

NCWORKS COMMISSION

November 14, 2018
Raleigh, North Carolina

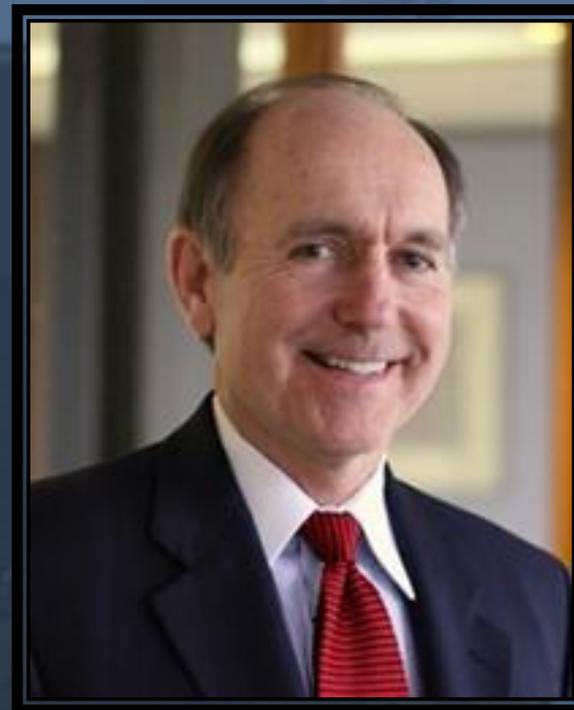
Opening Remarks

Tony Copeland, Secretary NC Department of Commerce



Welcome

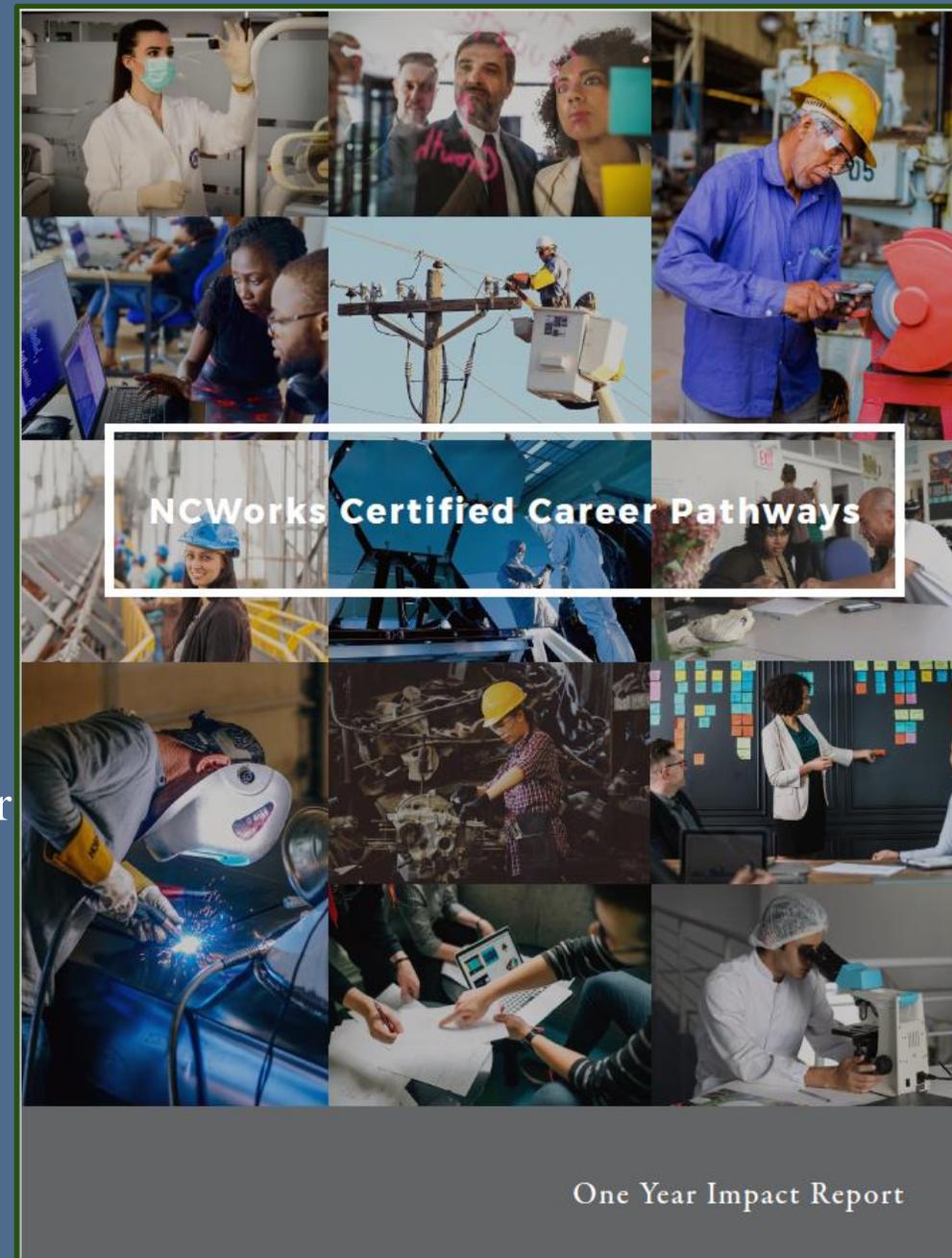
Tom Rabon
Chair



NCWorks Career Pathways

Highlights One Year Impact Report

- ▶ First Pathway Certified February 2016 – *Northeast Region (Healthcare)*
- ▶ Thirty-five Pathways Certified Through 2018
- ▶ Thirteen Pathways Reached One Year of Implementation by June 30, 2018 – *Healthcare, Hospitality & Tourism, Advanced Manufacturing, Transportation, Information Technology*
- ▶ One Year Check-Ins Submitted by Each Team – Synthesized for Report
- ▶ Captured Additional Data from Stakeholders
 - ▶ Two Focus Groups
 - ▶ Twenty-three Individual Interviews

