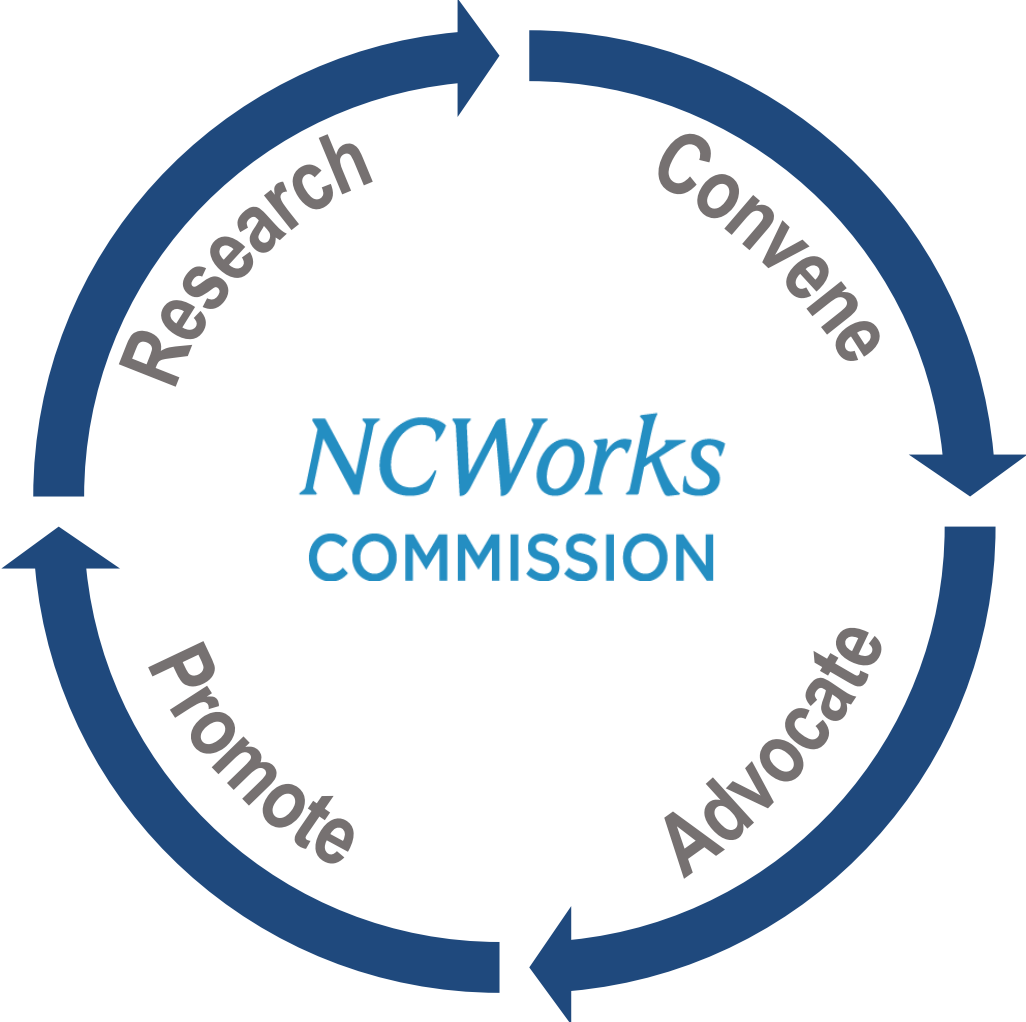


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# 2017-2019 Strategic Plan



**GOAL #1**

**ENGAGE THE BUSINESS COMMUNITY**

**GOAL #2**

**ADVANCE EDUCATION & TRAINING**

**GOAL #3**

**ALIGN THE WORKFORCE  
SYSTEM**

# 2017-2019 Strategic Plan

## Goal #1: Engage the Business Community

*Understanding employer needs is essential to developing a strong workforce.*

- Employer needs survey
- Identify regional key industries
- Promote NCWorks to businesses
- Conduct research on employability skills



