

NCWORKS COMMISSION

May 11, 2022

Webinar

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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 be glad to assist you.

Meeting Instructions

Opening Remarks

NCWORKS
COMMISSION

Dr. Anthony Clarke, President



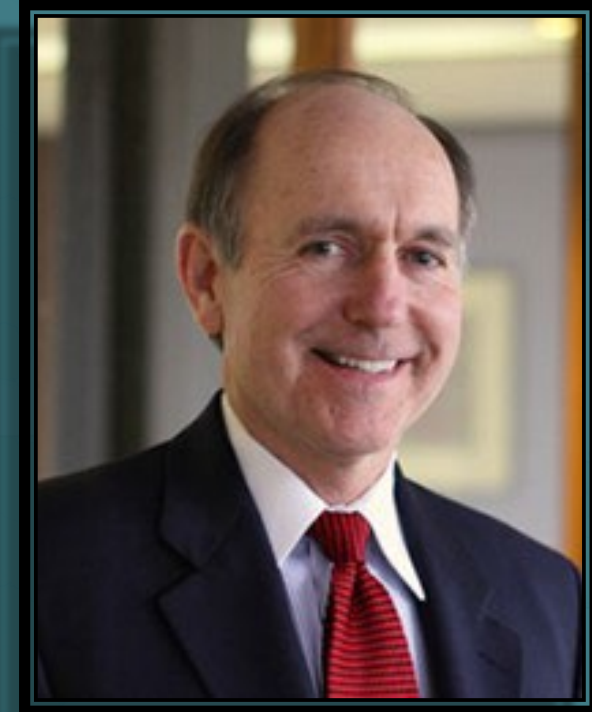
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**Welcome &
Workforce
Updates**

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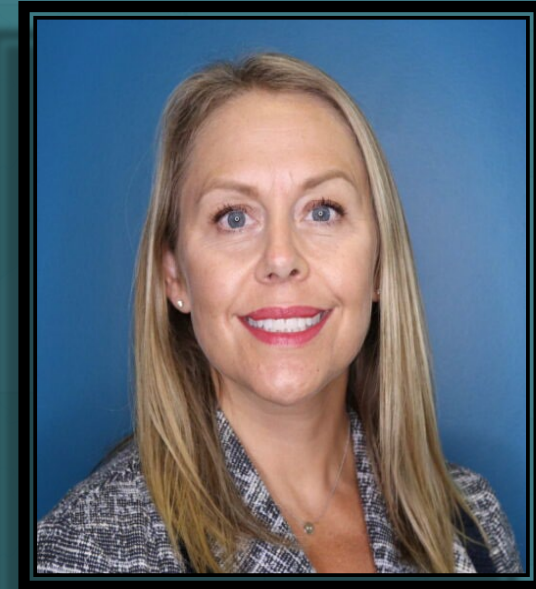
**Tom Rabon, Chair
NCWorks Commission**



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**Sarah Langer Hall
Interim Director
NCSU Institute for Emerging Issues**

