

# NCWORKS COMMISSION

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**February 14, 2024**  
**Quarterly Business Meeting**

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

# Meeting Instructions

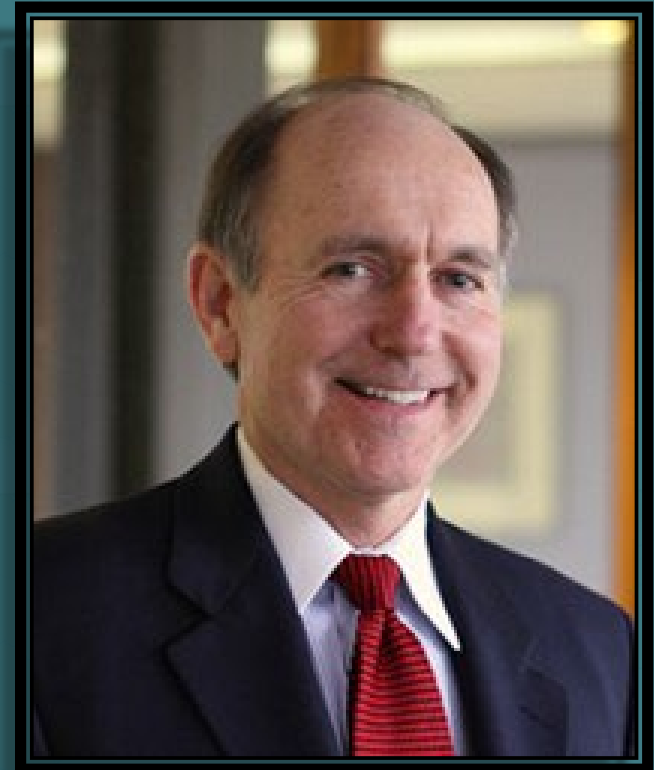
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**Welcome**

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**Tom Rabon, Chair  
NCWorks Commission**



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# Introductory Remarks

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## Secretary Machelle Baker Sanders NC Department of Commerce



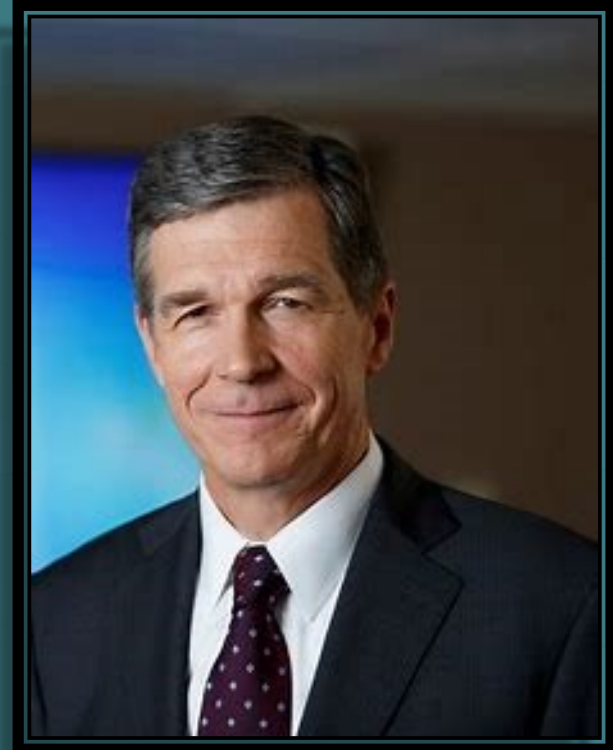
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# Opening Remarks