# 2017-2019 Strategic Plan

## Goal #2: Advance Education and Training

*A skilled workforce results in a more prosperous economy.*

- Research training programs in high-demand industries
- Promote credential attainment
- NCWorks Career Pathways
- Examine gaps in the system
- Advocate for key education and training policies

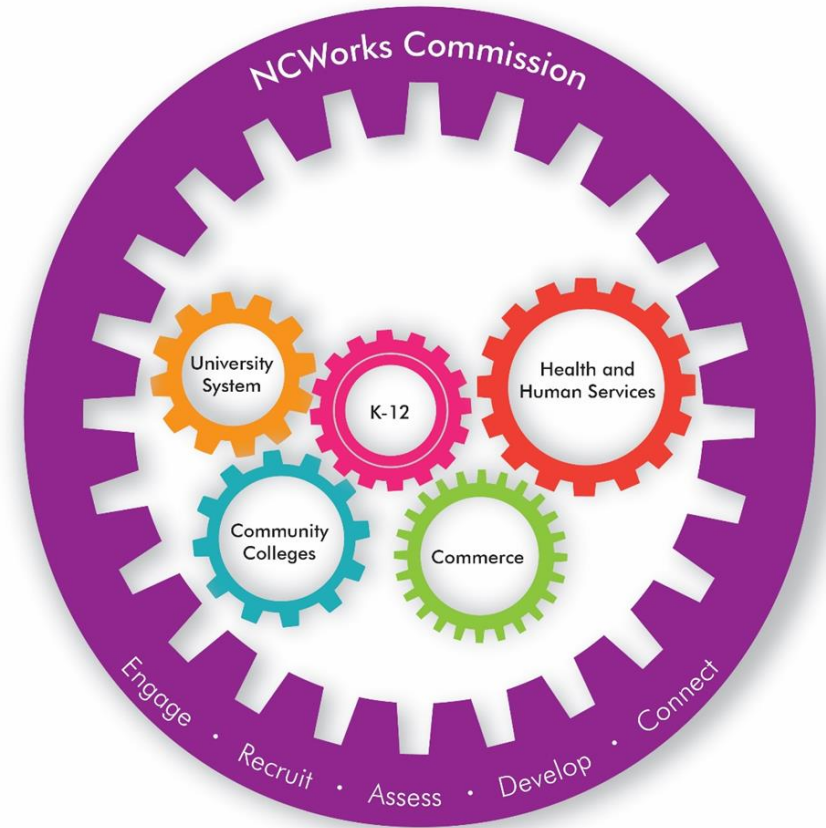


# 2017-2019 Strategic Plan

## Goal #3: Align the Workforce Development System

*An aligned system improves services to businesses and individuals.*

- Data driven improvement strategies
- Promote cross-training
- Support system alignment efforts
- Encourage partnerships with economic development

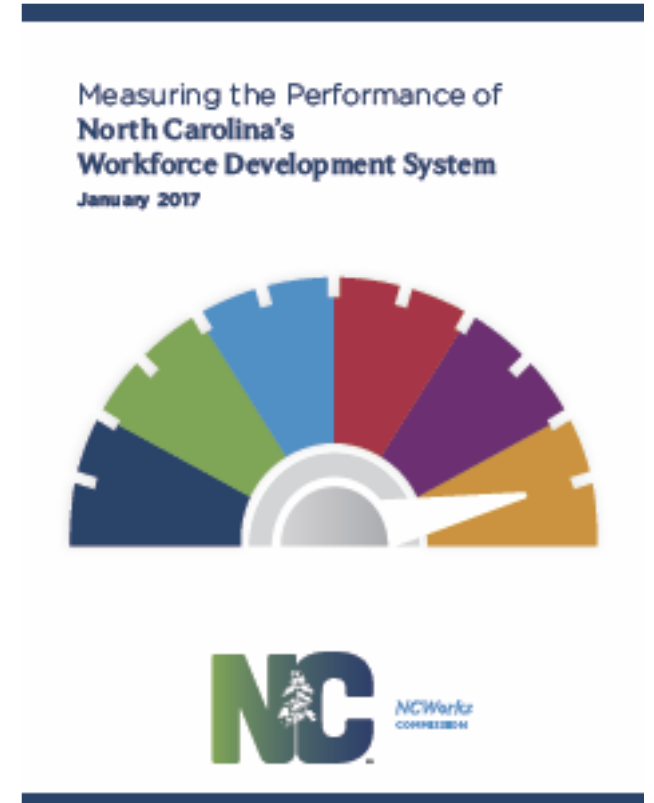


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# 2017 Annual Performance Report

