



December 2, 2015



*Developing the Workforce Innovation
and Opportunity Act Unified State
Plan*



The Opportunity Act

- Workforce Innovation & Opportunity Act replaces Workforce Investment Act of 1998
- Passed the US Senate 95-3; House of Representatives 415-6
- NC 5th District Representative Virginia Fox has major role
- July 22, 2014, the Opportunity Act was signed by President Obama
- Initial elements of the Opportunity Act took effect on July 1, 2015
- Full implementation of the Opportunity Act Unified State Plans takes effect on July 1, 2016



Federal Guidance and NC Goals & Strategies



Opportunity to be Intentionally Better

- Alignment in Job Training
- Integrated Service Delivery
- Improved Efficiency
- Job-Driven System
- Sector Strategies
- Career Pathways



Opportunity Act Core Programs

- Title I – Youth, Adult, & Dislocated Worker Activities
- Title II – Adult Education & Literacy Activities
- Title III – Wagner-Peyser Employment Services
- Title IV – Vocational Rehabilitation Services

Unifying Partners

- WIOA core program partners form Cross-Agency Steering Council and Workgroups to develop Unified State Plan
- Strategic and operational components, consistent with NCWorks Commission Strategic Plan
- *NC Department of Commerce*
- *NC Community College System*
- *NC Department of Health & Human Services*
- *NCWorks Commission*
- *Office of Governor*

Steering Council

- Barbara Boyce, Associate Vice President, NC Community College System
- Brenda Savage, Chief of Planning & Policy Development DWS
- Catherine Moga Bryant, Deputy Assistant Secretary of Workforce Solutions
- Claudia Horn, Sr. Director of Employment Services, DHHS
- Danny Giddens, Director of Field Operations DWS
- Lisa Chapman, Senior Vice President, NC Community College System
- Phil Protz, Chief of Program Policy, VR, DHHS
- Will Collins, Assistant Secretary of Workforce Solutions

Drafting Workgroups



- The Steering Council designated **eight** workgroups tailored to plan components and staffed each with membership representing all three core agencies:
 - *Commerce*
 - *Community Colleges*
 - *DHHS*

Alignment & Coordination

Economic & Workforce System Data & Analysis

Services to Youth

Services to Persons w/ Barriers to Employment

Core Programs Operations

Systems & Policies

IT/Data Integration

Summit Planning

Stakeholder Engagement

Events to educate and gather input on writing Unified State Plan and implementing core themes of the Opportunity Act

- **Statewide Summit** – *Durham 07/31*
- **Eastern Summit** – *Greenville 08/06*
- **Western Summit** – *Lenoir 08/11*
- **Central Summit** – *Greensboro 08/19*
- **NCWorks Partnership Conference** – *Greensboro, 10/28-10/30*



Unified State Plan Timeline

Review/Approval

Drafting

- **October 2015**
Workgroups began submitting section drafts to Steering Council
- **November 2015**
Steering Council finalizes unified draft plan
- **December 2, 2015**
NCWorks Commission plan introduction & status update
- **December 2015**
Draft plan provided to Governor's Office for feedback

Review

- **January 2016** Public
Public Comment Period
- **December 2015-February 2016**
NCWorks Commission reviews completed draft plan
- **January 22, 2016**
Federal agencies publish final rules to implement WIOA
- **February 17, 2016**
NCWorks Commission recommends final State Plan to Governor for approval and signature

Submission

- **March 3 2016**
Governor submits final Unified State Plan to Federal agencies
- **July 1, 2016**
Program Year 2016 begins under State Unified Four Year Plan and Regional and Local Area Four Year Plans



Status of NC Unified State Plan



- All workgroups have submitted assigned draft components to Steering Council
- Steering Council is synthesizing content, finalizing draft, and preparing to submit to the NCWorks Commission



