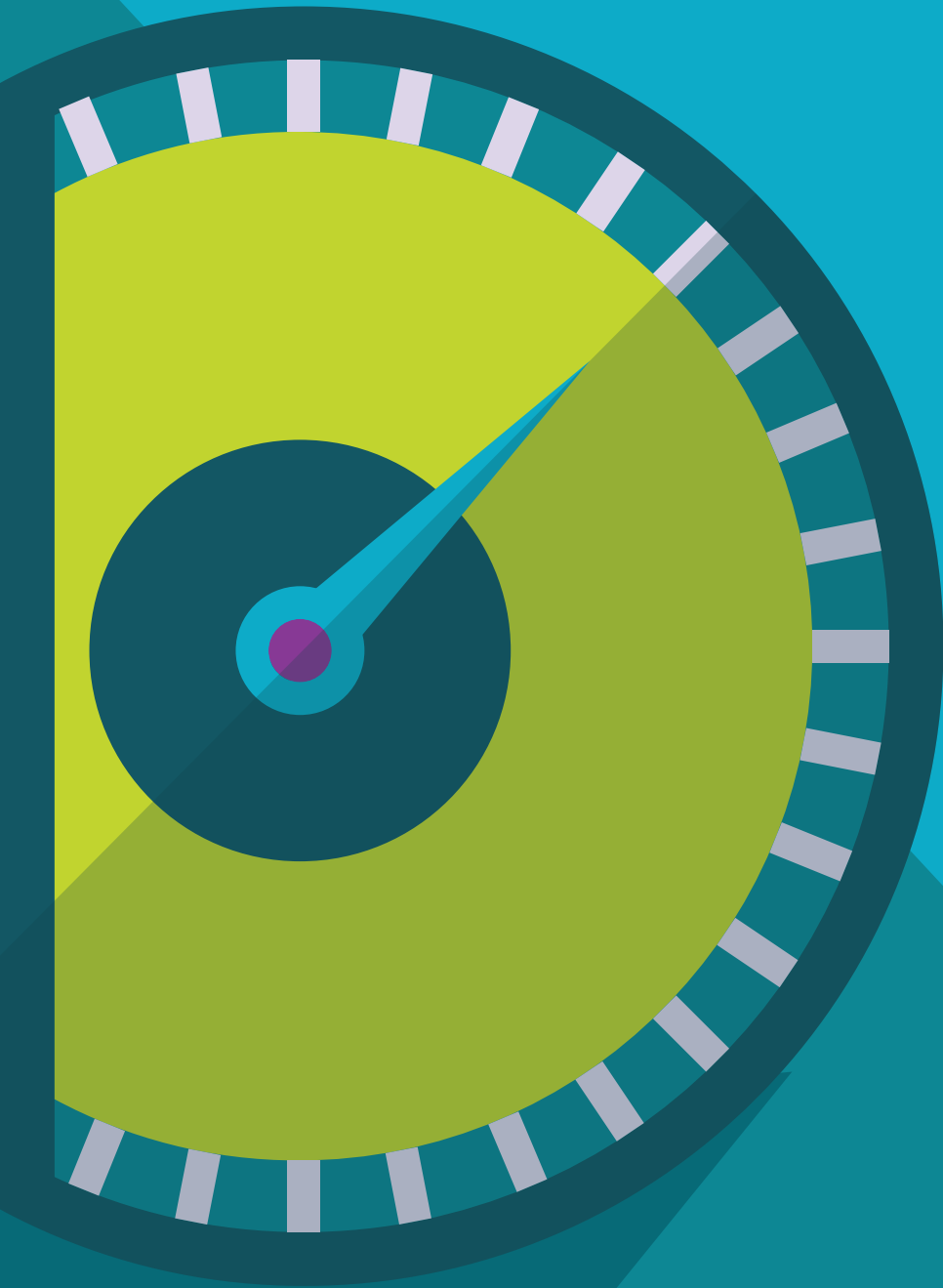


JANUARY 2021



**MEASURING THE PERFORMANCE OF
NORTH CAROLINA'S WORKFORCE
DEVELOPMENT SYSTEM**



Introduction

The report herein is the eighth annual report on system-wide performance measures of North Carolina's public workforce development system. This system is comprised of a variety of programs that serve a diverse group of people of varying ages. Workforce services range from self-service activities online, to staff-assisted services in a workforce office, to multi-year training programs at a public school or community college. Individuals may participate in a single program or activity or may be eligible to receive services through a variety of programs and service providers.

In addition, programs serve people with varying levels of education, employment experience and barriers. Specialized programs, like those offered through the Department of Health and Human Services, provide intensive services to individuals with disabilities or significant barriers to employment. In many cases, program participants are new to the workforce and require extensive intervention to obtain part-time or full-time employment.

General Statute requires the NCWorks Commission to develop, continuously improve, and report on system-wide performance measures to assess the effectiveness of the entire workforce development system. The commission initially began this work by convening a task force of members along with an advisory group representing each of the state workforce development agencies. After extensive stakeholder collaboration, core measures were developed to provide a common framework to analyze the performance of the workforce development system. By using common metrics and applying them across a wide range of workforce programs, the performance measures offer a comprehensive program-by-program look at the workforce system. In an effort to continuously improve the assessment of the system, the NCWorks Commission will convene the performance task to review and update the measures in 2021.

While the framework provides a consistent snapshot of individual program results, there are distinct variations in services, activities, and populations served that may result in differing levels of performance between programs. For example, many workforce development programs assist job seekers in obtaining basic literacy skills that are needed to obtain further credentials and move towards gainful employment. The success of this program may be measured by referrals to other workforce development programs and continuation in education and training programs, as well as employment.

Continuous learning is also essential for workers to stay well-informed of new technology and to gain the skills needed to find good jobs. Therefore, a positive outcome for workforce development system participants is to continue in education and training programs offered through North Carolina's publicly supported university and community college systems and/or enrollment in one of the many publicly supported workforce development programs.

This type of success was used as the basis for the individual program measures. The performance measures working group found value in measuring what North Carolina's workforce development participants did when they left, or delayed participation in, the original program of record. Participants included individuals who graduated, who successfully completed a program, earned a credential, or found employment, as well as those individuals who started a program but did not continue in the following fiscal year. It should be noted that failing to finish a program does not mean an individual did

not acquire new skills to find improved employment. Therefore, the working group chose to look at the entire group of participants regardless of exit status.

Methodology

The performance measures working group defined the list of programs, information, and measures to include in assessing the performance of North Carolina’s workforce development programs. Data from the North Carolina Common Follow-up System (CFS) were utilized to carry out the analysis. The CFS contains a rich longitudinal repository of information from a variety of education and workforce programs as well as employment, wage, claims, and benefit payment information from the unemployment insurance system.

In 2014, the North Carolina General Assembly enacted legislation that required the Department of Commerce to develop a plan for the transfer of the data and capabilities of the CFS to the Government Data Analytics Center (GDAC). The Department of Commerce’s Labor and Economic Analysis Division (LEAD) has been working in collaboration with GDAC to enhance the CFS. This has included migrating the historical CFS data into the GDAC environment as well as expanding the system’s capabilities. In 2015, the historical CFS data that were previously housed within Commerce’s Information Technology Systems were migrated into the GDAC environment. In addition, over the last three years, LEAD and GDAC have been working with the contributing agencies to enhance and expand the CFS as well as the data contained in the system. This has included the addition of new data tables and data structures, new data validation procedures and approval processes as well as the updating of some historical data.

All analyses that were carried out in support of this report were completed by LEAD staff within the GDAC environment. This included analysis of the following programs:

North Carolina Workforce Development System Programs

Agency	Workforce Program
Dept. of Commerce	Wagner-Peyser Workforce Investment Act & Workforce Innovation and Opportunity Act – Adults Workforce Investment Act & Workforce Innovation and Opportunity Act – Dislocated Workers Workforce Investment Act & Workforce Innovation and Opportunity Act – Youth Veteran’s Employment

Dept. of Health and Human Services	Services for the Blind, Employment and Training WorkFirst, Employment and Training Vocational Rehabilitation, Employment and Training
Dept. of Public Instruction	Career and Technical Education
Community College System	Apprenticeship Basic Skills Customized Training Human Resources Development Workforce Continuing Education Postsecondary Career, Technical, and Vocational Education

Notes: WorkFirst is the name of North Carolina’s Temporary Assistance to Needy Families (TANF) program.

Once the list of workforce programs was identified, analyses were carried out to identify cohorts of program participants for each of the workforce programs by fiscal year (July 1 through June 30). The analysis from LEAD included the development of seven cohorts of participants for each program. One from each of the following fiscal years: 2012-2013, 2013-2014, 2014-2015, 2015-2016, 2016-2017, 2017-2018, and 2018-2019. Individuals were assigned to cohorts based on their participation in each of the corresponding workforce programs during each program year.

Each program participant cohort was compared to the cohorts of the same program in the subsequent year. For example, the cohort with individuals who participated in FY 2012-2013 programs were compared to the 2013-2014 cohort in the same programs. The process was completed for each of the following program years through the 2017-2018 fiscal year. The 2018-2019 program participants were utilized as a cross match for the preceding fiscal years.

The report tracked two out of seven cohorts of participants with 2012-2013 fiscal year as cohort one and the 2013-2014 fiscal year as cohort two. Those individuals who did not participate in the same program in the subsequent years were identified as “former workforce program participants.” The records of these former workforce program participants were then matched to:

- unemployment insurance wage information,
- unemployment insurance claims and benefit payment information, and
- other program participant information contained in CFS.

This information that resulted from the cross-matching of former workforce program participants was used to develop a set of measures for each program for the two cohorts of former workforce program participants. These measures include:

- percent employed
- average wage of those employed
- percent enrolled in North Carolina public higher education and/or workforce development program:
 - percent enrolled in the University of North Carolina System
 - percent enrolled in the NC Community College System
 - percent enrolled in other workforce development programs
 - percent not found in available records.

Data Limitations

The system-wide performance measures are limited by the data submitted to CFS by the contributing state workforce development agencies. Because of the wide variety of workforce activities, different data collection techniques used by each workforce program, lack of access to other data sets, and the restricted use of the data, there are limitations which are outlined below.

CFS only includes employment and wage data for individuals who are employed with organizations covered under North Carolina's unemployment insurance laws (G.S. §96):

- a general business employer with at least one worker in 20 different calendar weeks during a calendar year, or with a payroll of at least \$1,500 in any calendar quarter;
- an employer who acquires all or any portion of a liable business in North Carolina;
- if approved by DES, an employer voluntarily choosing coverage not required by law;
- an employer subject to the Federal Unemployment Tax Act, 26 U.S.C. § 3301 et seq;
- a 501(c)(3) non-profit organization with at least four workers in 20 different calendar weeks during a calendar year;
- an employer with agricultural labor of 10 or more workers on any day during 20 different weeks in a calendar year, or with \$20,000 or more in gross payroll for any calendar quarter;
- an employer with domestic employment in a private home, college club, fraternity or sorority with a payroll of at least \$1,000 in any calendar quarter;
- a state or local government agency or department;
- an employee leasing company or temporary help company that, under contract, supplies individuals to perform services for clients or customers; and
- any Indian Tribe as defined in Federal Unemployment Tax Act (FUTA).

