

NCWORKS COMMISSION

February 12, 2025
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

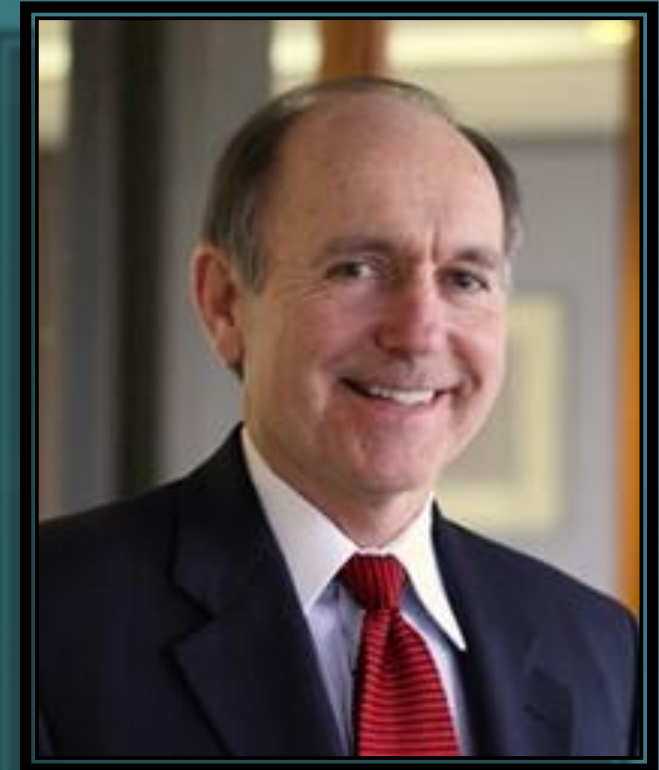
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Welcome

**NCWORKS
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**Tom Rabon, Chair
NCWorks Commission**



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Opening Comments

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Devdutta Sangvai, Secretary NC Department of Health & Human Services



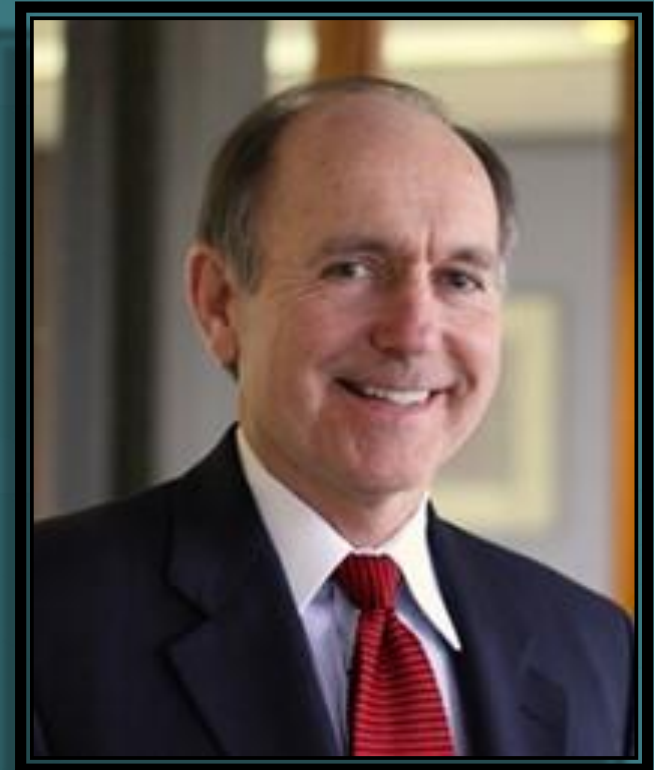
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Workforce Updates

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Dr. Oleksandr Movchan
Director of Data Analytics and Research
NC Department of Commerce
Labor & Economic Analysis Division



MEASURING THE PERFORMANCE OF
NORTH CAROLINA'S WORKFORCE
DEVELOPMENT SYSTEM

JANUARY 2025



NCWORKS Commission

Annual Workforce Performance Report

February 12, 2025



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

The NCWorks Commission:

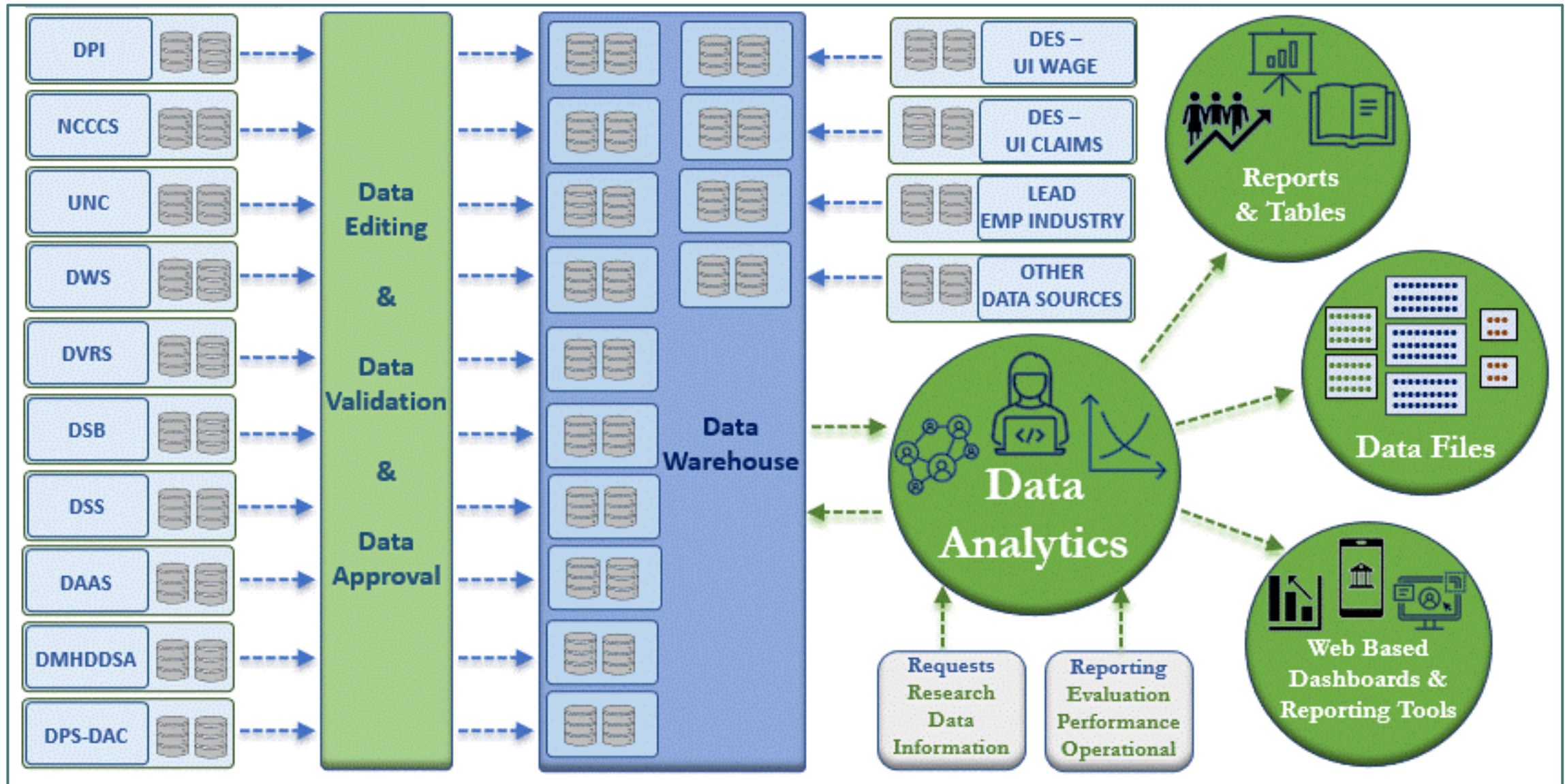
- Convened a Task Force and Advisory Committee
- Defined a Methodology
 - Cohort Analysis of Former Program Participants
- Defined a Set of Core Measures
 - Percent of Former Program Participants Employed
 - Average Wage
 - Enrollment in NC Public Higher Education
 - Enrollment in Other Workforce Programs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

North Carolina Common Follow-up System (CFS)

- One of the largest, longest running state longitudinal database system (SLDS) in the US. Currently it contains detailed information on over 10 million unique participants in K-12 system, Higher Education, Employment and Workforce Training programs in North Carolina since 1995
 - <https://nccareers.org/cfs/>
- Education, Employment and Training Data
 - Individual Participant Level Information
- 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)



North Carolina Common Follow-up System (CFS)