Economic & Workforce Analysis



5 Trends in NC's Economy

Economy's Expanding

Shift in Industry Composition

Changing Participation in the Labor Force

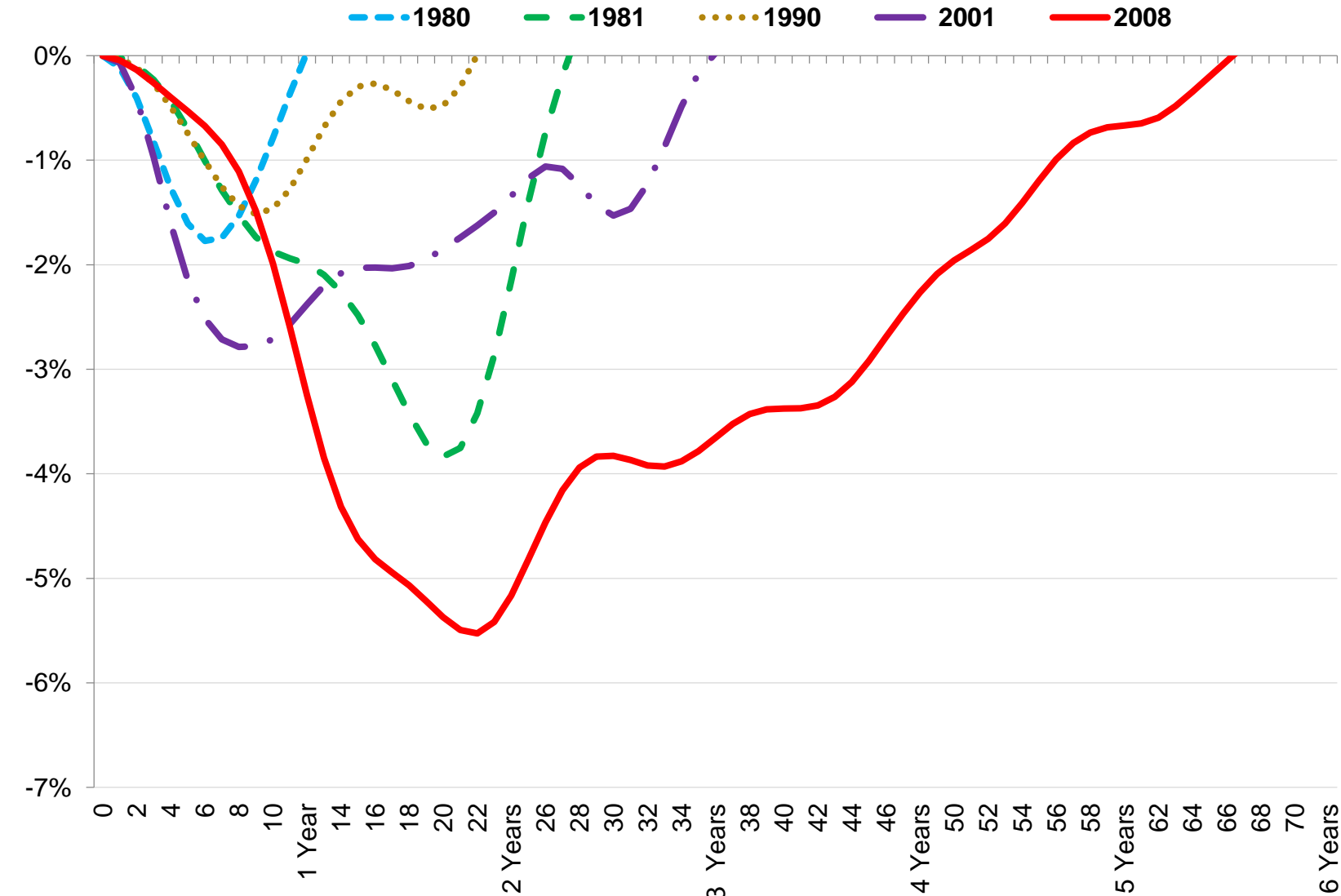
New Demands of the Workforce

Worker – Employer Mismatch



Basic Economic Conditions

Monthly Change in Employed from Start of Each Recession

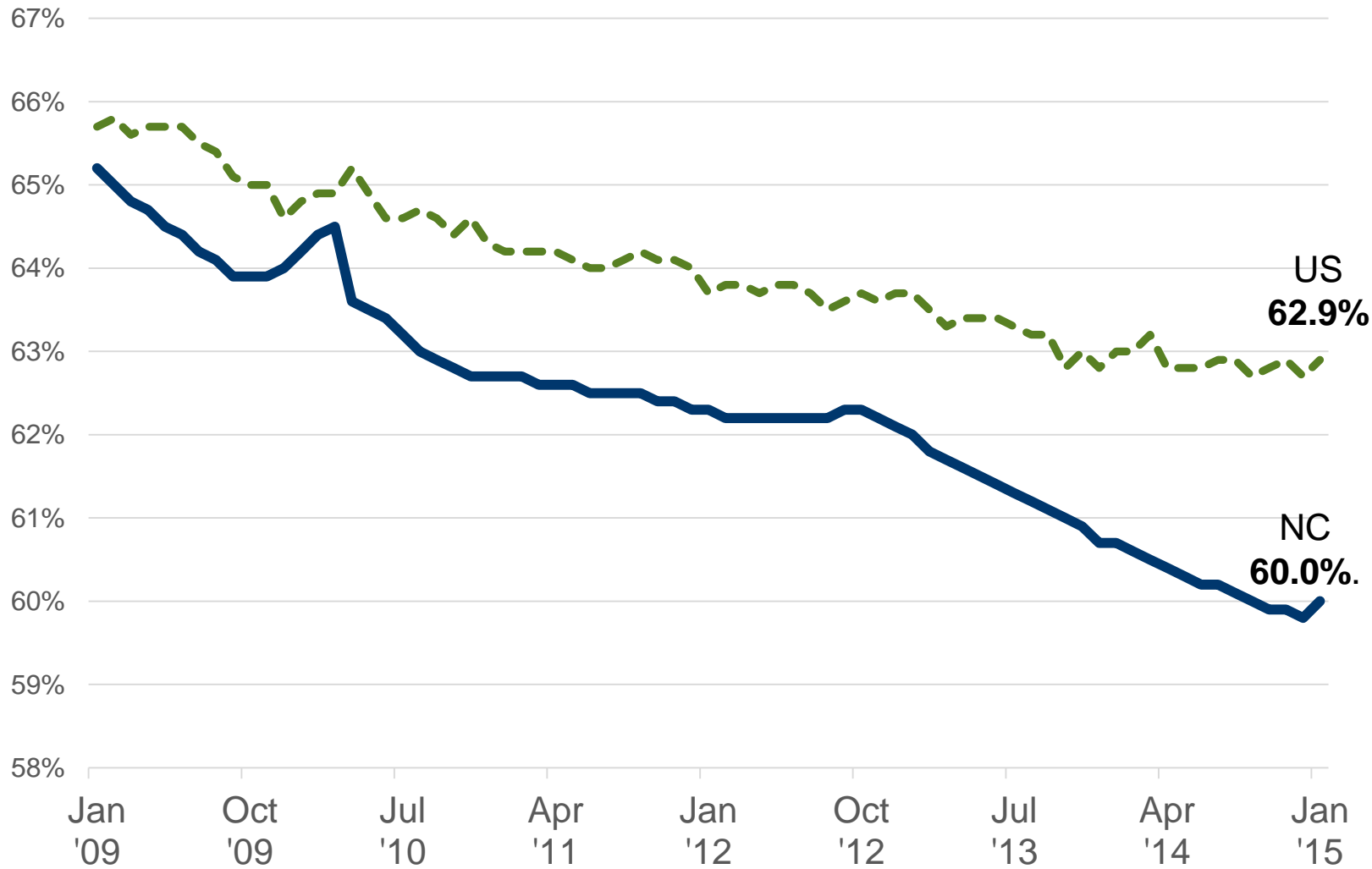


- Unemployment Rate Down 6.0 percentage pts from Jan 2010-15
- More Employed Residents 318,500 more jobs, Jan 2010-2015
- Jobs Up 361,00 more jobs, Jan 2010-2015
- Unemployment Rate Not Yet Back from Pre-Recession 5.3%, Jan 2015 vs 4.7%, Jan 2007