- Assessment of 16 different workforce programs
  - Department of Commerce
  - Department of Health and Human Services
  - Department of Public Instruction
  - NC Community College System
- Measures include:
  - percent of former program participants who are employed
  - wages
  - whether they are enrolled in the UNC and/or Community College Systems
  - whether they enrolled in another workforce program





# NC Community College System - Post-Secondary Career, Technical, and Vocational Education

## Cohort 1

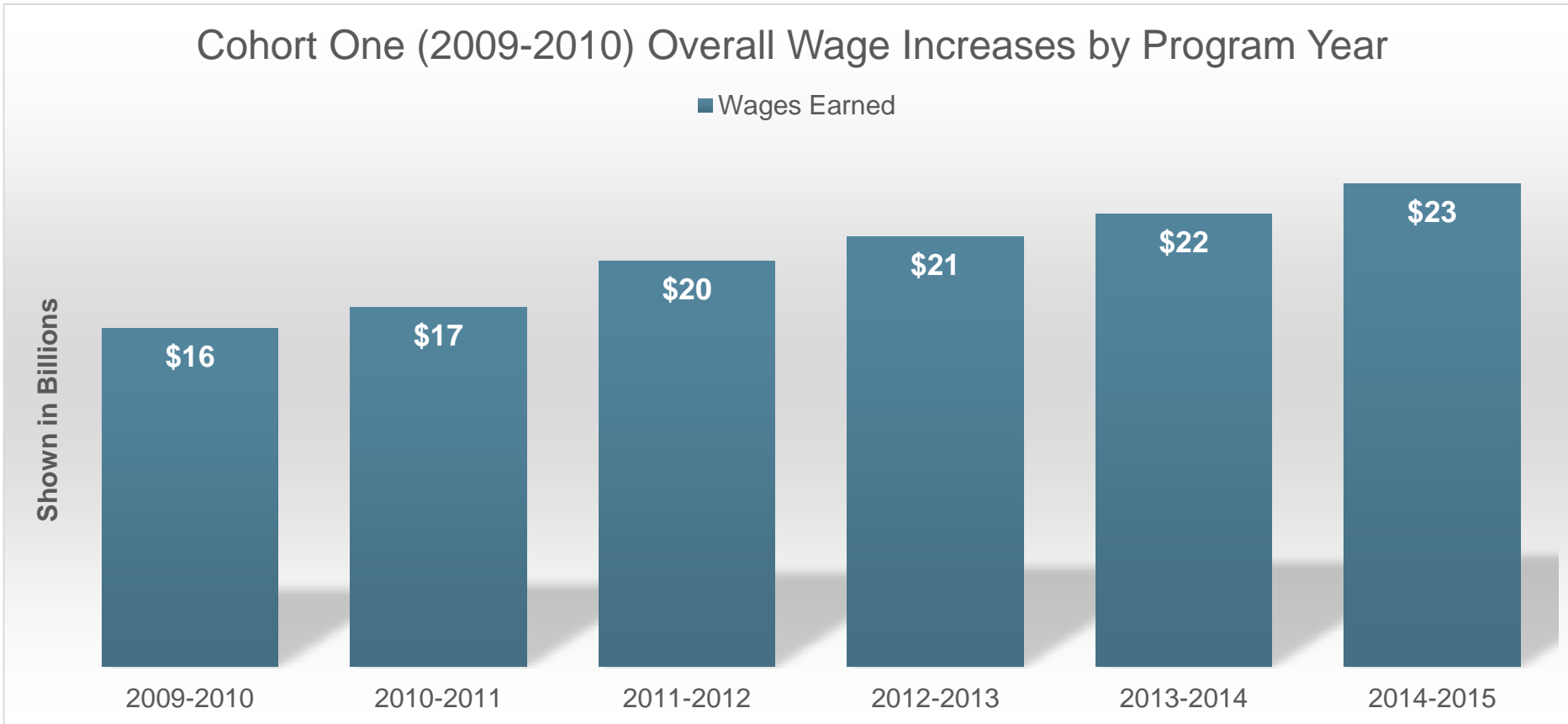
During **Fiscal Year 2009-10**, the program served 160,779 individuals. In the following year, **Fiscal Year 2010-11**, 89,232 individuals continued to receive services through the Post-Secondary Career, Technical, and Vocational Education program. The remaining **71,547** participants who did not participate in the program were tracked for employment, wage, and education status.