Individuals who participate in the workforce development system may obtain employment with organizations that are not covered; therefore their employment status cannot be determined. In

addition, wage and employment records collected for the UI system submitted to CFS do not contain information on whether an individual is working full- or part-time, nor on individuals no longer seeking work (e.g., retirees), individuals who left North Carolina, and individuals who have died.

Individuals working to start a business may not file unemployment insurance reports until the business is more established. By law, companies are not required to report employment and wages until there is at least one paid employee. Also, employment information in states other than North Carolina are not included in this analysis.

Further, only information from publicly supported educational, employment, and training programs is included in CFS. Neither North Carolina's private colleges and universities nor out-of-state colleges and universities submit data to CFS. Therefore, the number of individuals matriculating into higher education outside of North Carolina's public higher education system cannot be determined.

Former participants that had no matching record within the Common Follow-up System, or the unemployment insurance wage data, or the unemployment insurance claims data during the following fiscal years were considered to have "no record" and could include:

- individuals employed by companies that are not covered by North Carolina's unemployment insurance laws (e.g., individuals working in other states and individuals working for the federal government, including Veteran's Administration (VA) hospitals and the military);
- individuals who are self-employed;
- individuals who are incarcerated in federal jails and prisons;
- students enrolled full- or part-time in private higher education colleges and universities;
- students enrolled in an out-of-state public or private college or university;
- individuals who are not employed in jobs covered by North Carolina's unemployment insurance laws and not participating in publicly supported education, employment or training programs;
- individuals who are no longer seeking work (e.g., retirees);
- individuals who have left North Carolina; and
- individuals who have died.

Program Specific Limitations

Youth

Two of the workforce development programs listed in this report are specifically designed to serve North Carolina's young population. Youth participants in these programs include individuals who may be enrolled in a high school or community college as well as those that have left the education system. Not surprisingly, employment rates for this subset of participants were much lower than the rates for adults because youth enrolled in training or education full-time are not generally available to work.

Furthermore, many Career and Technical Education (CTE) students from this cohort could still be in school one year and two years after no longer participating in the original CTE course of study. For example, a student may take one CTE class in tenth grade, but not enroll in any additional CTE classes for the remainder of his/her time in high school.

Also, employment rates are typically lower for youth who have left the education system prior to completion, due to lack of skills or experience required to obtain employment. In addition to employment, positive outcomes for youth participants include continuing in education and training programs through the workforce system or in higher education.

Department of Public Instruction, Career and Technical Education program

The data available from the N.C. Department of Public Instruction’s Career and Technical Education program is limited due to the Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) which is a federal law that protects the privacy of student education records. As a result of school districts’ interpretation of the law only 83% of the State’s school districts reported social security numbers to CFS in Fiscal Year 2011-2012. The social security number is the unique identifier used to track advancement into secondary education, publicly supported workforce development services, or covered employment in North Carolina. Currently, there is no way to determine the employment and wage status for individuals without a social security number. Therefore, only records with social security numbers could be used in the analysis.

Adults with barriers

Programs serving participants with significant work experience and basic skills can be expected to have better labor market outcomes than those serving participants with little work experience, low levels of literacy, and other barriers to employment.

Participants in the Workforce Development System

Individuals participated in workforce development programs in four state agencies. See Exhibit 1 for the latest information on the number of workforce development participants by agency. Some workforce development participants received only one service from one program, while others may have received multiple services from several agencies. Dual enrollment in a variety of programs often ensures that the individual is benefitting from the different types of activities. For example, an individual may go to a local workforce office (also called Career Centers) of the Department of Commerce (formerly known as JobLink) for career counseling and help searching for employment, while attending a training program through the community college.

Exhibit 1 – Number of Participants by State Agency, Program Year 2019

Agency	Number Served	Percentage of Cohortⁱ
Dept. of Commerce	491,529	57.5%
Dept. of Health and Human Services	54,910	6.4%
Dept. of Public Instruction	28,625	3.3%
Community College System	357,306	41.8%

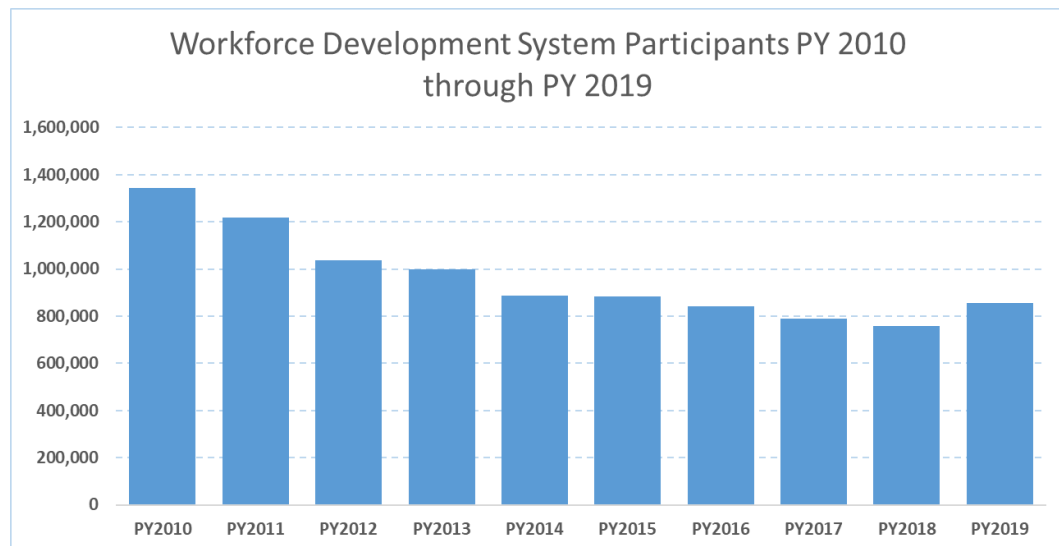
Performance Analysis

This report tracks two cohorts of individuals, both adults and youth, who participated in the system Fiscal Year 2012-2013 (cohort one) and Fiscal Year 2013-2014 (cohort two). An overview of performance information is provided below.

The Number of Workforce Development System Participants Continues to Decline

The declining number of participants entering the workforce development system reflects the continued improvement in North Carolina's economy since the Program Year (PY) 2010. See Exhibit 2 for the number of workforce development system participants PY2010 through PY2019.

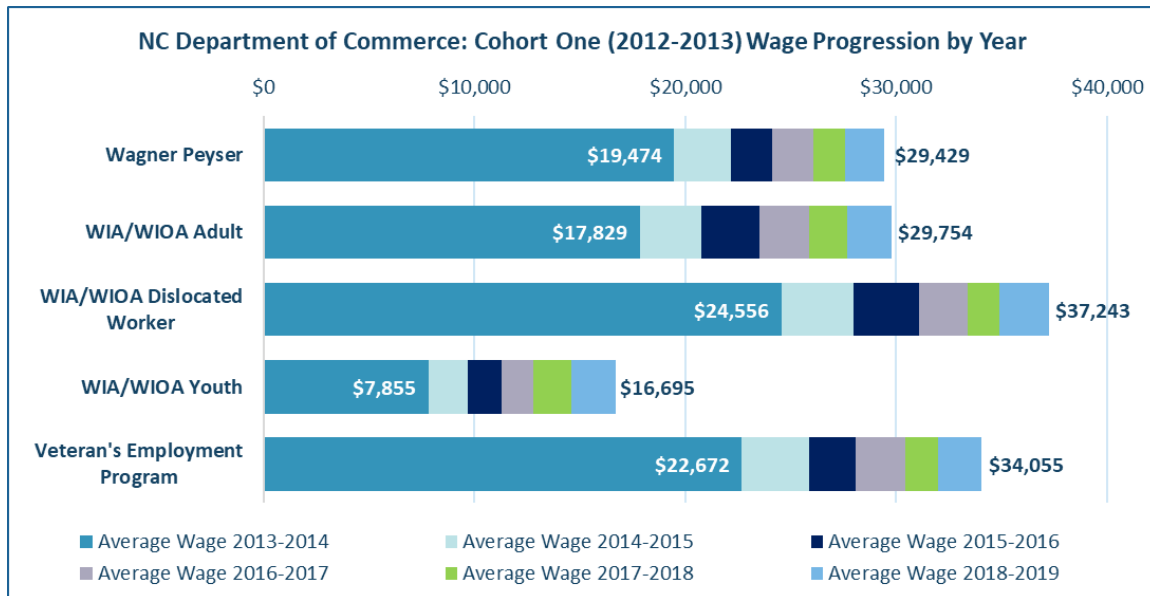
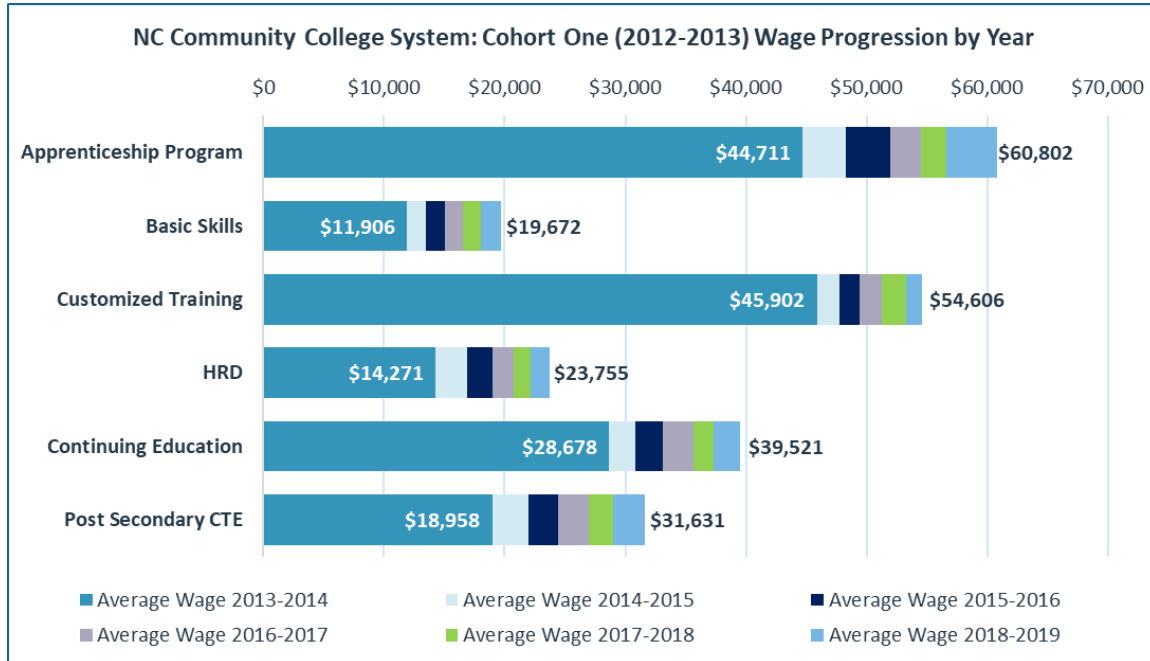
Exhibit 2 – Number of Workforce Development System Participants PY2010 through PY2019



All Cohorts Experienced Wage Progression Over Time

Both cohort one (2012-2013) and cohort two (2013-2014) experienced average wage increases. Exhibits 3 and 4 show the overall average wage increases for the two cohorts over a six-year period. During the same period, all program cohorts experienced wage progression. Among the programs, the Community College's Customized Training and Apprenticeship Programs had the highest wage outcomes.

