

NCWORKS COMMISSION

August 9, 2023
Quarterly Business Meeting

A proud partner of the American  JobCenter network



If you experience any technical difficulties, or would like to ask a question, please use the Q & A feature to report issues to “All Panelists” and we will assist you.

Meeting Instructions

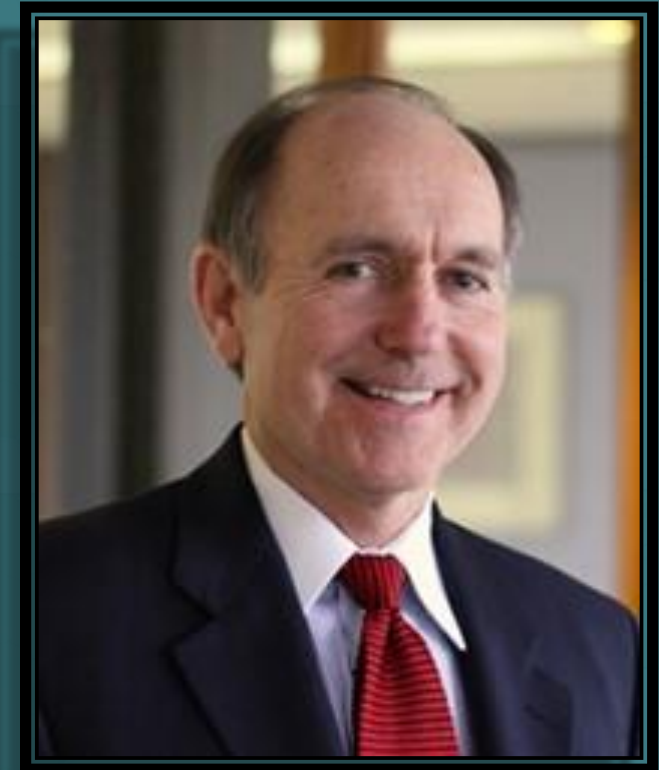
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Welcome and Workforce Updates

NCWORKS
COMMISSION

Tom Rabon, Chair NCWorks Commission



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Annual Program Review

NCWORKS
COMMISSION

Wendy Johnson
Senior Workforce Development Analyst
NCWorks Commission

2022 – 2023 Annual Program Review



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2022 – 2023 ANNUAL PROGRAM REVIEW