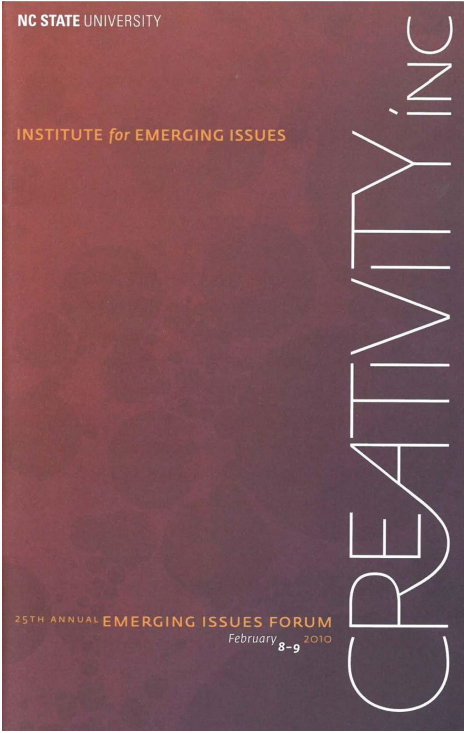
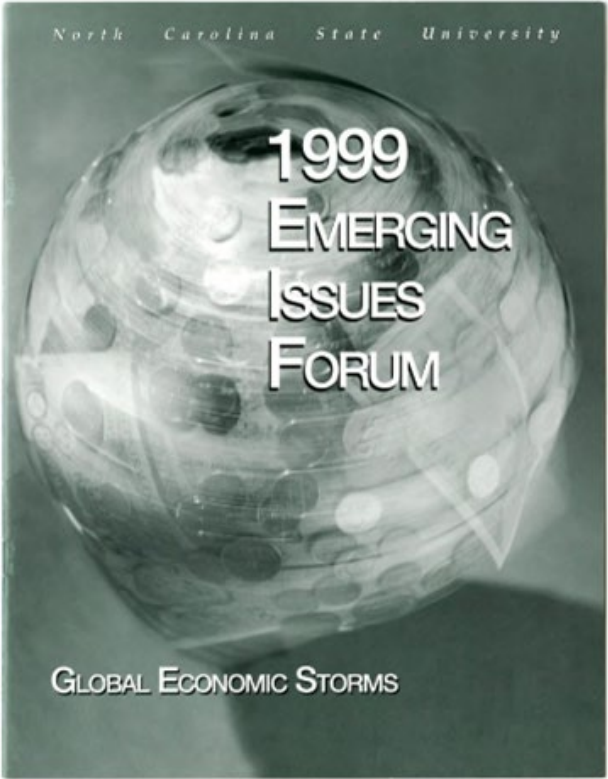
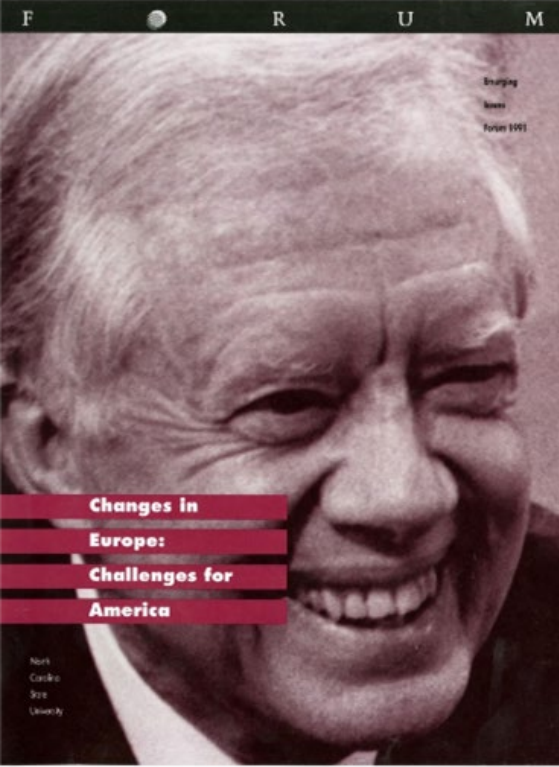




Talent First Economics

NC Works Commission Meeting
May 11, 2022

Emerging Issues Forums



FutureWork



February 13, 2023

Inspired by:

July 2021



Goals, Strategies, and Tactics for the New Economic Landscape



1. Justice involved
2. Transitioning military & families
3. Families with young children
4. Disconnected/opportunity youth
5. Disability/ neurodiverse
6. Rural workers



Workforce Development Academy

Provides training, education, and resources for workforce development leaders throughout North Carolina.

Non-degree professional certification comprised of four courses, 12 contact hours per course, Certified Workforce Developer

Dates

- October 10-11, 2022
- December 1-2, 2022
- January 19-20, 2023
- **February 13, 2023**
- March 9-10, 2023



Bruce D. McDonald

School of Public and International Affairs, NC State University

As a professor of public administration, my work in the classroom focuses on building future leaders for local governments throughout the state who are prepared to tackle the uncertain challenges that the future holds. Outside of the classroom, I work with the North Carolina Workforce Development Academy to train and advance workforce development throughout the state.

How can we make North Carolina a more vibrant and prosperous state?

North Carolina needs to work on incorporating workforce development and economic development into a single strategy in order to help everyone in the state prosper.



Questions?