Exhibit 3 – Cohort One (2012-2013) Wage Progression by Year



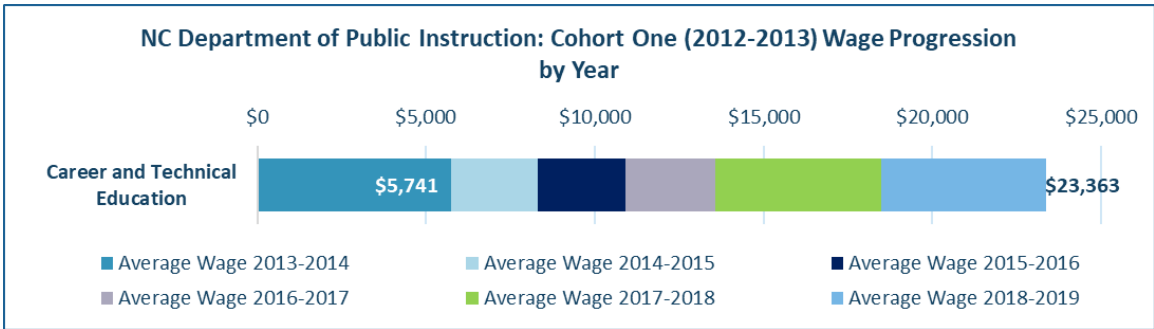
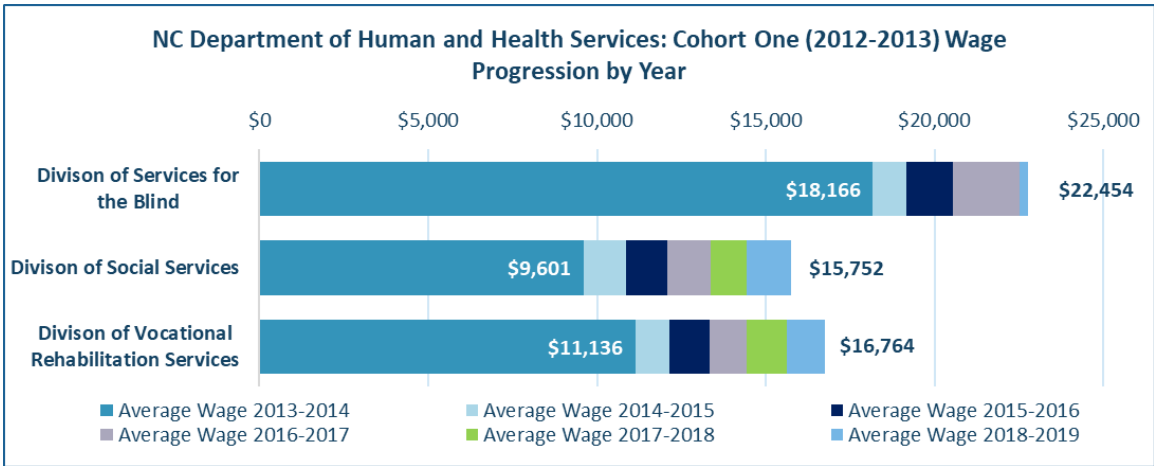
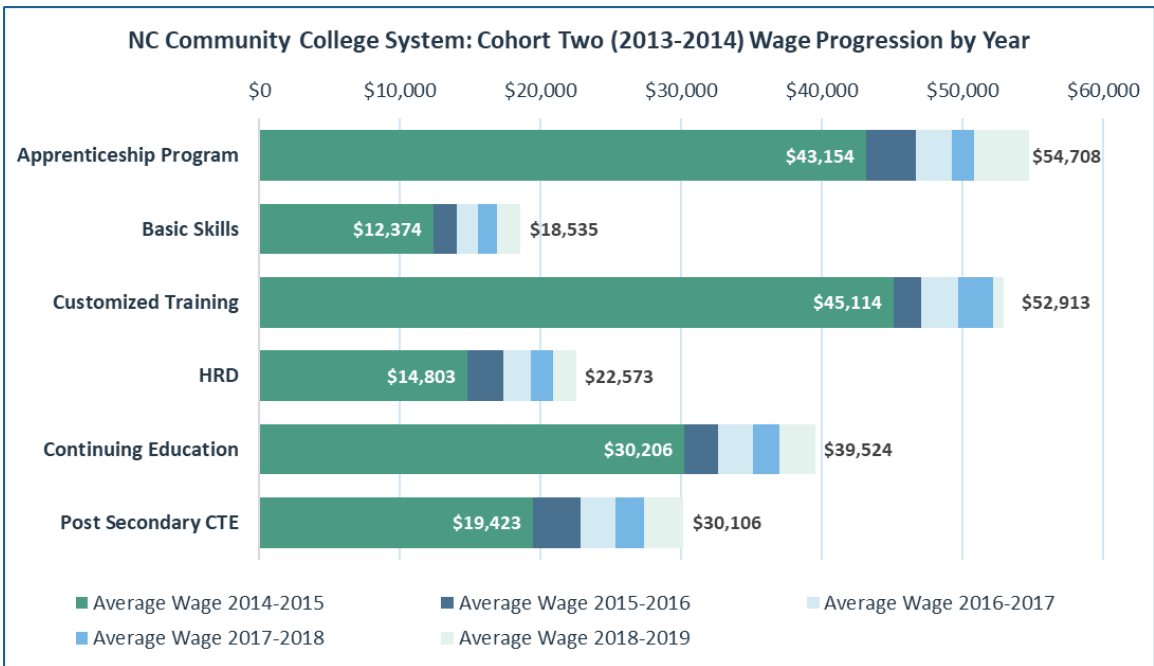
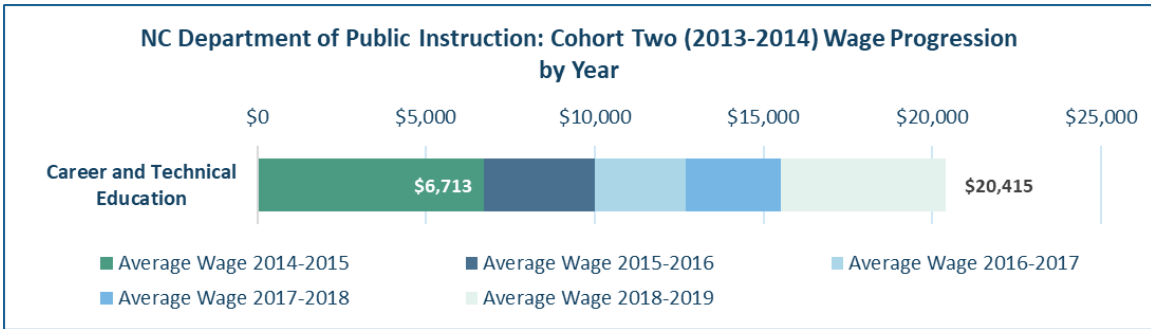
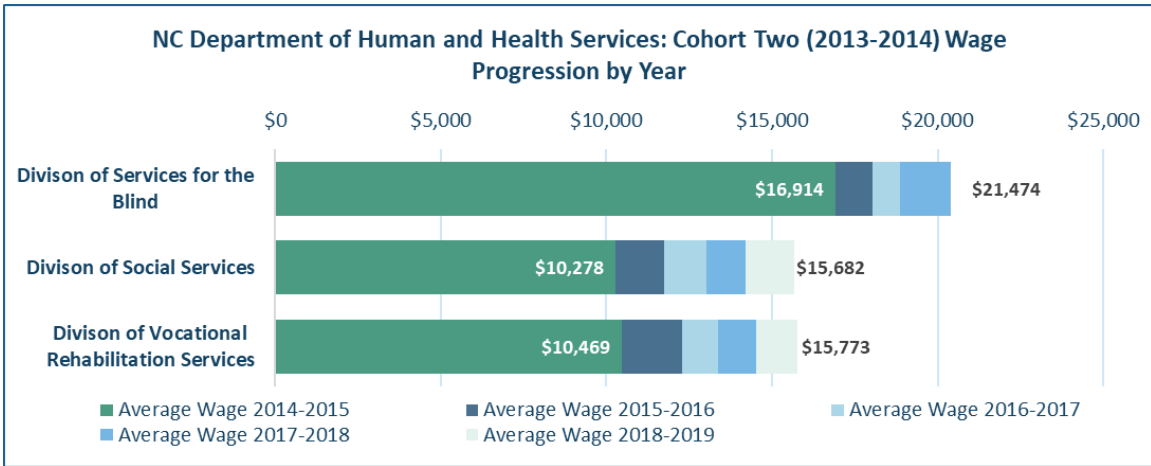
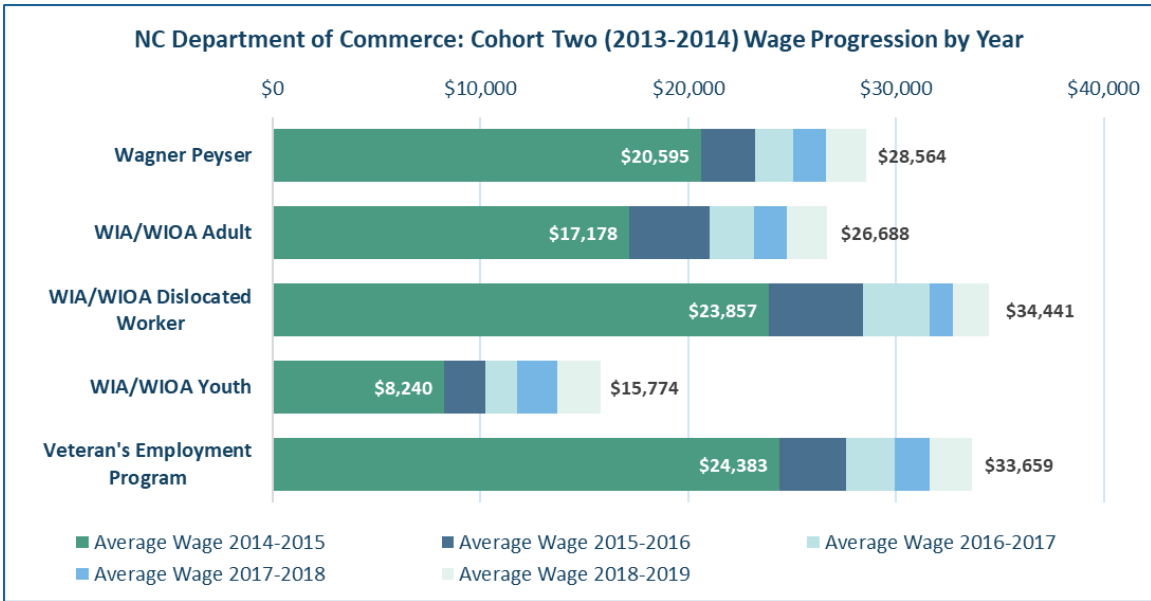