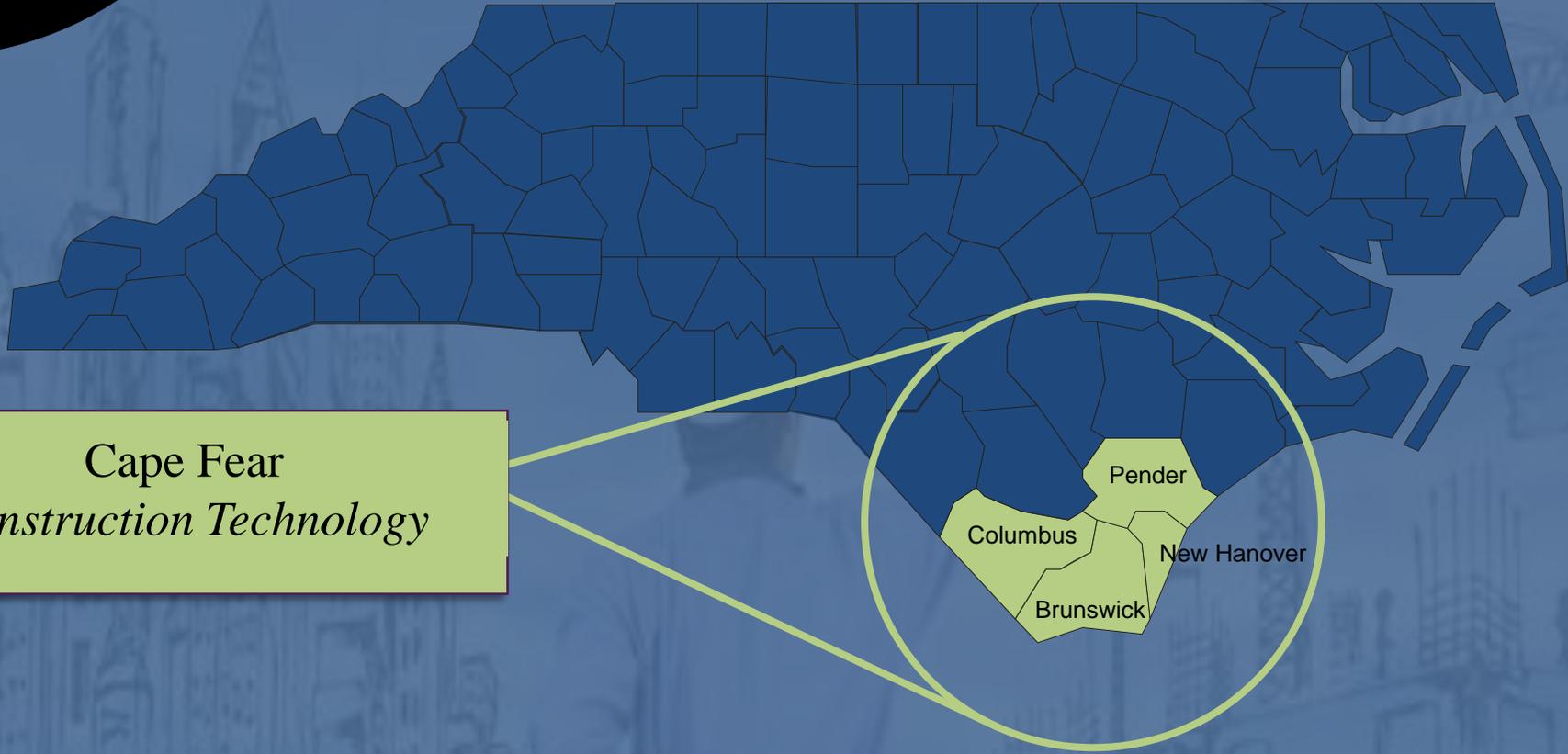


NCWorks Career Pathways



Eastern Carolina
Transportation, Distribution & Logistics

NCWorks Career Pathways



Cape Fear
Construction Technology

Columbus

Pender

New Hanover

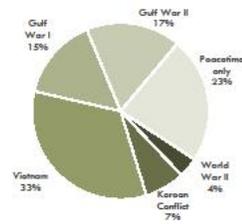
Brunswick

Veterans Workforce Issues

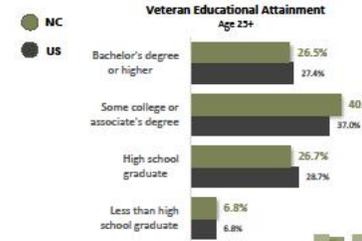
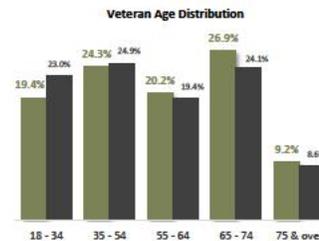
Nearly **24,000** Veterans have registered & are looking for work through NCWorks Online