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## Governor Roy Cooper



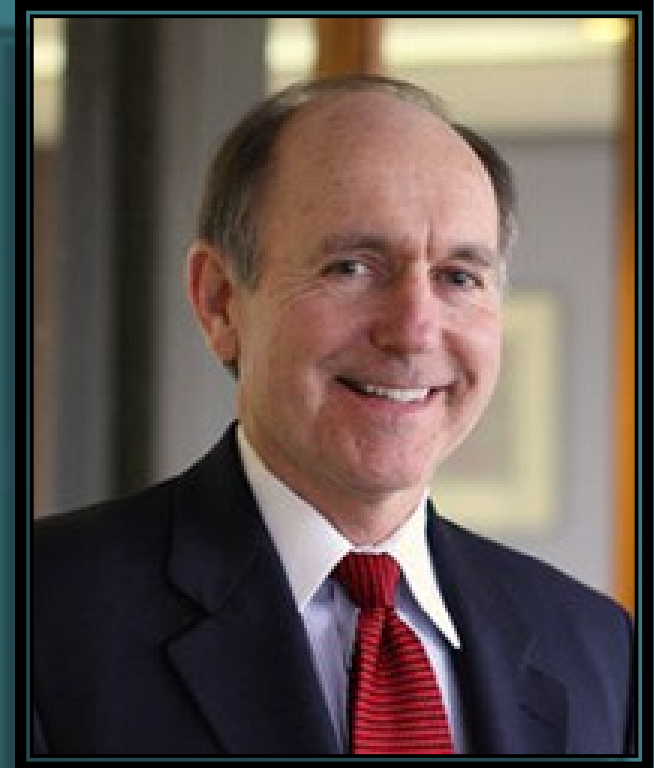
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# Workforce Updates

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# NC Certified Career Pathways Report

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**Dr. James Bartlett**  
**Dr. Michelle Bartlett,**  
**Old Dominion University,**  
**Darden College of Education &**  
**Professional Studies**



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# North Carolina Certified Career Pathways 2016-2022: Participation, Impacts, & Alignment

James E. Bartlett, II, Ph.D.  
Michelle E. Bartlett, Ph.D.