Exhibit 4 – Cohort Two (2013-2014) Wage Progression by Year





Continuous Improvement Plan

Staff from the Department of Commerce's Labor and Economic Analysis Division has been working with staff from the Government Data Analytics Center (GDAC) on several initiatives to improve CFS. This includes expansion of data coverage from existing contributors and inclusion of data from new contributors, as well as the improvement of the technology processes utilized for system processing, storage, validation, analysis, and outputs. In addition, LEAD and GDAC continues to work on the development of expanded data validation measures, which includes process development for contributing agencies to upload data to the GDAC environment as well as for the system to carry out automated validity check procedures, allowing contributors to review validation results, revise data submissions, and approve data for loading to the system. These enhancements will help facilitate the quality of data in CFS and improved system outputs.

In addition to the expansion of information from the State's workforce development programs, the Department of Commerce is working to expand the employment and wage information available through CFS. This information includes out-of-state and federal employment and wage data from State Wage Interchange System (SWIS) that has recently replaced the Wage Record Interchange System (WRIS and WRIS2) Data Sharing Agreements¹ that were established under the Workforce Investment Act of 1998 (WIA). SWIS system is a voluntary effort established through the U.S. Department of Labor's Employment and Training Administration that allows an automated interstate exchange of quarterly wage records with any other State signing the Agreement to satisfy performance reporting requirements in section 116 of the Workforce Innovation and Opportunity Act (WIOA). Although similar to the WRIS and WRIS2 Agreements, the SWIS Agreement incorporates all six WIOA core programs. The SWIS Agreement also addresses the requirements of WIOA, the confidentiality requirements of the Family Educational Rights and Privacy Act (FERPA) for education records, and the VR program regulations for VR records.

North Carolina has signed the data sharing agreement and is continuing to work on integrating the out of state information into CFS analyses. Presently, all 50 states, the District of Columbia and Puerto Rico have signed the data sharing agreement. Several states are still working on the programming and testing of the unemployment insurance wage data exchange processes.

¹ WRIS and WRIS2 operations ceased on December 31, 2019

Adult Program Tables

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North Carolina Community College System
Basic Skills

Cohort 1

During **Fiscal Year 2012-2013**, the program served 101,258 individuals. In the following year, **Fiscal Year 2013-2014**, 35,382 individuals continued to receive services through the Basic Skills program. The remaining 65,876 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Basic Skills 2012-2013								
		Base Year 2012-2013	1 Year Later 2013-2014	2 Years Later 2014-2015	3 Years Later 2015-2016	4 Years Later 2016-2017	5 Years Later 2017-2018	6 Years Later 2018-2019
Number of Participants	N	101,258						
Number of Participants Enrolled in same program in the following year	N	35,382						
Number of Participants not Enrolled in same program in the following year	N	65,876						
Employed	%	50%	52%	52%	53%	53%	52%	51%
Average Wage		\$9,996	\$11,906	\$13,511	\$15,043	\$16,495	\$17,989	\$19,672
Enrolled in Public Higher Education and/or Workforce Development	%		29%	29%	25%	22%	19%	20%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		17%	18%	15%	12%	10%	8%
Enrolled in Other Workforce Program	%		17%	15%	14%	12%	11%	13%
Not Found	%		30%	34%	36%	37%	39%	40%

North Carolina Community College System

Basic Skills

Cohort 2

During **Fiscal Year 2013-2014** the program served 80,053 individuals. In the following year, **Fiscal Year 2014-2015**, 24,721 individuals continued to receive services through the Basic Skills program. The remaining 55,332 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System							
Basic Skills							
2013-2014							
		Base Year 2013-2014	1 Year Later 2014-2015	2 Years Later 2015-2016	3 Years Later 2016-2017	4 Years Later 2017-2018	5 Years Later 2018-2019
Number of Participants	N	80,053					
Number of Participants Enrolled in same program in the following year	N	24,721					
Number of Participants not Enrolled in same program in the following year	N	55,332					
Employed	%	51%	55%	55%	55%	54%	54%
Average Wage		\$10,288	\$12,374	\$14,014	\$15,571	\$16,873	\$18,535
Enrolled in Public Higher Education and/or Workforce Development	%		29%	28%	24%	21%	21%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		16%	17%	14%	11%	9%
Enrolled in Other Workforce Program	%		17%	15%	13%	12%	14%
Not Found	%		32%	32%	34%	36%	37%

North Carolina Community College System

Customized Training

The **Customized Training program** through the North Carolina Community Colleges supports the economic development efforts of the State by providing education and training opportunities for individuals at eligible businesses and industries.

The program is designed to serve incumbent workers and business owners.

Cohort 1

During **Fiscal Year 2012-2013**, the program served 19,986 individuals. In the following year, **Fiscal Year 2013-2014**, 5,225 individuals continued to receive services through the Customized Training program. The remaining 14,761 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Customized Training 2012-2013									
	Base Year 2012-2013	1 Year Later 2013-2014	2 Years Later 2014-2015	3 Years Later 2015-2016	4 Years Later 2016-2017	5 Years Later 2017-2018	6 Years Later 2018-2019		
Number of Participants	N	19,986							
Number of Participants Enrolled in same program in the following year	N	5,225							
Number of Participants not Enrolled in same program in the following year	N	14,761							
Employed	%	88%	86%	82%	79%	77%	74%	72%	
Average Wage		\$44,555	\$45,902	\$47,737	\$49,417	\$51,249	\$53,296	\$54,606	
Enrolled in Public Higher Education and/or Workforce Development	%		18%	29%	22%	22%	19%	19%	
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%	<1%	
Enrolled in NCCCS	%		9%	21%	15%	16%	13%	11%	
Enrolled in Other Workforce Program	%		11%	10%	8%	8%	7%	9%	
Not Found	%		12%	16%	19%	21%	24%	26%	

North Carolina Community College System
Customized Training

Cohort 2

During **Fiscal Year 2013-2014** the program served 21,270 individuals. In the following year, **Fiscal Year 2014-2015**, 5,976 individuals continued to receive services through the Customized Training program. The remaining 15,294 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Customized Training 2013-2014							
		Base Year 2013-2014	1 Year Later 2014-2015	2 Years Later 2015-2016	3 Years Later 2016-2017	4 Years Later 2017-2018	5 Years Later 2018-2019
Number of Participants	N	21,270					
Number of Participants Enrolled in same program in the following year	N	5,976					
Number of Participants not Enrolled in same program in the following year	N	15,294					
Employed	%	89%	87%	82%	79%	76%	74%
Average Wage		\$43,265	\$45,114	\$47,064	\$49,693	\$52,145	\$52,913
Enrolled in Public Higher Education and/or Workforce Development	%		20%	26%	22%	21%	22%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		10%	19%	16%	14%	14%
Enrolled in Other Workforce Program	%		12%	10%	8%	8%	10%
Not Found	%		12%	16%	19%	22%	24%

North Carolina Community College System Human Resources Development

The **Human Resource Development (HRD) program** through the North Carolina Community Colleges provides skill assessment services, employability skills training, and career development counseling to unemployed and underemployed adults based on six core components of assessment, positive self-concept, employability skills, communication skills, problem-solving skills, and awareness of the impact of information technology in the workplace.

The program is designed to serve low-income individuals and unemployed or underemployed job seekers.

Cohort 1

During **Fiscal Year 2012-2013** the program served 86,186 individuals. In the following year, **Fiscal Year 2013-2014**, 11,838 individuals continued to receive services through the HRD program. The remaining 74,348 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Human Resources Development 2012-2013								
		Base Year 2012-2013	1 Year Later 2013-2014	2 Years Later 2014-2015	3 Years Later 2015-2016	4 Years Later 2016-2017	5 Years Later 2017-2018	6 Years Later 2018-2019
Number of Participants	N	86,186						
Number of Participants Enrolled in same program in the following year	N	11,838						
Number of Participants not Enrolled in same program in the following year	N	74,348						
Employed	%	62%	63%	63%	62%	61%	60%	59%
Average Wage		\$11,795	\$14,271	\$16,899	\$18,960	\$20,764	\$22,158	\$23,755
Enrolled in Public Higher Education and/or Workforce Development	%		46%	37%	31%	27%	24%	24%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		24%	19%	15%	12%	10%	9%
Enrolled in Other Workforce Program	%		31%	25%	21%	18%	16%	18%
Not Found	%		15%	23%	26%	29%	31%	32%

North Carolina Community College System
Human Resources Development

Cohort 2

During **Fiscal Year 2013-2014** the program served 74,579 individuals. In the following year, **Fiscal Year 2014-2015**, 10,006 individuals continued to receive services through the HRD program. The remaining 64,573 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Human Resources Development 2013-2014							
		Base Year 2013-2014	1 Year Later 2014-2015	2 Years Later 2015-2016	3 Years Later 2016-2017	4 Years Later 2017-2018	5 Years Later 2018-2019
Number of Participants	N	74,579					
Number of Participants Enrolled in same program in the following year	N	10,006					
Number of Participants not Enrolled in same program in the following year	N	64,573					
Employed	%	63%	65%	65%	63%	62%	60%
Average Wage		\$11,743	\$14,803	\$17,367	\$19,276	\$20,860	\$22,573
Enrolled in Public Higher Education and/or Workforce Development	%		48%	35%	30%	26%	27%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		21%	18%	14%	11%	10%
Enrolled in Other Workforce Program	%		34%	23%	20%	18%	20%
Not Found	%		16%	22%	25%	28%	30%

North Carolina Community College System Workforce Continuing Education

The **Workforce Continuing Education program** through the North Carolina Community Colleges provides post-secondary students the opportunity to attain education and training through participation in one of 800+ short-term training courses. These programs provide instruction around skill competencies that lead to a recognized credential (licensure, certification, renewal, registry listing) and/or meets local workforce labor needs.