NC Veterans by Period of Service



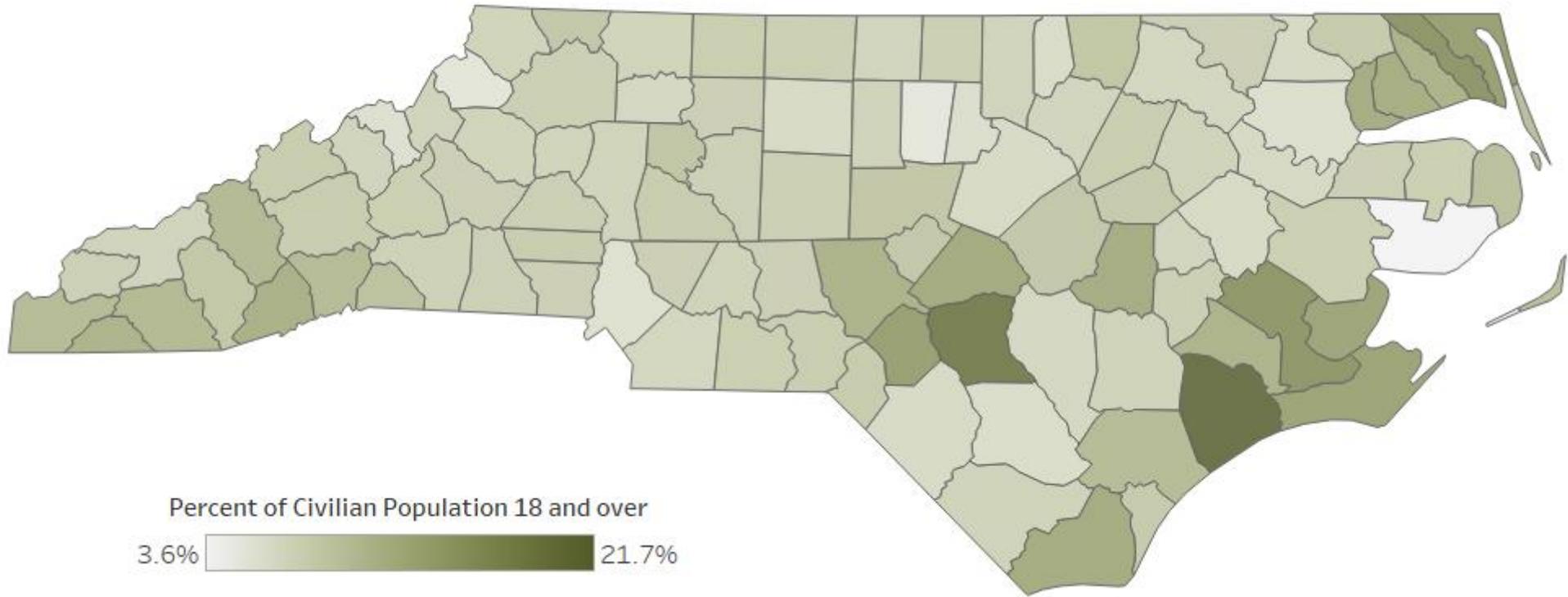
	North Carolina	United States
Veteran Population	683,221	19,535,341
Percent female	9.5%	8.1%
Unemployment rate for Veterans (2017)	4.7%	3.7%
Nonveterans	4.2%	4.2%
Unemployment rates by Period of Service		
Gulf War II (9/2001-)	n/a	4.3%
Gulf War I (1990-8/2001)	n/a	3.1%
WW II, Korea, Vietnam	n/a	3.7%
Other service periods	n/a	3.1%
Median individual income (\$2016)	\$36,785	\$38,175
Nonveterans	\$24,838	\$27,034
Veterans w/income below poverty level	48,908	1,358,501
Number of Veteran-owned businesses	86,571	2,521,682
Percent of all businesses	10.7%	9.1%
Veterans w/ service-connected disability	155,085	3,777,653
Percent of all veterans	22.7%	19.3%



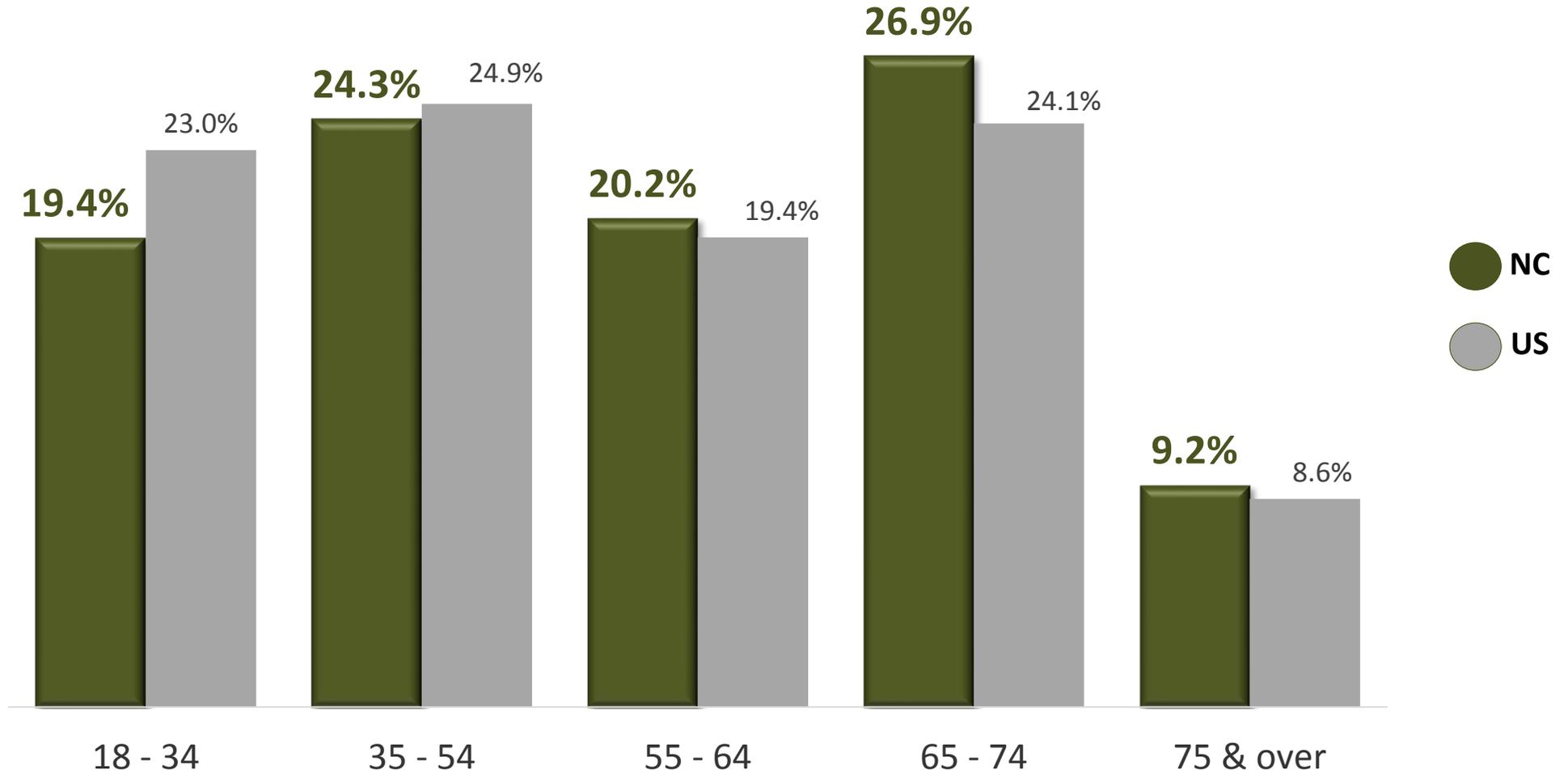
Sources: US Census Bureau, 2016 American Community Survey 5-Year Estimates; US Census Bureau 2012 Survey of Business Owners; Bureau of Labor Statistics, Employment Situation of Veterans, 2017; US Department of Veteran Affairs; NC Department of Commerce, Division of Workforce Solutions.



