and tools, handle greasy and dirty equipment, and stand or lie in awkward positions. Some mechanics travel to worksites in specially equipped trucks to make repairs on heavy equipment that's too expensive to transport. They spend considerable time outdoors. Most work full time, and many work evenings or weekends. Overtime is common. Farm equipment mechanics are busy during planting and harvesting seasons, resulting in six or seven 12-hour days per week, but they may work less than full time in the winter.

Top Skills & Abilities

- Repairing
- Equipment Maintenance
- Troubleshooting

[More](#)

Knowledge/Specialties

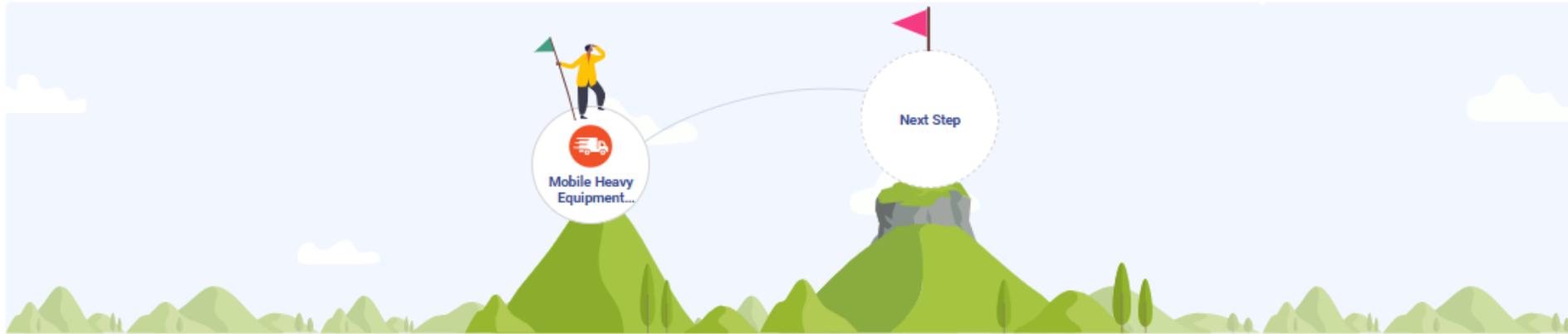
- Mechanical
- Building and Construction
- Physics
- Transportation
- Chemistry
- Design

Experience

Previous work-related skill, knowledge, or experience is required.

Training

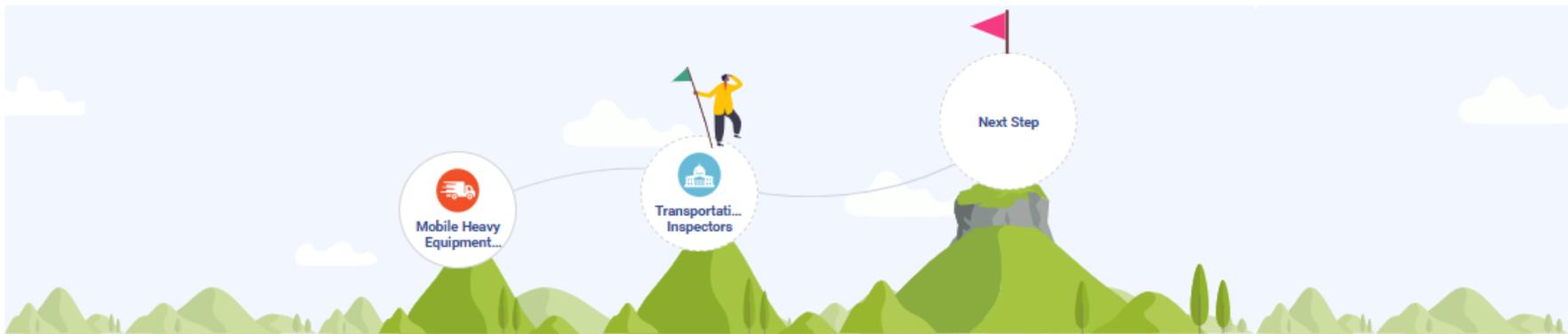
Usually one or two years of training involving both on-the-job experience and informal



You are here.	Mobile Heavy Equipment Mechanics ⓘ ★★★★★ High school diploma or equivalent	\$62,200 (\$29.90/hr)	Very Strong Growth 1.5%	Strong Opportunity 467
---------------	--	---------------------------------	----------------------------	---------------------------

Choose your next step from the list below by dragging the Occupation into your Career Journey above.

