

Workforce, Education, and Training Opportunity Development Subcommittee

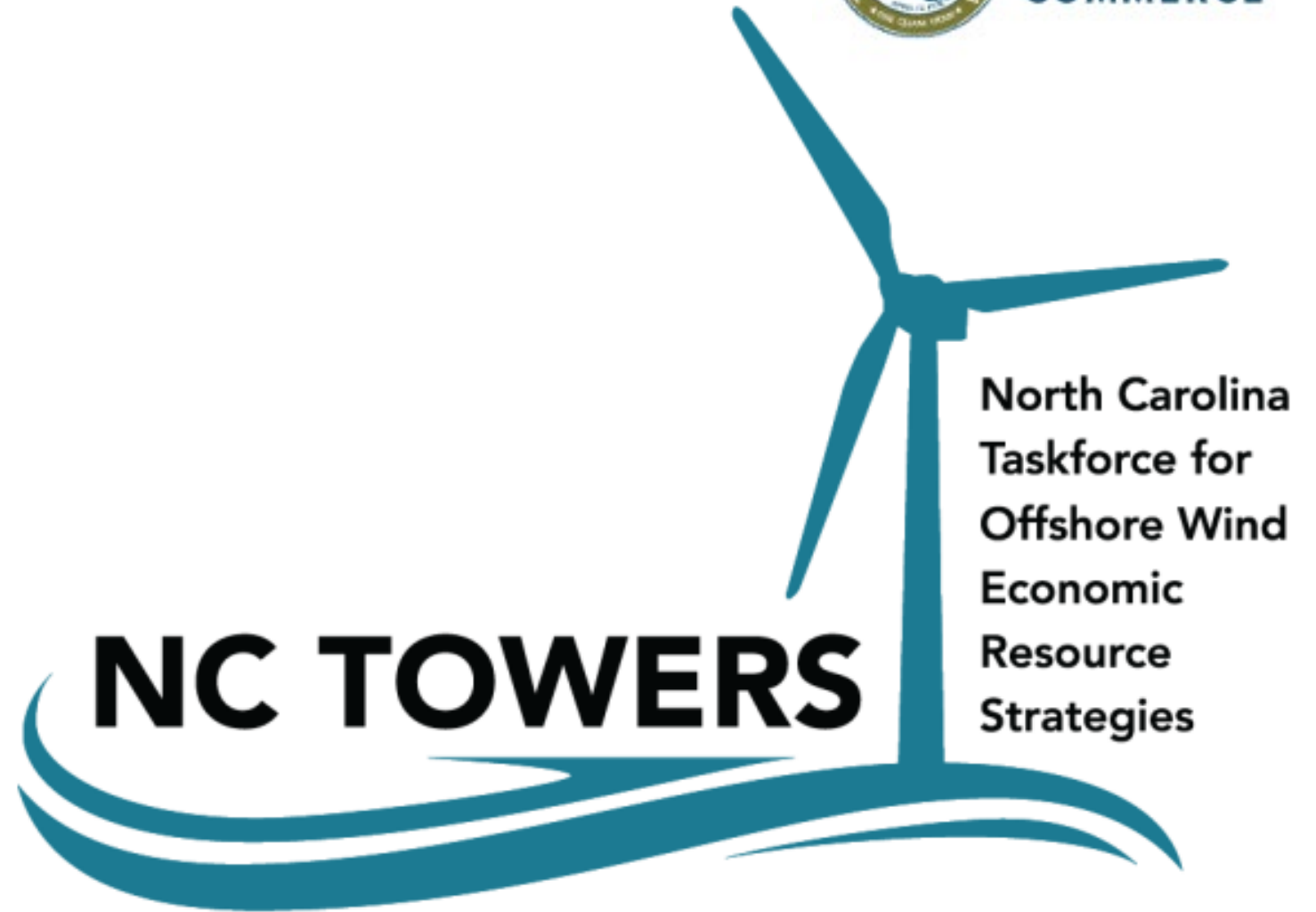
May 10, 2023

Greenville, NC

NC TOWERS



NORTH CAROLINA
**DEPARTMENT of
COMMERCE**



NC TOWERS

Workforce, Education, and Training Opportunity Development Subcommittee (Workforce)

To research, evaluate, and make recommendations regarding policies and programs that will grow a diverse and competitive NC offshore wind workforce

- Evaluate NC offshore wind workforce development challenges and opportunities
- Identify policies and programs that foster a diverse, highly skilled, offshore wind workforce
- Foster partnerships among educational institutions, businesses, trades, and stakeholders best equipped to implement the offshore wind workforce recommendations

Topics to discuss and consider:

- K-12 schools
- Higher Ed.
- Credential attainment
- Labor
- (Pre) Apprenticeships
- Aligned curriculum
- Work-based learning
- Workforce pivoting (e.g., military separation)
- Cross training
- Diversity

NC TOWERS Workforce Subcommittee Goals

- 1. Conduct a job skills analysis** for construction, operation and maintenance needs faced by the offshore wind industry. (Complete, November 2022)
- 2. Develop an inventory of industry-relevant training already available.** Work with relevant stakeholders to identify existing public and private training options already available from the NCCS and other training providers. (In Progress)
- 3. Promote the training opportunities** to North Carolina education and workforce systems and to the OSW industry. (In Progress)