Sarah Langer Hall
Interim Director
smlanger@ncsu.edu

Skills and Education Attainment – Sherry Carpenter

Employer Leadership – Jeff Frederick

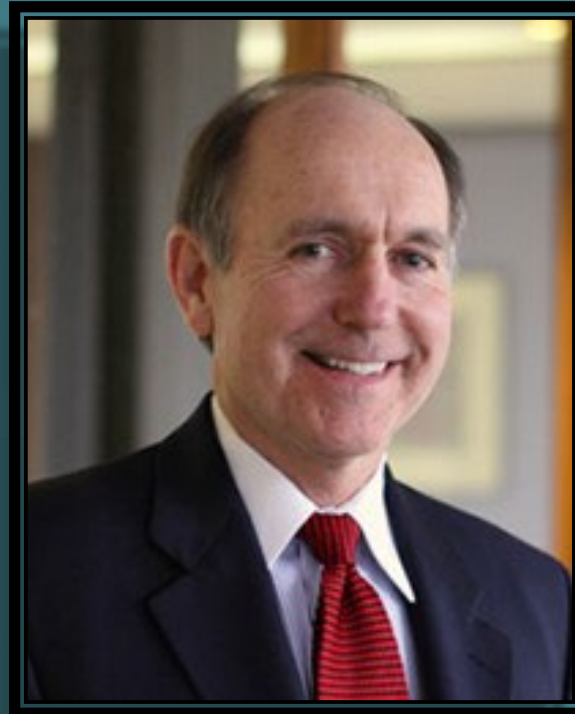
Local Innovation – Leslie Walden

Governance and System Alignment – Chris Egan

Policy Statements Review and Approval

NCWORKS
COMMISSION

Tom Rabon, Chair NCWorks Commission



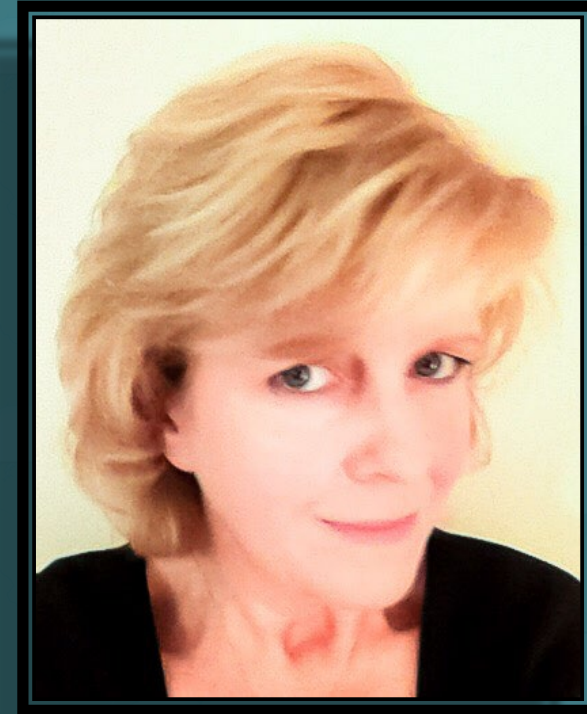
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**Annual Workforce
Development System
Performance Report**

NCWORKS
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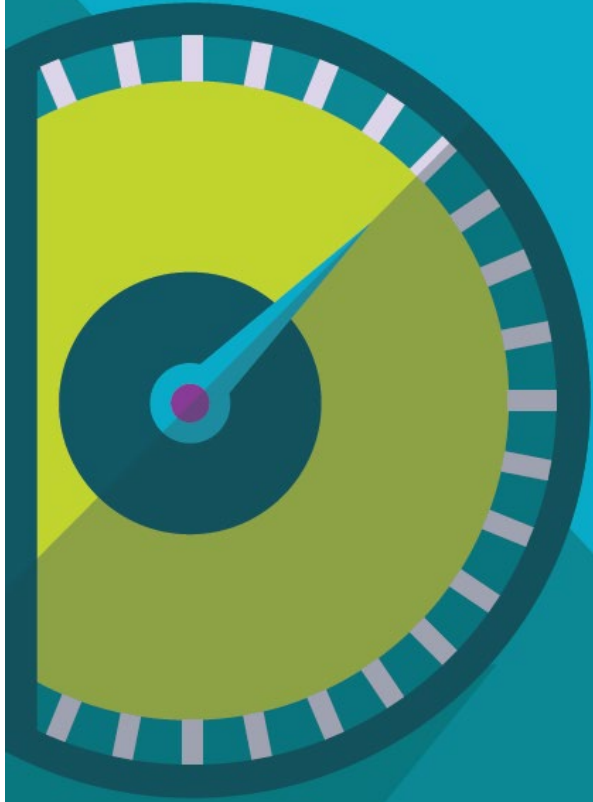
**Dr. Betty McGrath
Director Employment Statistics
& Analysis, LEAD**



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JANUARY 2022



MEASURING THE PERFORMANCE OF
NORTH CAROLINA'S WORKFORCE
DEVELOPMENT SYSTEM



NCWORKS

Commission

Annual Workforce Performance Report

May 11, 2022



NORTH CAROLINA
DEPARTMENT of
COMMERCE



Performance Report Background

N.C. G.S. § 143B-438.10

Outlines the Creation and the Duties of the NCWorks Commission including the responsibility to:

- ❖ **Assess the effectiveness of North Carolina workforce training and employment programs**
- ❖ **Develop and continuously improve performance measures**
- ❖ **Report on performance of workforce development programs administered by:**
 - Department of Commerce,
 - Department of Health and Human Services,
 - Community Colleges System Office,
 - Department of Administration,
 - Department of Public Instruction.
- ❖ **Collaborate with the Department of Commerce on the common follow-up information management system.**



Performance Report Background

NCWorks Accountability Committee and the NCWorks Staff

- ❖ **Convened a Task Force and Advisory Committee**
- ❖ **Defined a Methodology**
 - Cohort Analysis of Former Program Participants
- ❖ **Defined a Set of Core Measures**
 - Percent of Former Program Participants Employed
 - Average Wage
 - Enrollment in NC Public Higher Education
 - Enrollment in Other Workforce Programs
- ❖ **Data Source**
 - North Carolina Common Follow-up System (CFS)