### State Core Measures

#### Cohort 1: 71,547 former Post-Secondary CTE participants

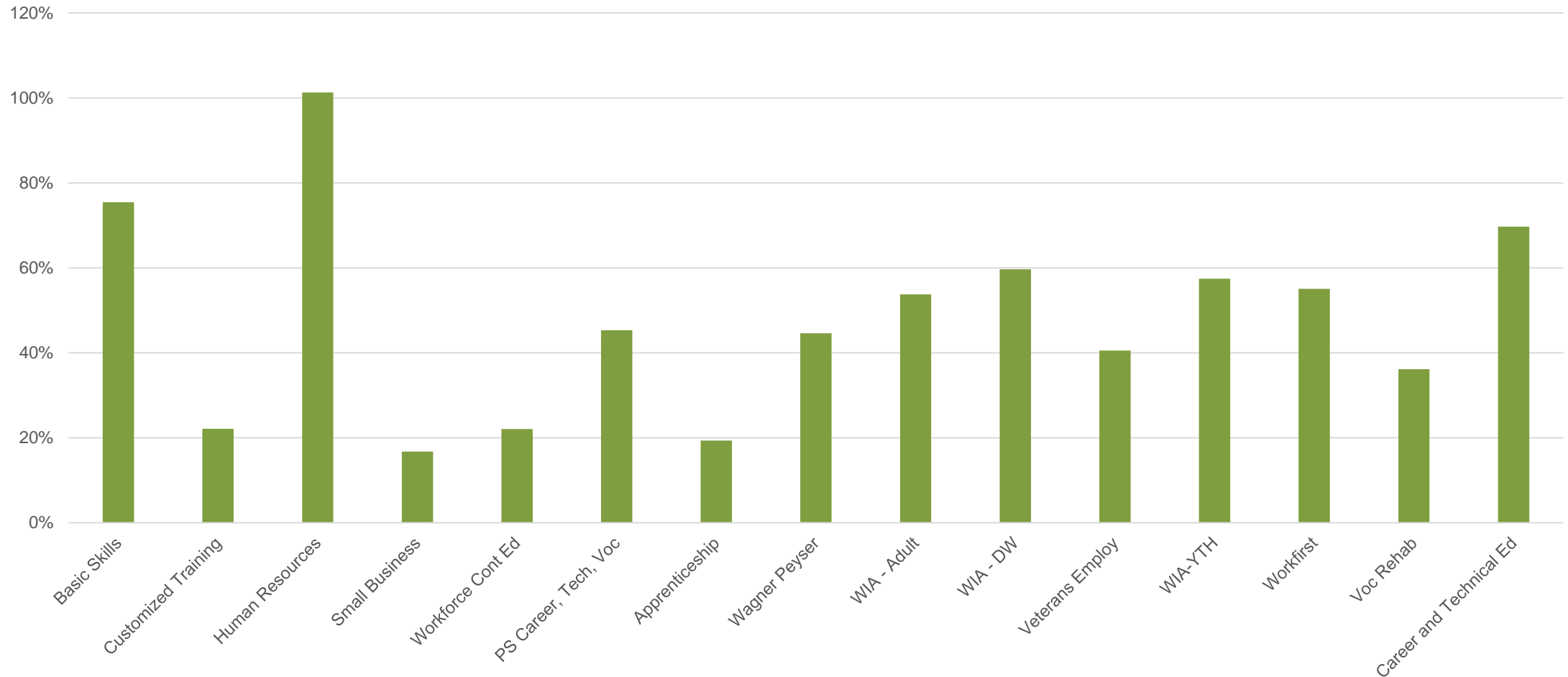
|   | FY2009-10<br>Base Year | 1 year<br>later | 2 years<br>later | 3 years<br>later | 4 years<br>later | 5 years<br>later |
|---|------------------------|-----------------|------------------|------------------|------------------|------------------|
| <b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.   | 70%                    | 73%             | 71%              | 70%              | 69%              | 68%              |
| <b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.   | \$15,067               | \$19,837        | \$22,414         | \$23,889         | \$25,642         | \$27,560         |
| <b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report. |                        | 44%             | 39%              | 36%              | 31%              | 29%              |
| Enrolled in University of North Carolina System   |                        | 4%              | 4%               | 4%               | 3%               | 3%               |
| Enrolled in North Carolina Community College System   |                        | 23%             | 25%              | 23%              | 20%              | 18%              |
| Enrolled in Other Workforce Development Programs  |                        | 33%             | 25%              | 24%              | 20%              | 20%              |
| <b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.   |                        | 12%             | 15%              | 18%              | 22%              | 25%              |