February 2024



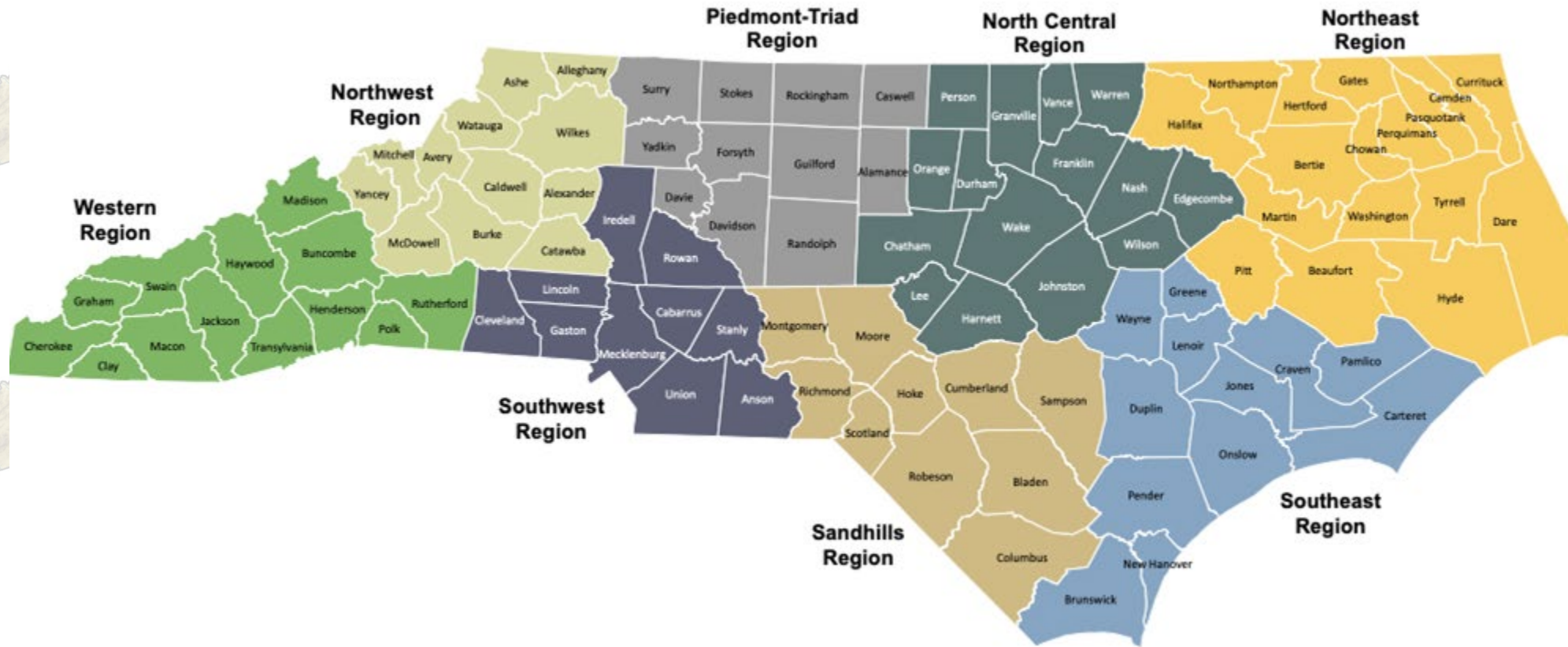




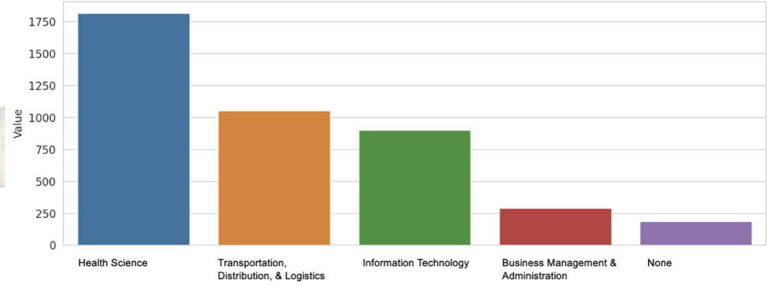
# Agenda

- Goal 1: Describe the NC Certified Career Pathways
- Goal 2: Explore Participation in the NC Certified Career Pathways
- Goal 3: Explore Completion in the NC Certified Career Pathways
- Goal 4: Explore Alignment of Participation in the NC Certified Career Pathways to Workforce Demand
- Deep Dives
- Future Recommendations

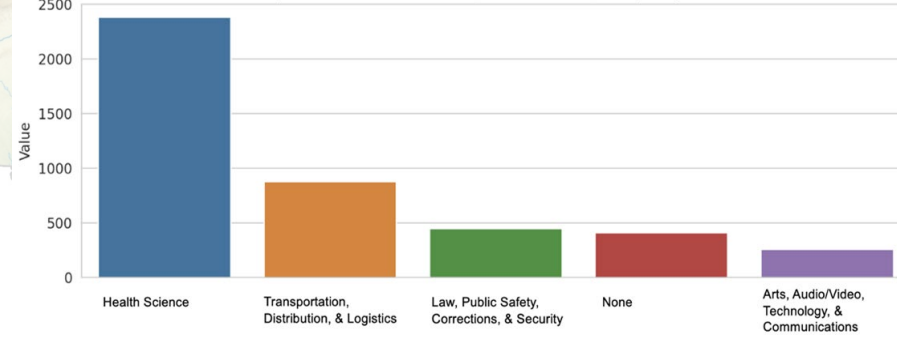
# Goal 1: Describe the NC Certified Career Pathways



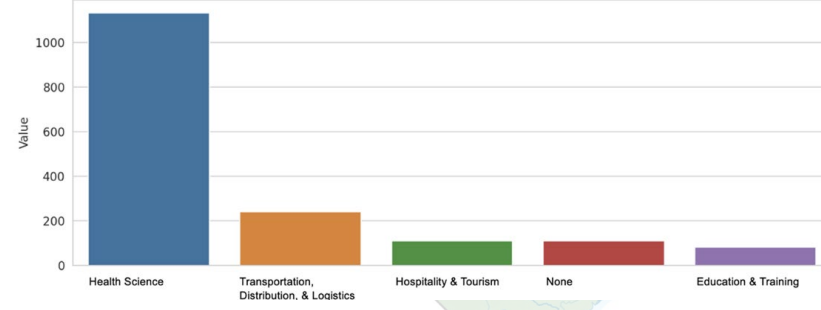
Top 5 Clusters in North Central Prosperity Zone



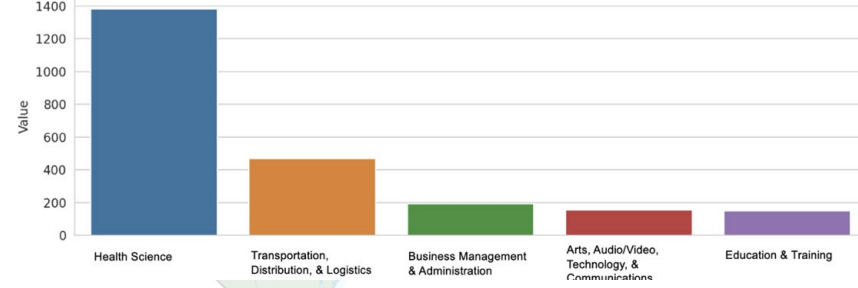
Top 5 Clusters in Sandhills (South Central) Prosperity Zone