North Carolina Common Follow-up System

Longitudinal Data System

❖ Education, Employment and Training Agencies

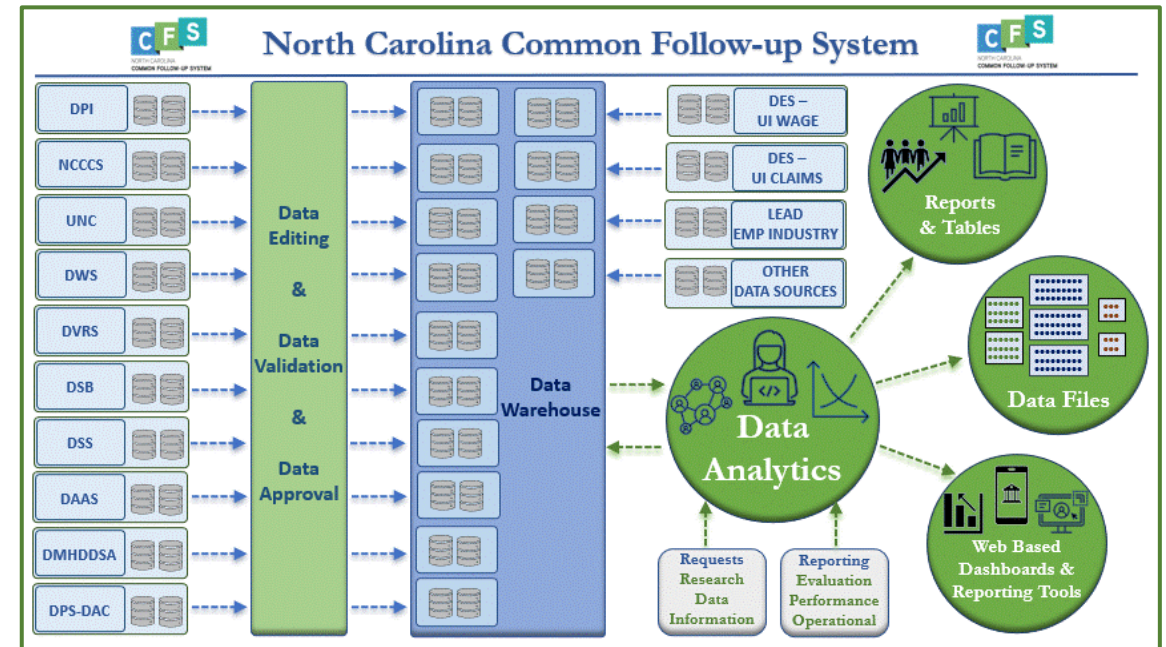
- Individual Participant Level Information
 - Program Participation
 - Services / Courses
 - Institution
 - Participation Dates
 - Completions
 - Demographics

❖ Division of Employment Security

- Unemployment Insurance Wage
- Unemployment Insurance Claims
- Unemployment Insurance Benefit Payment

❖ Labor and Economic Analysis Division

- Employer Industry Information (Quarterly Census of Employment and Wages)





Workforce Programs Included in the Report

❖ Department of Commerce

- Wagner Peyser
- Workforce Investment Act & Workforce Innovation and Opportunity Act – Adult
- Workforce Investment Act & Workforce Innovation and Opportunity Act – Dislocated Worker
- Workforce Investment Act & Workforce Innovation and Opportunity Act – Youth
- Veteran's Employment

❖ Department of Health and Human Services

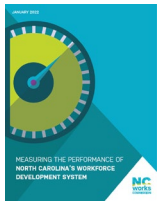
- Services for the Blind
- Vocational Rehabilitation
- Work First

❖ NC Community College System

- Apprenticeship
- Basic Skills
- Customized Training
- Human Resources Development
- Workforce Continuing Education
- Postsecondary Career, Technical and Vocational Education