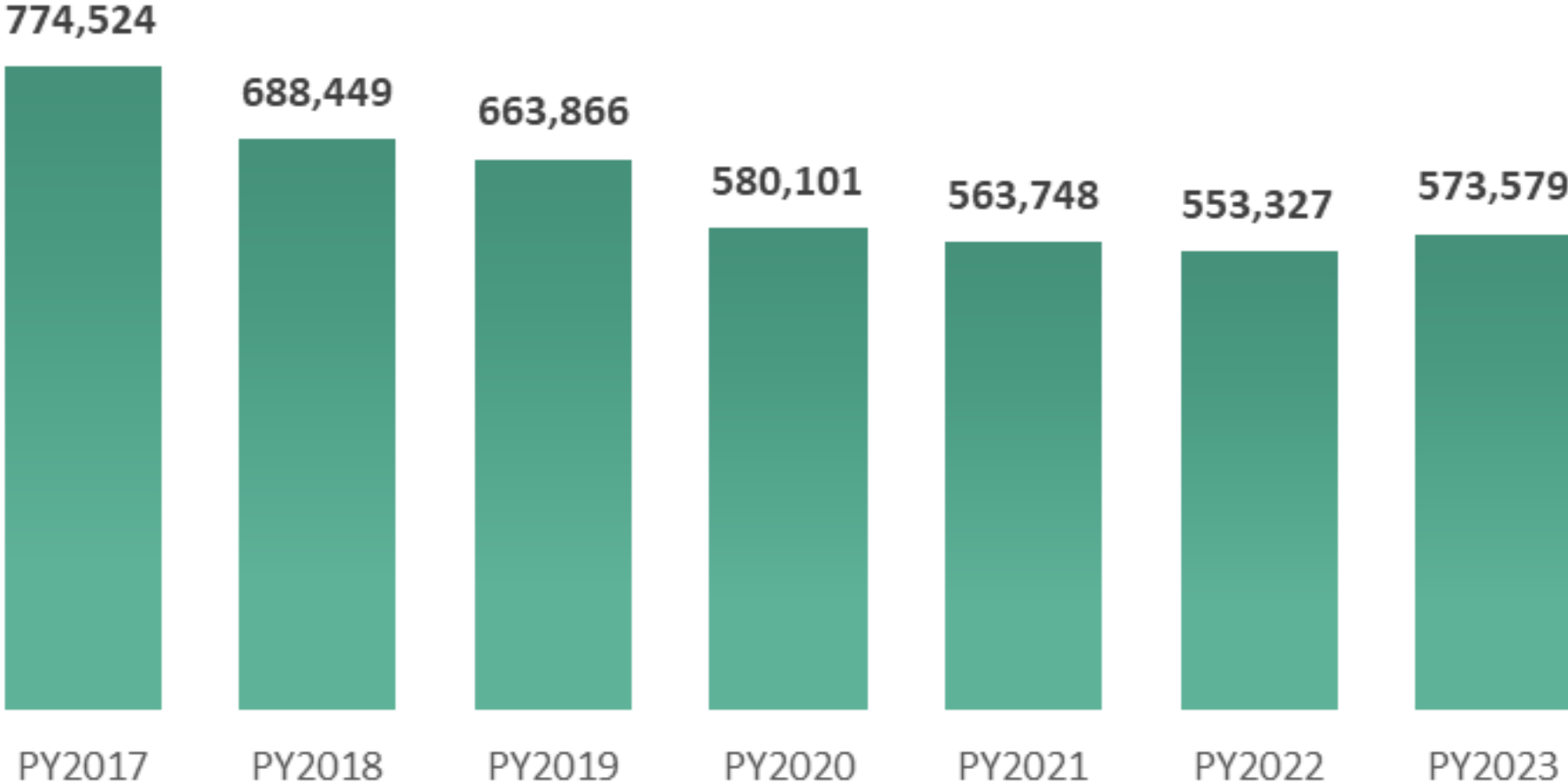


Workforce Programs Included in the Report

- Department of Commerce
 - Wagner Peyser
 - Workforce Innovation and Opportunity Act – Adult
 - Workforce Innovation and Opportunity Act – Dislocated Worker
 - Workforce Innovation and Opportunity Act – Youth
 - Veteran’s Employment
- Department of Health and Human Services
 - Services for the Blind
 - Employment and Independence for People with Disabilities
 - 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: Participants

Workforce Development System Participants



Interpreting the Report: Outcomes

NC Community College System Customized Training

Cohort One: 2016-2017

		Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	N	30,399						
Number of Participants Enrolled in same program in the following year	N	7,588						
Number of Participants not Enrolled in same program in the following year	N	22,811						
Employed	%	58%	57%	54%	52%	50%	48%	46%
Average Wage		\$51,225	\$52,086	\$54,075	\$54,707	\$57,238	\$61,694	\$66,340
Enrolled in Public Higher Education and/or Workforce Development	%		11%	20%	14%	9%	8%	8%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		9%	18%	12%	7%	6%	7%
Enrolled in Other Workforce Program	%		3%	2%	2%	2%	1%	<1%
Not Found	%		41%	41%	44%	47%	49%	50%

Interpreting the Report: Outcomes

Workforce Innovation and Opportunity Act - Youth

Cohort One: 2016-2017

		Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	N	4,378						
Number of Participants Enrolled in same program in the following year	N	1,289						
Number of Participants not Enrolled in same program in the following year	N	3,089						
Employed	%	80%	80%	78%	75%	73%	73%	72%
Average Wage		\$7,843	\$10,245	\$12,568	\$14,240	\$16,112	\$20,248	\$23,387
Enrolled in Public Higher Education and/or Workforce Development	%		40%	41%	29%	24%	20%	20%
Enrolled in UNC	%		3%	3%	4%	3%	2%	2%
Enrolled in NCCCS	%		25%	21%	16%	14%	12%	13%
Enrolled in Other Workforce Program	%		16%	25%	15%	9%	7%	6%
Not Found	%		6%	7%	9%	9%	11%	11%