NORTH CAROLINA'S VETERAN POPULATION

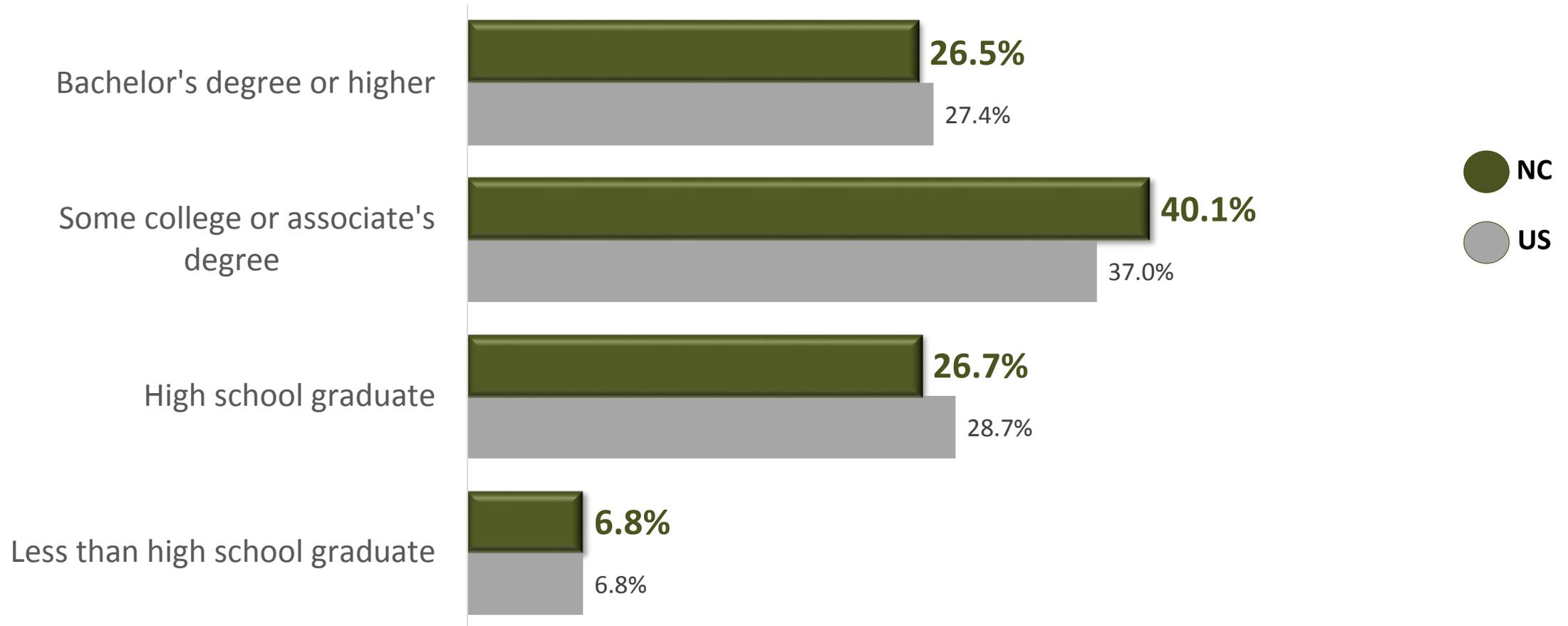


NC VETERAN AGE DISTRIBUTION



NC VETERAN EDUCATIONAL ATTAINMENT

AGE 25+



Spotlight on Innovation

SPOTLIGHT ON LOCAL WORKFORCE INNOVATIONS | NCWORKS COMMISSION

Making North Carolina the Number One State for Military Employment

MILITARY EMPLOYMENT IN NORTH CAROLINA

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

North Carolina is proud to host the fourth-largest active duty military presence in the country and, at over 778,000 strong, the eighth-largest community of veterans of any state in the nation. This huge population makes the military North Carolina's second-largest economic sector and an exceptional source of workforce talent. An estimated 20,000 service members will

PROGRAM HIGHLIGHTS

To accomplish its mission, NC4ME has centered its programming around three primary goals:

1. Educate North Carolina's executive leaders on the value of hiring a military workforce
2. Train human resources professionals how to hire military personnel
3. Connect military talent with open jobs across North Carolina

separate from the military through N.C.'s Department of Defense (DoD) installations each year, adding strength to the state's vibrant veteran community. However, most employers fail to recognize that these service members' military training gives them the 21st-century skills that businesses need to fill critical skill gaps and power bottom-line results.