COMMERCE

- WIOA Title I
- WIOA Title III
- TAA
- Veterans Services

PUBLIC INSTRUCTION

Career Technical Education

ADMINISTRATION

American Indian Workforce
Development Program

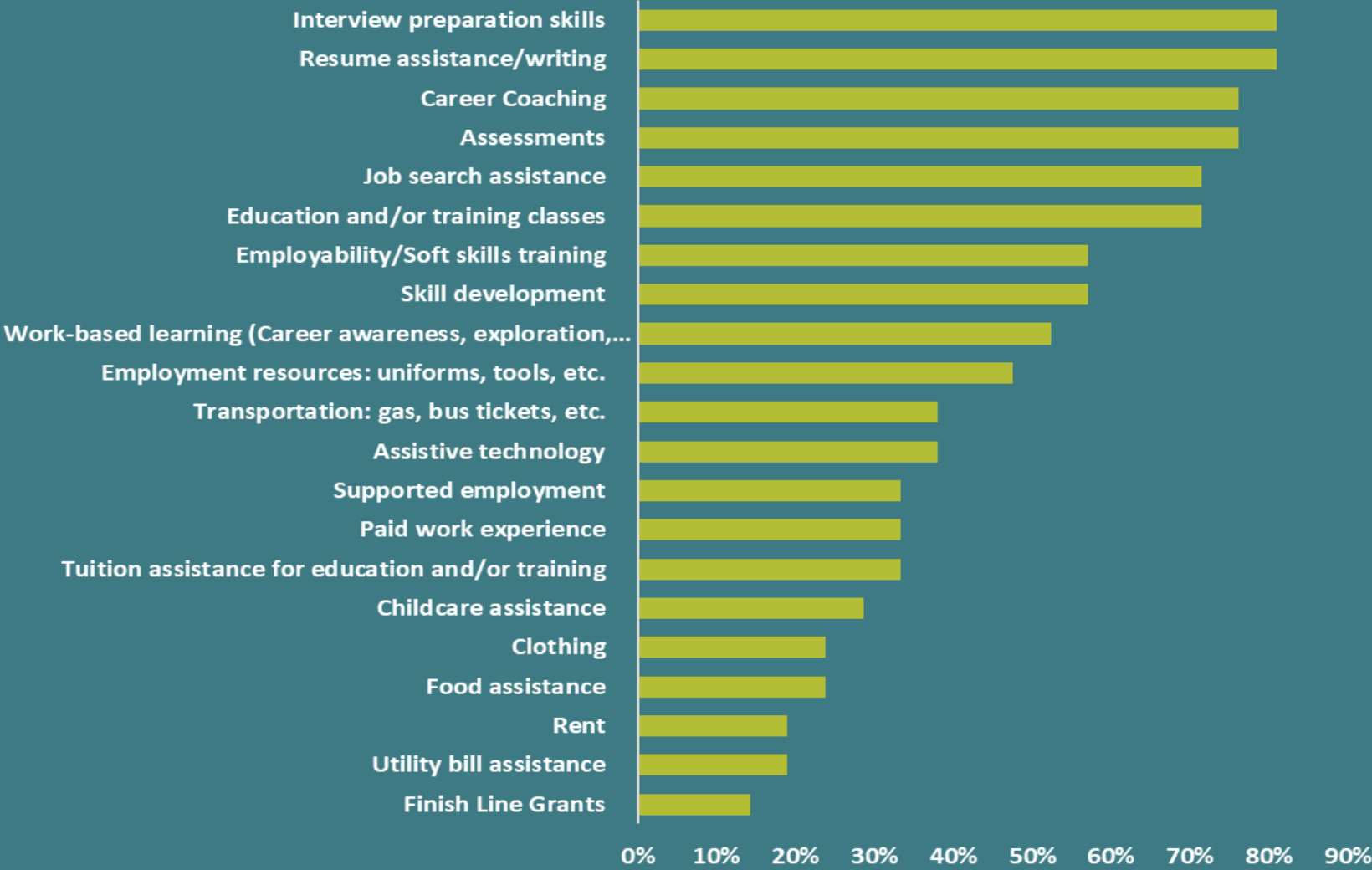
COMMUNITY COLLEGE SYSTEM

- Apprenticeship
- Customized Training
- Small Business
- WIOA Title II, Basic Skills
- Occupational Career Education
- Post Secondary, Career Technical & Vocational Education

HEALTH & HUMAN SERVICES

- Community Services Block Grant
- Food and Nutrition Services
- *TANF* (Work First)
- WIOA Title IV, Vocational Rehab
- Services for the Blind
- Long Term Vocational Support Services
- Senior Community Service Employment