Labor Force

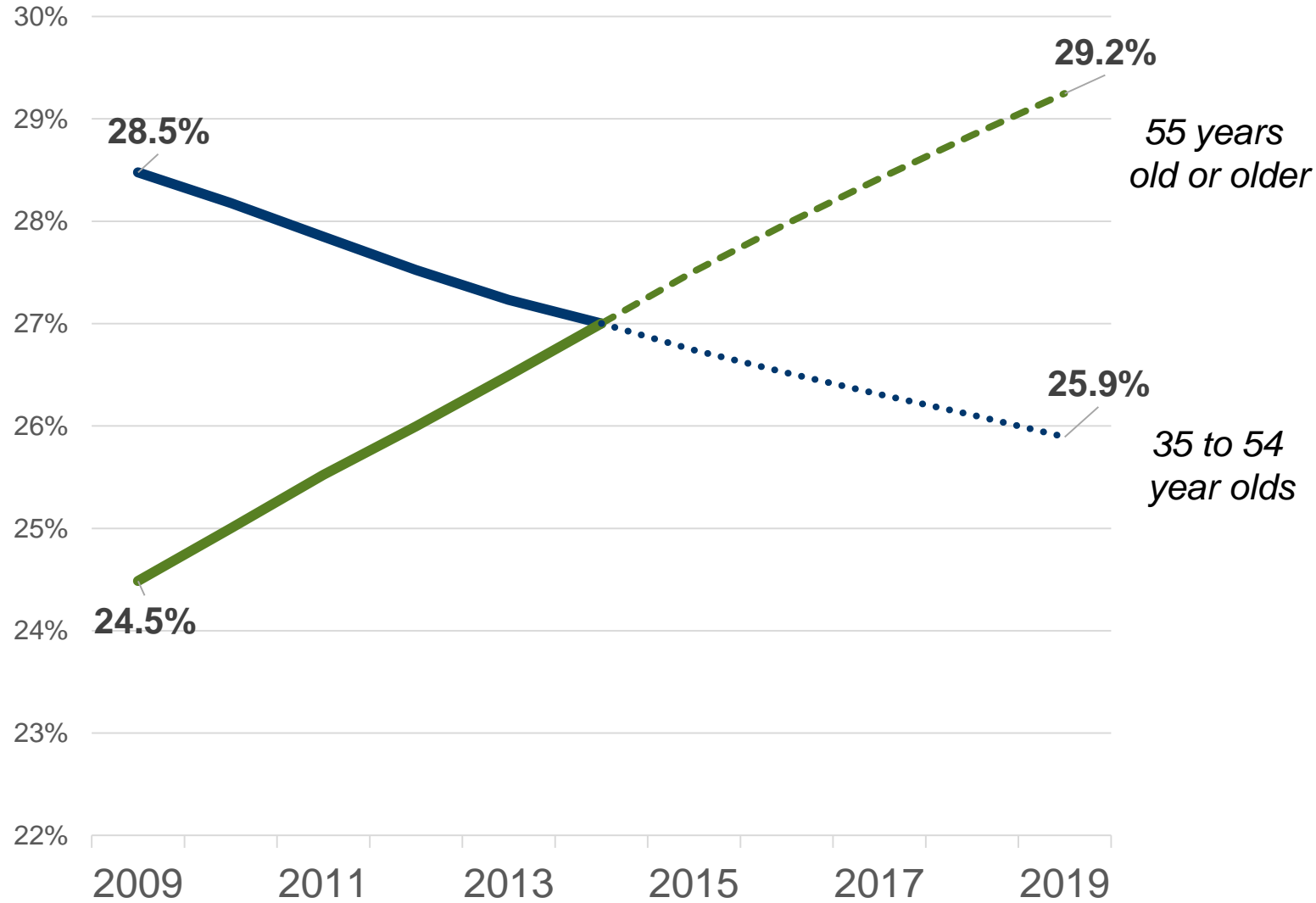
Declining Participation Rates



- NC's dropped 5.2 pts
 - Nearly 2x US decline
- NC Peaked in 1989



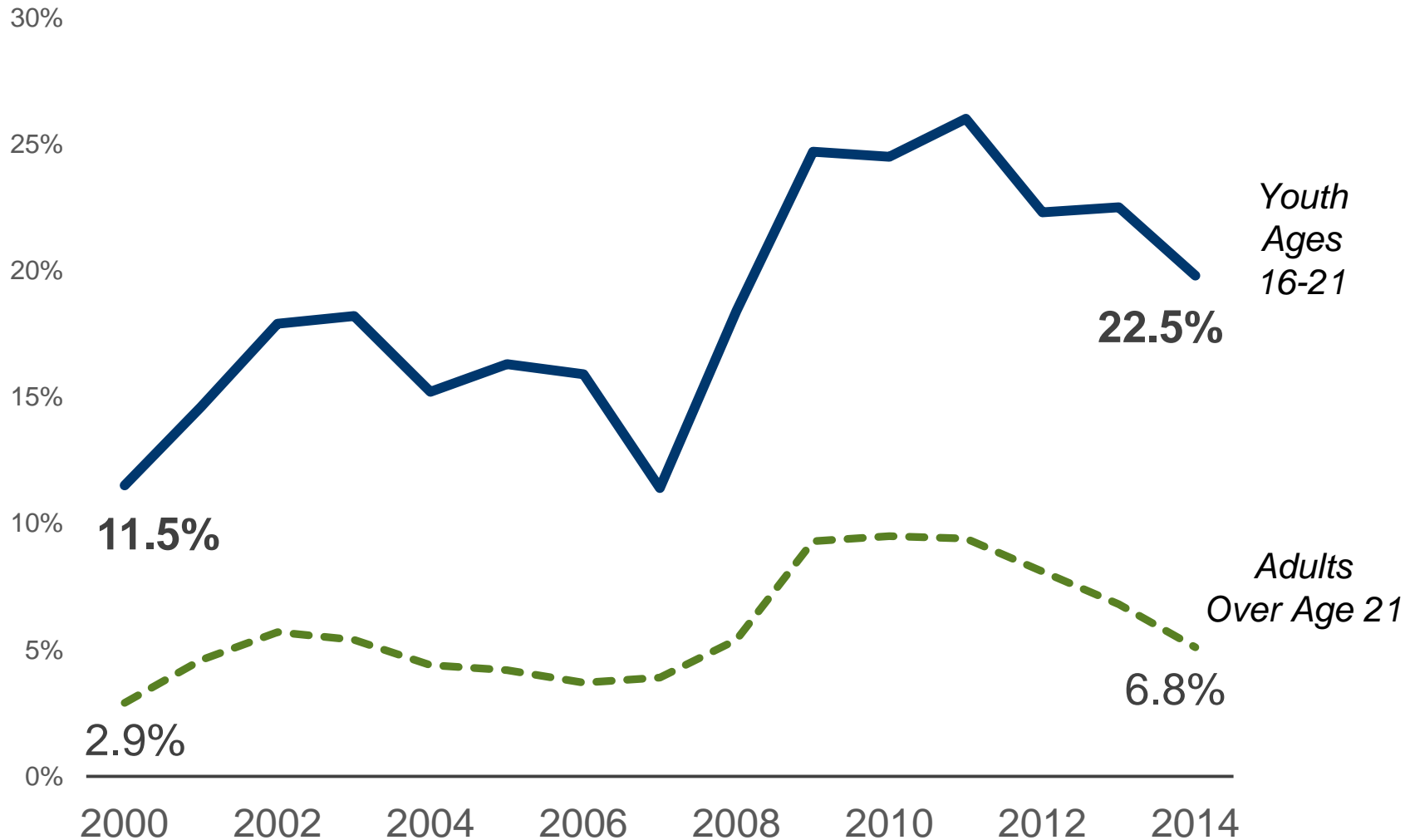
Causes Found in Demographics



- Retirees
- Youth Choosing School over Work
 - High School & College



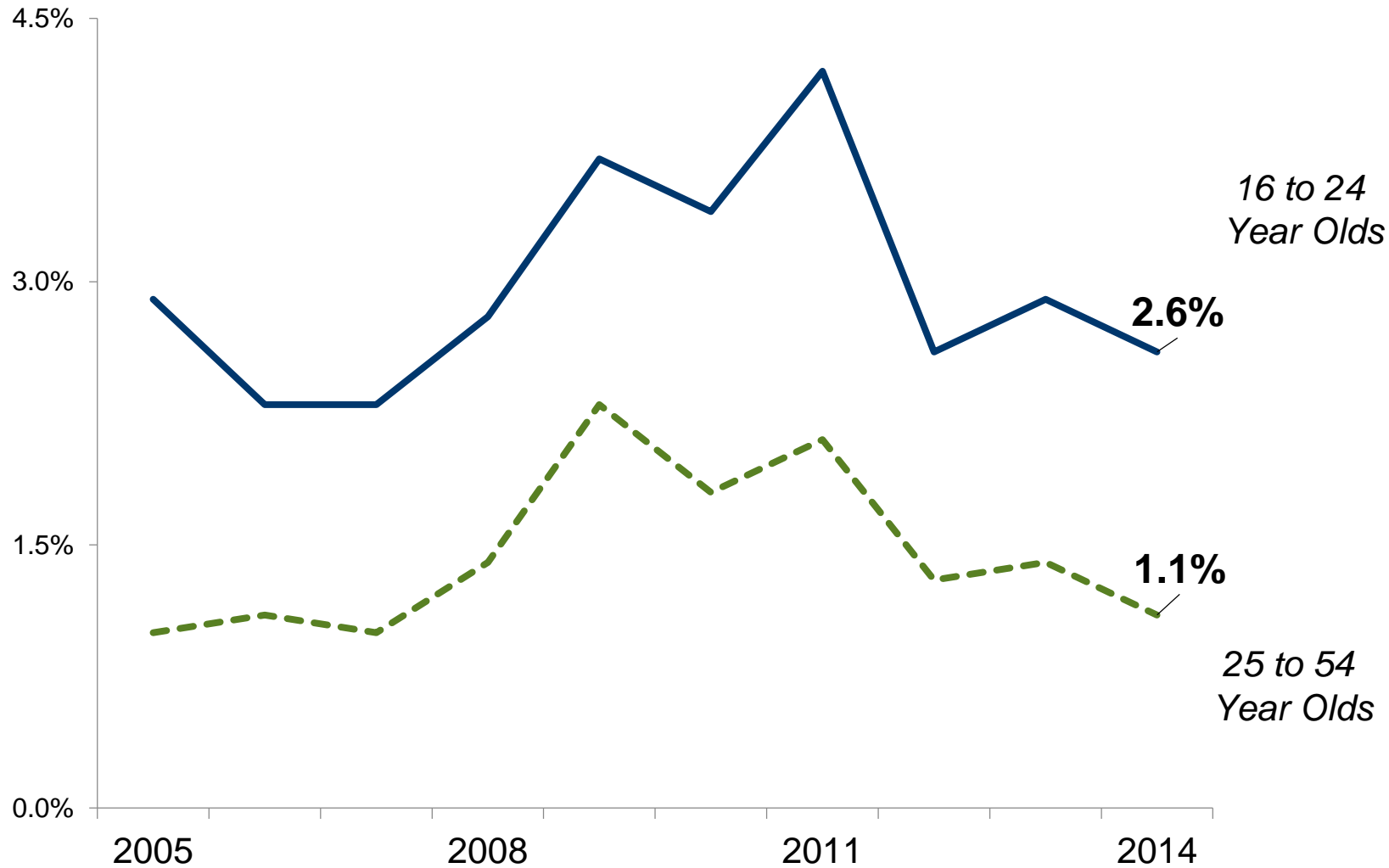
Youth Unemployment Still Up



- Youth obtain jobs at similar rate to adults



High Job Separation Rate



- Nearly 2x rate of adults
- *Could youth make better career decisions early on?*
- *Could youth be better informed or prepared about work?*