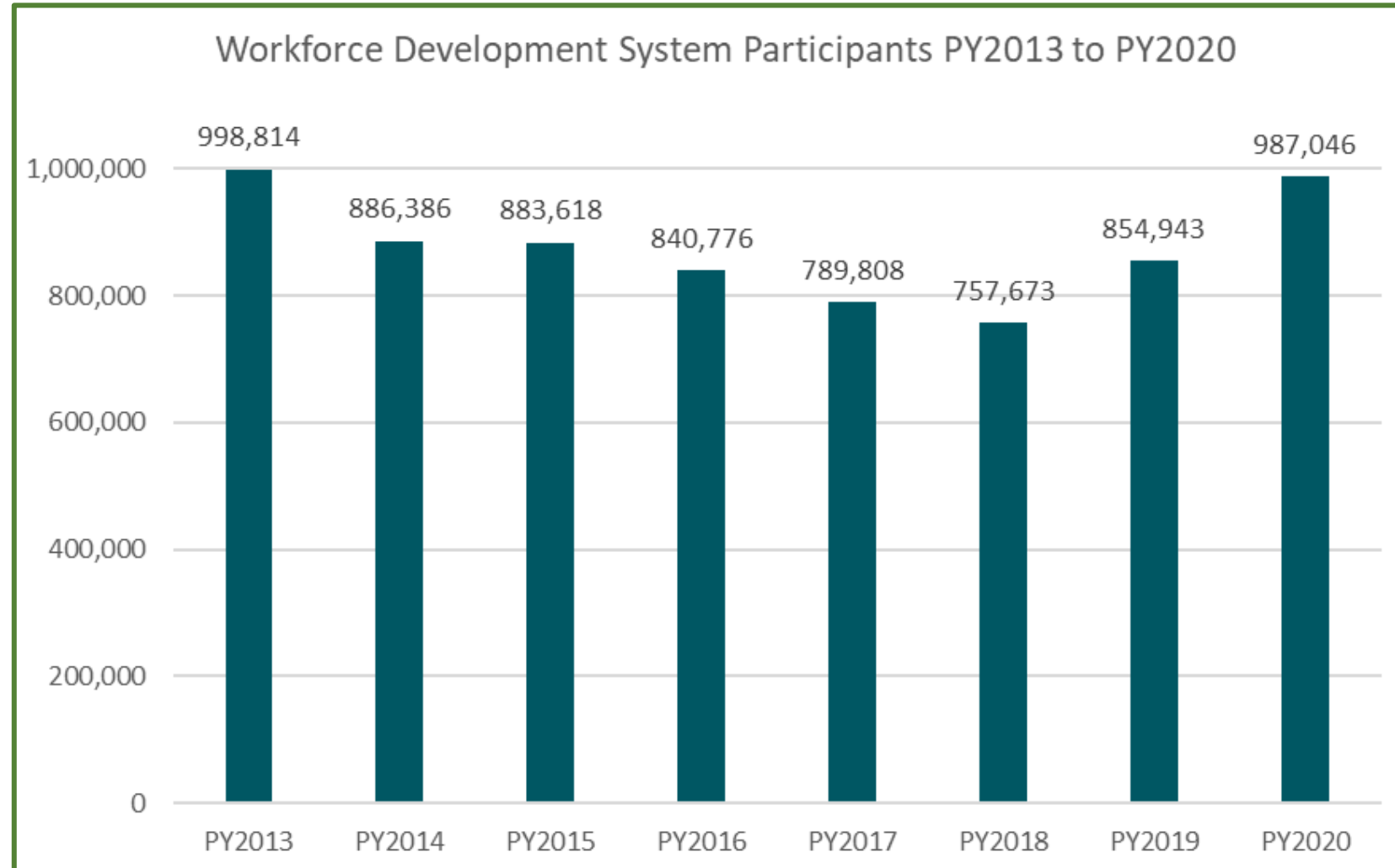
❖ Department of Public Instruction

- Secondary Career and Technical Education



Interpreting the Report

❖ Workforce System Participants





Interpreting the Report

❖ NC Community College System Customized Training Cohort One 2013-2014

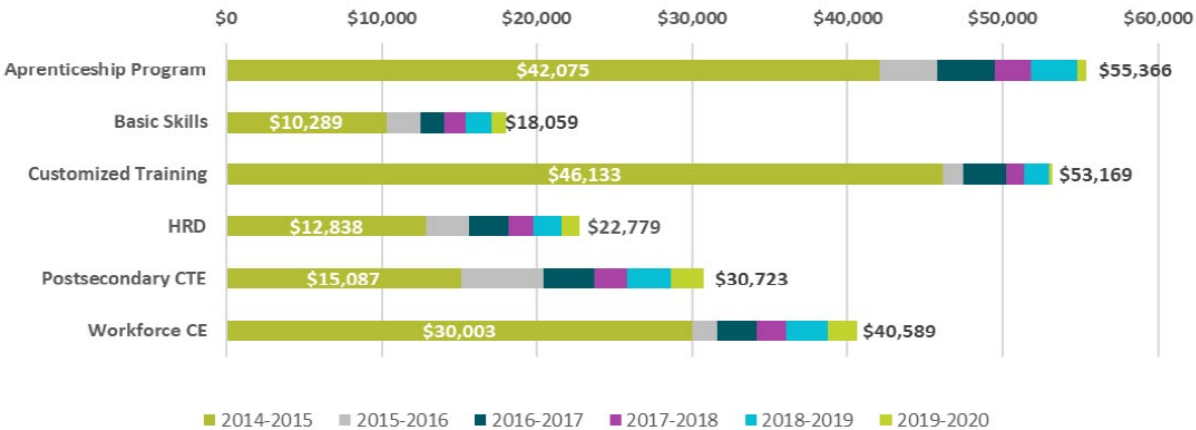
		Base Year 2013-2014	1 Year Later 2014-2015	2 Years Later 2015-2016	3 Years Later 2016-2017	4 Years Later 2017-2018	5 Years Later 2018-2019	6 Years Later 2019-2020
Number of Participants	N	21,270						
Number of Participants Enrolled in same program in the following year	N	5,976						
Number of Participants not Enrolled in same program in the following year	N	15,294						
Employed	%	89%	87%	82%	79%	76%	74%	71%
Average Wage		\$43,265	\$45,114	\$47,065	\$49,693	\$52,176	\$52,934	\$53,641
Enrolled in Public Higher Education and/or Workforce Development	%		20%	26%	22%	21%	22%	20%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		10%	19%	16%	14%	14%	8%
Enrolled in Other Workforce Program	%		12%	10%	8%	8%	10%	12%
Not Found	%		12%	16%	19%	22%	24%	26%