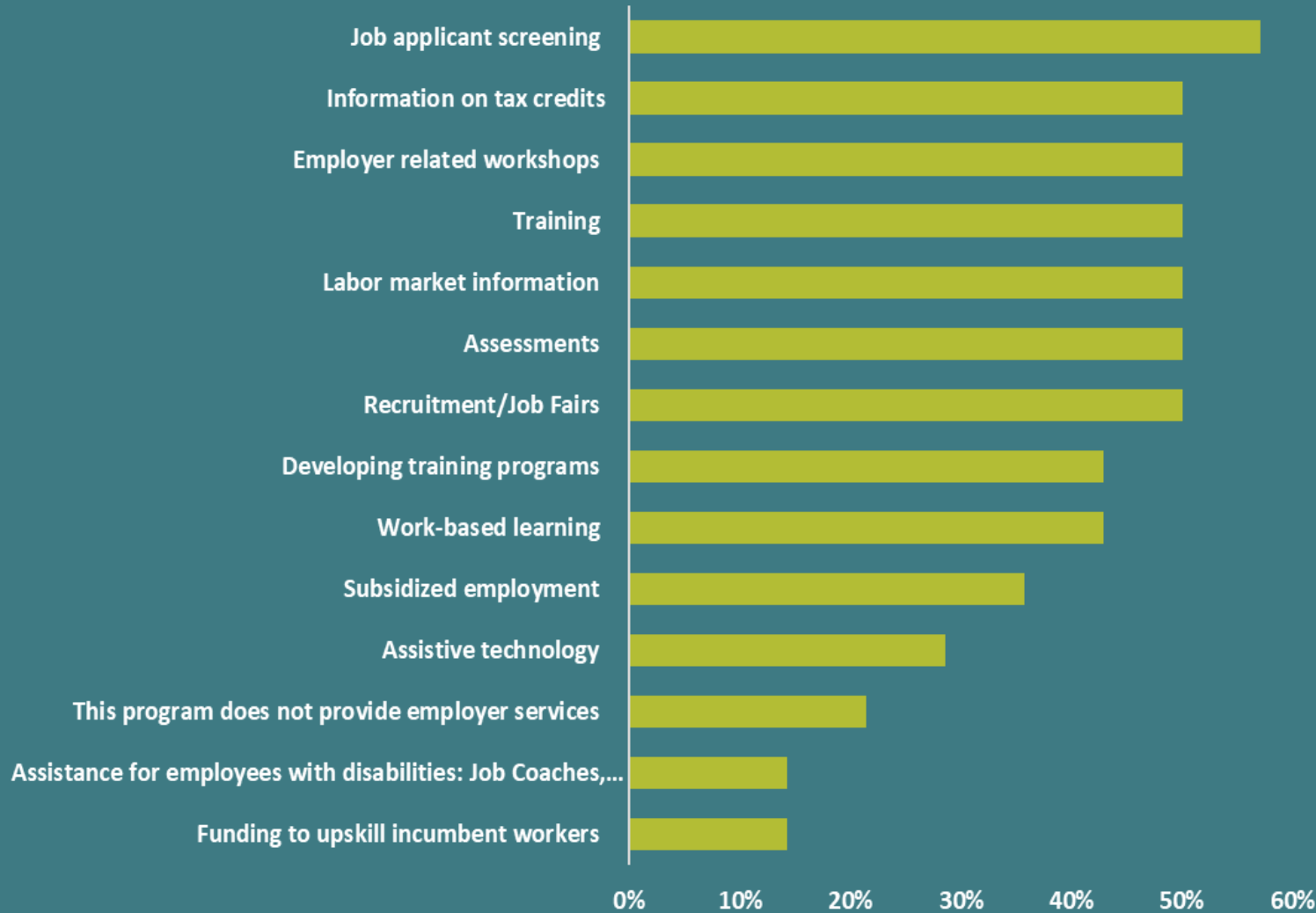
Services Provided to Individuals



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Services Provided to Businesses



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Outreach Strategies



71%
of programs are
using or
referring to
NCWorks.gov

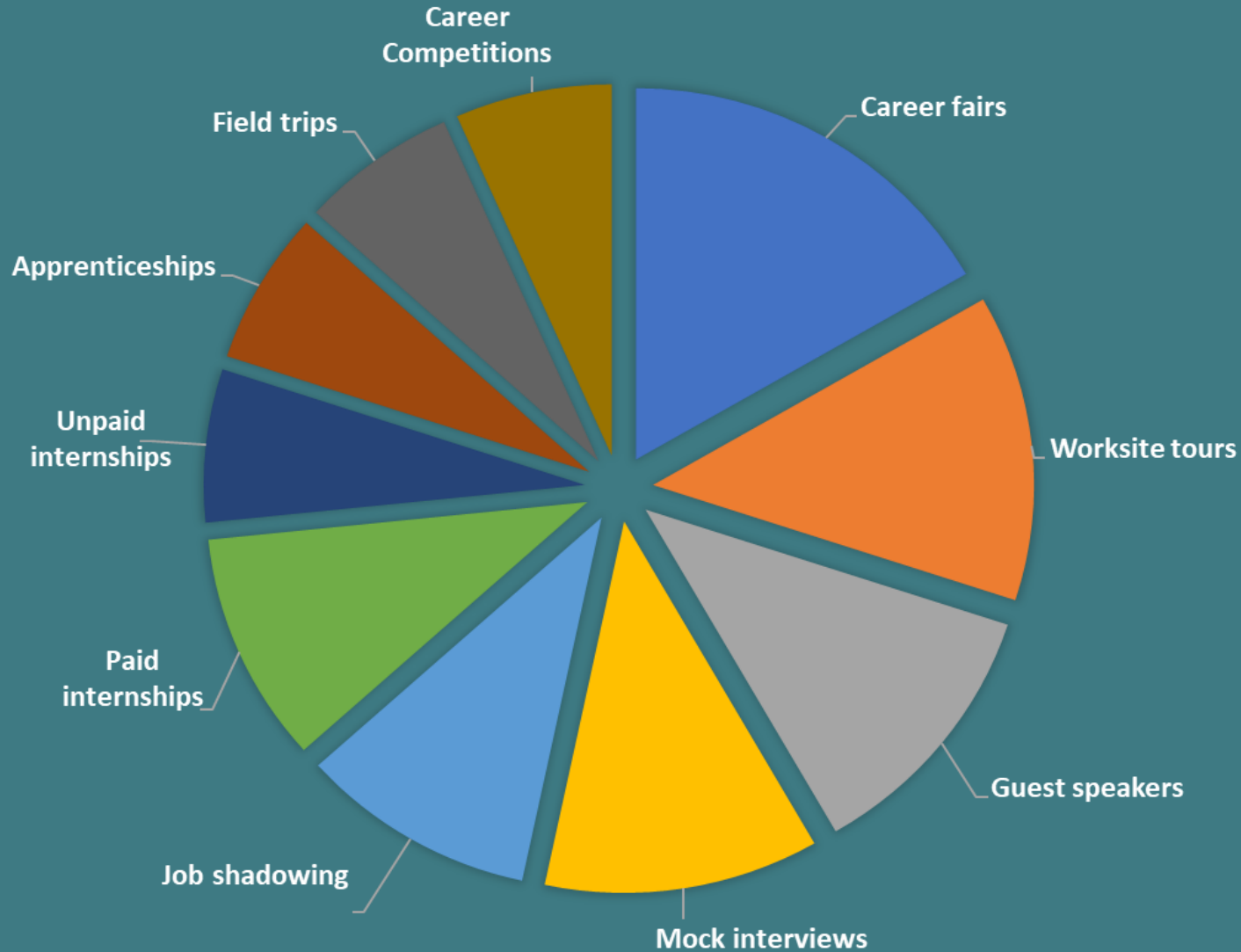
71% of the
programs are
offering
services
virtually to
customers.