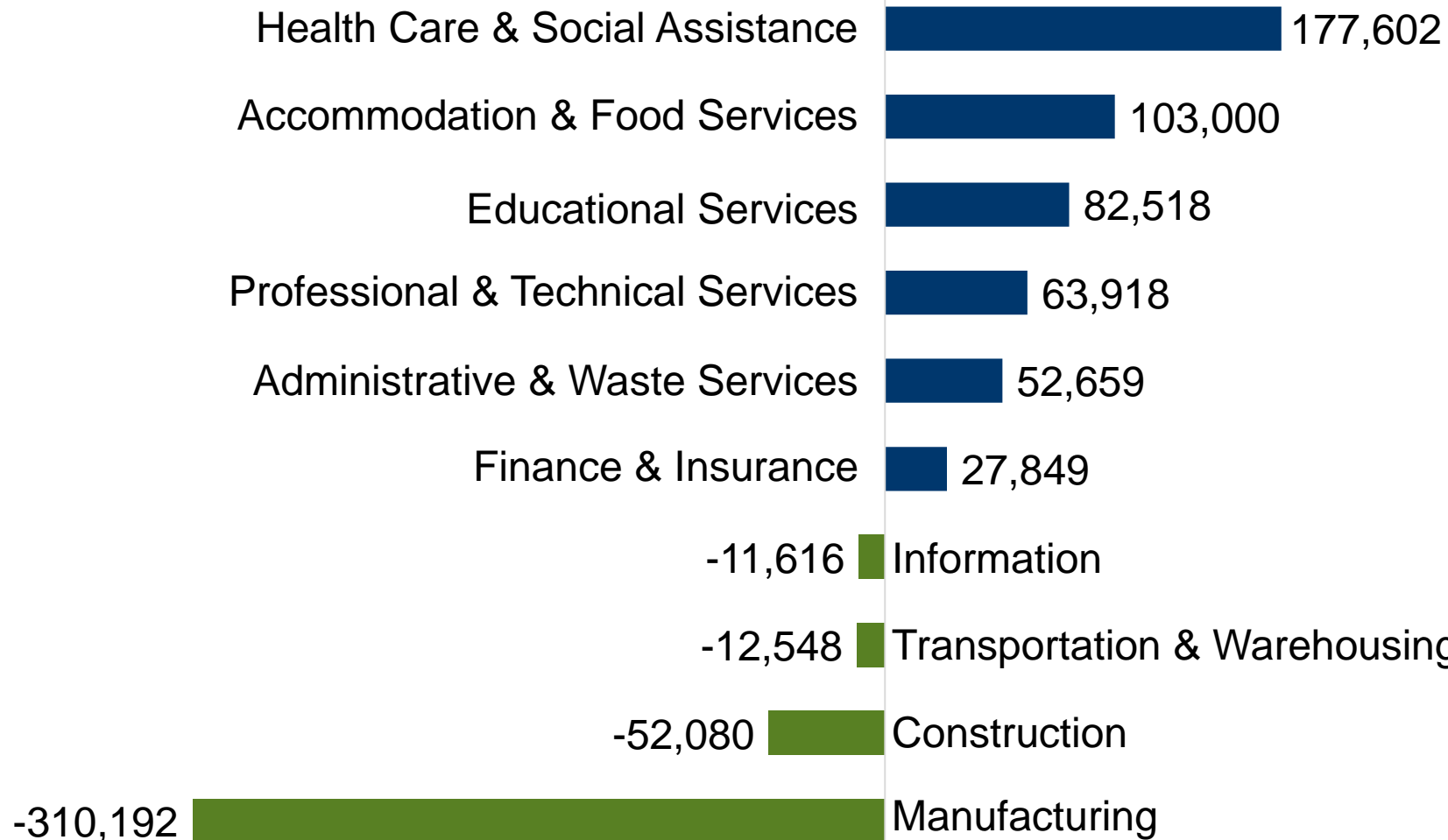


Industry Employment Changes

2000-2014

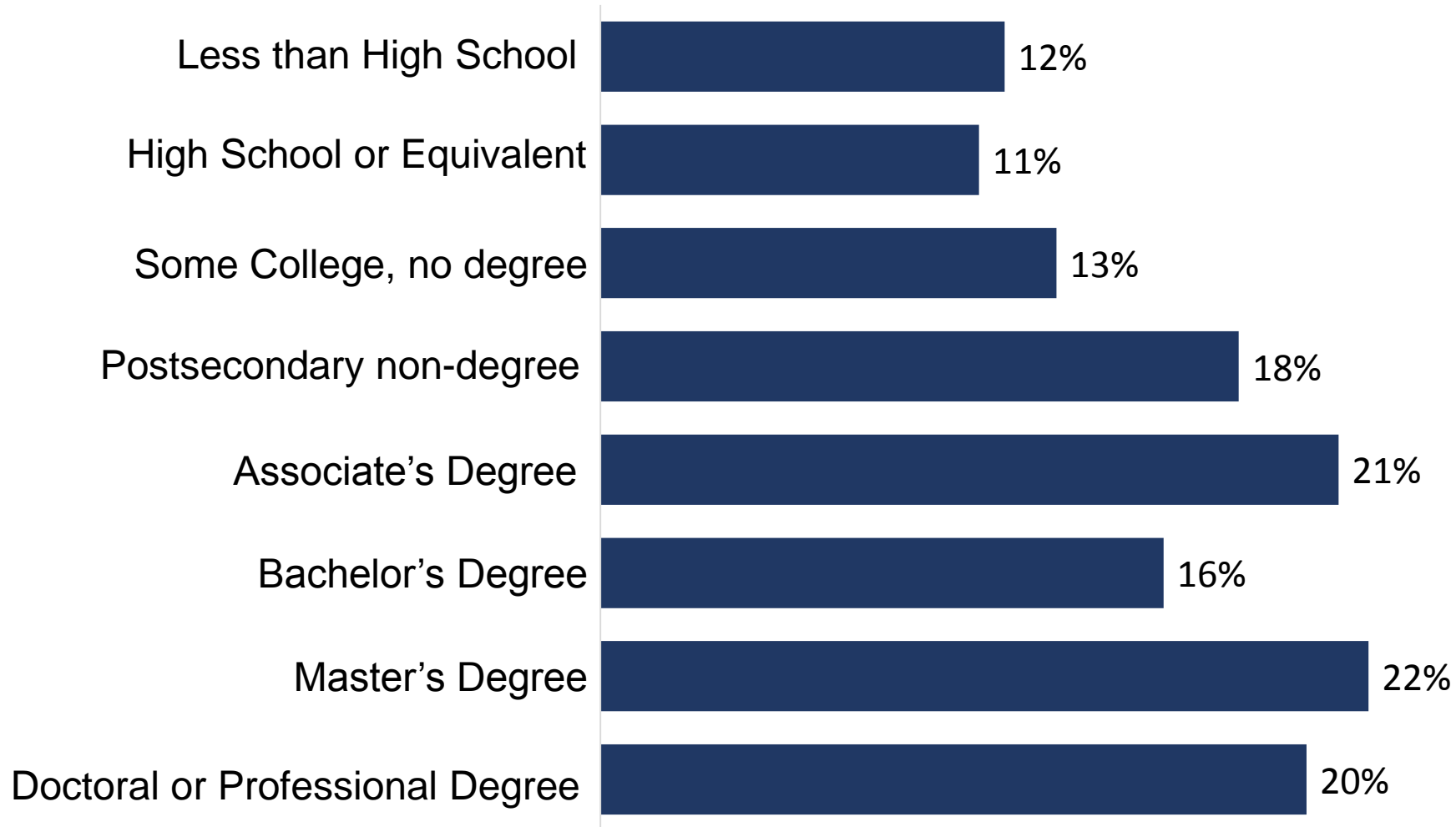


Goods-Producing
to
Service-Delivering



Occupational Growth Projections

2012-2022 Projections by Minimum Educational Attainment



Occupations
requiring
Post-Secondary ed.
growing faster

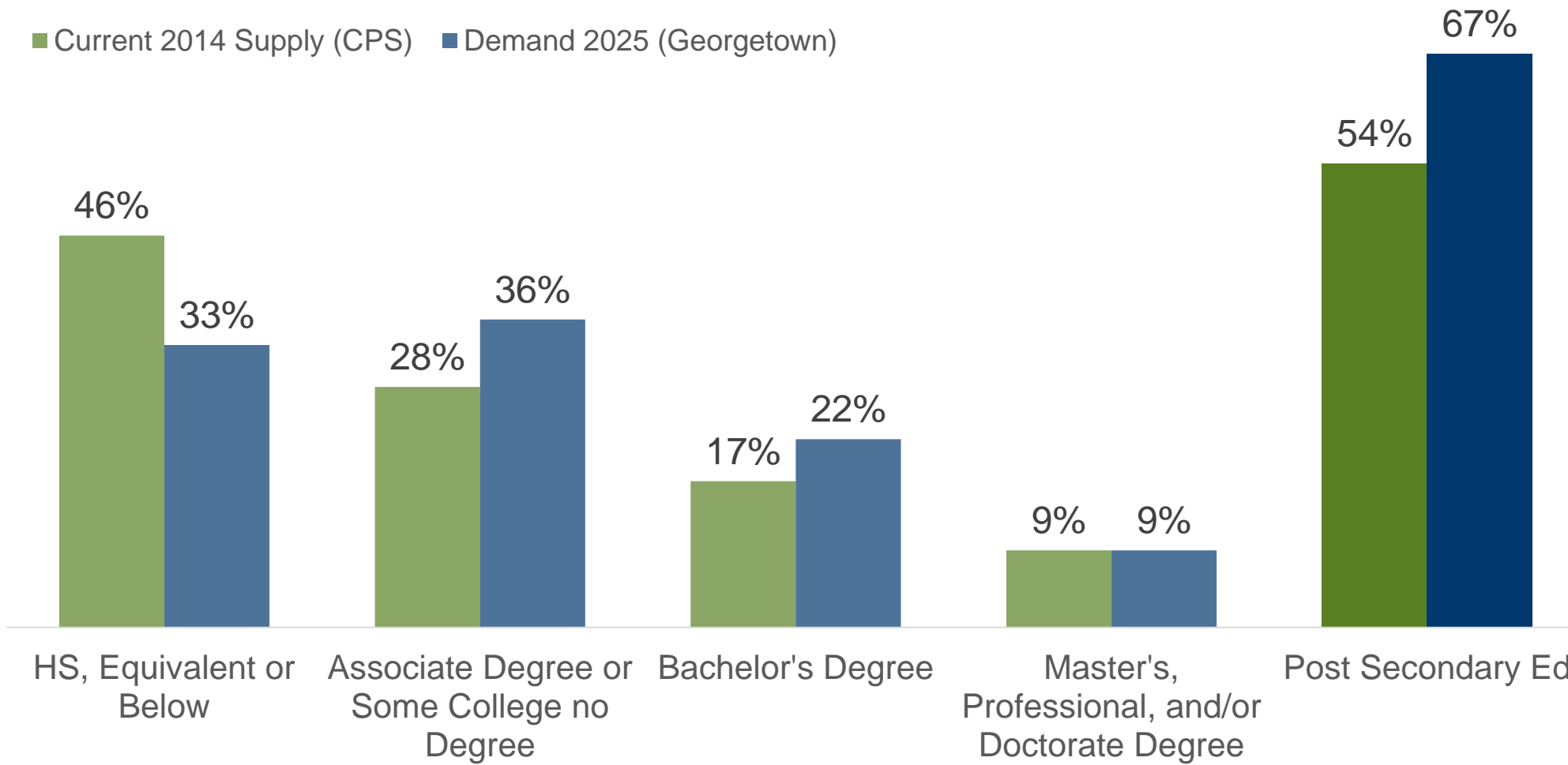


Educational Supply vs Demand

2014's Working Age Supply vs 2025's Occupational Demand



■ Current 2014 Supply (CPS) ■ Demand 2025 (Georgetown)

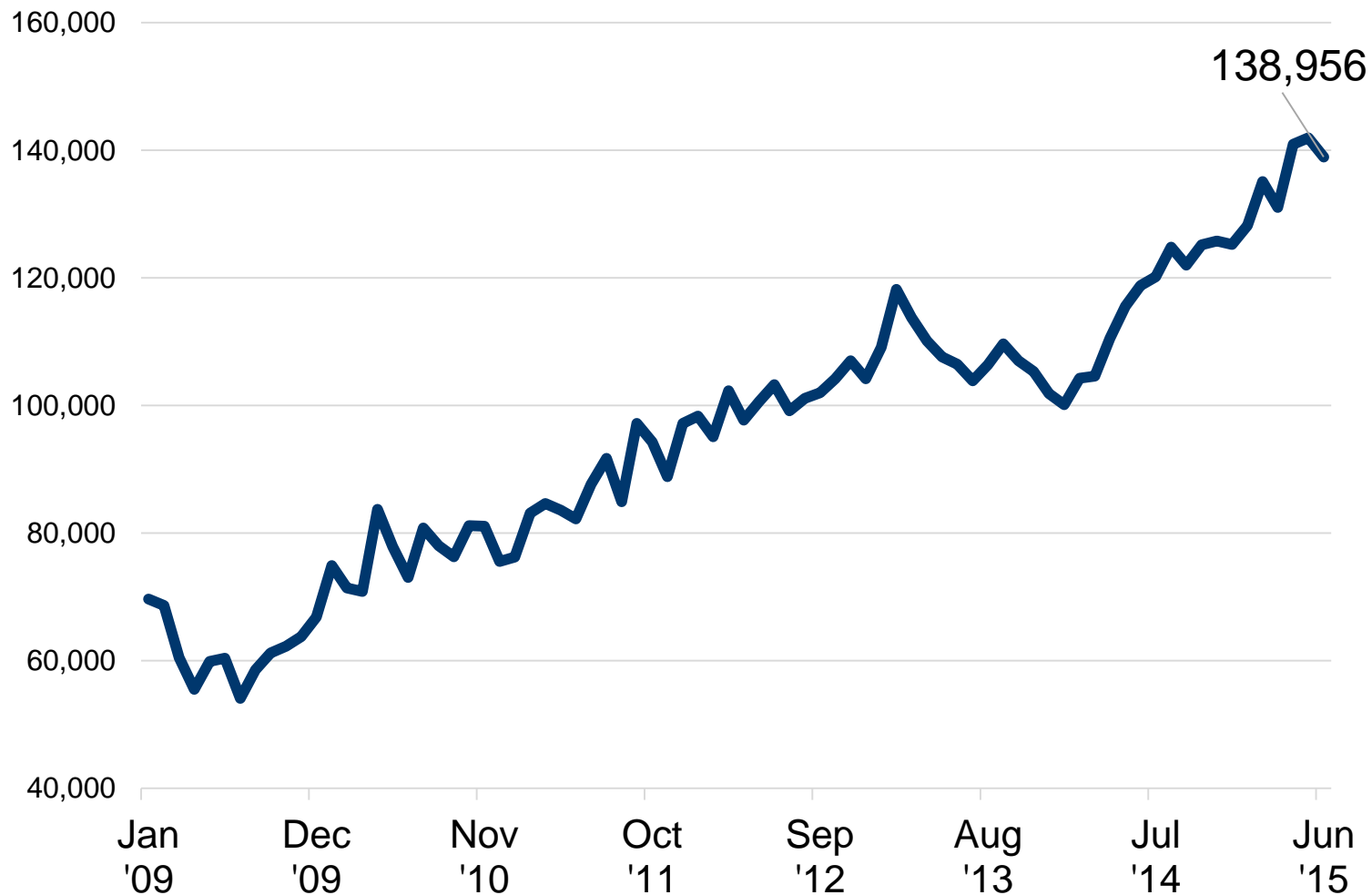


NC's workforce will need more education for 2025's demands



Job Openings Peaking

Unemployment Rate Still High



Signs of a Mismatch

According to 2014 Employer Needs Survey:

- 44% of Employers had difficulty filling at least one position
- At least 40% of those cited workers' lack of
 - Work Experience
 - Education Credentials or
 - Technical Skills





Strategic Elements





Vision

To grow the North Carolina economy by strengthening the state's workforce and connecting employers to skilled, high quality employees.