		Sort By		
Sort By	View Options	Median Annual Wage	Annual Growth Rate	Avg. Annual Openings
Transportation Inspectors ⓘ ⓘ ★★★★★ High school diploma or equivalent		\$75,570 (\$36.33/hr)	Strong Growth 1.3%	Few Opportunities 54
Electrical Power-Line Installers and Repairers ⓘ ⓘ ★★★★★ High school diploma or equivalent		\$75,630 (\$36.36/hr)	Strong Growth 1.1%	Strong Opportunity 524



 Mobile Heavy Equipment Mechanics ⓘ ★★★★★ High school diploma or equivalent	\$62,200 (\$29.90/hr)	 Very Strong Growth 1.5%	 Strong Opportunity 467
--	---------------------------------	--	---

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---	---------------------------------	---	---

Choose your next step from the list below by dragging the Occupation into your Career Journey above.

Sort By	View Options	Sort By	Median Annual Wage	Annual Growth Rate	Avg. Annual Openings
 Transportation, Storage, and Distribution Managers ⓘ ⓘ ★★★★★ High school diploma or equivalent			\$100,490 (\$48.31/hr)	 Very Strong Growth 1.4%	 Strong Opportunity 465
 Power Distributors and Dispatchers ⓘ ⓘ ★★★★★ High school diploma or equivalent			\$87,420 (\$42.03/hr)	 Slow Growth 0.2%	 Rare Opportunity 8

Information to review:

Who's hiring?

Job Listings

Select a region/location in North Carolina to begin your search.

 [View available jobs](#)

 [View available jobs on Indeed](#)

Mobile Heavy Equipment Mechanics ★★★★★

Fayetteville-Lumberton

Transportation, Distribution, and Logistics

Annual Salary (Wages)



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Annual Median Wage
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\$43,299 Annual NC Wage Range \$75,702

Growth Rate
Slow Growing



Most videos provided by CareerOneDrive. CareerOneDrive is sponsored by the U.S. Department of Labor, Employment and Training Administration and the U.S. Department of Education, Office of Employment & Economic Rehabilitation. Additional videos have been provided by other partners.

Heavy and tractor-trailer truck drivers transport goods from one location to another. Most tractor-trailer drivers are long-haul drivers and operate trucks with a total weight exceeding 26,000 pounds for the vehicle, passengers, and cargo. These drivers deliver goods over intercity routes that sometimes span several states.

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Ratings



Common Job Titles

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Occupation Code

493042 - Mobile Heavy Equipment Mechanics

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Heavy Equipment Maintenance Technology/Technician

License

NC Workforce Credentials

Private Training Programs

Heavy Equipment Operator

Job Listings

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 [View available jobs on Indeed](#)

By Goal Career

Find out where to start your new career journey.
[Get started](#)

By Current Occupation

Find out what's next in line on your career journey.
[Get started](#)

Interests

- Realistic
- Conventional
- Investigative

Work Place

Mobile heavy equipment mechanics usually work indoors in noisy repair shops. They often lift heavy parts and tools, handle greasy and dirty equipment, and stand or lie in awkward positions. Some mechanics travel to worksites in specially equipped trucks to make repairs on heavy equipment that is too expensive to transport. They spend considerable time outdoors. Most work full time, and many work evenings or weekends. Overtime is common. Farm equipment mechanics are busy during planting and harvesting seasons, resulting in six or seven 12-hour days per week, but they may work less than full time in the winter.

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- Equipment Maintenance
- Troubleshooting

Knowledge/Specialties

- Mechanical
- Building and Construction
- Physics
- Transportation
- Chemistry
- Design

Experience

Previous work-related skill, knowledge, or experience is required.

Training

Usually one or two years of training involving both on-the-job experience and informal

We have found 11 jobs matching your criteria.

If you login to your NCWorks Online account you can customize and save search results. Staff in our Career Centers will be able to help.