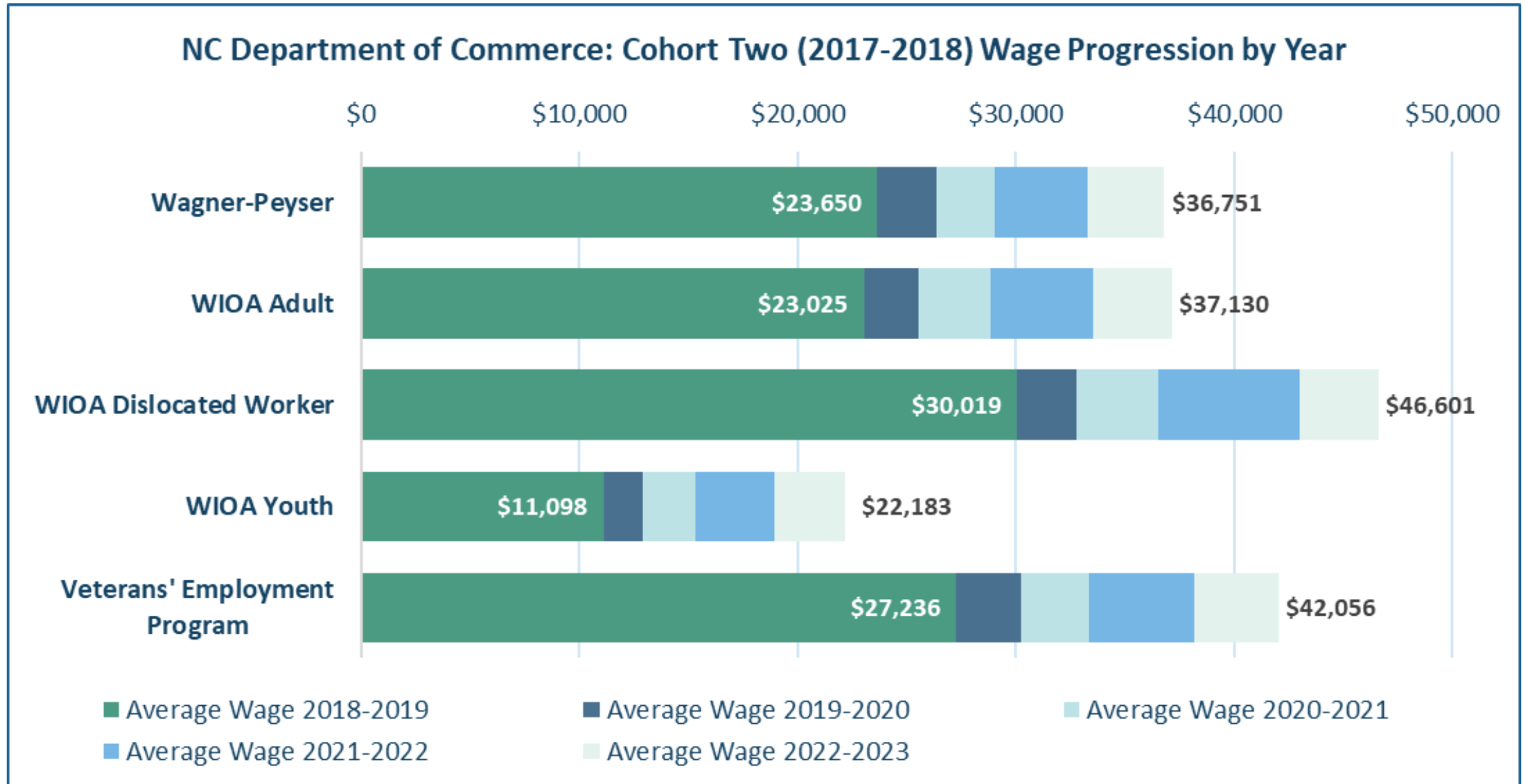
Interpreting the Report: Outcomes

Workforce Innovation and Opportunity Act - Adult

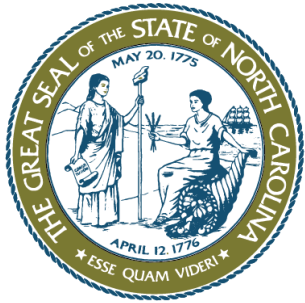
Cohort Two: 2017-2018

		Base Year 2017-2018	1 Year Later 2018-2019	2 Years Later 2019-2020	3 Years Later 2020-2021	4 Years Later 2021-2022	5 Years Later 2022-2023
Number of Participants	N	6,852					
Number of Participants Enrolled in same program in the following year	N	1,868					
Number of Participants not Enrolled in same program in the following year	N	4,984					
Employed	%	85%	82%	80%	74%	74%	72%
Average Wage		\$16,503	\$23,025	\$25,524	\$28,810	\$33,499	\$37,130
Enrolled in Public Higher Education and/or Workforce Development	%		37%	32%	25%	22%	19%
Enrolled in UNC	%		2%	2%	3%	2%	2%
Enrolled in NCCCS	%		24%	17%	15%	14%	12%
Enrolled in Other Workforce Program	%		15%	19%	11%	9%	7%
Not Found	%		3%	5%	6%	8%	9%

Interpreting the Report: Wage Progression



Thank you!



NC DEPARTMENT
of COMMERCE
LABOR & ECONOMIC
ANALYSIS

Oleksandr Movchan
Director of Data Analytics and Research
oleksandr.movchan@commerce.nc.gov

**Discussion on WIOA
Performance Indicators for
State and Federal
Reporting**

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**Dr. Oleksandr Movchan
Nathan Copley &
Wendy Johnson**



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NC Workforce Service Delivery Dashboard

NC Workforce Service Delivery Outcome Dashboard

Impacts Summary

Individuals Served

Services Provided

Outcomes

Tech

Welcome to the North Carolina Workforce Development Board (WDB) Dashboard. This tool displays information on the services rendered, participants served, and outcomes achieved through the state's WDBs.

Please select a WDB and a Program Year below.