Skills Analysis Recommendations and Next Steps

Additional **coordinated workforce training programs**, such as apprenticeships, may be **needed to meet the offshore workforce needs**

- NC should increase **existing levels of workers in skilled trades**; build transferrable skills
- NC should develop/expand offshore wind capacity by **partnering with other states and countries**
- NC should develop/expand **safety training capacity**

Source: NC Commerce Labor and Economic Analysis Division and NREL

Task: Invite 3 guest speakers to April subcommittee meeting to share best practices

1. LS Cable & Systems, USA

- Van Smith, Director, Human Resources
- Bobby Piner, Manufacturing Manager
- LS Cable designs, develops, and manufactures Energy Cable products that are currently used in renewable energy supply chains
- Participate in job fairs with community colleges, NCWorks, and high schools
- Offer corporate leadership and engineering internships
 - NCSU Rural Works Engineering Internship



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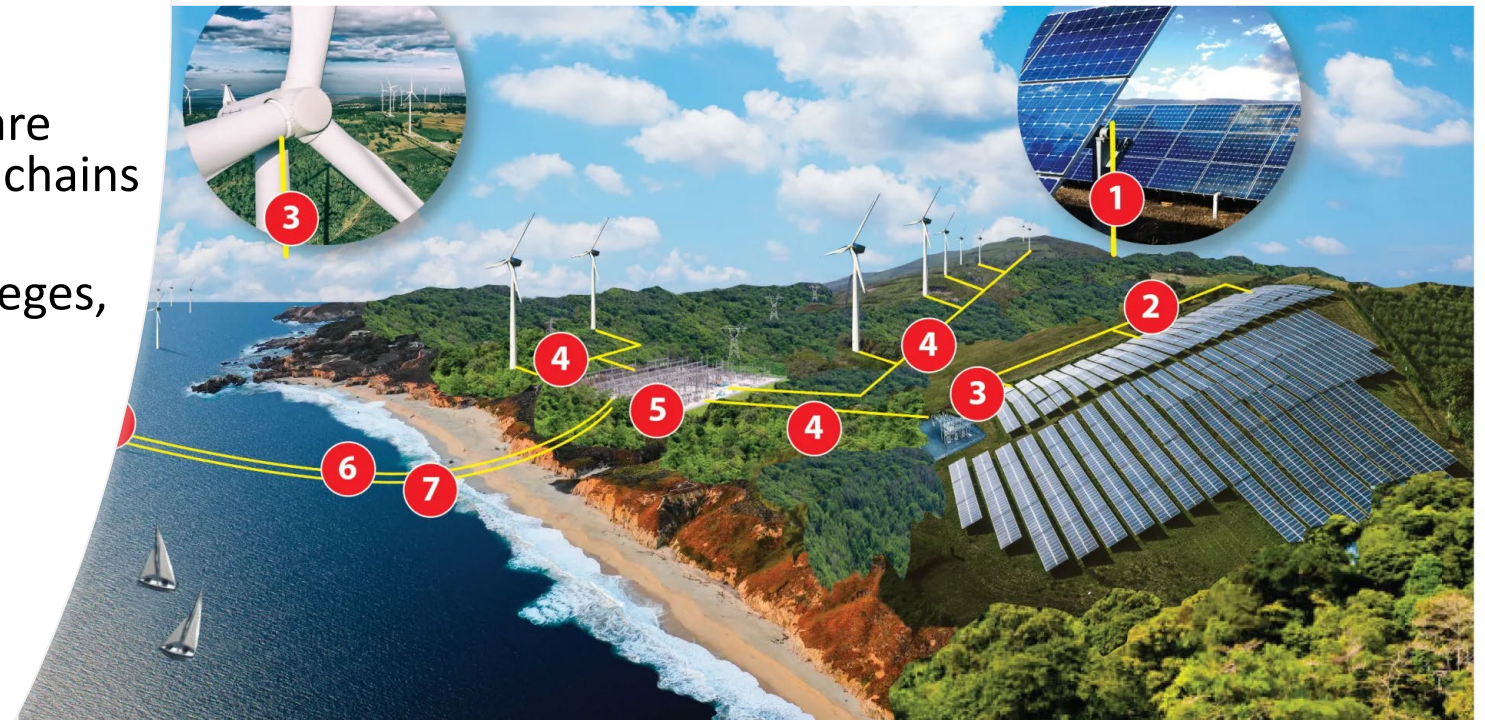
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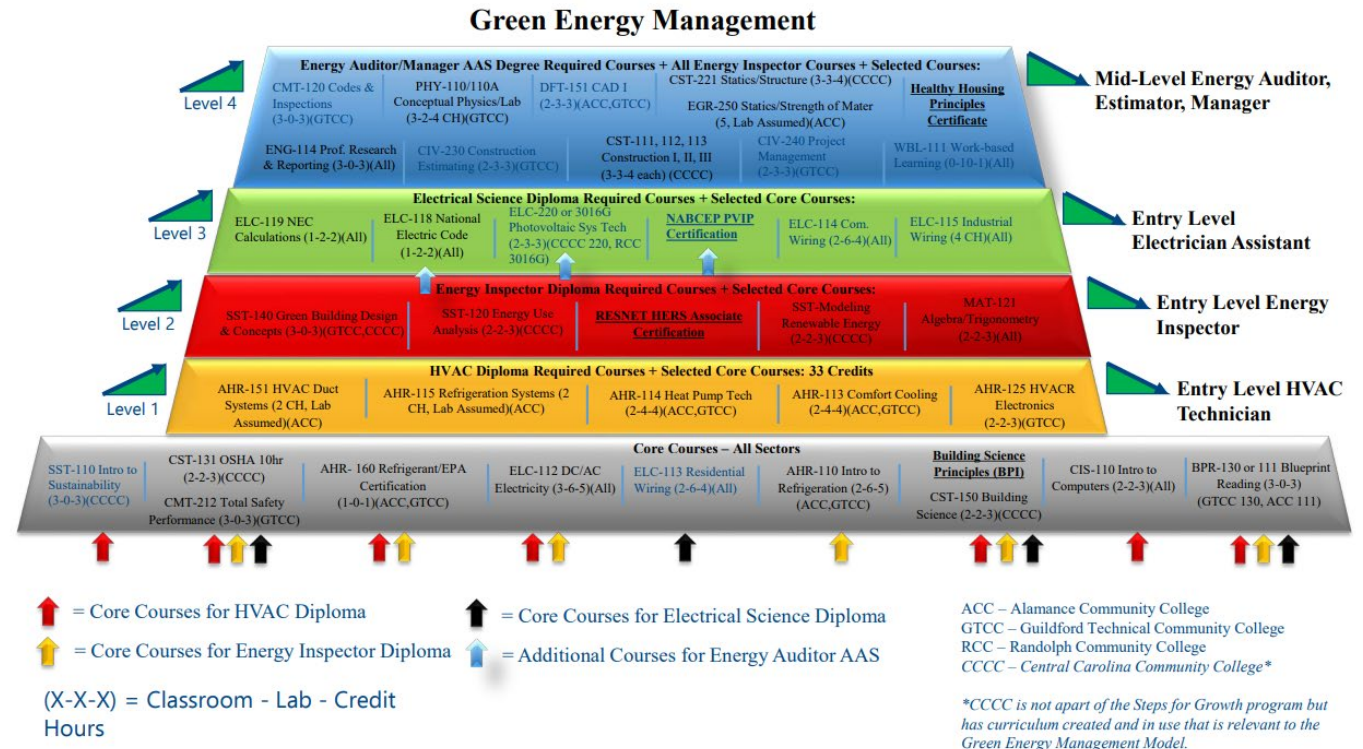
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2. Allison Carr, NC Clean Energy Technology Center, STEPS4GROWTH Partner
3. Brandi Bragg, NC Pathways, NC/VA Blue/Green Energy Grant Partner