82%
of programs use
and/or
encourage the
use of the
NCCareers site

VIRTUAL SERVICES ACCESS

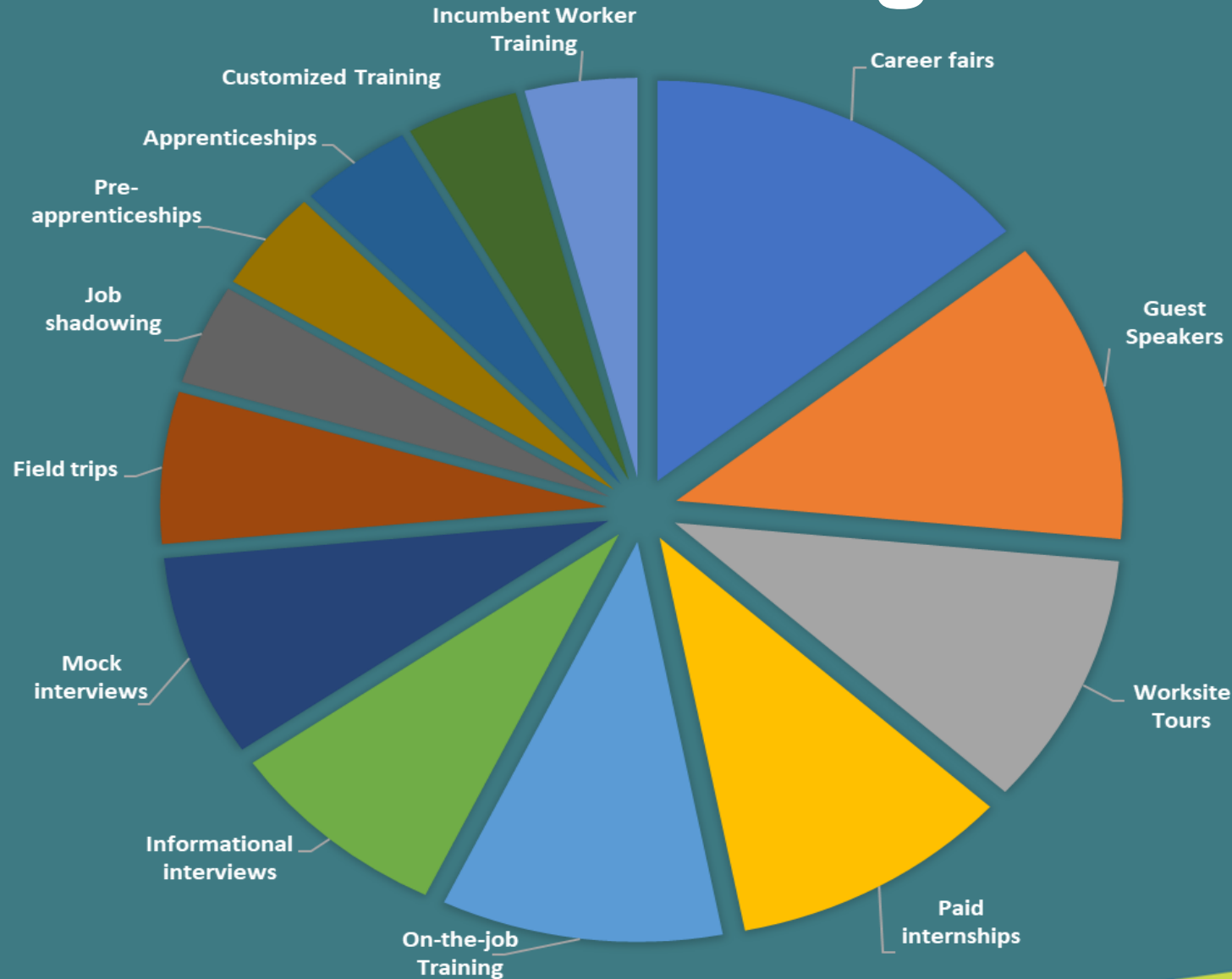
- Zoom
- Microsoft Teams
- Cisco Webex
- GoTo
- Google Meet Up