Select a Region:

North Carolina (statewide)

Select a Program Year:

7/1/2021-6/30/2022

7/1/2015-6/30/2016

7/1/2016-6/30/2017

7/1/2017-6/30/2018

7/1/2018-6/30/2019

7/1/2019-6/30/2020

7/1/2020-6/30/2021

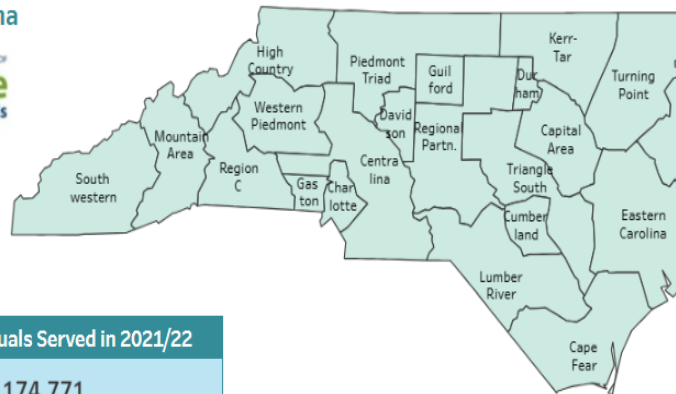
7/1/2021-6/30/2022

Education Services 9,197

Career Services 68,122

Basic Services 168,838

North Carolina



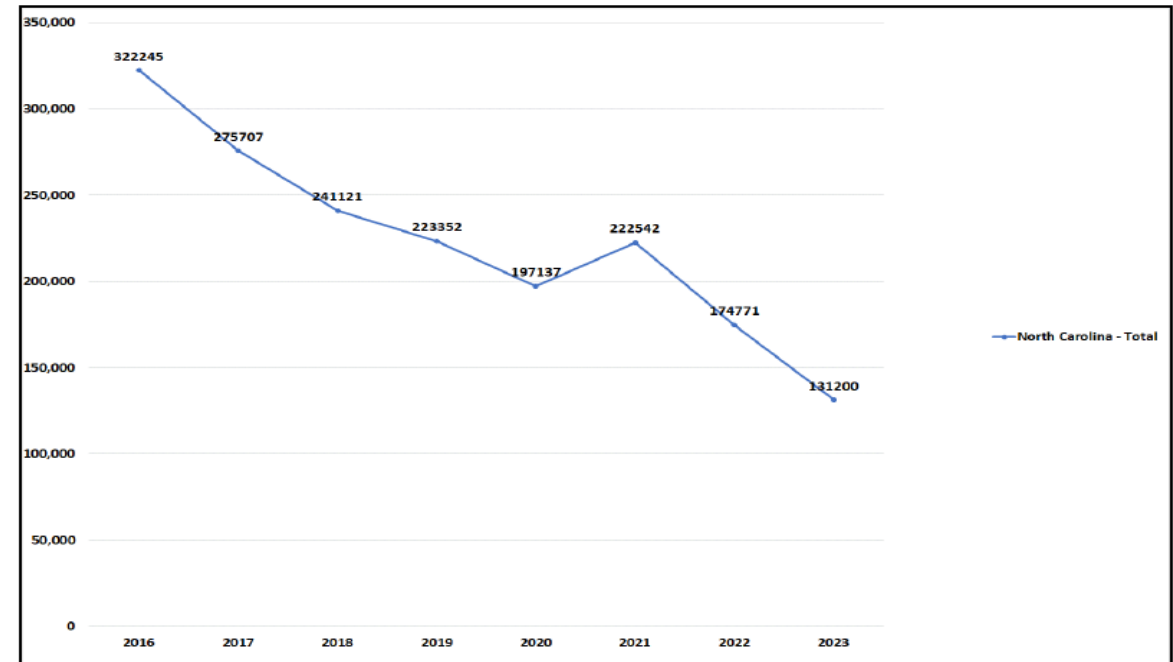
Total Individuals Served in 2021/22

174,771

Individuals Served by Detailed Services

Education Services	Adult Basic Education	319
	Occupational Skills	7,478
	Post-Secondary	293
	Pre-Vocational Skills	1,824
	Secondary	1,130
Career Services	Career Planning & Counseling	67,507
	Supportive Services	4,147
	Testing / Assessment	7,654
Basic Services	Initial Contact & Evaluation	75,521
	Job Search Assistance	62,579
	Provision of Information	70,028
	Referral	116,762