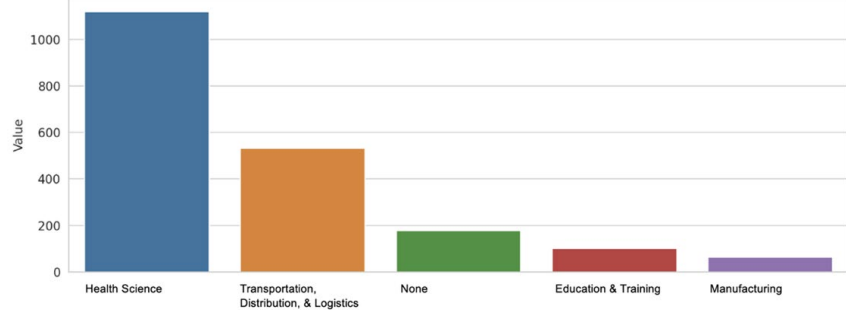
Top 5 Clusters in Northwestern Prosperity Zone



Top 5 Clusters in Southeast Prosperity Zone



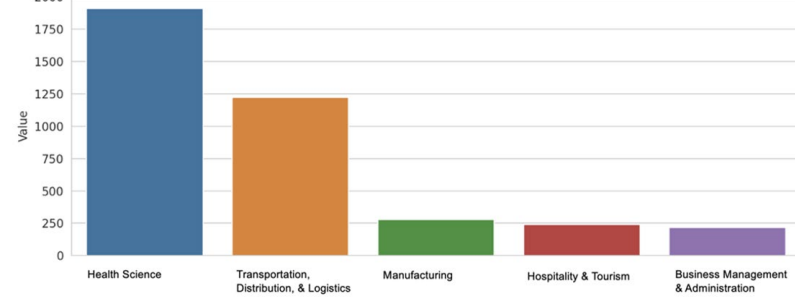
Top 5 Clusters in Northeast Prosperity Zone