WARNING: Always be on the lookout for job scams and identity theft! [Learn more about identity theft](#)

Sorted by Distance - Near to far

<p>Filter</p> <p>Additional Keyword <input type="text"/></p> <p>Remote Work <input checked="" type="checkbox"/> Include Remote Work Positions</p> <p>Job De-Duplication <input type="radio"/> Enabled <input checked="" type="radio"/> Disabled</p> <p>Posted Within <input type="radio"/> Today <input type="radio"/> 1 day <input type="radio"/> 2 days <input type="radio"/> 3 days <input type="radio"/> 1 week <input type="radio"/> 2 weeks <input type="radio"/> A month <input checked="" type="radio"/> Any time</p> <p>Work Site Options <input type="checkbox"/> Select All <input type="checkbox"/> (11) Onsite - Work onsite all of the time</p> <p>Employer <input type="checkbox"/> Select All <input type="checkbox"/> (4) City of Fayetteville <input type="checkbox"/> (1) Fred Smith Company <input type="checkbox"/> (1) Lineage, Inc. <input type="checkbox"/> (1) Robeson County, NC <input type="checkbox"/> (1) Scotland County, NC</p>	<div style="border-bottom: 1px solid #ccc; padding: 5px;">  <p>Heavy Equipment Mechanic Scotland, County of (NC) - Solid Waste - Maxton, NC Mobile Heavy Equipment Mechanics, Except Engines Regular \$41,696.00-\$45,866.00 Year Government - Governmentjobs.com 2 weeks ago</p> <p>We are glad you are interested in joining our team and serving the citizens of Scotland County! Scotland County employees work to improve the wellbeing and safety of citizens' lives. As a county employee you will work with others who value respect, teamwork, dependability, accountability, innovation and excellence. We offer flexible work scheduling and a full benefits package including medical insurance, vacation, paid holidays, and membership in the North Carolina retirement system. Examples of Duties * Performs diagnostic assessments and carries out major mechanical and electrical repairs on various vehicles * Performs repairs per work orders, documents work, maintains records, and identifies parts needed. * Replaces vehicle parts and performs electrical diagnostics and repairs to maintain vehicle function. * Conducts routine vehicle maintenance and inspections, replacing parts as needed for safe operation. * Welds and fabricates parts, and replaces components to ensure sa ***</p> <p></p> <p style="text-align: right;">View Share</p> </div> <div style="border-bottom: 1px solid #ccc; padding: 5px;">  <p>Heavy Equipment Mechanic Robeson County, NC - Lumberton, NC Mobile Heavy Equipment Mechanics, Except Engines Regular Government - Robeson County, NC 2 weeks ago</p> <p>Example of Duties Under general supervision, performs skilled maintenance and repairs on operational heavy equipment. Work involves the maintenance and repair of heavy equipment including removing and installing engines, transmissions or differentials from garbage trucks or small trucks. Employee is also responsible for routine maintenance. Work also involves removing, rebuilding or replacing hydraulic cylinders and hydraulic pumps, replaces or fixes tires, replaces brake shoes, brake drums, wheel seals, brake chambers, removes, repairs or replaces wheels, tracks, bearings, seals, gears drive lines, welds on trucks and other related heavy equipment. Employee is responsible for performing department of motor vehicle inspections on heavy trucks, pickups and trailer to ensure compliance with state regulations. Reports to the Assistant Director, Solid Waste. ***</p> <p></p> <p style="text-align: right;">View Share</p> </div> <div style="border-bottom: 1px solid #ccc; padding: 5px;">  <p>Heavy Equipment Mechanic Scotland County, NC - Maxton, NC Mobile Heavy Equipment Mechanics, Except Engines Regular \$41,696.00-\$45,866.00 Year Government - Scotland County, NC 2 weeks ago</p> <p>We are glad you are interested in joining our team and serving the citizens of Scotland County! Scotland County employees work to improve the wellbeing and safety of citizens' lives. As a county employee you will work with others who value respect, teamwork, dependability, accountability, innovation and excellence. We offer flexible work scheduling and a full benefits package including medical insurance, vacation, paid holidays, and membership in the North Carolina retirement system. Examples of Duties * Performs diagnostic assessments and carries out major mechanical and electrical repairs on various vehicles * Performs repairs per work orders, documents work, maintains records, and identifies parts needed. * Replaces vehicle parts and performs electrical diagnostics and repairs to maintain vehicle function. * Conducts routine vehicle maintenance and inspections, replacing parts as needed for safe operation. * Welds and fabricates parts, and replaces components to ensure sa ***</p> <p></p> <p style="text-align: right;">View Share</p> </div> <div style="padding: 5px;">  <p>Forklift Technician</p> </div>
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Scenario of a Justice-Involved Job Seeker