NC LOCAL WORKFORCE DEVELOPMENT BOARDS – AGGREGATE STATEWIDE

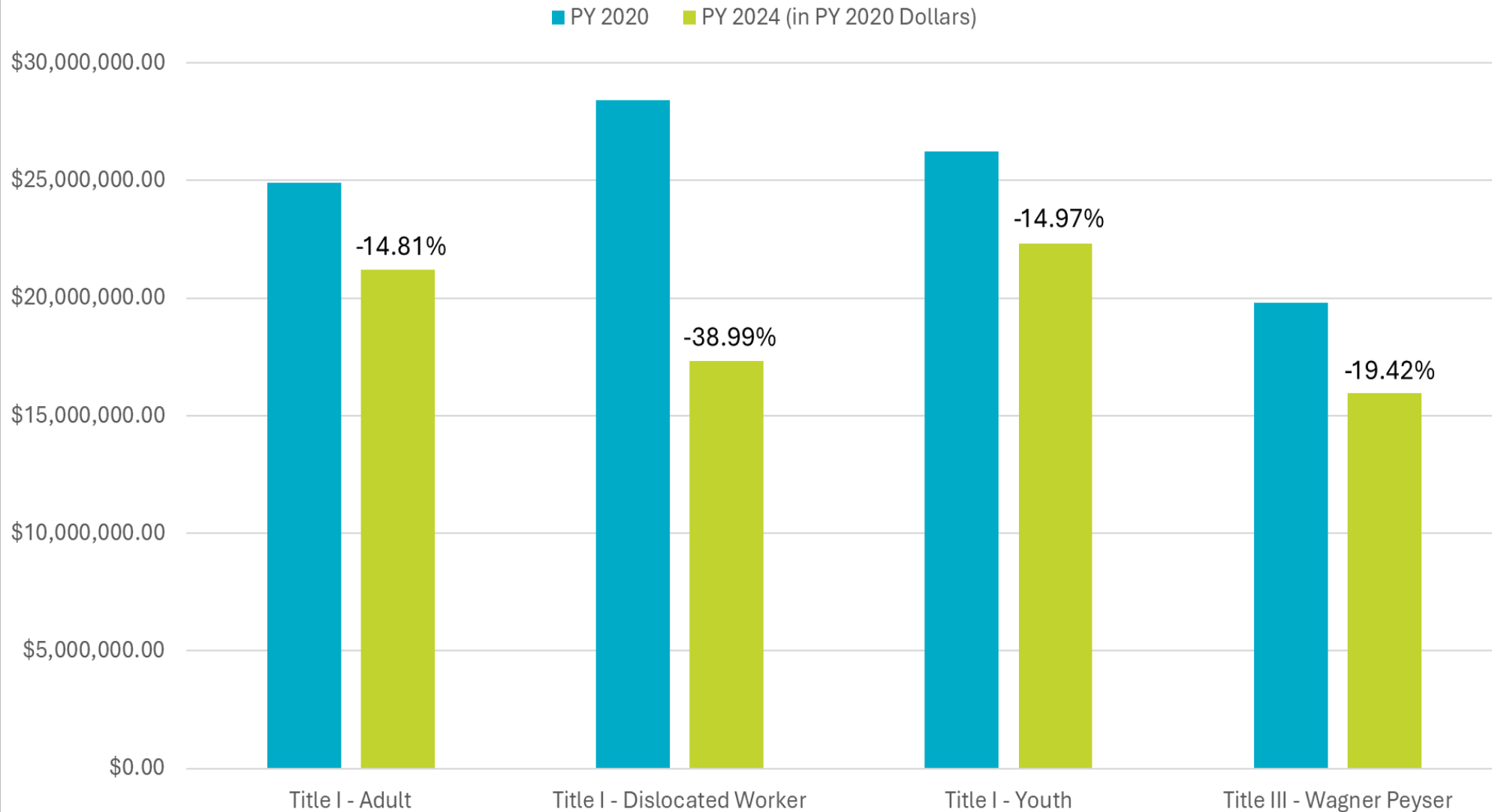


The chart above reflects the total Counts of Individuals served from Program Year 2016 - 2022 and the current total for 2023, for all of North Carolina's Local Workforce Development Boards combined under the following categories:

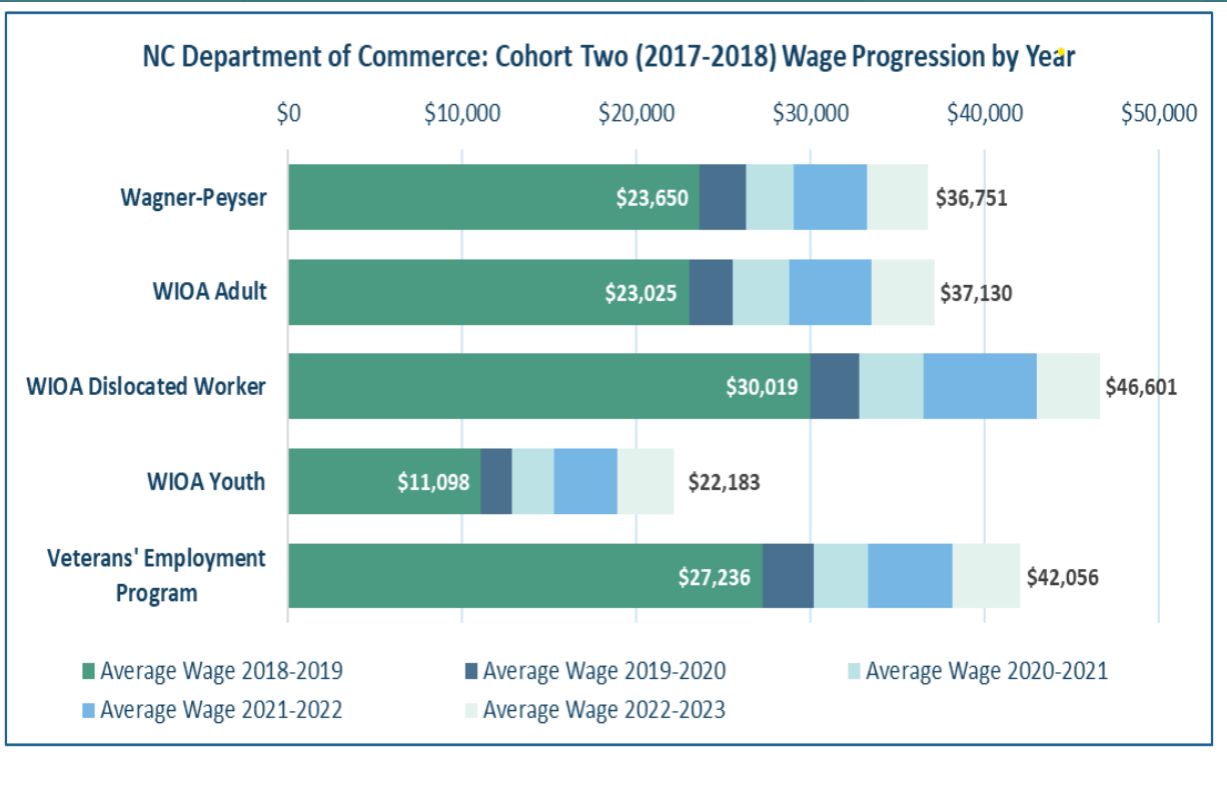
- **Basic Services** - Initial contact and evaluation; job search assistance; provision of information; and referrals.
- **Career Services** - Career planning and counseling; supportive services; and testing/assessments.
- **Education and Training Services** - Adult basic education; occupational skills; post-secondary; pre-vocational skills; and secondary education.