- Developing educational pyramid models in renewable energy
- Identifying training opportunities
- Industry partnerships



Task: Partner with local workforce areas that have a certified career pathway in construction trades

- Areas with an **existing Construction Trades Pathway- Capital Area, Durham, Kerr-Tar, and Eastern Carolina**
- **Criteria** to have a Construction Trades Pathway: **Priority Policies, Funding** allocated for relevant recruitment, education, training and job placement
- Local workforce areas are interested in developing a clean energy career pathways
 - Additional resources are needed to support staffing and execution
- **Next Step:** Draft outline for clean energy pathways with criteria for NCWorks Commission certification



Additional Tasks

- Host employer roundtables on construction, installation, and maintenance occupations in OSW wind. *(In partnership with the Outreach Committee and Task Force)*
- Make recommendations to workforce partners about key offshore wind occupations to focus on to identify short-term credentials to add to the **NC Workforce Credentials Council's Industry Valued Credentials List** on **NCCareers.org**
- **Publish** the offshore wind training inventory to the NC TOWERS website

The screenshot shows the NC Workforce Credentials website. The navigation bar includes links for 'Find My Interests', 'Explore Occupations', 'Plan My Career', 'Education & Training', 'Job Search', 'Sign In', and 'Help'. The main content area is titled 'NC WORKFORCE CREDENTIALS' and includes a description of the advisory council's role and a list of essential and career credentials. The list of essential and career credentials includes: Agriculture, Food & Natural Resources; Architecture & Construction; Arts, A/V Technology & Communications; Business, Management & Administration; Education & Training; Finance; Health Sciences; Hospitality & Tourism; Human Services; Information Technology; Law, Public, Safety, Corrections & Security; Manufacturing; Marketing; Retail; and Transportation, Distribution, & Logistics. The list of foundational credentials includes: Agriculture, Food & Natural Resources; Hospitality & Tourism; Human Services; Manufacturing; and Transportation, Distribution, & Logistics. The website footer features a colorful illustration of a coastal town and a lighthouse.