Top 5 Clusters in Southwestern Prosperity Zone



Top 5 Clusters in Piedmont Triad (Central) Prosperity Zone

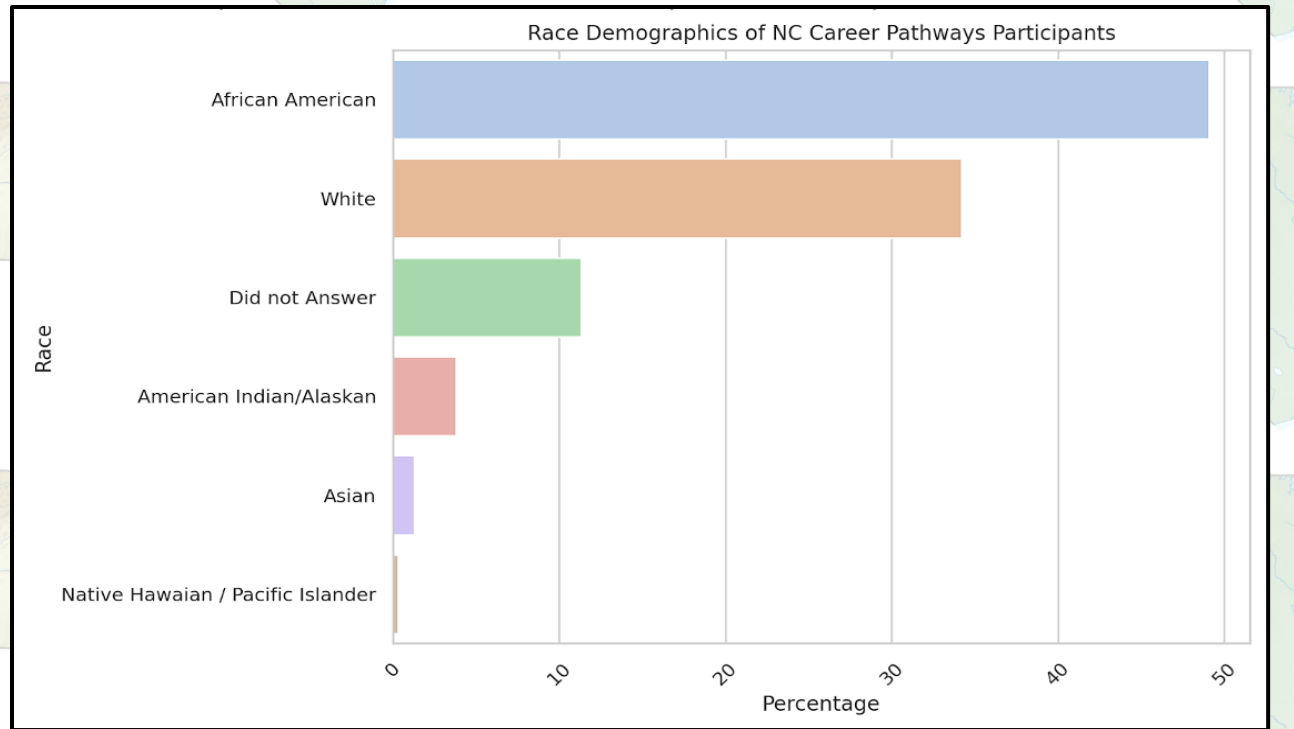