The program is designed to serve the general population, unemployed or underemployed job seekers, and incumbent workers.

Cohort 1

During **Fiscal Year 2012-2013** the program served 197,710 individuals. In the following year, **Fiscal Year 2013-2014**, 87,005 individuals continued to receive services through the Workforce Continuing Education program. The remaining **110,705** participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Workforce Continuing Education 2012-2013								
		Base Year 2012-2013	1 Year Later 2013-2014	2 Years Later 2014-2015	3 Years Later 2015-2016	4 Years Later 2016-2017	5 Years Later 2017-2018	6 Years Later 2018-2019
Number of Participants	N	197,710						
Number of Participants Enrolled in same program in the following year	N	87,005						
Number of Participants not Enrolled in same program in the following year	N	110,705						
Employed	%	68%	68%	65%	64%	62%	61%	59%
Average Wage		\$27,869	\$28,678	\$30,830	\$33,143	\$35,651	\$37,304	\$39,521
Enrolled in Public Higher Education and/or Workforce Development	%		27%	32%	24%	24%	20%	21%
Enrolled in UNC	%		2%	2%	2%	2%	2%	1%
Enrolled in NCCCS	%		17%	24%	17%	17%	13%	13%
Enrolled in Other Workforce Program	%		11%	10%	8%	7%	7%	8%
Not Found	%		22%	26%	29%	31%	34%	35%

North Carolina Community College System
Workforce Continuing Education

Cohort 2

During **Fiscal Year 2013-2014** the program served 184,133 individuals. In the following year, **Fiscal Year 2014-2015**, 83,233 individuals continued to receive services through the Workforce Continuing Education program. The remaining 100,900 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Workforce Continuing Education 2013-2014							
		Base Year 2013-2014	1 Year Later 2014-2015	2 Years Later 2015-2016	3 Years Later 2016-2017	4 Years Later 2017-2018	5 Years Later 2018-2019
Number of Participants	N	184,133					
Number of Participants Enrolled in same program in the following year	N	83,233					
Number of Participants not Enrolled in same program in the following year	N	100,900					
Employed	%	71%	71%	68%	66%	65%	63%
Average Wage		\$28,815	\$30,206	\$32,593	\$35,099	\$37,005	\$39,524
Enrolled in Public Higher Education and/or Workforce Development	%		26%	32%	25%	25%	22%
Enrolled in UNC	%		2%	3%	2%	2%	2%
Enrolled in NCCCS	%		16%	24%	17%	18%	13%
Enrolled in Other Workforce Program	%		11%	9%	8%	7%	8%
Not Found	%		21%	24%	27%	29%	31%

North Carolina Community College System Post-Secondary Career, Technical, and Vocational Education

The **Post-Secondary Career, Technical, and Vocational Education program** through the North Carolina Community Colleges provides individuals the opportunity to expand their education in one of the 260 programs aligned with diverse industries across North Carolina. Currently included are Agricultural & Natural Resources, Biological & Chemical Technologies, Business Technologies, Commercial & Artistic Production, Construction Technologies, Engineering Technologies, Health Sciences, Industrial Technologies, Public Services Technologies, and Transportation System Technologies.

The program is designed to serve the general public, unemployed or underemployed job seekers, and incumbent workers.

Cohort 1

During **Fiscal Year 2012-2013** the program served 149,568 individuals. In the following year, **Fiscal Year 2013-2014**, 71,740 individuals continued to receive services through the Post-Secondary Career, Technical, and Vocational Education program. The remaining 77,828 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Post Secondary Career, Technical and Vocational Education 2012-2013								
		Base Year 2012-2013	1 Year Later 2013-2014	2 Years Later 2014-2015	3 Years Later 2015-2016	4 Years Later 2016-2017	5 Years Later 2017-2018	6 Years Later 2018-2019
Number of Participants	N	149,568						
Number of Participants Enrolled in same program in the following year	N	71,740						
Number of Participants not Enrolled in same program in the following year	N	77,828						
Employed	%	71%	75%	74%	73%	72%	71%	70%
Average Wage		\$14,334	\$18,958	\$22,010	\$24,451	\$26,939	\$29,012	\$31,631
Enrolled in Public Higher Education and/or Workforce Development	%		37%	37%	32%	28%	25%	25%
Enrolled in UNC	%		4%	5%	5%	4%	3%	3%
Enrolled in NCCCS	%		20%	22%	18%	16%	14%	12%
Enrolled in Other Workforce Program	%		18%	15%	13%	12%	11%	13%
Not Found	%		15%	18%	20%	22%	24%	25%

North Carolina Community College System
Post-Secondary Career, Technical, and Vocational Education

Cohort 2

During **Fiscal Year 2013-2014** the program served 146,794 individuals. In the following year, **Fiscal Year 2014-15**, 68,449 individuals continued to receive services through the Post-Secondary Career, Technical, and Vocational Education program. The remaining 78,345 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Post Secondary Career, Technical and Vocational Education 2013-2014							
		Base Year 2013-2014	1 Year Later 2014-2015	2 Years Later 2015-2016	3 Years Later 2016-2017	4 Years Later 2017-2018	5 Years Later 2018-2019
Number of Participants	N	146,794					
Number of Participants Enrolled in same program in the following year	N	68,449					
Number of Participants not Enrolled in same program in the following year	N	78,345					
Employed	%	72%	76%	75%	74%	72%	71%
Average Wage		\$14,561	\$19,423	\$22,813	\$25,289	\$27,371	\$30,106
Enrolled in Public Higher Education and/or Workforce Development	%		42%	35%	31%	28%	27%
Enrolled in UNC	%		5%	6%	6%	5%	4%
Enrolled in NCCCS	%		26%	20%	17%	15%	13%
Enrolled in Other Workforce Program	%		18%	14%	12%	11%	13%
Not Found	%		15%	18%	20%	23%	24%

North Carolina Community College System Apprenticeship*

The **Apprenticeship program** through the Department of Commerce provides on-the-job learning with job related education experience. Working with the community colleges, technical institutions, universities, and individual employers, registered apprentices are provided a structured training that enhances their skills on the job.

The program is designed to serve incumbent workers and business owners.

Cohort 1

During **Fiscal Year 2012-2013** the program served 3,735 individuals. In the following year, **Fiscal Year 2013-2014**, 2,291 individuals continued to receive services through the Apprenticeship program. The remaining 1,444 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Apprenticeship 2012-2013								
		Base Year 2012-2013	1 Year Later 2013-2014	2 Years Later 2014-2015	3 Years Later 2015-2016	4 Years Later 2016-2017	5 Years Later 2017-2018	6 Years Later 2018-2019
Number of Participants	N	3,735						
Number of Participants Enrolled in same program in the following year	N	2,291						
Number of Participants not Enrolled in same program in the following year	N	1,444						
Employed	%	53%	50%	48%	47%	47%	46%	46%
Average Wage		\$41,169	\$44,711	\$48,314	\$51,938	\$54,501	\$56,585	\$60,802
Enrolled in Public Higher Education and/or Workforce Development	%		22%	20%	18%	17%	17%	17%
Enrolled in UNC	%		<1%	1%	1%	<1%	<1%	<1%
Enrolled in NCCCS	%		17%	15%	14%	13%	13%	13%
Enrolled in Other Workforce Program	%		6%	6%	4%	4%	4%	5%
Not Found	%		43%	47%	48%	48%	50%	50%

Note: Apprenticeship Program was transferred from the NC Department of Commerce to the North Carolina Community College System in Fall 2018.

North Carolina Community College System Apprenticeship

Cohort 2

During **Fiscal Year 2013-2014** the program served 3,427 individuals. In the following year, **Fiscal Year 2014-2015**, 2,206 individuals continued to receive services through the Apprenticeship program. The remaining 1,221 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Apprenticeship 2013-2014							
		Base Year 2013-2014	1 Year Later 2014-2015	2 Years Later 2015-2016	3 Years Later 2016-2017	4 Years Later 2017-2018	5 Years Later 2018-2019
Number of Participants	N	3,427					
Number of Participants Enrolled in same program in the following year	N	2,206					
Number of Participants not Enrolled in same program in the following year	N	1,221					
Employed	%	57%	55%	53%	52%	52%	52%
Average Wage		\$40,252	\$43,154	\$46,693	\$49,225	\$50,766	\$54,708
Enrolled in Public Higher Education and/or Workforce Development	%		20%	19%	18%	16%	17%
Enrolled in UNC	%		*	<1%	1%	1%	<1%
Enrolled in NCCCS	%		14%	14%	13%	12%	12%
Enrolled in Other Workforce Program	%		7%	5%	5%	4%	6%
Not Found	%		40%	42%	44%	44%	44%

Note: Apprenticeship Program was transferred from the NC Department of Commerce to the North Carolina Community College System in Fall 2018.

North Carolina Department of Commerce Veteran's Employment

The **Veteran's Employment program** through the Department of Commerce provides veterans, transitioning service members, and eligible spouses with resources to assist and prepare them to obtain meaningful careers and maximize their employment opportunities.

The program is designed to serve veterans, veterans with significant barriers to employment, transitioning service members, and eligible spouses.