Mr. Johnson was recently released from incarceration and is looking for employment. He doesn't have much of an idea of what he likes and would need to understand what training he could access to get him employed quickly. He has family members who work in IT and wants to see what opportunities might be open to him. He is also interested in going to school to grow his opportunities.

Mark whether you think you might like performing the following activities.

1. Help people with personal or emotional problems



Strongly Like



Like



Not Sure



Dislike



Strongly Dislike

2. Manage a department within a large company



Strongly Like



Like



Not Sure



Dislike



Strongly Dislike

3. Install software across computers on a large network



Strongly Like



Like



Not Sure



Dislike



Strongly Dislike





One, two, or three of these interest categories should be significantly higher than the others. Explore careers that match your interest by clicking on the highest scoring interest categories.

126 Matching Occupations found

[EXPLORE MATCHING OCCUPATIONS](#)

[RETAKE](#)

[PRINT/SAVE](#)

6 matching occupations found

Sort By **JF** View Options Filters

Median Annual Wage

Annual Growth Rate

Avg. Annual Openings

		HIGH PAYING	FAST GROWING	LOTS OF JOBS
Software Developers ★★★★★ Bachelor's degree	\$131,000 (\$62.98/hr)	Very Strong Growth 2.8%	Very Strong Opportunity 5,363	
Software Quality Assurance Analysts and Testers ★★★★★ Bachelor's degree	\$102,660 (\$49.36/hr)	Very Strong Growth 2.4%	FAST GROWING LOTS OF JOBS Very Strong Opportunity 765	
Computer Network Support Specialists ★★★★★ Associate's degree	\$79,680 (\$38.31/hr)	Strong Growth 1.4%	Strong Opportunity 405	
Computer User Support Specialists ★★★★★ Some college, no degree	\$58,660 (\$28.20/hr)	Average Growth 1.0%	LOTS OF JOBS Very Strong Opportunity 1,794	
Computer Network Architects ★★★★★ Bachelor's degree	\$126,000 (\$60.58/hr)	Average Growth 0.8%	Strong Opportunity 447	
Network and Computer Systems Administrators ★★★★★ Bachelor's degree	\$97,590 (\$46.92/hr)	Average Growth 0.8%	Strong Opportunity 647	



Education & Training

Education

Most occupations require training in vocational schools, related on-the-job experience, or an associate's degree.

Associated Programs or Majors

[Business Administration, Management And Operations, Other](#)

[Business Administration And Management, General](#)

[Medical Office Computer Specialist/Assistant](#)

More ▾

License

NC Workforce Credentials

[CompTIA A+ \[Computing Technology Industry Association \(CompTIA\)\]](#)

[CompTIA IT Fundamentals \[Computing Technology Industry Association \(CompTIA\)\]](#)

Private Training Programs

[Computer User Support Specialist](#)

[Network+ IT Help Desk Technician](#)

[Project Coordinators \(CAPM\) or Office Administration](#)

More ▾



Computer User Support Specialists ★★★★★

North Carolina

Information Technology

Annual Salary (Wages)



Lower End Wage (10th Percentile)
\$37,820 (\$18.18/hr)

Middle Wage (50th Percentile)
\$58,660 (\$28.20/hr)

Higher End Wage (90th Percentile)
\$85,250 (\$40.99/hr)

Ratings



Common Job Titles

- Help Desk Tech (Help Desk Technician)
- Desktop Support Specialist
- Help Desk Analyst

More ▾

Similar Occupations

- Software Developers
- Computer Network Support Specialists
- Network and Computer Systems Administrators

More ▾

Occupation Code

151232 - Computer User Support Specialists

Pathway

Information Support and Services

NCDPI Career Pathways



Computer support specialists assist computer users and organizations. These specialists either maintain computer networks or provide technical help directly to computer users.