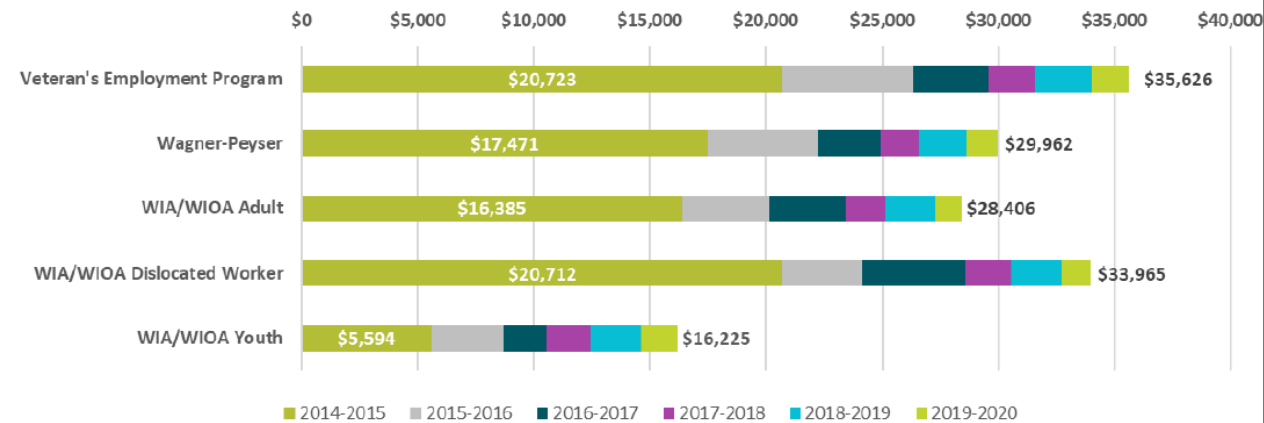
Interpreting the Report

❖ Program Cohort Wage Progression

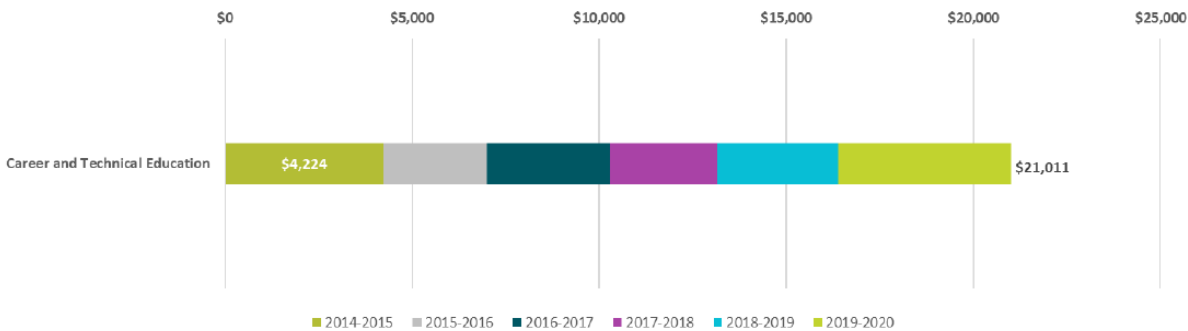
NC Community College System: Cohort Two (2014-2015)



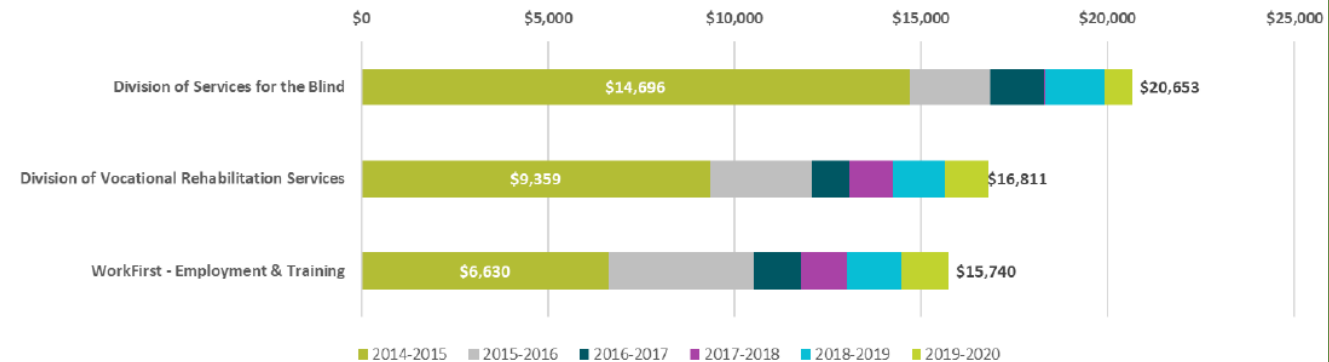
NC Department of Commerce: Cohort Two (2014-2015)