Work-Based Learning—Individuals



- 11 programs offered work-based learning to individuals.
- Most popular activities included: Career Fairs, Worksite Tours, & Guest Speaker
- Individuals are accessing programs through printed materials, word of mouth, websites/social media.

Work-Based Learning—Businesses



- Most popular activities include: Career Fairs, Guest speakers, & Worksite Tours
- Outreach strategies to employers include: Social media, Company visits, Career Pathway partnerships

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Improvements & Challenges

PROGRAM IMPROVEMENTS

- Increased enrollments via partner referrals.
- Developed industry association partnerships.
- Used customer feedback to improve core programs.
- Worked to ensure staff have adequate training, support & resources.

CURRENT CHALLENGES

- Staffing recruitment/retention within the programs.
- Obtaining updated technology
- Service areas need greater broadband access.
- Finding talent for employers.
- Mental health and/or substance abuse barriers continue to be a challenge for participants.

Skills and Educational Attainment – Sherry Carpenter

Employer Leadership – Jeff Frederick

Local Innovation – Cynthia Speight

2023 Local Innovation Fund Grantees

- **Capital Area WDB/Hope Renovations**
- **Western Piedmont WDB/OPT-IN J.E.T.**



CAPITAL AREA
WORKFORCE DEVELOPMENT

BUILDING HOPE

A Partnership of CAWD, Hope Renovations, and
Wake Technical Community College



Building Hope

Overview

- 2-year project funded for \$225,000 by the NCWorks Local Innovation Fund
- Collaboration among CAWD, Hope Renovations, and WTCC
- Addresses worker shortage and gender pay gap by increasing number of women in skilled trades
- Will serve individuals in Chatham, Johnston, Lee, Orange, and Wake Counties
- Trainings and support will be expanded from Orange to Wake County to reach more individuals
- Employers will be recruited throughout the region to provide permanent, well-paying employment



PROGRAM ELEMENTS

CAWD will partner with Hope Renovations and community partners to educate on careers in skilled trades and recruit individuals into the Building Hope Program

CAWD, through the NCWorks Career Center, will support the workforce pipeline via intakes, career guidance, education placement, employment assistance, tracking, participant follow-up, and recruitment

Hope Renovations provides career coaching, case management, training, supportive services, and employment services

Wake Tech will provide the education and training venue to reduce the commute of residents from Wake and other near-by Counties

PROGRAM OFFERINGS

Education and Training



Participants receive workplace safety training, education, and employability skills in carpentry, electrical, plumbing, and HVAC, & Work Experiences



Participants receive 3 credentials:

- Pre-Apprenticeship certificate
- NCCER or HBI Core Certificate
- OSHA-10 Certification



Internship opportunities with Hope Renovations or other industry partner to strengthen skills