What do they typically do

- Analyze customers' computer problem to diagnose it and determine the cause
- Document customers' descriptions of their computer problems
- Guide customers through the recommended problem-solving steps
- Set up or repair computer equipment and related devices
- Install and train users on new hardware or software
- Inform team members and managers of major problems or of customers' recurring concerns

Number of Jobs



Average Annual Job Growth +1.0%
Job Openings 1,794

Job Listings

Select a region/location in North Carolina to begin your search.

[View available jobs](#)

[View available jobs on Indeed](#)

Education & Training

Education

Most occupations require training in vocational schools, related on-the-job experience, or an associate's degree.

Associated Programs or Majors

[Business Administration, Management And Operations, Other](#)

[Business Administration And Management, General](#)

[Medical Office Computer Specialist/Assistant](#)

More ▾

License

NC Workforce Credentials

[CompTIA A+ \[Computing Technology Industry Association \(CompTIA\)\]](#)
[CompTIA IT Fundamentals \[Computing Technology Industry Association \(CompTIA\)\]](#)

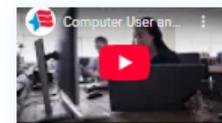
Private Training Programs

[Computer User Support Specialist](#)

[Network+ IT Help Desk Technician](#)

[Project Coordinators \(CAPM\) or Office Administration](#)

More ▾



Advert videos provided by CareerOnDeck. CareerOnDeck is approved by the U.S. Department of Labor, Employment and Training Administration and the Minnesota Department of Employment & Economic Development. Additional videos have been provided by other partners.

Interests

Conventional Realistic Investigative

Work Place

Some computer support specialists are able to telework. Others must be onsite or may need to travel to clients' locations. Most computer support specialists work full time. Because computer support services may need to be available 24 hours a day, some specialists work nights or weekends.

Top Skills & Abilities

Installation
 Troubleshooting
 Programming

More ▾

Knowledge/Specialties

Telecommunications
 Computers and Electronics
 Mechanical
 Engineering and Technology Design
 Communications and Media
 Building and Construction
 Administrative
 Education and Training
 Customer and Personal Service

Experience

Previous work-related skill, knowledge, or experience is required.

Training

Usually one or two years of

6 matching occupations found

Sort By **JF** View Options Filters

Median Annual Wage

Annual Growth Rate

Avg. Annual Openings

		HIGH PAYING	FAST GROWING	LOTS OF JOBS
Software Developers ★★★★★ Bachelor's degree	\$131,000 (\$62.98/hr)	Very Strong Growth 2.8%	Very Strong Opportunity 5,363	
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Associated Programs or Majors

Computer And Information Systems Security/Information Assurance

Cloud Computing

Computer Systems Networking And Telecommunications

Computer Science

Computer Programming/Programmer, General

Computer And Information Sciences, Other

Information Technology

Computer And Information Sciences, General

Computer Network Support Specialists ★★★★★

North Carolina

Information Technology

Annual Salary (Wages)



Lower End Wage (10th Percentile)
\$47,910(\$23.04/hr)

Middle Wage (50th Percentile)
\$79,680(\$38.31/hr)

Higher End Wage (90th Percentile)
\$136,430(\$65.59/hr)

Annual Median Wage
\$79,680

\$47,910 Annual NC Wage Range \$136,430

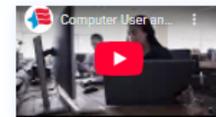


Fast Growing

Computer Networks Support Specialists assist computer users and organizations by maintaining computer networks.

What do they typically do

- Test and evaluate existing network systems
- Perform regular maintenance to ensure that networks operate correctly
- Troubleshoot local area networks (LANs), wide area networks (WANs), and Internet systems



More videos provided by CareerOneStop. CareerOneStop is sponsored by the U.S. Department of Labor, Employment and Training Administration and the U.S. Department of Education, Office of Employment, Learning, and Development. Additional videos have been provided by other partners.

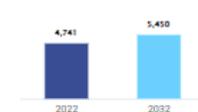
Interests

- Conventional Investigative Realistic

Ratings



Number of Jobs



Average Annual Job Growth +1.4%
Job Openings 405

Education & Training

Education
Most require a four-year bachelor's degree, but some do not.