On March 5, 2015, the Governor announced the launch of NC4ME, a public-private partnership designed to make North Carolina the number one state for military employment by changing the call to "hire vets" from one based on altruism to one based on realizing business objectives. While other organizations train service members to be better job seekers, NC4ME educates business leaders and human resources professionals on the value of hiring military candidates and connects them with qualified military talent. This new approach complements existing veteran support efforts and provides a much needed boost to military job seekers in North Carolina.

NC4ME's strategy involves actively engaging every critical player in the employment process.

It starts at the strategic level, by showing employers that military talent is perfectly suited to drive business results in their industry. From there, human resources professionals who screen job applicants and coordinate interviews are taught how to find and assess qualified military talent. Finally, military job seekers are shown the mass of organizations ready to hire them in industries across North Carolina.

To execute this strategy, NC4ME has created a partnership of organizations hand-picked based on their proven ability to operate effectively at critical points in the employment process. This includes the N.C. Department of Commerce, which serves as the State's lead proponent for workforce support activities; the NC Society for Human Resource Management (NCSHRM), which is the accrediting body for over 6,000 human resources professionals; the transition assistance offices from each military installation in North Carolina; and the USO of North Carolina, among others. Adopting this partnership model for service delivery dramatically reduces operating costs, prevents duplication of effort, and helps to reduce confusion and siloing in North Carolina's military support infrastructure.

NORTH CAROLINA FOR MILITARY EMPLOYMENT



Rebecca Sotirkys
NC4ME Program Director, Division of Workforce Solutions
rebecca.sotirkys@nccommerce.com
nc4me.org

SPOTLIGHT ON LOCAL WORKFORCE INNOVATIONS | NCWORKS COMMISSION

Lineworker Pre-Apprenticeship Program

GENERATING ELECTRICITY AROUND A CAREER IN ELECTRICAL LINE WORK

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

The demand for electrical lineworkers is growing at a pace that far exceeds the number of graduates completing certification programs in North Carolina. Commerce projections indicate that the need and demand will steadily increase for years to come. In fact, the Carolinas Energy Workforce Consortium (CEWC) is projecting the need to hire roughly 1,500 lineworkers every year for the next five years in North

Carolina. As experienced lineworkers retire, the reality that we may not have enough people to support our current power grid – let alone keep up with our growing population and energy demands – is alarming.

While there is no single answer to the problem, one unique partnership has come together to create their part of a solution while giving local high school students a solid career option without college debt. Johnston County Public Schools, the Towns of Benson, Clayton, Selma, and Smithfield, and ElectricCities (a membership organization including public power communities in North Carolina, South Carolina, and Virginia), with the assistance of NCWorks NextGen, developed a pre-apprenticeship program to help students develop their career potential during and after their senior year of high school.

While still in high school, participants receive 80 hours of relevant instruction on 10 Saturdays throughout the academic year. After graduation, a selected group of applicants (who meet the legal age requirement) participate in paid work experiences to complete their pre-apprentice hours and gain hands-on knowledge. All of these learners (those who completed the education hours only, as well as those who had on-the-job training) are then prepared to enter the workforce as groundsmen, giving them immediate potential to earn at least twice the minimum wage.

PROGRAM HIGHLIGHTS

- Helps fill the growing demand for, and widening shortage of, certified electrical lineworkers
- Offers students an opportunity for a career that pays a livable wage and affords opportunity for advancement without college debt
- Provides career training options for students who want solid, hands-on careers but do not necessarily want a traditional college degree
- Demonstrates how communities and organizations can pool resources together to maximize benefits for everyone

Further, they are then qualified to enroll as apprentices through the previously existing ElectricCities apprenticeship program. As participating apprentices in a state registered program, they can enroll in an electrical linework technology certificate program at a North Carolina Community College and have their tuition waived—and they will be better prepared to be successful in their coursework than their peers who are just learning about electrical work for the first time. Thus, in just 16 weeks and after successful completion of the program, students can enter the workforce as certified electrical lineworkers with a beginning salary in excess of \$50,000 and no college debt. As they progress through the remainder of the apprenticeship program and gain additional experience and training, their income potential quickly increases to the \$75,000 range and beyond.

Initially spearheaded by the Town of Benson with an idea and a generous in-kind grant, the other towns and ElectricCities pooled their physical and human resources to provide the backing necessary to enable the opportunity to be offered to Johnston County Public School students. They view their contributions as an investment in young people and their own communities, as well as a way to start a pipeline that will produce high-quality lineworkers who can help fill the growing demand in the field. Together, everyone involved is flipping a switch that will help us all keep the lights on for years to come.

LINeworker PRE-APPRENTICESHIP PROGRAM

Town of Benson
919-894-3553
lineworkpays.com



NOVEMBER 2018

NOVEMBER 2018

Veterans Workforce Issues

The screenshot shows the NCWorks Veterans Portal homepage. At the top left is the logo for NCWorks ONLINE VETERANS, featuring a stylized American flag. To the right is a search bar with the text "Enter search information below to locate the nearest NCWorks Career Center and learn about free job services." Below this are input fields for a zip code (27619) and a radius (50 miles), along with a green "Search" button. Further right is a login section with "Username" and "Password" input fields, a green "Sign In" button, and links for "Not Registered?" and "Forgot Username/Password?". A language selection dropdown is also present.

Below the search and login area is a horizontal navigation menu with the following items: Welcome, Employment, Job Fairs, Education/Training, Employers, Featured Tips, and Resources.

The main content area features a large banner with the text "Welcome to the NCWorks Veterans Portal. Thank you for your service." The banner image shows silhouettes of veterans with gear walking in front of a military aircraft at sunset. Navigation arrows and a series of dots are visible at the bottom of the banner.

Military Credit For Prior Learning

Susan Barbitta
NC Community Colleges System



The background of the slide is a stylized, wavy American flag. The stars are white on a blue field, and the stripes are red and white. The text is centered over the flag.