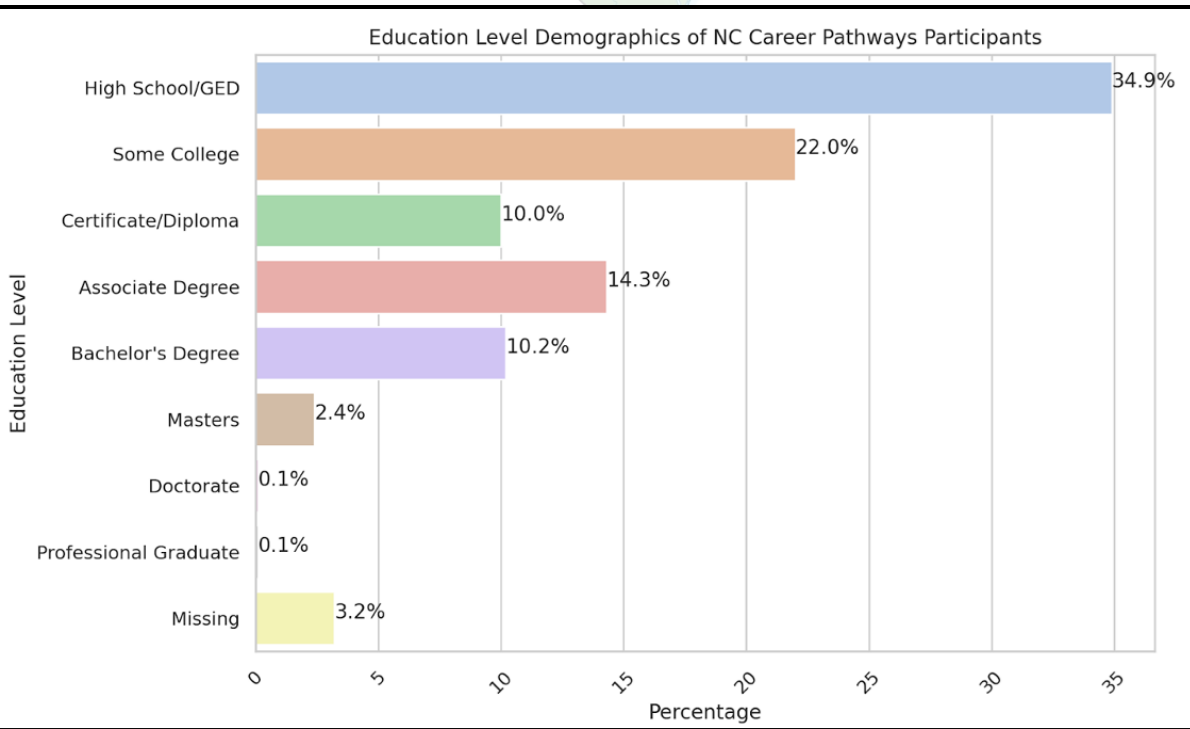
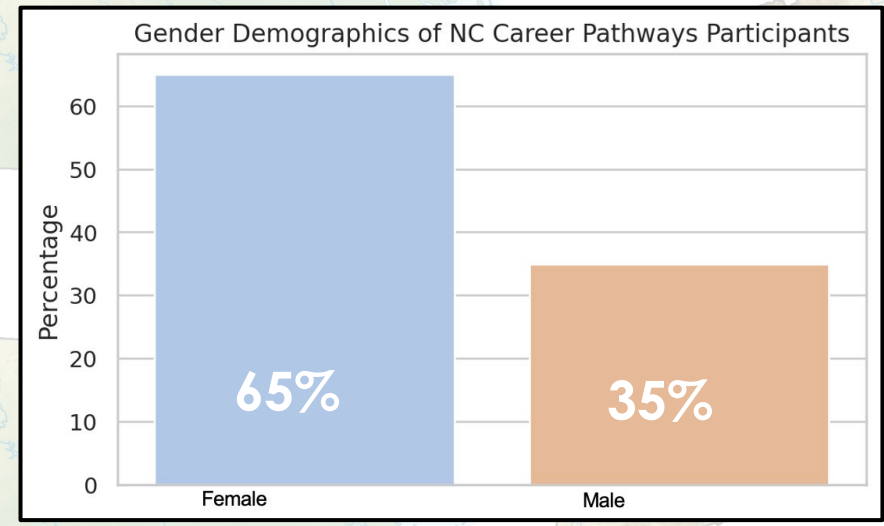
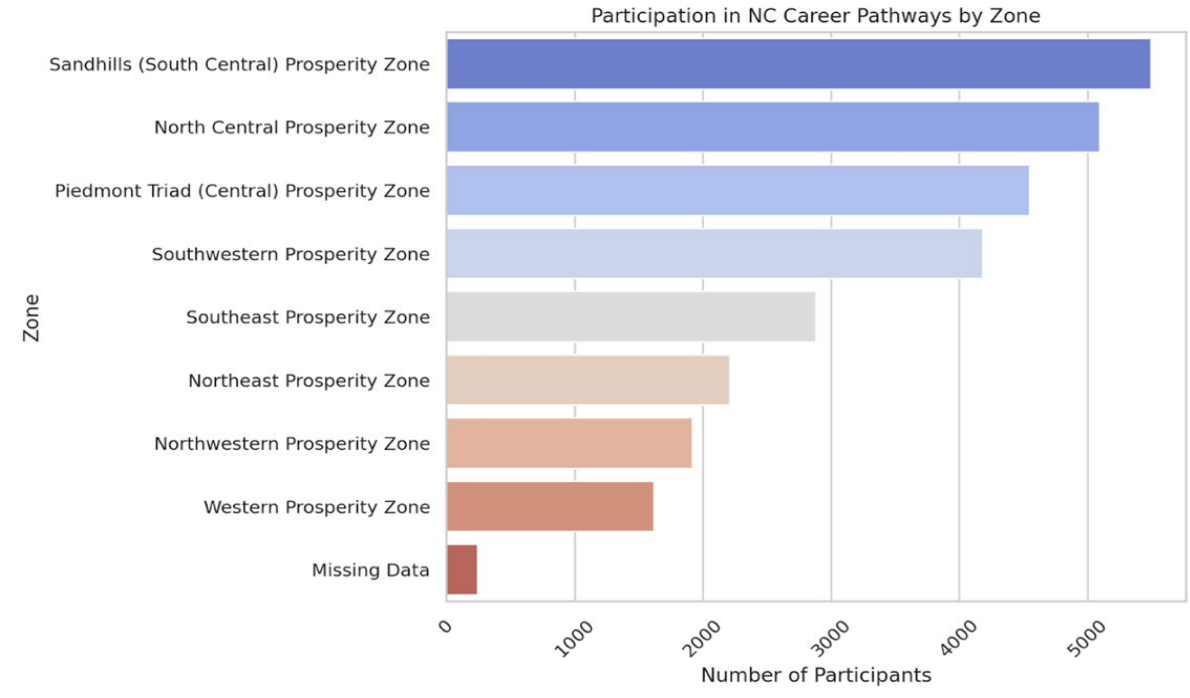