Associated Programs or Majors

[Computer And Information Systems Security/Information Assurance](#)

[Cloud Computing](#)

[Computer Systems Networking And Telecommunications](#)

More

License

NC Workforce Credentials

Cisco Certified Cyber Ops Associate [Cisco Systems, Inc.]

Cisco Certified Network Associate (CCNA) [Cisco Systems, Inc.]

CompTIA Network + [Computing Technology Industry Association (CompTIA)]

CompTIA Security + [Computing Technology Industry Association (CompTIA)]

Linux Essentials [Linux Professional Institute (LPI)]

Certified Ethical Hacker [E-Commerce Consultants (EC-Council)]

Private Training Programs

[Cyber Security Analyst](#)

[Cyber Security IT Professional](#)

[PREPARATORY PROGRAM FOR CERTIFIED INFORMATION SYSTEMS SECURITY PROFESSIONAL \(CISSP\)](#)

More

Work Place

Computer network support specialists almost always work indoors in comfortable air temperatures. They frequently use email and spend a great deal of their workdays using the telephone. Their workdays often include face-to-face discussions. Being able to work well in a group or team is very important in this work. Accuracy is also very important. Many computer network support specialists work full time.

Top Skills & Abilities

- Installation
- Repairing
- Equipment Maintenance

More

Knowledge/Specialties

- Telecommunications
- Computers and Electronics
- Engineering and Technology
- Communications and Media Design

Experience

A considerable amount of work-related skill, knowledge, or experience is needed.

Training

Usually several years of work-related experience, on-the-job training, and/or vocational training.

Common Job Titles

- Network Specialist
- Network Technician
- Network Analyst

More

Similar Occupations

- Network and Computer Systems Administrators
- Computer Network Architects
- All Other Computer Occupations

More

Occupation Code

151231 - Computer Network Support Specialists



Pathway

Network Systems

NCDPI Career Pathways

Identify the High School Classes that can help start preparing you for a chosen career.

[Find classes](#)

Job Listings

Select a region/location in North Carolina to begin your search.

[View available jobs](#)

[View available jobs on Indeed](#)

Information Technology {Information Technology} - Associate's degree



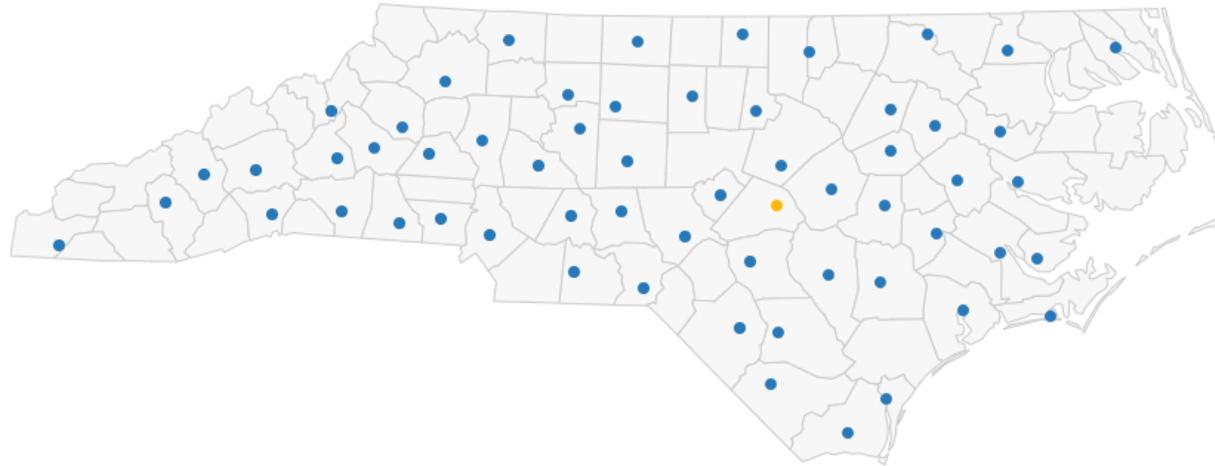
59 out of 110 Colleges/Universities offer this program/degree



Click this to save the selected program to your profile. To save an Institution, select it from the list below and then click the heart in the popup below the map.