Decrease in WIOA Funding (PY2020-PY2024)

WIOA Funding Allocations by Program - Adjusted for Inflation



Tracking Federal Performance Data VS State Performance Data



Department of Commerce Workforce Innovation and Opportunity Act - Adult 2016-2017

	Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	N	63,331					
Number of Participants Enrolled in same program in the following year	N	1,999					
Number of Participants not Enrolled in same program in the following year	N	61,332					
Employed	%	89%	79%	76%	72%	67%	64%
Average Wage		\$16,102	\$22,549	\$25,692	\$27,256	\$29,710	\$33,771
Enrolled in Public Higher Education and/or Workforce Development	%		27%	24%	18%	13%	12%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		11%	10%	7%	6%	6%
Enrolled in Other Workforce Program	%		19%	16%	12%	8%	7%
Not Found	%		14%	16%	18%	20%	23%

Employment Rate 2nd Quarter After Exit

Employment Rate 4th Quarter After Exit

Median Earnings 2nd Quarter After Exit

Credential Attainment

Measurable Skill Gains

Effectiveness in Serving Employers

WIOA Primary Indicators of Performance
DOL-ETA WIOA Performance Indicators

**Division of Employment
and Independence for
People with Disabilities and
Division of Services for the
Blind**

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**Kenneth Bausell
Senior Director of Employment
and Inclusion, NCDHHS**



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NC Department of Health and Human Services
NCDHHS Employment Services

Kenneth Bausell
Senior Director for Employment

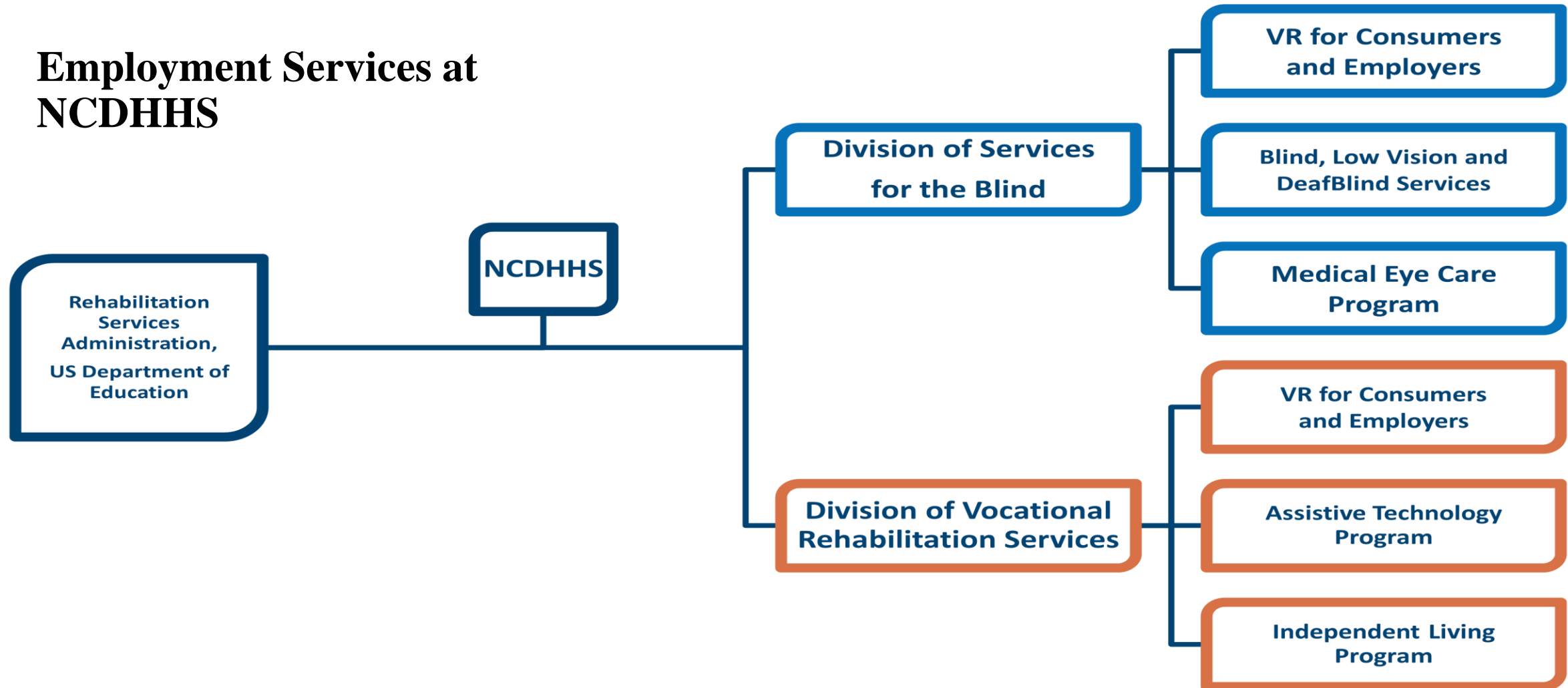
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Employment Services at NCDHHS

NCDHHS administers the state vocational rehabilitation (VR) grant program through two “sister” divisions, which operate with a no wrong door approach and utilize many of the same policies and regulations.