Top 5 Clusters in Western Prosperity Zone



## Goal 2: Explore Participation in the NC Certified Career Pathways

- Participation peaked in 2019, with a drop in 2020, and growth back upward post-pandemic.
- 55% not working/never worked 36% working (part/full).
- 90% non-veteran, nearly 10% veteran.
- 3% report disability, 77% no disability, 20% did not answer.



# Goal 3: Explore Completion in the NC Certified Career Pathways

- Overall completion for 2016-2022 ranged from 67.4% to 75.9%
- By cluster ranged from 61.5% (finance) to 81.8% (transportation, distribution, logistics)
- Males 78.4% - Females 69.8%
- Race ranged from 66.1% to 75.3%, with American Indian/Alaskan were statistically significantly lower than all other races.
- Education levels ranged from 69.7% to 87.2%, with those with some college completing less than those with high school/GED or no high school.
- Those that reported having a disability completed at 69.3% while those who reported no disability completed at 72.8%
- Veterans had a higher completion rate of 78.1% to non-veterans 72.2%
- Those working full or part time completed at higher rates than those not working or never worked.

\*Completion Rates for 2016 to June 2022

# Goal 4: Alignment of Participation in the Certified Career Pathways to Workforce Demand

Top Industries by Demand and Top Pathway Participants by Cluster Participants

<b>Industry</b>	Accommodation & Food Services	Health Care & Social Assistance	Retail Trade	Manufacturing	Administrative/ Support/ Waste Management & Remediation Services	Educational Services
<b>Demand</b>	444,659	397,868	392,149	262,055	248,965	214,097
<b>Cluster</b>	Health Science	Transportation	IT	Business Management/ Administration	Manufacturing	Education & Training
<b>Participants</b>	12,056	5,861	1,751	1,619	1,110	985

# Deep Dives

## Healthcare Deep Dive. Labor Market

### Outcomes

- 8,548 completers, 70.2%
- 4,536 (53.6%) had earnings reported in last 4 quarters (Q3/Q4 2022; Q1/Q2 2023)
- 1,605 (19%) had no wage data
- Range \$600 - \$142,204
- \$34,219.31 (SD=\$21,596.44)
- 8,548 that started 4,526 had UI wage data

Additionally, the UI wage data is location based, so if an employee lives in a different state, they would not be present in this data. Additionally, when a participant moves out of state, there is no interstate tracking. Typically, this data does not cover federal employees such as Veterans Health Administration (VHA), Federal Bureau of Prisons, and Military Base. This also excludes contractors. The transparency in the flaws with this data is critical to understand this can sometimes provide an incomplete picture of participant success when using labor market outcomes.





# Transportation Deep Dive: Labor Market Outcomes

- 5,861 completers, 81.9%
- 1769 (36.8%) had earnings reported in last 4 quarters (Q3/Q4 2022; Q1/Q2 2023)
- 443 (9.2%) had no wage data
- Range \$2,017.50 - \$163,467.00
- \$40,649 (SD=\$22,243.72)
- 5,861 that started 1769 (30.1%) had UI wage data

It is important to note that the UI (Unemployment Insurance) wage data covers only those employees covered by unemployment insurance. Many individuals working in the information technology sector might be telecommuting and working remotely. Additionally, a number of others might be working as gig employees or contractors and therefore not have UI wage data. The UI wage data is location-based, so if an employee lives in a different state, they would not be included in this data. Additionally, when a participant moves out of state, there is no interstate tracking.



# IT Deep Dive: Labor Market Outcomes

- 1,308 completers, 74.7%
- 522 (39.9%) had earnings reported in last 4 quarters (Q3/Q4 2022; Q1/Q2 2023)
- 411 (31.4%) had no wage data
- Range \$3,744.17 - \$307,646.00
- \$57,340.62 (SD=\$36,495.52)
- 1,751 that started 522 had UI wage data

It is important to note that the UI (Unemployment Insurance) wage data covers only those employees covered by unemployment insurance. Many individuals working in the information technology sector might be telecommuting and working remotely. Additionally, a number of others might be working as gig employees or contractors and therefore not have UI wage data. The UI wage data is location-based, so if an employee lives in a different state, they would not be included in this data. Additionally, when a participant moves out of state, there is no interstate tracking.