Military Credit for Prior Learning

10-2018

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Susan Barbitta

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Active Duty



1,296,000



NATIONAL GUARD



GUARD

448,700



364,500

Total: 2,110,100 (end of 2017)



**NC COMMUNITY
COLLEGES**

CREATING SUCCESS



**THE UNIVERSITY OF
NORTH CAROLINA SYSTEM**

Credit for Prior Learning

- American Council on Education (ACE)
- SACSCOC
- Joint Services Transcript (JST)
- Faculty Panels

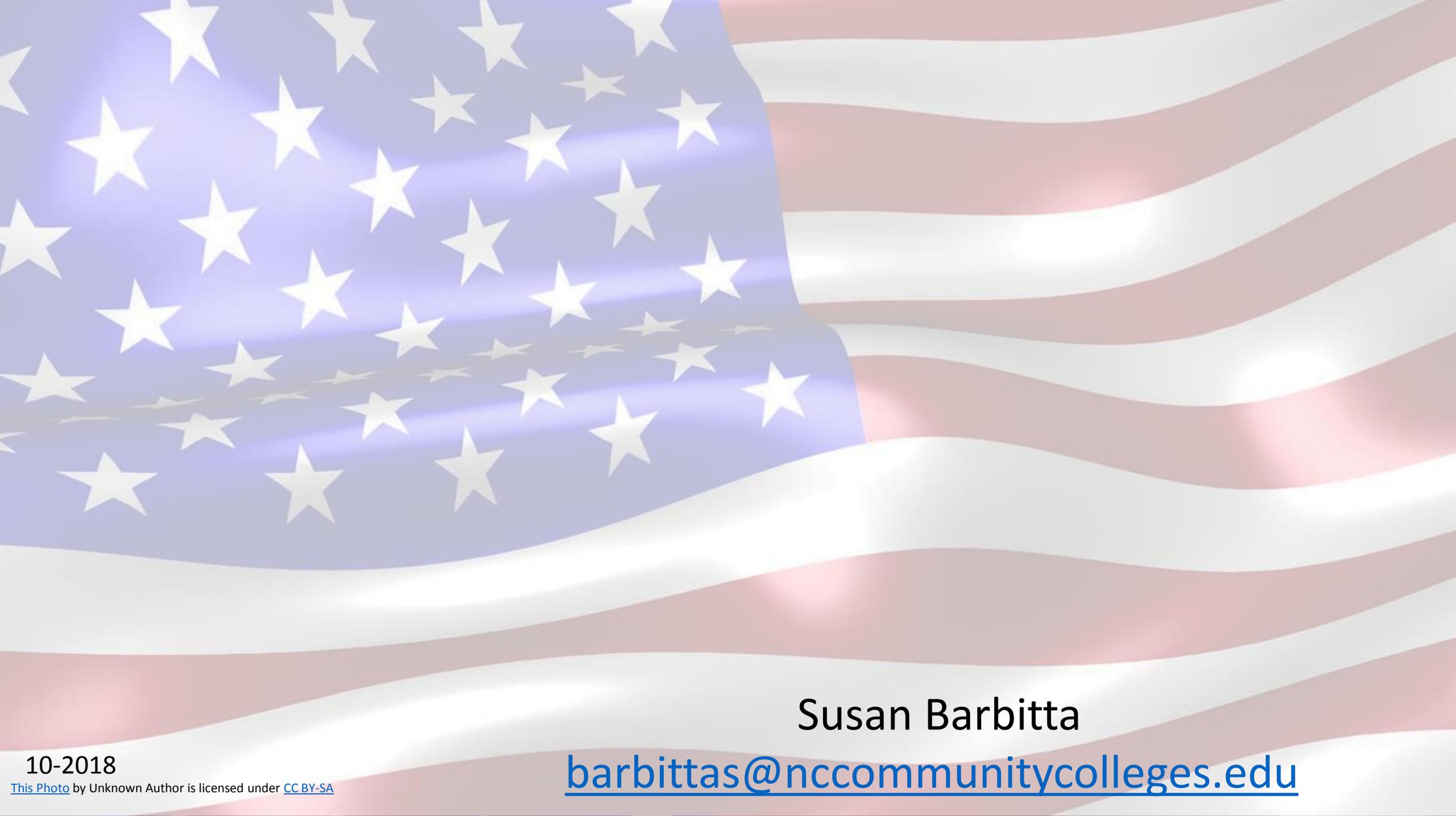
The background of the slide is a stylized American flag with a blue field of white stars on the left and red and white stripes on the right. The text is overlaid on this background.

NURSING
AUTOMOTIVE
AVIATION
RAD TECH
SURGICAL TECH
DENTAL
SUPPLY CHAIN MANAGEMENT
CONSTRUCTION
BUSINESS
COMPUTER SCIENCE & IT
FOREIGN LANGUAGE
CRIMINOLOGY & CJ
EMS/EMT
COMMUNICATIONS & ENGLISH
HUMANITIES
EDUCATION

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

Next Steps

- Website
 - Joint UNC & Community College System
- Consistent transcribing
- Additional Faculty Panel Evaluations