Cohort 1

During **Fiscal Year 2012-2013** the program served 49,994 individuals. In the following year, **Fiscal Year 2013-2014**, 15,744 individuals continued to receive services through the Veteran's Employment program. The remaining 34,250 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Veteran's Employment Program 2012-2013								
		Base Year 2012-2013	1 Year Later 2013-2014	2 Years Later 2014-2015	3 Years Later 2015-2016	4 Years Later 2016-2017	5 Years Later 2017-2018	6 Years Later 2018-2019
Number of Participants	N	49,994						
Number of Participants Enrolled in same program in the following year	N	15,744						
Number of Participants not Enrolled in same program in the following year	N	34,250						
Employed	%	70%	59%	55%	53%	50%	47%	45%
Average Wage		\$18,301	\$22,672	\$25,869	\$28,090	\$30,444	\$31,991	\$34,055
Enrolled in Public Higher Education and/or Workforce Development	%		18%	24%	20%	17%	17%	17%
Enrolled in UNC	%		2%	2%	2%	1%	1%	<1%
Enrolled in NCCCS	%		14%	11%	9%	8%	6%	6%
Enrolled in Other Workforce Program	%		4%	15%	12%	10%	11%	13%
Not Found	%		27%	36%	41%	44%	47%	49%

North Carolina Department of Commerce
Veteran's Employment

Cohort 2

During **Fiscal Year 2013-2014** the program served 36,941 individuals. In the following year, **Fiscal Year 2014-2015**, 13,467 individuals continued to receive services through the Veteran's Employment program. The remaining 23,474 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Veteran's Employment Program 2013-2014							
		Base Year 2013-2014	1 Year Later 2014-2015	2 Years Later 2015-2016	3 Years Later 2016-2017	4 Years Later 2017-2018	5 Years Later 2018-2019
Number of Participants	N	36,941					
Number of Participants Enrolled in same program in the following year	N	13,467					
Number of Participants not Enrolled in same program in the following year	N	23,474					
Employed	%	70%	60%	56%	53%	50%	48%
Average Wage		\$18,602	\$24,383	\$27,587	\$29,932	\$31,627	\$33,659
Enrolled in Public Higher Education and/or Workforce Development	%		18%	23%	20%	19%	20%
Enrolled in UNC	%		2%	2%	2%	1%	1%
Enrolled in NCCCS	%		14%	11%	9%	8%	6%
Enrolled in Other Workforce Program	%		3%	13%	12%	13%	15%
Not Found	%		30%	37%	41%	43%	45%

North Carolina Department of Commerce
Wagner-Peyser

The **Wagner-Peyser program** through the Department of Commerce provides all job seekers access to self-service or staff-assisted job search preparation and placement assistance. Employers may receive general or specialized recruitment services through self-service or staff-assisted job referral and placement.

The program is designed to serve the general public, unemployed or underemployed job seekers, and business owners.

Cohort 1

During **Fiscal Year 2012-2013** the program served 475,141 individuals. In the following year, **Fiscal Year 2013-2014** 148,798 individuals continued to receive services through the Wagner-Peyser program. The remaining 326,343 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Wagner Peyser 2012-2013								
		Base Year 2012-2013	1 Year Later 2013-2014	2 Years Later 2014-2015	3 Years Later 2015-2016	4 Years Later 2016-2017	5 Years Later 2017-2018	6 Years Later 2018-2019
Number of Participants	N	475,141						
Number of Participants Enrolled in same program in the following year	N	148,798						
Number of Participants not Enrolled in same program in the following year	N	326,343						
Employed	%	74%	67%	65%	64%	62%	60%	59%
Average Wage		\$14,508	\$19,474	\$22,178	\$24,130	\$26,088	\$27,554	\$29,429
Enrolled in Public Higher Education and/or Workforce Development	%		15%	25%	22%	19%	17%	19%
Enrolled in UNC	%		1%	1%	1%	<1%	<1%	<1%
Enrolled in NCCCS	%		12%	11%	9%	8%	7%	6%
Enrolled in Other Workforce Program	%		2%	16%	14%	12%	12%	14%
Not Found	%		22%	28%	30%	33%	35%	36%

North Carolina Department of Commerce
Wagner-Peyser

Cohort 2

During **Fiscal Year 2013-2014** the program served 408,340 individuals. In the following year, **Fiscal Year 2014-2015** 157,638 individuals continued to receive services through the Wagner-Peyser program. The remaining 250,702 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Wagner Peyser 2013-2014		Base Year 2013-2014	1 Year Later 2014-2015	2 Years Later 2015-2016	3 Years Later 2016-2017	4 Years Later 2017-2018	5 Years Later 2018-2019
Number of Participants	N	408,340					
Number of Participants Enrolled in same program in the following year	N	157,638					
Number of Participants not Enrolled in same program in the following year	N	250,702					
Employed	%	75%	69%	67%	65%	63%	62%
Average Wage		\$15,715	\$20,595	\$23,200	\$25,044	\$26,624	\$28,564
Enrolled in Public Higher Education and/or Workforce Development	%		16%	24%	22%	20%	21%
Enrolled in UNC	%		1%	1%	1%	1%	<1%
Enrolled in NCCCS	%		12%	11%	9%	8%	7%
Enrolled in Other Workforce Program	%		3%	16%	14%	13%	16%
Not Found	%		24%	26%	29%	31%	33%

North Carolina Department of Commerce
Workforce Investment Act and Workforce Innovation and Opportunity Act - Adult

The **Workforce Investment Act and Workforce Innovation and Opportunity Act Adult program** through the Department of Commerce prepares individuals for participation in the labor force by providing access to employment planning, job training, and workforce services ranging from skill assessment, labor market information, consumer reports on training programs, job search, placement assistance, and literacy activities.

The program is designed to serve the general public and unemployed or underemployed jobseekers.

Cohort 1

During **Fiscal Year 2012-2013** the program served 6,217 individuals. In the following year, **Fiscal Year 2013-2014**, 2,094 individuals continued to receive services through the Workforce Investment Act Adult program. The remaining 4,123 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Workforce Investment Act - Adult 2012-2013									
	Base Year 2012-2013	1 Year Later 2013-2014	2 Years Later 2014-2015	3 Years Later 2015-2016	4 Years Later 2016-2017	5 Years Later 2017-2018	6 Years Later 2018-2019		
Number of Participants	N	6,217							
Number of Participants Enrolled in same program in the following year	N	2,094							
Number of Participants not Enrolled in same program in the following year	N	4,123							
Employed	%	75%	76%	75%	74%	72%	71%	69%	
Average Wage		\$11,775	\$17,829	\$20,773	\$23,491	\$25,848	\$27,687	\$29,754	
Enrolled in Public Higher Education and/or Workforce Development	%		61%	43%	45%	41%	38%	39%	
Enrolled in UNC	%		3%	3%	3%	2%	2%	2%	
Enrolled in NCCCS	%		29%	22%	16%	14%	12%	11%	
Enrolled in Other Workforce Program	%		49%	29%	35%	32%	30%	33%	
Not Found	%		9%	17%	17%	19%	21%	21%	

Note: WIOA was enacted in July 2014 and implemented in July 2015, therefore post-exit wage and employment outcomes for the first WIOA exit cohort were included in the 2016-2017 period.

North Carolina Department of Commerce
Workforce Investment Act and Workforce Innovation and Opportunity Act- Adult

Cohort 2

During **Fiscal Year 2013-2014** the program served 49,521 individuals. In the following year, **Fiscal Year 2014-2015**, 6,595 individuals continued to receive services through the Workforce Investment Act Adult program. The remaining 42,926 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Workforce Investment Act - Adult 2013-2014							
		Base Year 2013-2014	1 Year Later 2014-2015	2 Years Later 2015-2016	3 Years Later 2016-2017	4 Years Later 2017-2018	5 Years Later 2018-2019
Number of Participants	N	49,521					
Number of Participants Enrolled in same program in the following year	N	6,595					
Number of Participants not Enrolled in same program in the following year	N	42,926					
Employed	%	84%	77%	74%	71%	69%	67%
Average Wage		\$16,083	\$17,178	\$21,024	\$23,150	\$24,719	\$26,688
Enrolled in Public Higher Education and/or Workforce Development	%		54%	36%	30%	26%	28%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		16%	12%	10%	8%	7%
Enrolled in Other Workforce Program	%		47%	29%	24%	21%	23%
Not Found	%		9%	19%	22%	25%	27%

Note: WIOA was enacted in July 2014 and implemented in July 2015, therefore post-exit wage and employment outcomes for the first WIOA exit cohort were included in the 2016-2017 period.

North Carolina Department of Commerce
Workforce Investment Act and Workforce Innovation and Opportunity Act – Dislocated Worker

The **Workforce Investment Act and Workforce Innovation and Opportunity Act Dislocated Worker program** through the Department of Commerce prepares those dislocated from employment for participation in the labor force by providing access to employment planning, job training, and workforce services ranging from skill assessment, labor market information, consumer reports on training programs, job search, placement assistance, and literacy activities.

The program is designed to serve individuals dislocated from employment or those who received notification of pending dislocation.

Cohort 1

During **Fiscal Year 2012-2013** the program served 5,909 individuals. In the following year, **Fiscal Year 2013-2014**, 1,859 individuals continued to receive services through the Workforce Investment Act Dislocated Worker program. The remaining 4,050 participants who did not participate in the program were tracked for employment, wage, and education status

Department of Commerce Workforce Investment Act - Dislocated Worker 2012-2013								
		Base Year 2012-2013	1 Year Later 2013-2014	2 Years Later 2014-2015	3 Years Later 2015-2016	4 Years Later 2016-2017	5 Years Later 2017-2018	6 Years Later 2018-2019
Number of Participants	N	5,909						
Number of Participants Enrolled in same program in the following year	N	1,859						
Number of Participants not Enrolled in same program in the following year	N	4,050						
Employed	%	76%	79%	78%	76%	75%	73%	70%
Average Wage		\$16,139	\$24,556	\$27,989	\$31,092	\$33,392	\$34,874	\$37,243
Enrolled in Public Higher Education and/or Workforce Development	%		57%	35%	38%	34%	33%	35%
Enrolled in UNC	%		2%	2%	2%	1%	1%	<1%
Enrolled in NCCCS	%		24%	17%	13%	11%	9%	8%
Enrolled in Other Workforce Program	%		48%	24%	30%	27%	27%	30%
Not Found	%		8%	16%	17%	19%	21%	22%

Note: WIOA was enacted in July 2014 and implemented in July 2015, therefore post-exit wage and employment outcomes for the first WIOA exit cohort were included in the 2016-2017 period.

North Carolina Department of Commerce
Workforce Investment Act and Workforce Innovation and Opportunity Act – Dislocated Worker

Cohort 2

During **Fiscal Year 2013-2014** the program served 5,089 individuals. In the following year, **Fiscal Year 2014-2015**, 1,190 individuals continued to receive services through the Workforce Investment Act Dislocated Worker program. The remaining 3,899 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce							
Workforce Investment Act - Dislocated Worker							
2013-2014							
		Base Year 2013-2014	1 Year Later 2014-2015	2 Years Later 2015-2016	3 Years Later 2016-2017	4 Years Later 2017-2018	5 Years Later 2018-2019
Number of Participants	N	5,089					
Number of Participants Enrolled in same program in the following year	N	1,190					
Number of Participants not Enrolled in same program in the following year	N	3,899					
Employed	%	86%	80%	80%	77%	75%	72%
Average Wage		\$19,815	\$23,857	\$28,410	\$31,603	\$32,712	\$34,441
Enrolled in Public Higher Education and/or Workforce Development	%		54%	38%	30%	27%	29%
Enrolled in UNC	%		1%	1%	1%	1%	1%
Enrolled in NCCCS	%		23%	15%	11%	9%	9%
Enrolled in Other Workforce Program	%		43%	30%	22%	20%	23%
Not Found	%		8%	15%	18%	21%	23%

Note: WIOA was enacted in July 2014 and implemented in July 2015, therefore post-exit wage and employment outcomes for the first WIOA exit cohort were included in the 2016-2017 period.