“...Through the NCWorks initiative, partners create a stronger alignment of services and resources to meet the workforce needs of businesses, connect North Carolinians to career and technical training and quality employment, provide the appropriate supports for populations with barriers to employment, and use data to monitor and assess program outcomes.”



Goals

- Create an integrated, seamless, and customer-centered workforce system
- Create a workforce system that is responsive to the changing needs of the economy
- Prepare workers to succeed in the North Carolina economy and continuously improve their skills
- Use data to drive strategies and ensure accountability

Strategies

Strategies for the Unified State Plan were developed using the NCWorks Commission's Strategic Plan, as well as strategic plans from the NC Department of Health and Human Services and the North Carolina Community College System.

State Strategy Implementation

The Unified State Plan describes how:

- NC will fund core program activities to implement the plan, including how such activities will be aligned across core programs and partner programs;
- Activities will achieve alignment & coordination NCWorks Career Centers, partners outside the plan, and activities such as Registered Apprenticeship, Career Technical Education, and human services programs such as Temporary Assistance to Needy Families (TANF);
- will coordinate activities and resources to provide comprehensive, high quality, customer-centered services to Job Seekers, including those with barriers to employment;
- will coordinate activities and resources to provide high quality, comprehensive services to employers to meet their current workforce needs;

State Strategy Implementation

The Unified State Plan describes how:

- Strategies will engage the State's education providers as partners in the workforce development system to enhance NC's job-driven education and training system;
- NC will leverage resources to increase educational access
- NC will improve access to Post-Secondary credentials, such as Registered Apprenticeship certificates
- NC workforce system will coordinate with Economic Development strategies

From the Plan Draft:

“Core programs will also align with the state's goal of creating an integrated, seamless, and customer-centered workforce system through three specific strategies. Adult Education and Literacy programs will provide services that lead to further education, training, and employment. These programs will provide opportunities for adult learners through the provision of career pathways. These pathways will be customized at the local level and build on the Commission's framework and community college flexibility in curriculum and continuing education options.”



State Strategy Implementation

From the Plan Draft:

“Core programs will also align with the state's goal of creating an integrated, seamless, and customer-centered workforce system through three specific strategies. Adult Education and Literacy programs will provide services that lead to further education, training, and employment. These programs will provide opportunities for adult learners through the provision of career pathways. These pathways will be customized at the local level and build on the Commission's framework and community college flexibility in curriculum and continuing education options.”

State Strategy Implementation

From the Plan Draft:

“Programs will align with the state's goal of preparing workers to succeed in the NC economy and continuously improve their skills through three specific strategies. First, programs will provide transition programming to employment and/or career enhancement. Second, programs will develop career pathways at all skills levels. Third, programs will enhance services to English Language learners, out-of-school youth, individuals with disabilities, and incarcerated individuals.”

Operating Systems & Policies

The Unified State Plan includes descriptions of NC's operating systems and policies that will support implementation of the plan's Strategic Elements, including:

- Systems that support coordinated implementation, such that facilitate comprehensive data-collection
- State policies that will support integration, such as co-enrollment and common intake procedures across partner services
- A review of the NCWorks Commission and activities to assist the Commission to effectively carry out its mission

From the Plan Draft:

“The Common Follow-up System provides the mechanism for carrying out longitudinal analyses that can be utilized to develop measures of program performance. These measures will provide critical information that can be used in the assessment of program effectiveness.”



Operating Systems & Policies

- Methods for the Assessment of Core Programs; Assessment of One-Stop Partner Programs; and Previous Assessment results describing the effectiveness of core programs and partner programs
- Distribution of Funds for Core Programs; Title I, Title II, and Title IV
- Plans for Data Alignment & Integration; Assessing Participants' Post-Program Success; Use of Unemployment Insurance Wage Records Data; and Privacy Safeguards

From the Plan Draft:

“Common referral process for all agencies. One process used by all workforce partners when referring customers throughout the system.”

Operating Systems & Policies

- How NC will monitor priority of service provisions for Veterans in accordance with the Jobs for Veterans Act
- How the One-Stop delivery system will comply with applicable provisions of the Americans with Disabilities Act of 1990

From the Plan Draft:

“In order to properly monitor the priority of service provisions for veterans in accordance with the requirements of the Jobs for Veterans Act, which applies to all employment and training programs funded in whole or in part by the Department of Labor, NC will establish a common referral process for veterans determined to have a significant barriers to employment to receive services from the Jobs for Veterans State Grants (JVSG) program’s Disabled Veterans’ Outreach Program (DVOP) specialist.”



Titles I & III
Program Elements



NC Department of Commerce *Division of Workforce Solutions*



Workforce Innovation & Opportunity Act: Titles I and III

Connecting Talent to Jobs

through

Employer Engagement

Talent Identification and Development

at

NCWorks Career Centers and through NCWorks Online



Opportunity Act Title I

Services for Adults, Youth, and Dislocated Workers

- Meet with job seekers
- Assess skills
- Provide information on high demand jobs
- Plan a career
- Develop skills (training and/or work-based learning)
- Refer to other support services



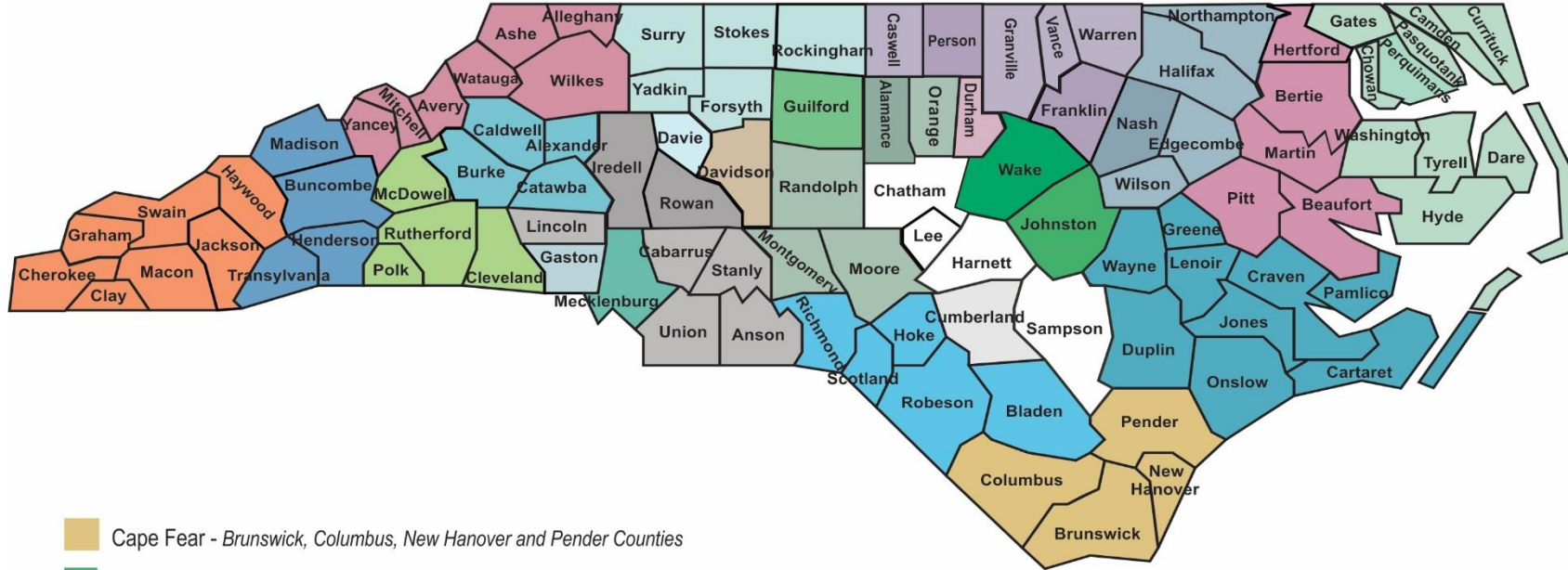
Local Service Delivery Structure

Division provides oversight and funding to the 23 Workforce Development Boards across the state