NC Department of Public Instruction: Cohort Two (2014-2015)



NC Department of Health & Human Services: Cohort Two (2014-2015)



Joshua Levy
Policy Analyst, LEAD



NC Business Pulse Survey

- Pilot project of LEAD in partnership with the NCWorks Commission, MyFutureNC and supported by the Duke Energy Foundation
- Monthly survey of convenience sample of NC businesses launched in October 2021
- Seeks to capture current concerns, economic conditions, and outlook for future as well as trends over time
- Responses from 100-500 businesses each month, mix of industries and geographic areas
- Results available at <https://analytics.nccommerce.com/pulse-survey/>

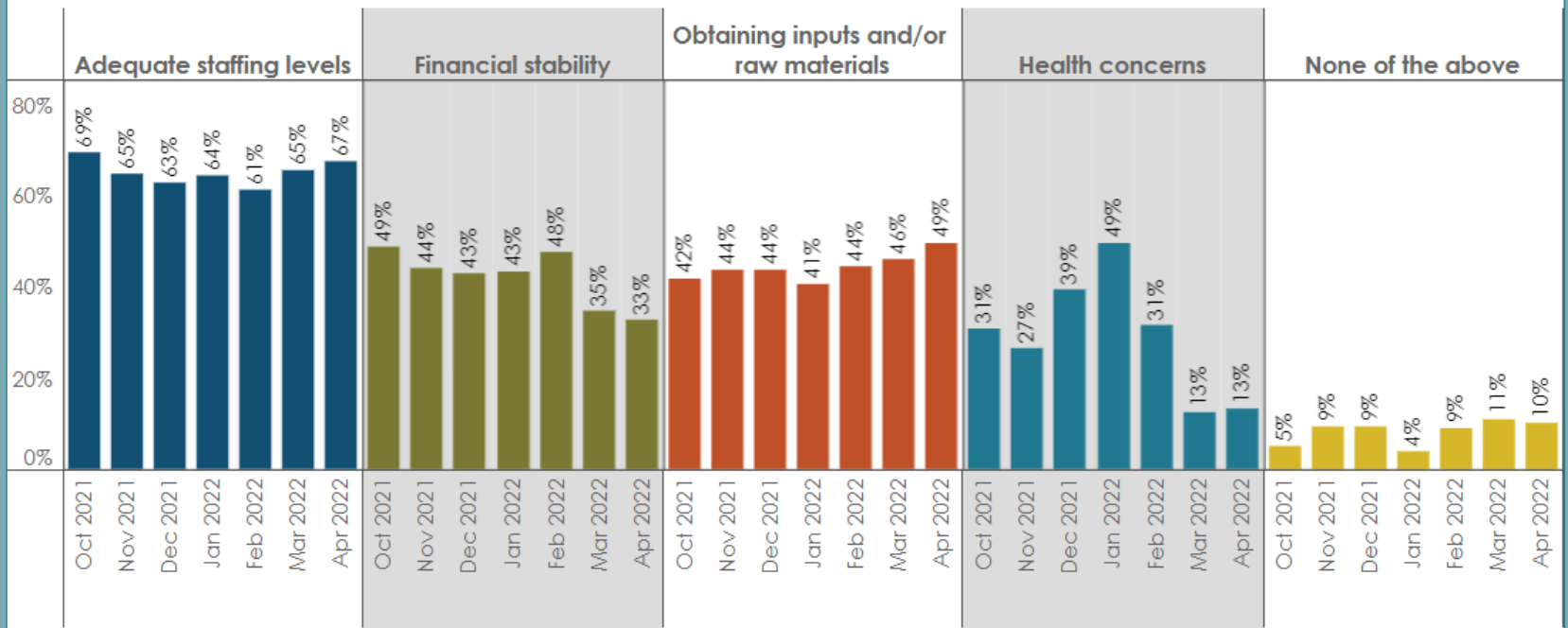
Top Concerns: Staffing levels, Inputs/Raw Materials and Financial Stability

CURRENT STATE OF BUSINESS

From 1 (Poor) to 10 (Excellent), how would you rate the current state of your business?

	Monthly Average
October 2021	6.7
November 2021	7.0
December 2021	6.9
January 2022	6.7
February 2022	6.6
March 2022	7.0
April 2022	7.2

Do you currently have concerns about any of the following aspects of your business? (Check all that apply.)