Susan Barbitta

barbittas@nccommunitycolleges.edu

10-2018

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Committee Updates

Business Engagement – Marti Matthews Martin

Performance and Accountability – Mel Chernoff

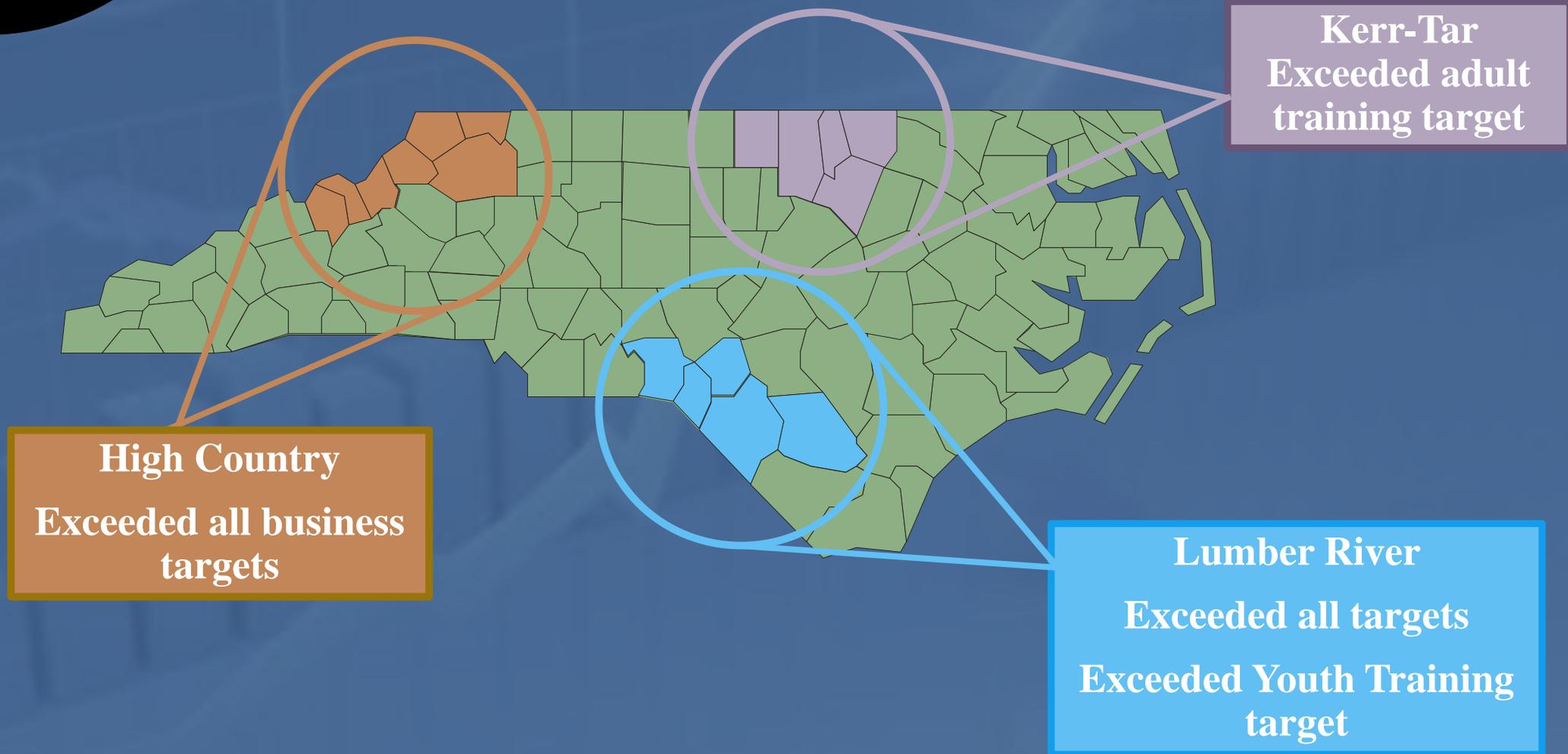
Education and Training – Stan Sherrill

Governance and System Alignment - Susan Jackson

Performance & Accountability

NCWorks Commission

Local Workforce Development Board Measures



Committee Updates

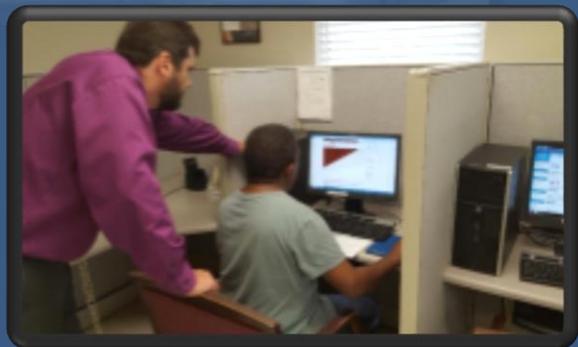
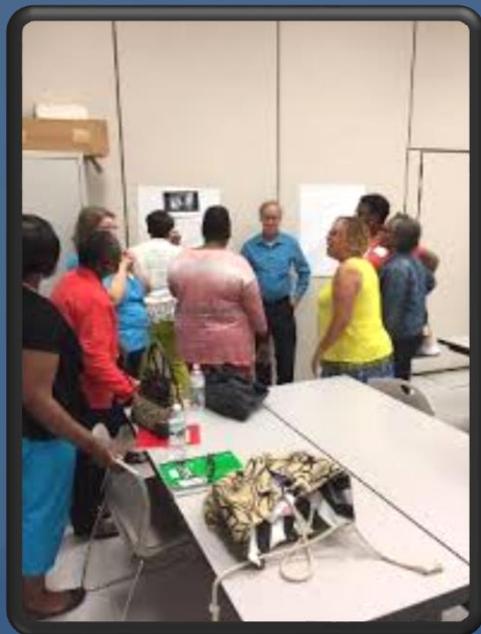
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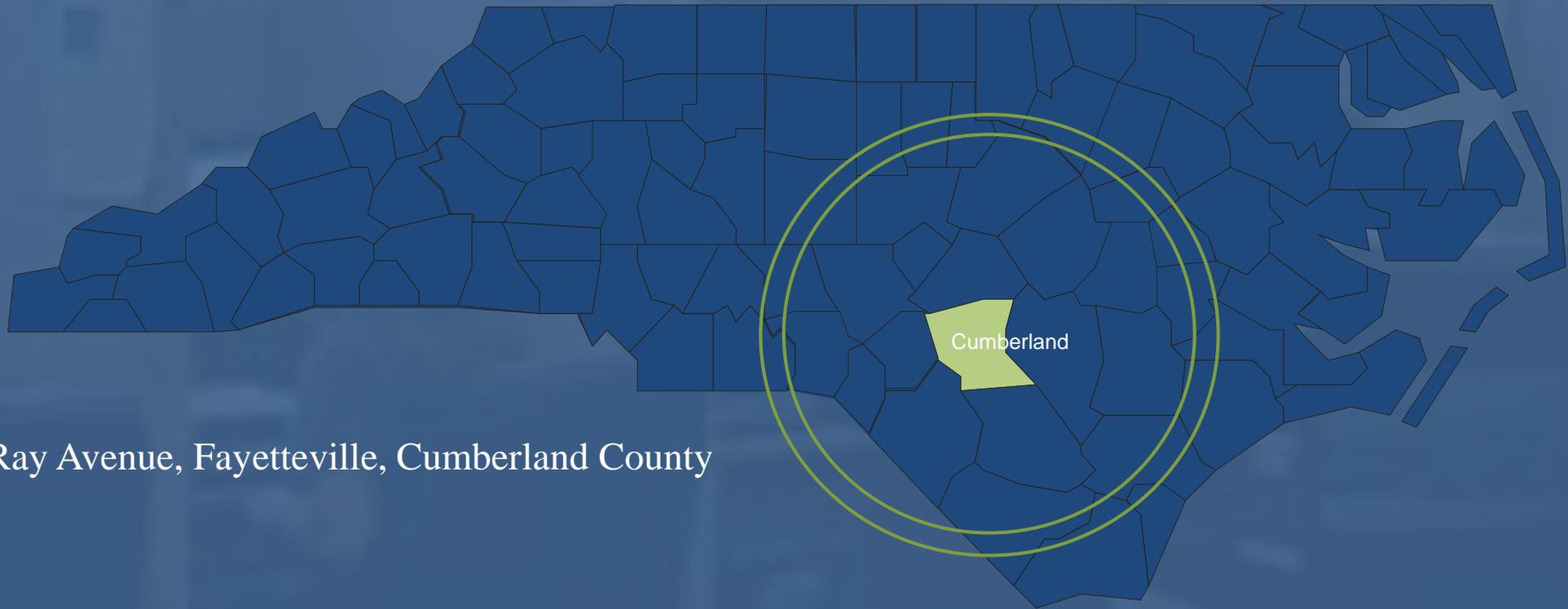
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NCWorks Career Center Certification