North Carolina Department of Health and Human Services
Services for the Blind, Employment and Training

The **Services for the Blind, Employment and Training program** through the Department of Health and Human Services provides counseling, training, education, transportation, job placement, assistive technology, and other support services for blind and visually impaired people as well as people with vision and hearing loss to assist them with living independently and with finding and maintaining employment.

The program is designed to serve job seekers who are blind or have low-vision.

Cohort 1

During **Fiscal Year 2012-2013** the program served 3,737 individuals. In the following year, **Fiscal Year 2013-2014**, 2,881 individuals continued to receive services through the Services for the Blind, Employment and Training program. The remaining 856 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Health and Human Services Services for the Blind - Employment and Training 2012-2013								
		Base Year 2012-2013	1 Year Later 2013-2014	2 Years Later 2014-2015	3 Years Later 2015-2016	4 Years Later 2016-2017	5 Years Later 2017-2018	6 Years Later 2018-2019
Number of Participants	N	3,737						
Number of Participants Enrolled in same program in the following year	N	2,881						
Number of Participants not Enrolled in same program in the following year	N	856						
Employed	%	51%	45%	43%	41%	36%	34%	33%
Average Wage		\$16,379	\$18,166	\$19,166	\$20,530	\$22,504	\$22,189	\$22,454
Enrolled in Public Higher Education and/or Workforce Development	%		11%	12%	10%	9%	10%	11%
Enrolled in UNC	%		*	*	*	*	*	*
Enrolled in NCCCS	%		6%	5%	4%	2%	3%	2%
Enrolled in Other Workforce Program	%		6%	9%	8%	7%	8%	9%
Not Found	%		48%	51%	54%	58%	60%	62%

The asterisks shown in "Enrolled in University of North Carolina System" indicate that the data was suppressed to protect confidentiality as the participant record was less than 10.

North Carolina Department of Health and Human Services
Services for the Blind, Employment and Training

Cohort 2

During **Fiscal Year 2013-2014** the program served 3,656 individuals. In the following year, **Fiscal Year 2014-2015**, 2,447 individuals continued to receive services through the Services for the Blind, Employment and Training program. The remaining 1,209 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Health and Human Services Services for the Blind - Employment and Training 2013-2014							
		Base Year 2013-2014	1 Year Later 2014-2015	2 Years Later 2015-2016	3 Years Later 2016-2017	4 Years Later 2017-2018	5 Years Later 2018-2019
Number of Participants	N	3,656					
Number of Participants Enrolled in same program in the following year	N	2,447					
Number of Participants not Enrolled in same program in the following year	N	1,209					
Employed	%	50%	48%	47%	43%	40%	38%
Average Wage		\$15,381	\$16,914	\$18,019	\$18,863	\$20,384	\$21,474
Enrolled in Public Higher Education and/or Workforce Development	%		17%	29%	15%	13%	14%
Enrolled in UNC	%		*	*	*	*	*
Enrolled in NCCCS	%		7%	5%	5%	4%	3%
Enrolled in Other Workforce Program	%		12%	26%	12%	10%	12%
Not Found	%		44%	39%	49%	54%	55%

The asterisks shown in "Enrolled in University of North Carolina System" indicate that the data was suppressed to protect confidentiality as the participant record was less than 10.

North Carolina Department of Health and Human Services
WorkFirst, Employment and Training

The **WorkFirst, Employment and Training program** through the Department of Health and Human Services provides work experience opportunities for recipients to gain skills for employment, become employed, keep a job and become self-sufficient.

The program is designed to serve low-income job seekers.

Cohort 1

During **Fiscal Year 2012-2013** the program served 20,632 individuals. In the following year, **Fiscal Year 2013-2014**, 7,295 individuals continued to receive services through the WorkFirst, Employment and Training program. The remaining 13,337 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Health and Human Services WorkFirst - Employment and Training 2012-2013								
		Base Year 2012-2013	1 Year Later 2013-2014	2 Years Later 2014-2015	3 Years Later 2015-2016	4 Years Later 2016-2017	5 Years Later 2017-2018	6 Years Later 2018-2019
Number of Participants	N	20,632						
Number of Participants Enrolled in same program in the following year	N	7,295						
Number of Participants not Enrolled in same program in the following year	N	13,337						
Employed	%	63%	64%	64%	65%	65%	65%	65%
Average Wage		\$6,166	\$9,601	\$10,871	\$12,081	\$13,362	\$14,442	\$15,752
Enrolled in Public Higher Education and/or Workforce Development	%		38%	40%	35%	31%	29%	32%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		19%	16%	13%	11%	10%	9%
Enrolled in Other Workforce Program	%		26%	31%	28%	24%	23%	27%
Not Found	%		20%	25%	26%	27%	28%	28%

North Carolina Department of Health and Human Services
WorkFirst, Employment and Training

Cohort 2

During **Fiscal Year 2013-2014** the program served 15,800 individuals. In the following year, **Fiscal Year 2014-2015**, 4,713 individuals continued to receive services through the WorkFirst, Employment and Training program. The remaining 11,087 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Health and Human Services WorkFirst - Employment and Training 2013-2014							
		Base Year 2013-2014	1 Year Later 2014-2015	2 Years Later 2015-2016	3 Years Later 2016-2017	4 Years Later 2017-2018	5 Years Later 2018-2019
Number of Participants	N	15,800					
Number of Participants Enrolled in same program in the following year	N	4,713					
Number of Participants not Enrolled in same program in the following year	N	11,087					
Employed	%	66%	69%	68%	68%	67%	66%
Average Wage		\$6,359	\$10,278	\$11,749	\$13,014	\$14,183	\$15,682
Enrolled in Public Higher Education and/or Workforce Development	%		40%	37%	34%	31%	34%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		17%	14%	12%	11%	9%
Enrolled in Other Workforce Program	%		30%	29%	27%	25%	29%
Not Found	%		21%	23%	24%	26%	26%

North Carolina Department of Health and Human Services
Vocational Rehabilitation, Employment and Training

The **Vocational Rehabilitation, Employment and Training program** through the Department of Health and Human Services provides counseling, training, education, transportation, job placement, assistive technology and other support services for people with physical, psychiatric, or intellectual disabilities as well as those who are deaf or hard of hearing or have other communicative disorders to assist them with living independently and with finding and maintaining employment.

The program is designed to serve job seekers with disabilities.

Cohort 1

During **Fiscal Year 2012-2013** the program served 60,105 individuals. In the following year, **Fiscal Year 2013-2014**, 42,502 individuals continued to receive services through the Vocational Rehabilitation, Employment and Training program. The remaining 17,603 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Health and Human Services Vocational Rehabilitation - Employment and Training 2012-2013								
		Base Year 2012-2013	1 Year Later 2013-2014	2 Years Later 2014-2015	3 Years Later 2015-2016	4 Years Later 2016-2017	5 Years Later 2017-2018	6 Years Later 2018-2019
Number of Participants	N	60,105						
Number of Participants Enrolled in same program in the following year	N	42,502						
Number of Participants not Enrolled in same program in the following year	N	17,603						
Employed	%	46%	43%	42%	43%	42%	42%	41%
Average Wage		\$9,348	\$11,136	\$12,129	\$13,349	\$14,446	\$15,622	\$16,764
Enrolled in Public Higher Education and/or Workforce Development	%		24%	25%	24%	22%	19%	21%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		13%	12%	10%	8%	7%	6%
Enrolled in Other Workforce Program	%		14%	17%	17%	16%	14%	17%
Not Found	%		40%	45%	44%	46%	48%	48%

North Carolina Department of Health and Human Services
Vocational Rehabilitation, Employment and Training

Cohort 2

During **Fiscal Year 2013-2014** the program served 57,854 individuals. In the following year, **Fiscal Year 2014-2015**, 33,141 individuals continued to receive services through the Vocational Rehabilitation, Employment and Training program. The remaining 24,713 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Health and Human Services Vocational Rehabilitation - Employment and Training 2013-2014							
		Base Year 2013-2014	1 Year Later 2014-2015	2 Years Later 2015-2016	3 Years Later 2016-2017	4 Years Later 2017-2018	5 Years Later 2018-2019
Number of Participants	N	57,854					
Number of Participants Enrolled in same program in the following year	N	33,141					
Number of Participants not Enrolled in same program in the following year	N	24,713					
Employed	%	44%	44%	44%	44%	43%	43%
Average Wage		\$8,683	\$10,469	\$12,271	\$13,377	\$14,517	\$15,773
Enrolled in Public Higher Education and/or Workforce Development	%		26%	41%	23%	21%	22%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		14%	11%	9%	7%	6%
Enrolled in Other Workforce Program	%		16%	35%	17%	15%	18%
Not Found	%		43%	34%	44%	46%	46%

Youth Program Tables

Two out of the 15 workforce development programs are specifically designed to serve North Carolina's young adult population between the ages of 14-21 years old. Youth participants may be enrolled in a high school or community college or they may have left the education system.

Employment rates for this subset of participants were lower than the rates for adults. Many youth do not work or may work only part-time while enrolled in high school, training, or post-secondary education. Also, employment rates are typically lower for youth who have left the education system prior to completion, due to lack of skills or experience required to obtain employment, especially in a tough economy. In addition to employment, positive outcomes for youth participants include continuing in education and training programs through the workforce system or in higher education.

Furthermore, many high school students who participate in the Career and Technical Education (CTE) program through the Department of Public Instruction in their sophomore and/or junior year of school may not take CTE classes in subsequent years, but still be enrolled in school. This data analysis does not include information for all high school enrollments, but just those in the CTE program. Therefore, some students may not be found in records, but could still be enrolled in school.

North Carolina Department of Public Instruction Career and Technical Education

The **Career and Technical Education program** through the Department of Public Instruction provides middle and high school students the opportunity to take Career and Technical Education courses which are aligned with the 16 National Career Clusters. In addition to classroom and lab instruction, students participate in work-based learning experiences and in student organization activities.

The program is designed to serve students in grades 6th through 12th, many of whom, have a barrier to employment.

Cohort 1

During **Fiscal Year 2012-2013** the program served 52,725 individuals. Additionally, during 2012-13, Career and Technical Education in North Carolina experienced a major operational shift. This operational transition included a shift of all courses included in the Career and Technical Education Essential Standards, revised career clusters, and alignment of all course standards to the Revised Blooms Taxonomy nomenclature. As such, the student data represented in 2012-13 is not consistent with future years and is reflective of transition operations for North Carolina Career and Technical Education. Perkins IV Secondary Concentrator is defined as "Secondary student who earns four or more credits in a single pathway (cluster), at least one of which is in a second-level course (course with required prerequisite)." Perkins IV Secondary Participant is defined as "Secondary student enrolled in one or more Career and Technical Education (CTE) course(s)."