- Public Universities 16
- Independent Colleges/Universities 36
- NC Community College System 58

- Alamance Community College
- Asheville-Buncombe Technical Community College
- Beaufort County Community College
- Bladen Community College
- Blue Ridge Community College
- Brunswick Community College
- Caldwell Community College and TI
- Campbell University
- Cape Fear Community College
- Carteret Community College
- Catawba Valley Community College
- Central Carolina Community College
- Central Piedmont Community College



Click on a College or University to view more information.

Jamie Vaughn

Jamie.Vaughn@commerce.nc.gov

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Workforce Pell Implementation

Andrea DeSantis, PhD

Assistant Secretary, NC Department of Commerce

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Workforce Pell Legislation

- Included in H.R. 1
- Funds eligible short-term Workforce Development programs at eligible Title IV Institutions (Public, non-profit, and proprietary)
- Shared federal funding with Pell Grants
- 8 – 15 weeks and 150 – 599 clock hours
- High standards
 - 70% completion
 - 70% job placement within 180 days
 - Limitations on tuition pricing

Key Stakeholders

- Eligible Title IV Institutions
- Governor
- Secretary of Education (federal)
- Secretary of Labor (federal)
- State Workforce Development Board
- State Workforce Agency
- State Higher Education Executive Offices & Boards
- Employers

Federal Timeline

July 2025

- Passage of the H.R. 1 – includes Workforce Pell

December

- U.S. Dept. of Ed: Negotiated Rulemaking
- Committee consensus reached – consensus draft released on 1/29.

Late Spring
2026

- U.S. Dept. of Ed to post consensus rule for public comment.
- U.S. Dept. of Ed to post final rule.

July

- U.S. Dept. of Ed is aiming to open the application process for institutions to submit eligible programs for approval (which are first approved at the state level).
- Official open date has not been released.

Negotiated Rulemaking Highlights

- U.S. Department of Education & U.S. Department of Labor Partnership
- Workforce Pell and Workforce Innovation and Opportunity Act alignment
- Emphasis on accountability and expectations that students will complete and enter the labor force upon completion.
- Governors have the leading role in program approval at the state level.
- States have flexibility to design policy and process.

North Carolina Timeline

November
2025

- Governor Stein directed Governor's Council to make recommendations for implementation.

November

- Agency staff from the Governor's Office, Commerce, NCCCS, NCICU, and UNC begin working with Education Strategy Group (ESG) to prepare for Workforce Pell.
- ESG is providing on-going TA to the state through implementation.

Jan. – Mar.
2026

- Agency staff and ESG to develop policy and application in alignment with federal law and regulations.

April

- Draft policy and application available for public comment

May 13th

- Policy and Application submitted for approval through the NCWorks Commission.
- Application to go-live soon after

July

- Goal to approve initial applications in advance of U.S. Department of Ed application opening.
- Timeline for approvals will be communicated beforehand.

Questions?

Governor's Council on Workforce and Apprenticeships and NCWorks Commission 2026-28 Strategic Plan Crosswalk

Annie Izod, Ph.D.

**Executive Director,
NCWorks Commission**



Vision

North Carolina is committed to creating opportunity for every person in every corner of the state.

Opportunity for youth to see a fulfilling career in North Carolina and to know the path to get there.

Opportunity for people – regardless of age, location, or background – to access education and training to create **careers** that enable them to support their family.

Opportunity for existing businesses to expand with their pool of employees growing alongside.

Opportunity for new businesses to call NC home, adding more good paying jobs to our state.

To achieve this vision, K-12 schools, postsecondary partners, state agencies, and private employers are working together to expand opportunity for our state’s greatest asset – OUR people.

Our Mission for Workforce Development

1. Prepare more North Carolinians for good jobs by increasing attainment of industry-valued credentials and degrees.
2. Create more pathways to good jobs by increasing work-based education and training opportunities and empowering employer leadership in the education-to-workforce continuum.
3. Focus on key workforce sectors – advanced manufacturing, education, health care, and state government – to maximize existing and emerging opportunities, including AI skills development, to build a future-ready workforce.
4. Amplify the impact of workforce programs for all North Carolinians – learners, jobseekers, employees, and employers – through a coordinated and comprehensive public outreach campaign.