# 2017 Annual Performance Report



# 2017 Annual Performance Report

Cohort One (2009-2010) - Five Year Percentage of Wage Increase



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# *NCWorks Certified Career Pathways*

## **History**

- K-12 through community college
- Pathways to Prosperity pilot project
- Framework developed by integrated team from Department of Commerce, Community Colleges, and Department of Public Instruction
- NCWorks Commission finalized and approved criteria for NCWorks Certified Career Pathways in May 2015

# *NCWorks Certified Career Pathways*

## **What are Certified Career Pathways?**

- Seamless systems of education and workforce development programs, initiatives, and resources
- Focused on matching worker preparation to employer need in high-demand occupations
- Demand driven, employer led, collaborative, career aware, coordinated, work based, flexible, and evaluable
- Designed to serve individuals from the most-entry level (middle and high school) to the most-senior level of career

# *NCWorks Certified Career Pathways*

## **Criteria**

- **Demand-Driven and Data-Informed** – meets documented workforce needs
- **Employer Engagement** – employers provide curriculum input, work-based learning opportunities, and jobs to well-trained workers
- **Collaborative** – education and workforce partners work together to develop and implement pathways
- **Career Awareness** – students understand the pathway and the opportunities available

# *NCWorks Certified Career Pathways*

## **Criteria**

- **Articulation and Coordination** – encourage coordination of educational offerings and stackable credentials
- **Work-based Learning** – students get practical, real-world experience
- **Multiple Points of Entry and Exit** – reduce duplication of coursework and training
- **Evaluation** – measure progress, chart success



# *NCWorks Certified Career Pathways*

## **1. Advanced Manufacturing/Mechatronics Pathway**

Southwest Region

## **2. Health Sciences Pathway**

Eastern Carolina

# *NCWorks Certified Career Pathways*

## **3. Advanced Manufacturing Pathway**

Southwestern

## **4. Hospitality & Tourism Pathway**

Mountain Area

# *NCWorks Certified Career Pathways*

## **5. Nursing & Allied Health Pathway**

Cumberland, Lumber River, Regional Partnership

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# NCWorks COMMISSION

## Commerce

- WIOA Title I
- WIOA Title III
- TAA
- Veterans Program
- Apprenticeship

## Health & Human Services

- Community Block Grant
- Food & Nutrition Services
- TANF (WorkFirst)
- WIOA Title IV, Vocational Rehabilitation
- Services for the Blind
- Long Term Vocational Support Services
- Senior Community Service Employment

## Community College

- Customized Training
- Small Business
- WIOA Title II, Basic Skills
- Occupational Career Ed.
- Post-secondary Career, Tech & Vocational Ed.

## Administration

- Native American Workforce Dev. Program

## Public Instruction

- Career Tech Ed.

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