Department of Public Instruction Career and Technical Education 2012-2013									
	Base Year 2012-2013	1 Year Later 2013-2014	2 Years Later 2014-2015	3 Years Later 2015-2016	4 Years Later 2016-2017	5 Years Later 2017-2018	6 Years Later 2018-2019		
Number of Participants	N	52,725							
Number of Participants Enrolled in same program in the following year	N	*							
Number of Participants not Enrolled in same program in the following year	N	*							
Employed	%	49%	64%	69%	70%	70%	70%	68%	
Average Wage		\$3,959	\$5,741	\$8,307	\$10,890	\$13,573	\$18,478	\$23,363	
Enrolled in Public Higher Education and/or Workforce Development	%		59%	55%	49%	43%	32%	27%	
Enrolled in UNC	%		22%	21%	22%	22%	13%	8%	
Enrolled in NCCCS	%		35%	30%	23%	17%	14%	12%	
Enrolled in Other Workforce Program	%		11%	10%	9%	8%	8%	10%	
Not Found	%		18%	19%	21%	22%	25%	27%	

* Student data represented in 2012-13 is not consistent with future years and is reflective of transition operations for North Carolina Career and Technical Education.

North Carolina Department of Public Instruction
Career and Technical Education

Cohort 2

During **Fiscal Year 2013-2014** the program served 43,410 individuals. In the following year, **Fiscal Year 2014-2015**, 22,950 individuals continued to receive services through the Career and Technical Education program. The remaining 20,460 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Public Instruction Career and Technical Education 2013-2014							
		Base Year 2013-2014	1 Year Later 2014-2015	2 Years Later 2015-2016	3 Years Later 2016-2017	4 Years Later 2017-2018	5 Years Later 2018-2019
Number of Participants	N	43,410					
Number of Participants Enrolled in same program in the following year	N	22,950					
Number of Participants not Enrolled in same program in the following year	N	20,460					
Employed	%	50%	69%	75%	76%	75%	75%
Average Wage		\$4,155	\$6,713	\$10,002	\$12,712	\$15,508	\$20,415
Enrolled in Public Higher Education and/or Workforce Development	%		58%	54%	47%	42%	35%
Enrolled in UNC	%		15%	15%	16%	16%	11%
Enrolled in NCCCS	%		40%	36%	28%	21%	17%
Enrolled in Other Workforce Program	%		11%	11%	9%	9%	12%
Not Found	%		16%	15%	17%	18%	20%

*Because of data matching issues all CTE students including those students in North Carolina's largest school districts of Wake and Mecklenburg counties, are not included in these counts (see p. 7 for more information).

North Carolina Department of Commerce
Workforce Investment Act (WIA) and Workforce Innovation and Opportunity Act - Youth

The **Workforce Investment Act and Workforce Innovation and Opportunity Act Youth program** through the Department of Commerce prepares low-income youth, ages 14 to 21, with barriers to success for academic and employment success. Eligible youth may receive counseling, tutoring, job training, mentoring, and/or work experience opportunities.

The program is designed to serve low-income youth ages 14-21 with barriers to employment.

Cohort 1

During **Fiscal Year 2012-2013** the program served 5,667 individuals. In the following year, **Fiscal Year 2013-2014**, 3,316 individuals continued to receive services through the Workforce Investment Act Youth program. The remaining 2,351 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Workforce Investment Act - Youth 2012-2013								
		Base Year 2012-2013	1 Year Later 2013-2014	2 Years Later 2014-2015	3 Years Later 2015-2016	4 Years Later 2016-2017	5 Years Later 2017-2018	6 Years Later 2018-2019
Number of Participants	N	5,667						
Number of Participants Enrolled in same program in the following year	N	3,316						
Number of Participants not Enrolled in same program in the following year	N	2,351						
Employed	%	66%	68%	71%	75%	75%	74%	73%
Average Wage		\$5,476	\$7,855	\$9,668	\$11,286	\$12,769	\$14,587	\$16,695
Enrolled in Public Higher Education and/or Workforce Development	%		69%	48%	58%	55%	52%	55%
Enrolled in UNC	%		4%	4%	3%	2%	2%	1%
Enrolled in NCCCS	%		28%	24%	17%	14%	13%	12%
Enrolled in Other Workforce Program	%		57%	32%	49%	47%	46%	49%
Not Found	%		9%	16%	12%	13%	13%	14%

Note: WIOA was enacted and implemented in July 2015, therefore post-exit wage and employment outcomes for the first WIOA exit cohort were included in the 2016-2017 period.

North Carolina Department of Commerce
Workforce Investment Act (WIA) and Workforce Innovation and Opportunity Act - Youth

Cohort 2

During **Fiscal Year 2013-2014** the program served 5,664 individuals. In the following year, **Fiscal Year 2014-2015**, 2,395 individuals continued to receive services through the Workforce Investment Act Youth program. The remaining 3,269 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Workforce Investment Act - Youth 2013-2014							
		Base Year 2013-2014	1 Year Later 2014-2015	2 Years Later 2015-2016	3 Years Later 2016-2017	4 Years Later 2017-2018	5 Years Later 2018-2019
Number of Participants	N	5,664					
Number of Participants Enrolled in same program in the following year	N	2,395					
Number of Participants not Enrolled in same program in the following year	N	3,269					
Employed	%	70%	73%	76%	78%	76%	74%
Average Wage		\$5,508	\$8,240	\$10,211	\$11,757	\$13,701	\$15,774
Enrolled in Public Higher Education and/or Workforce Development	%		54%	49%	43%	40%	41%
Enrolled in UNC	%		4%	3%	3%	3%	2%
Enrolled in NCCCS	%		29%	21%	17%	15%	12%
Enrolled in Other Workforce Program	%		35%	36%	30%	30%	34%
Not Found	%		12%	13%	13%	16%	17%

Note: WIOA was enacted and implemented in July 2015, therefore post-exit wage and employment outcomes for the first WIOA exit cohort were included in the 2016-2017 period.

Definitions

Participant	Individual participating in any of the identified workforce development programs during the 2011-12 fiscal year (Cohort 1: July 1, 2011 through June 30, 2012) or the 2012-13 fiscal year (Cohort 2: July 1, 2012 through June 30, 2013). Participants were tracked from year to year to determine their workforce participation, employment, and education status.
Adult	An individual participating in a workforce development program with the exception of the Department of Public Instruction, Career and Technical Education and the Department of Commerce, Workforce Investment Act and Workforce Innovation and Opportunity Act -Youth.
Youth	An individual participating in the Department of Public Instruction, Career and Technical Education or the Department of Commerce, Workforce Investment Act and Workforce Innovation and Opportunity Act -Youth program (typically 9 th grade and/or at least 14 years of age).
Covered Employment	As determined by Chapter 96, Article 2 of the NC General Statutes: <ol style="list-style-type: none">1. A general business employer with at least one worker in 20 different calendar weeks during a calendar year, or with a payroll of at least \$1,500 in any calendar quarter;2. An employer who acquires all or any portion of a liable business in North Carolina;3. If approved by DES, an employer voluntarily choosing coverage not required by law;4. An employer subject to the Federal Unemployment Tax Act, 26 U.S.C. § 3301 et seq.;5. A 501(c)(3) non-profit organization with at least four workers in 20 different calendar weeks during a calendar year;6. An employer with agricultural labor of 10 or more workers on any day during 20 different weeks in a calendar year, or with \$20,000 or more in gross payroll for any calendar quarter;7. An employer with domestic employment in a private home, college club, fraternity or sorority with a payroll of at least \$1,000 in any calendar quarter;8. A state or local government agency or department;9. An employee leasing company or temporary help company that, under contract, supplies individuals to perform services for clients or customers; and10. Any Indian Tribe as defined in FUTA.

Former Program Participant	Individual participating in one of the identified workforce programs during the 2010-2011 fiscal year (Cohort 1: July 1, 2010 through June 30, 2011) or the 2011-12 fiscal year (Cohort 2: July 1, 2011 through June 30, 2012) and not found to participate in the same program in the following fiscal year. These former participants are tracked across years in order to determine their workforce participation, employment, and education status.
Employed	<p>Every employer in the state who is covered by the state's Unemployment Insurance Law (see covered employment above) is required to report on a quarterly basis the total wages paid to employees on their payrolls. Information from these reports is referred to as wage record data. For this report, an individual with wages listed in the wage record data during any quarter of the applicable fiscal year is considered to be employed.</p> <p><i>Employment</i> was determined by taking the cohort of former workforce program participants and matching them to the wage record data to determine the number of individuals in each cohort who had wages reported in the base fiscal year and subsequent fiscal years. An individual was counted as employed if they had any reported wages in any of the four quarters of the corresponding fiscal year.</p>
Earning Wages	<p>The average (mean) wage earned by individuals with the available wage records in the applicable program year.</p> <p>The average earned wage of those employed was derived by summing the total wages of individuals with wages in the corresponding fiscal years and dividing that by the number of individuals found to have wages in the corresponding fiscal year.</p>
Enrolled in North Carolina Public Higher Education and/or Workforce Development	Enrollment in any academic or workforce development program of the NC Community College System and/or enrollment in a degree program in the University of North Carolina System, and/or enrollment in a workforce development program as defined in this report at any time in an applicable fiscal year.
Enrolled in the University of North Carolina System	Enrolled in the University of North Carolina System was derived by taking the two cohorts of former workforce program participants and matching them through CFS to information from the University of North Carolina System in subsequent fiscal years.
Enrolled in the NC Community College System	Enrolled in the North Carolina Community College System was derived by taking the two cohorts of former workforce program participants and matching them through CFS to information from the Community College System in subsequent fiscal years.
Enrolled in Other Workforce Development Program	Enrolled in Other Workforce Development Programs was derived by taking the two cohorts of former workforce program participants and matching them through CFS to information from the Other Workforce Development programs in subsequent fiscal years.

Not found in
available records/
No Record

Individual that had no matching record within the Common Follow-up System programmatic data during the specified program year and no matching wage record for the specified wage quarters. Individuals with “no record” could include:

- Individuals employed by companies that are not covered by North Carolina’s Unemployment Insurance Laws (e.g., individuals working in other states and individuals working for the federal government, including VA hospitals and the military)
 - Individuals who are self-employed
 - Individuals who are incarcerated in federal jails and prisons
 - Students enrolled full- or part-time in private higher education colleges and universities
 - Students enrolled in an out-of-state public or private college or university
 - Individuals who are not employed in jobs covered by North Carolina’s Unemployment Insurance Laws and not participating in publicly supported education, employment or training programs.
 - Individuals who are no longer seeking work (e.g., retirees).
 - Individuals who have left North Carolina
 - Individuals who have died
-

¹The sum of percentage of cohort exceeds 100% due to co-enrollment.