- Private sector majority membership
- Service areas are single county and multi-county areas
- Oversees NCWorks Career Centers and local services to customers
- Most of the \$83 million Title 1 funding goes to local boards
- Served over 134K customers last year



North Carolina Workforce Development Board Areas



■ Cape Fear - Brunswick, Columbus, New Hanover and Pender Counties

■ Capital Area - Johnston and Wake Counties

■ Centralina - Anson, Cabarrus, Iredell, Lincoln, Rowan, Stanly and Union Counties

■ Charlotte/Mecklenburg - Mecklenburg County

■ Cumberland County - Cumberland County

■ DavidsonWorks - Davidson County

■ Durham - Durham County

■ Eastern Carolina - Carteret, Craven, Duplin, Greene, Jones, Lenoir, Onslow, Pamlico and Wayne Counties

■ Gaston County - Gaston County

■ Greensboro/High Point/Guilford County - Guilford County

■ High Country Workforce Development Consortium - Alleghany, Ashe, Avery, Mitchell, Watauga, Wilkes and Yancey Counties

■ Kerr-Tar - Caswell, Franklin, Granville, Person, Vance and Warren Counties

■ Mountain Local Area - Buncombe, Henderson, Madison and Transylvania Counties

■ Lumber River - Bladen, Hoke, Richmond, Robeson and Scotland Counties

■ Northeastern - Camden, Chowan, Currituck, Dare, Gates, Hyde, Pasquotank, Perquimans, Tyrrell and Washington Counties

■ Northwest Piedmont - Davie, Forsyth, Rockingham, Stokes, Surry and Yadkin Counties

■ Region C - Cleveland, McDowell, Polk and Rutherford Counties

■ Region Q - Beaufort, Bertie, Hertford, Martin and Pitt Counties

■ Regional Partnership - Alamance, Montgomery, Moore, Orange and Randolph Counties

■ Triangle South - Chatham, Harnett, Lee and Sampson Counties

■ Turning Point - Edgecombe, Halifax, Nash, Northampton and Wilson Counties

■ Southwestern - Cherokee, Clay, Graham, Haywood, Jackson, Macon and Swain Counties

■ Western Piedmont - Alexander, Burke, Caldwell and Catawba Counties

Opportunity Act Title III

Supports services to both employers and job seekers

- Manage employer job postings in NCWorks Online
- Match qualified candidates to vacant positions
- Provides career guidance to job seekers
- Meets with all recipients of Unemployment Insurance
- Priority of service to Veterans
- \$19 million used to serve over 519K customers last year



NCWorks Career Centers

- 78 certified NCWorks Career Centers across the state
- Serves both job seekers and employers
- “One Stop” locations that provide a wide array of employment & training services
- Staffed by personnel from many different agencies
- Free services and computer access for the public
- No longer the “Unemployment Office”



NCWorks Online

NCWorks Online *Connecting Talent to Jobs*

Job Seekers
 Find a Job
 Explore Careers
 More Job Seeker Options


Employers
 Find a Candidate
 Post a Job Opening
 More Employer Options

Labor Market Analysis
 Area Profile
 Occupation Profile
 More Labor Market Analysis

Resources & Services
 More Resources & Services
 Find a NCWorks Career Center
 NC Veteran Services
 Contact Us
 Local Workforce Area Contacts
 Unemployment Insurance
 Community Services
 Youth Services

Federal Contractor Compliance Information for Employers

Username Password **Sign In**
 Not Registered? Forgot Username/Password? En Español



NCWorks Online Connecting talent to jobs

NCWorks Online is a one-stop online resource for job seekers and employers in North Carolina. Job seekers can search for jobs, create resumes, and find education and training. Employers can find candidates, post jobs, and search labor market information.

Search for a Job
 Enter a keyword and/or city or ZIP code and radius to search for jobs in your area.

manufacturing 28625 ZIP Code **Search**
 Enter City Statewide Radius Advanced Search

www.ncworks.gov

Home Sign Out Services for Individuals Services for Employers Labor Market Analysis

NCWorks Online

Welcome to My Employer Workspace Dana Martinez. This page introduces you to features available in the system, lets you customize the content you are interested in, and offers suggestions to you. Please make a selection from the items below.

My Employer Dashboard | Directory of Services | How We Can Help You

Post a Job | Recruit Talent | Analyze the Labor Market | Training Opportunities | Analyze the Job Market

To view a list of potential candidates, please select from your list of job orders below.

Available Job Orders:
 Automation Support Specialist II (Material Moving Workers, All Other) # 10305642

Candidates by job posting

Below is a list of active resumés for candidates that matched your job order criteria.

Results View: **Summary** | Detailed
 Click a column title to sort.

Name and Location	Resumé Title	Resumé Modified Date	Education	Desired Salary	Ranking	Action
DARRYL L CAMERON	Truck Driving	1/6/2015 3:52:00 PM	High School Diploma	ANY	100%	Details
...	warehouse material handler	1/14/2015 1:18:00 PM	1 Year at College or a Technical or Vocational School	ANY	100%	Details
...	Forklift_07282014	10/28/2014 9:48:00 AM	1 Year at College or a Technical or Vocational School	ANY	82%	Details
...	Material Handler	12/11/2014 2:46:00 PM	Associate's Degree	\$9.50 hourly (\$20,000 annually) or more	82%	Details
...	Material Handler 2	12/11/2014 4:15:00 PM	Associate's Degree	\$9.50 hourly (\$20,000 annually) or more	82%	Details

Helpful links to find yourself the ideal candidate...
 Candidates by job posting
 Candidates by skill set





Title II

Adult Education & Family Literacy Act



Title II: Adult Education & Family Literacy Act: Core Purpose

Adult Education

- Academic instruction and education services below the postsecondary level that increase an individual's ability to:
 - read, write, and speak in English and perform mathematics or other activities necessary for attainment of a secondary school diploma or its recognized equivalent;
 - transition to postsecondary education and training; and obtain employment.

Title II: Adult Education and Family Literacy Act: Critical Services and Activities

Assist adults to become literate and obtain the knowledge and skills for employment and economic self-sufficiency.

The Vision

- Workers and job seekers have access to basic skills instruction relevant to employment through the one-stop delivery system.
- Education is provided in the context of industry-specific needs that involve employers and is integrated with occupational skills training to achieve the best outcomes for participants.
- Programs use career pathways, integrated education and training, and workforce preparation activities as hallmarks of excellent work-relevant instruction.





Title II: Adult Education and Family Literacy Act: Critical Services and Activities

Support the educational and skill achievement of **Parents and Family Members** to participate in the educational development of their children and improve economic opportunities for families.

The Vision

- Family literacy programs provide parents and family members with foundational skills that boost their knowledge and confidence to support the educational development of, and to become **educational advocates** for their children.
- Parents and family members are able to improve their skills to achieve **readiness** for postsecondary education or training, job advancement, and economic self-sufficiency.
- Programs are designed to make sustainable improvements in the economic prospects for a family and to better enable the family to support their **children's learning needs**.