Employability training via a 6-week Career Development Program



EXPECTED OUTCOMES



EDUCATION & TRAINING

40 Women/non-binary folks from the CAWD Service Area graduate from Hope Renovations' 7-week Trades Training Program



WORK EXPERIENCE

30 Participants complete Hope Renovations' 6-week Internship Program



CAREER DEVELOPMENT & COACHING

20 Participants complete Hope Renovations' 6-week Career Development Program



INCREASE PERSONAL CONFIDENCE

40 Participants report increase personal confidence tracked by pre- and post-program surveys



EMPLOYER RECRUITMENT

Recruit 5 employers to provide Work-Based Learning or direct employment



EMPLOYMENT OPPORTUNITIES

30 Graduates of Hope Renovations' program are either employed in Construction/Skilled Trades Career or participating in an apprenticeship or related education



QUESTIONS



OPT-IN & J.E.T.

Creating opportunities for
Opportunity Youth



BURKE COUNTY
Public Schools
Igniting Learning for a Brighter Future



Western Piedmont
Council of Governments

Creative Regional Solutions Since 1968



Burke County Opportunity Youth

Opportunity Youth

16 to 24 year-olds who are not in school or employed

11%

State
Total

15%

Rural
Metro
County
Average

22%

Burke
County
Total

Opportunity Youth

3rd

Highest Rate of
Opportunity Youth in
North Carolina

22%

Of population in
Burke County are
Opportunity Youth

3,059

Youth in
Burke County

Burke County by the Numbers



of workers are
between the ages of
50 and 70



50%
of High
School Seniors
enroll in
postsecondary
education within
12 months of
graduation.



1 in 6
Workers
do not have a
high school
diploma

OPT-IN: Opportunity Internship



- Paid **8-week** exploratory internship program for recently graduated HS students (**\$12.50/hour**)
- Matched with a local employer, they agree to pay for their time in Professional Development Classes (**42 hours**)
- Free OSHA-10 and CPR/First aid certifications
- Each intern has a Community Mentor to guide them and support them through the summer
- Employers provide a 'Buddy' at each internship site to serve as the point of contact for the intern
- 2 outcomes: permanent employment, or enrolled at WPCCC
- Participants are **WIOA eligible**



J.E.T.: Jobs, Education, & Training



- We plan to launch this program in **October of 2023** with a small pilot cohort of participants
- This program will service **Opportunity Youth** ages 18-24 years old
- Partner with local employers who pay family sustaining wages and offer competitive benefits
- Participants will have **42 hours** of paid professional development over the course of **3 months**
- Each participant will receive a community mentor and a 'Buddy' at their place of employment
- Participants will be WIOA eligible

Commitment to DEI



- The OPT-IN program serves a majority of BIPOC individuals, last year's cohort being **73% BIPOC**. Young women are also introduced to careers in STEM, with last year's cohort being **42% female**.
- Offering interpretation in **Spanish and ASL** for parents who indicate a need.
- We work with **Vocational Rehabilitation** to connect interns who have disabilities of any kind to free services which allow them to achieve career success and independence.
- Through the J.E.T. program, we are able to offer connections to **GED and adult learner programs** with WPCC.





Goals and Outcomes



Decrease the number of Opportunity Youth in Burke county from **22% to 20% by December of 2024.**



Serve **25 participants** through the J.E.T. program from **October 2023-December 2024.**



We will work to expand OPT-IN programming by increasing the number of participants served from **52 to 75 by the end of June 2025.**



We will strive to create a positive economic impact by ensuring that each participant **increases their economic worth by at least \$2/hour**, measured by their hour wage and income prior to entering in the program vs. successful completion of the program.



Every participant from either program will either have **quality employment or be enrolled in a post-secondary program** by the time their program finishes



Thanks!

Do you have any questions?
sarah@workinburke.com
workinburke.com



Scan here to watch one
of our success stories!