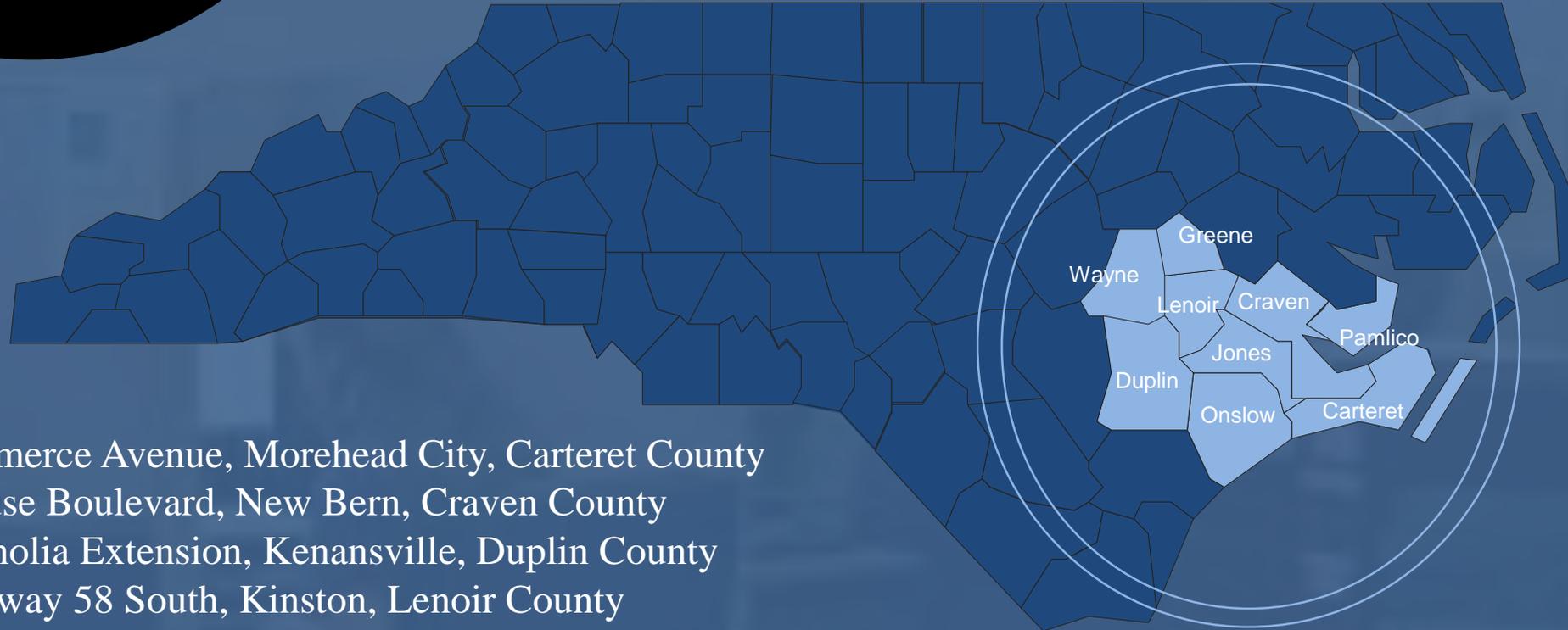


Cumberland Workforce Development Board



414 Ray Avenue, Fayetteville, Cumberland County

Eastern Carolina Workforce Development Board



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

Workforce Updates

➤ 2018 Partnership Conference

➤ Work-Based Learning Navigator

<https://wblnavigator.org/web/organization-signup-form/>

➤ 2019 Meeting Dates

➤ February 13-14 – Strategic Planning Session

Public Comments

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

ncworkscommission@nccommerce.com



Next Steps

Tom Rabon

Next Meeting

February 13 - 14, 2019