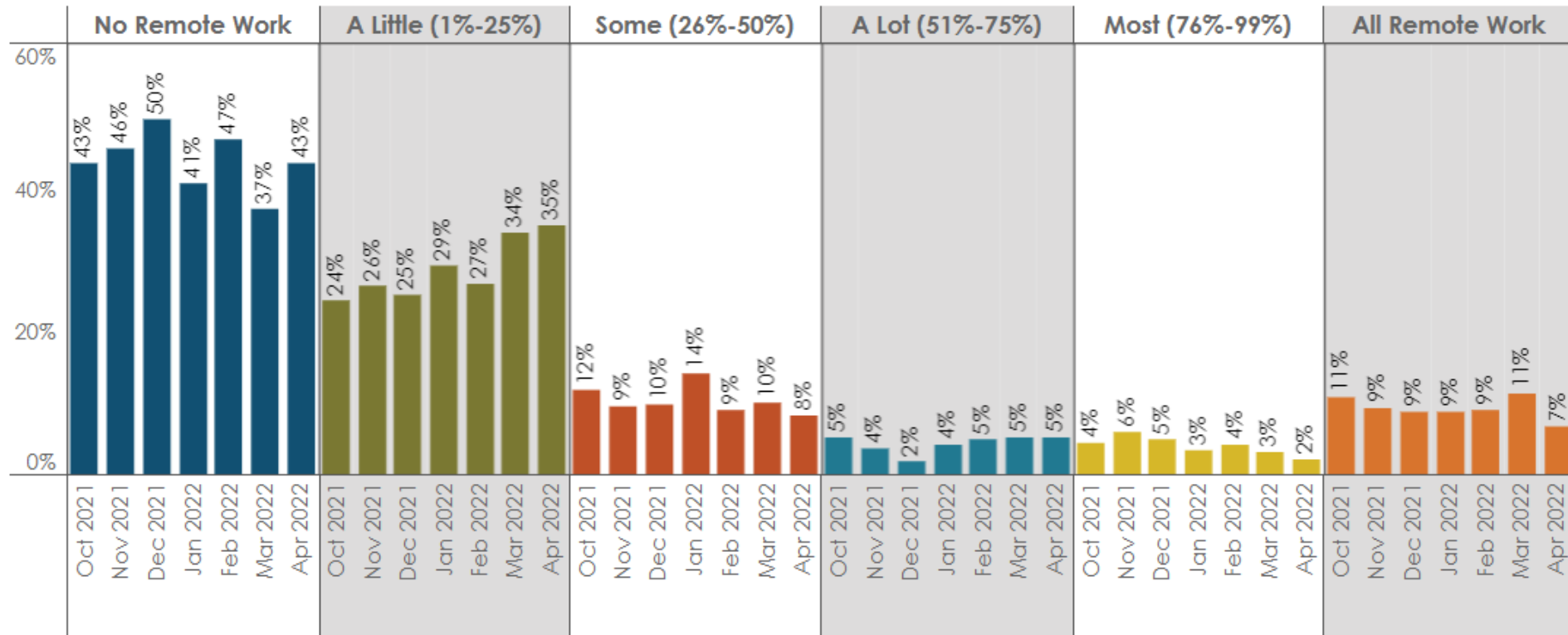
Stability in Revenue, Access to Capital, and Staffing Levels

- More than half of businesses (54%) **met** or **exceeded** (20%) revenue expectations in the past month; 27% **failed** to meet expectations
- Most businesses (62%) did not seek capital in past month and 27% had **no difficulty** accessing capital; 11% **had difficulty** accessing capital
- More than half (55%) **stayed the same size** or **added employees** (27%); 18% **lost employees**
- Percentages relatively stable over the first 7 months of the survey

About 20% of total hours worked remotely

Over the past month, approximately what percentage of your workforce's time was spent working remotely?

	Monthly Average
October 2021	26.1%
November 2021	24.0%
December 2021	21.6%
January 2022	24.1%
February 2022	22.3%
March 2022	25.1%
April 2022	18.6%



Employers' plans for next 6 months

- Businesses plan to **increase**:
 - Number of Employees (59%)
 - Wages (43%)
 - Investments in Technology/Automation (39%)
 - Training (42%)
- **Stability** in
 - Hours of Operation (78% stay the same, 18% will increase, 4% will decrease)
 - Remote Working (88% stay the same, 9% will decrease, 3% will increase)
 - Benefits (84% stay the same, 14% will increase, 2% will decrease)
- Percentages relatively stable over the first 7 months of the survey

Employers optimistic despite tight labor market

- Employers rate the current state of their business as 7.2 out of 10
- 38% think business conditions will **improve** over the next 6 months, 46% think conditions **stay the same**, 16% think conditions will decline
- 54% think it will be **just as hard** to find qualified workers in 6 months, 40% think it will be **harder**, only 6% think it will be easier

2022

**August 10, 2022 –
McKimmon Center
(Raleigh, NC)**

November 9, 2022 – TBD

2023

**February 8, 2023 – McKimmon Center
(Raleigh, NC)**

**May 10, 2023 – McKimmon Center
(Raleigh, NC)**

**August 9, 2023 – McKimmon Center
(Raleigh, NC)**

November 8, 2023 – TBD



THE WORKFORCE COLLECTIVE

Re**CONNECT**

Re**ENGAGE**

Re**IGNITE**

October 12 – 14, 2022

Sheraton Four Seasons
Koury Convention Center
Greensboro

Registration Info will be shared soon.



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