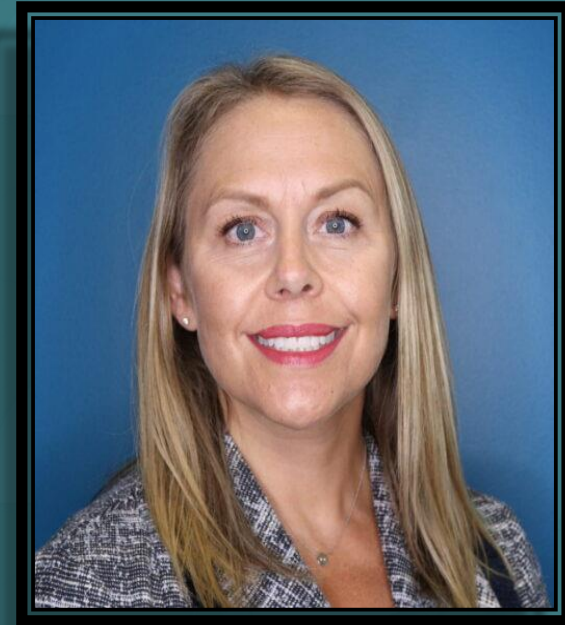
Governance and System Alignment – Chris Egan

Talent First Economics Taskforce

NCWORKS
COMMISSION

Sarah Hall
Director

NCSU Institute for Emerging Issues



2023 Talent First Economics Recommendations Report

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NC STATE UNIVERSITY

Institute for
Emerging Issues

Update: Removing Barriers for Underrepresented Workers

Sarah Hall

Director

Institute for Emerging Issues

First in Talent



Talent First Economics



Goals, Strategies, and Tactics for the New Economic Landscape



Connect the Underrepresented

Disability/
Neurodiversity

Families with
Young Children



Opportunity Youth
(16-24 yo)