Title II: Adult Education and Family Literacy Act: Critical Services and Activities

Assist incarcerated individuals in strengthening their knowledge and skills to promote successful reentry into society.

The Vision

- Individuals who are incarcerated have **access** to educational services that prepare them for employment, economic self-sufficiency, family roles, and responsible citizenship upon their release.
- Incarcerated individuals can access adult education and literacy activities that **support post-release transition** to higher levels of education and training, as well as meaningful employment.
- Programs are designed to support incarcerated and formerly incarcerated individuals' access to life-expanding career pathways opportunities that include approaches such as dual enrollment, peer tutoring, and transitions to re-entry services designed to facilitate post-release success and **reduce recidivism**.



Adult Education and Family Literacy Act

Assist **immigrants and English learners** in improving their English and math proficiency and understanding of the rights and responsibilities of citizenship.

The Vision

- English learners have **access to services** to help them achieve competence in reading, writing, speaking, and understanding English.
- These **competencies** allow them to obtain secondary school credentials and succeed in education and training.
- Immigrants acquire an understanding of what it means to be a citizen and to participate in **civic responsibilities**.
- Programs are **designed** to provide high-quality math instruction, evidence-based English language instruction and civics education that is responsive to, and respectful of, the diversity of immigrants and English learners.



Title II: Adult Education and Family Literacy Act: Unified State Plan Highlights



Scope of Services

- Per NC General Statute 115D-1, the North Carolina Community Colleges System (NCCCS) Office is designated as the **primary lead agency** for delivering workforce development training, adult literacy training, and adult education programs in the State.
- The State Board has designated the **College and Career Readiness section** of the Programs and Student Services Division to administer the federal and state grant funds under the WIOA, Title II-Adult Education and Family Literacy Act.
- Annually, the North Carolina Community College System Office receives over \$54 million dollars in **state funds** and \$17 million dollars in **federal funds** for adult education and literacy activities in the state.
- Currently, there are **77 providers**--- 58 community colleges and 19 community-based organizations.
- In the 2014-2015 Program Year, **77,092 students** were served



Title II: Adult Education and Family Literacy Act: Unified State Plan Highlights

Alignment of Content Standards

- North Carolina has **already met** the requirement to align its content standards for adult education with NC Department of Public Instructions' state-adopted content standards.
- The North Carolina Adult Education Content Standards (NCAECS) are defined statements of the knowledge, skills, and other understandings that guide curriculum in order for students to achieve high levels of competency in **reading, writing, speaking & listening, technology, and math**.
- The standards are housed on the Adult Basic Skills Professional Development (ABSPD) **website**: <http://www.abspd.appstate.edu>.



Title II: Adult Education and Family Literacy Act: Unified State Plan Highlights



New Requirements

- Integrated Education & Training
- Workforce Preparation Activities
- Integrated English Literacy & Civics Education

Proposed activities to implement the new requirements:

- Expand the Framework of Basic Skills Plus
- Develop Career Pathways and Transition Models
- Disseminate Best Practices
- Enhance Partnership with NCCCS Human Resources Development Program
- Increase Services to Youth
- Engage Employers
- Enhance Accountability



Title II: Adult Education and Family Literacy Act: Unified State Plan Highlights



State Leadership Activities

Required Activities

1. **Alignment** with core programs at NCWorks Career Centers.
2. Operation of **high quality** professional development programs:
 - Development and dissemination of instructional and **programmatic** practices
 - The role of **eligible providers** as a required partner in NCWorks Career Centers
 - Assistance in the use of **technology**.
3. Provision of **technical assistance** to eligible providers.
4. Monitoring, evaluation, and **dissemination** of information.

Permissible Activities

- Development of **content and models** for integrated education and training and career pathways.
- Development and implementation of programs for **adult learners with learning disabilities** or English language learners, which may include new and promising assessment tools.



Title II: Adult Education and Family Literacy Act: Unified State Plan Highlights

Funding Eligible Providers

- The North Carolina Community College System (NCCCS) Office will make available competitive, multiyear grants or contracts to eligible providers within the State to develop, implement, and improve adult education and literacy activities in North Carolina.
- There will be five sections in the WIOA-AEFLA application packet: 1) Program Management, 2) Teaching and Learning, 3) Core Program Alignment, 4) Performance Accountability, and 5) Financial Considerations.
- Eligible providers must submit their application packet to its applicable local Workforce Development Boards for its review for consistency with the local plan/
- Applications will be reviewed by representatives from state and local core partners.





*Title IV: Rehabilitation Act Vocational
Rehabilitation Program Requirements*



Title IV: Vocational Rehabilitation Programs

Core Purpose & Structure

NC DEPT OF HEALTH &
HUMAN SERVICES

NC DIV VOCATIONAL REHAB
SERVICES (DVRS)

- Individuals with Physical, Deaf or Hard of Hearing, Mental, Emotional, Intellectual, Substance Abuse disabilities whose disabilities are an impediment to employment

NC DIV SERVICES FOR THE BLIND
(DSB)

- Individuals who are Blind, have Low Vision, or are Deaf-Blind whose disabilities are an impediment to employment



Title IV: Vocational Rehabilitation Programs Program Highlights



FFY 2015	DVRS	DSB
Eligible Served	51,666	3,990
Individuals with Disabilities Employed	6,315	497
Budget	\$118.7 M	\$4.8 M



Title IV: Vocational Rehabilitation Programs

Services Provided

Services Provided by Division of Vocational Rehabilitation Services and Division of Services for the BlindS include:

- Counseling and Guidance
- Diagnostic and Assessment of Abilities and Needs
- Job-Related Supports & Placement, Supported Employment
- Training in Job-related Skills
- Physical and Mental Restoration Services
- Modifications and Assistive Technology Services
- Support Services
- Orientation and Mobility Training Services
- Auxiliary Services



Title IV: Vocational Rehabilitation Programs

Unified Plan Highlights

- **Input & Recommendations**
 - State Rehabilitation Councils
 - Policy, Plan and Rules Review
 - Consumer Input & Satisfaction
 - Needs Assessments



*Title IV: Vocational Rehabilitation Programs
Unified Plan Highlights*

Cooperative Agreements

Agreements with:

- Federal, State & Local Entities
- Assistive Technology Programs
- Other Disability-Related Agencies
- Rural Development and Agriculture
- Private Non-Profit Organizations





Title IV: Vocational Rehabilitation Programs Unified State Plan Highlights

Other Memoranda of Agreement and Memoranda of Understanding

For the purpose of:

- Increasing access to services by consumers
- Referrals to and from other agencies
- Coordinating support services
- Shared training
- Sharing data
- Special Projects
- Joint Planning
- Others





Title IV: Vocational Rehabilitation Programs

Unified State Plan Highlights

Our Work

Coordination with external agencies:

- Education
 - Transition Students
 - Provision of Pre-Employment Transition Services
 - Roles, Responsibilities and Procedures
- Community Rehabilitation Programs
 - Providers of services under contract
 - Supported Employment



Title IV: Vocational Rehabilitation Programs Unified Plan Highlights



Our Work

Coordination with **Employers:**

- Dual Customer Approach
- Business Reps
- Employer Services
- OJT and Internship Services
- Transition Services for Youth



Title IV: Vocational Rehabilitation Programs

Unified Plan Highlights

Goals, Strategies, Evaluation and Reports

- Agency Goals and Strategies
- Triennial Needs Assessment Results
- Evaluation Data



An Opportunity to be Intentionally Better

In developing the NC Unified State Plan, our workforce system and all its partners are setting on a course to become Intentionally Better.

Through better understanding of the NC economy and the needs of employers and taking inventory of the assets and tools provided by the NC workforce system.

By way of a common Vision and set of Goals that emphasize alignment, coordination, and partnership.

Powered by strategies to assess and improve our programs, to increase access to education and post-secondary credentials, engage employers, and integrate protocols and policies so that every North Carolina citizen has every Opportunity to be better.





NCWorks
COMMISSION

December 2, 2015