# Future Recommendations

1. Challenges with Data and Future Questions
2. Suggestion for Improvement in Data Collection
3. Create a Logic Model
4. Recommendations for Practice
5. Future Research



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# Contact Information

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Michelle E. Bartlett, Ph.D.  
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# Committee Updates

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## Skills and Educational Attainment – Sherry Carpenter

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## Employer Leadership – Jeff Frederick

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# Local Innovation – Cynthia Speight

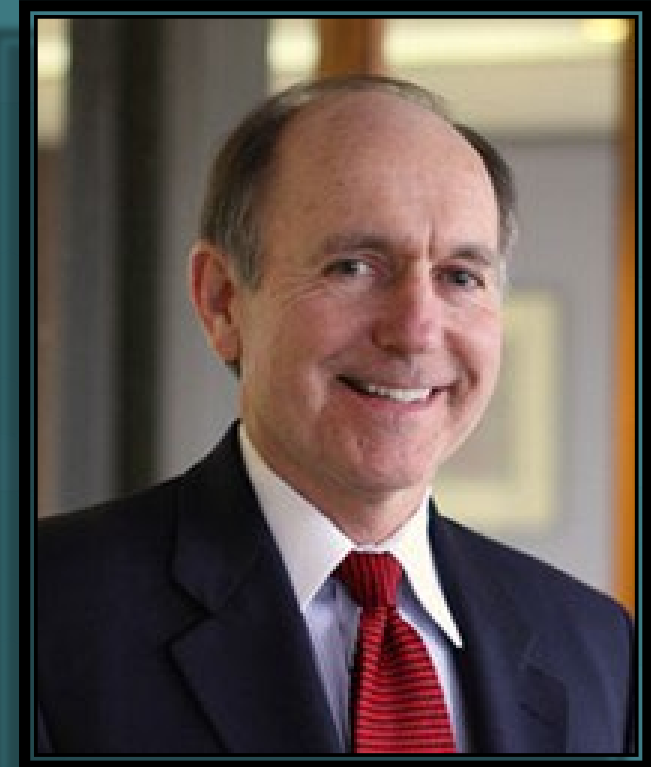
# Governance and System Alignment – Chris Egan



# Action Items

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# NC WIOA Unified State Plan

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# 2024-26 NC WIOA Unified State Plan

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# Commission Policy Statement

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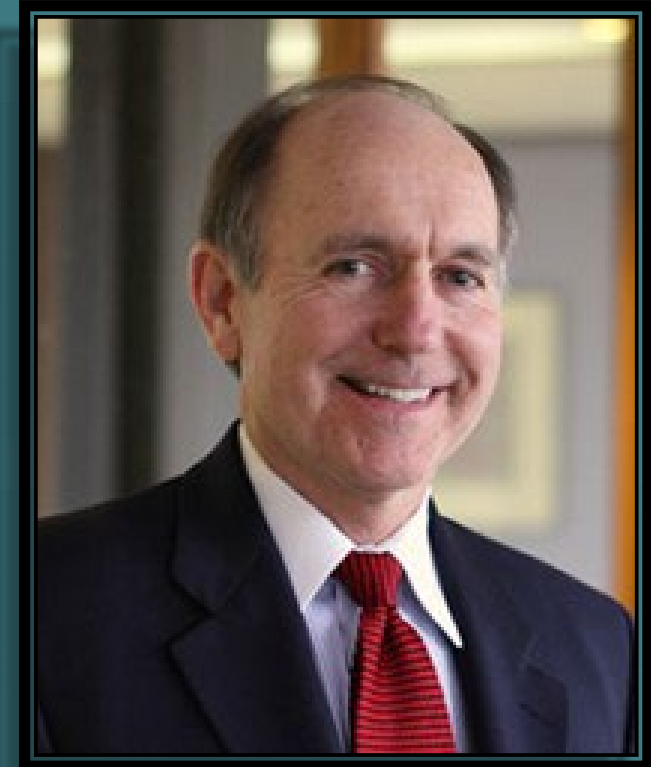
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- **CPS 01-2024 - WIOA Comprehensive Four-Year Title I Plan for PY 2024 – 2028**
- **CPS 10-2021, Change 1 WIOA Nondiscrimination/Equal Opportunity Standards and Complaint Procedures**

# Closing Remarks

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**2024**

- **May 8, 2024 – UNCW Education Building (Wilmington, NC)**
- **August 14, 2024 – McKimmon Center (Raleigh, NC)**
- **November 13, 2024 – TBD**

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