Transitioning
Military & Their
Families

Justice-Involved

Task Force on Talent First Economics

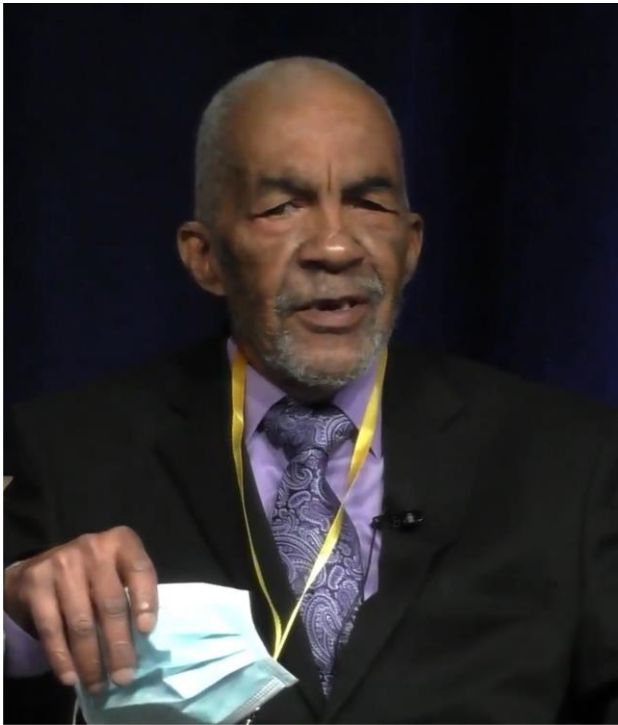


Task Force on Talent First Economics



Connect the Underrepresented

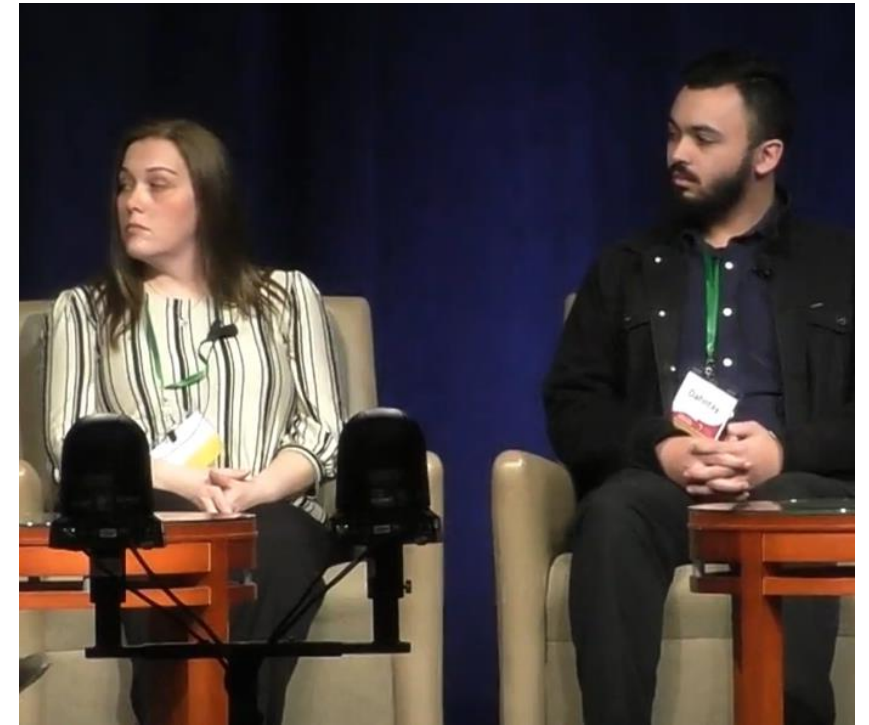
Older Adults



Bilingual/Bicultural



Rural



Task Force Report

18 Recommendations

56 Tactics



Cross-Cutting Recommendations

- Make resources more accessible and relevant
- Create comprehensive career pathways that meet the needs of businesses and underrepresented groups
- Revise job postings to reach a greater applicant pool - emphasize skills needed and ensure it's easy to review and complete
- Invest in the workforce behind the workforce
- Create new funding models that make it easier for service providers to meet the unique needs of underrepresented populations
- Create opportunities for peer-peer learning among employers, workforce developers, and service providers
- Co-locate trusted service providers with workforce services to more effectively influence the support providers to meet the needs of underrepresented individuals.

Next Steps - How the NCWorks Commission Can Help

Activity	NCWorks Commission Support
Disseminate findings	Promote the report, share it with your networks
Regional Action Planning Meetings - Fall (Buncombe/Henderson, Triad, Cape Fear, Mid-East)	Participate, provide thought partnership and be a resource
Move the needle in three areas: <ul style="list-style-type: none">• Increase # of Community Health Workers with skills in workforce development,• Increase # of career centers “braiding” funding, and• Identify the federal, state and local workforce/wrap- around services for transitioning military/families	Provide ideas, connections, education and advocacy.

Questions?

Sarah Hall

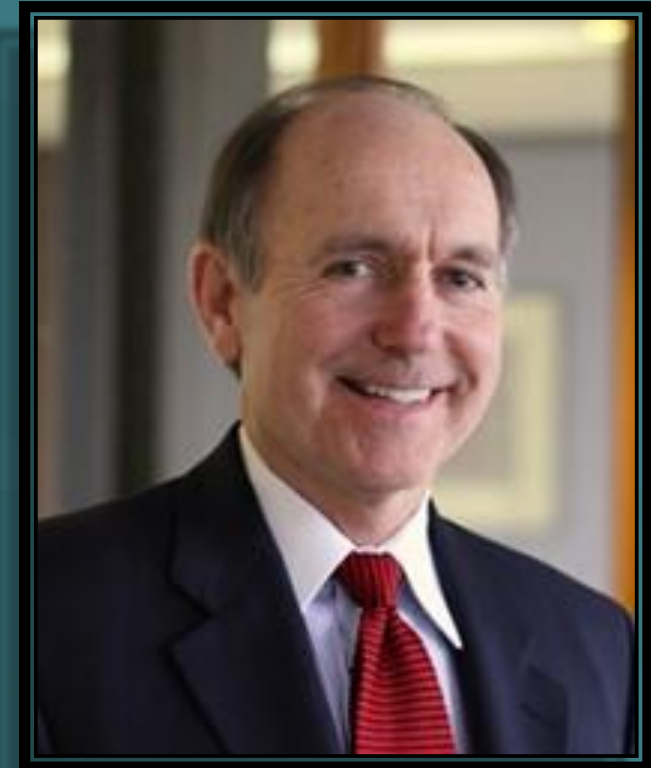
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Closing Remarks

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Tom Rabon, Chair NCWorks Commission



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2023

- **November 8, 2023 – Western Carolina University**

2024

- **February 14, 2024 – McKimmon Center (Raleigh, NC)**
- **May 8, 2024 – TBD**
- **August 14, 2024 – TBD**
- **November 13, 2024 – McKimmon Center (Raleigh, NC)**



SAVE THE DATE
October 11 – 13, 2023

Please join us for the
2023 NCWorks Partnership Conference
Intentional Inclusion: Opportunities for All

Do you plan to attend? Please contact James Bain for details.

Koury Convention Center | Sheraton Four Seasons | Greensboro, NC

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