Timeline



Crosswalk of Goals and Aligned Strategies

Increase Education, Credential, and Degree Attainment

NCWorks Commission Committee: Education and Credential Attainment

Council Goals: 1,2, and 3

- Tracking and increasing credential and degree attainment
- Labor market alignment

Council Committee: Workforce Readiness

Supporting Council Strategies 1 through 8

- Expand industry-valued credentials aligned to employer demand
- Implement Workforce Pell for short-term workforce training
- Strengthen credit for prior learning, military service, and work experience
- Expand advising and career navigation supports (K–12 through adult learners)

Expand Apprenticeships and High-Quality Work-Based Learning

NCWorks Commission Committee: Apprenticeships and Work-Based Learning

Council Goals 4,5,6, and 7

- Expanding pre-apprenticeships and registered apprenticeships
- Expanding and tracking work-based learning opportunities
- Engage with 50,000 employers

Council Committee: Applied Workforce Experiences

Supporting Council Strategies 1 through 11

- Expand registered and youth apprenticeships
- Embed credentials and degrees into apprenticeship models
- Incentivize employer participation in work-based learning
- Reduce regulatory and administrative barriers for employers
- Expand work-based learning in state government and priority sectors

Crosswalk of Goals and Aligned Strategies

Strengthen Employer Engagement and Sector-Based Strategies

NCWorks Commission Committee: Future Ready Workforce and Employer Engagement

Council Goals 8, 9, and 10

- Sector-based strategies in emerging & high-demand industries
- AI Leadership Council recommendations
- Decrease state employment vacancy rate

Council Committee: Industry Driven Partnerships

Supporting Council Strategies 1 through 7

- Sector strategies in advanced manufacturing, education, and healthcare
- Formalize employer-led partnerships - education and workforce agencies
- Align training investments to regional and sector-specific demand
- Expand employer engagement
- Improve recruitment and retention in state government

Modernize and Align Workforce System

NCWorks Commission Committee: Modernizing and Aligning the Workforce System

Council Goal 11

- Labor market alignment
- System access and modernization

Council Committee: Workforce System Excellence

Supporting Council Strategies 1 through 4 Launch a coordinated statewide outreach and awareness initiative

- Integrate NCWorks.gov, NCcareers.org, and related platforms
- Improve data collection, disaggregation, and transparency
- Modernizing policies through WIOA State Plan and Commission Policy Statement

Committee Updates

A proud partner of the American  Job Center® network



Workforce Readiness – Sherry Carpenter

A proud partner of the American  JobCenter® network



Applied Workforce Experiences— Tammy Simmons

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Industry-Driven Partnerships— Anna Perkinson

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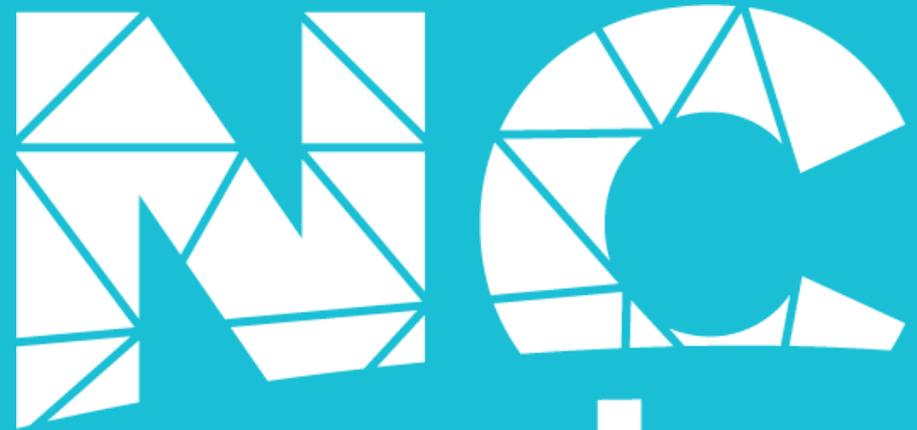
Workforce System Excellence— Chad Bouffiou

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Adjourn

President Cox



works

COMMISSION

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