- **Services for the Blind** – serves people whose primary disability is visual impairment
- **Employment and Independence for People with Disabilities** – serves people with any other primary disability, including physical disabilities, chronic medical conditions, mental and behavioral health diagnoses, intellectual and developmental disabilities, etc.

Employment Services at NCDHHS



The Competitive Integrated Employment Goal!

The goal is to support a person to realize Competitive Integrated Employment (CIE), this means:

- Working in the community alongside other employees without disabilities.**
- Earning at least minimum wage and earning what other employees without disabilities earn for the same job.**
- Getting the same workplace benefits and opportunities as other employees doing the same job.**
- CIE includes full-time and part-time work for an employer, as well as self-employment and small business ownership.**

What CIE is NOT:

CIE does not include:

- **Work in sheltered, non-integrated settings, where all other employees also have disabilities.**
- **Work that pays less than minimum wage.**
- **Work that does not offer advancement opportunities.**

NCDHHS CIE Initiatives



BRIDGE to SUCCESS

2-year project to support students with I/DD at six community colleges in NC

**web page under
development**

Spark

5-year grant to support people with I/DD who are in sheltered and/or segregated settings as they explore, prepare for, get and keep jobs in the community

[Link to Project Spark](#)

NCDHHS CIE Initiatives



National program model for individuals with I/DD that provides a year of classroom instruction, career exploration and hands-on training through multiple internship rotations, which all take place at worksite

[Link to Project SEARCH NC](#)



Cross-agency initiative to expand employment services and increase CIE outcomes for individuals with I/DD

[Link to Inclusion Works](#)

EIPD/DSB Employer Services

Employers who partner with EIPD have access to a variety of no-cost services and resources:

- Recruitment**
- Onboarding**
- Retention**
- Disability awareness training**
- Financial incentives**
- Consultation on assistive technology, accessibility, and compliance with ADA, Section 503**

Developmental Disabilities Awareness Month

Since 1987, March is nationally recognized as Developmental Disabilities Awareness Month to increase awareness of the needs and the potential of Americans with developmental disabilities.

The campaign seeks to raise awareness about the inclusion of people with I/DD in all facets of community life, as well as awareness of the barriers that people with I/DD still sometimes face in connecting to the communities in which they live.

Contact Info:

Kenneth.Bausell@dhhs.nc.gov

NCDHHS CIE Initiatives - Appendix

- **Inclusion Works** – cross-agency initiative to expand employment services and increase CIE outcomes for individuals with I/DD
- **Individual Placements and Support** - Supports people with severe mental illness find competitive and community employment
- **Project Spark** – 5-year grant to support people with I/DD who are in sheltered and/or segregated settings as they explore, prepare for, get and keep jobs in the community
- **Project SEARCH** – national program model for individuals with I/DD that provides a year of classroom instruction, career exploration and hands-on training through multiple internship rotations, which all take place at worksite

Committee Updates

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Skills and Educational Attainment – Sherry Carpenter

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Employer Leadership – Jeff Frederick

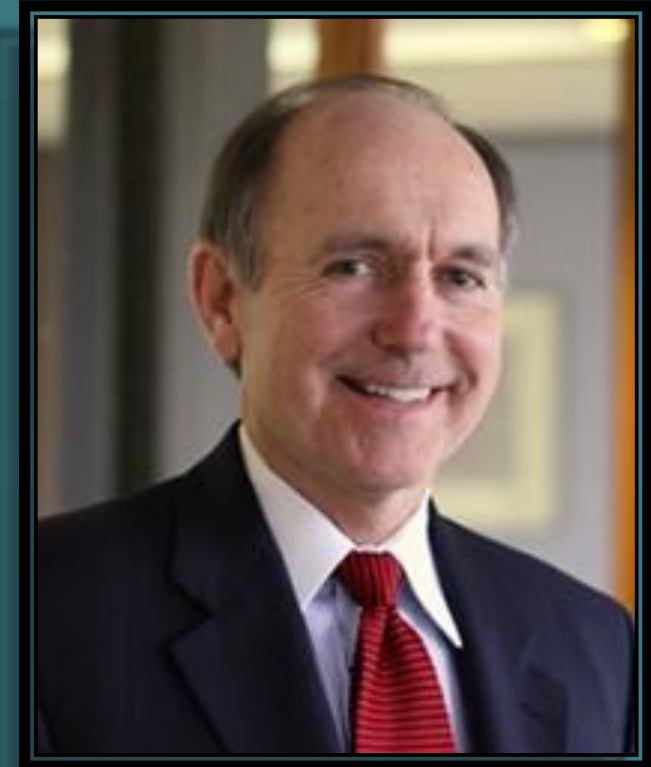
Local Innovation – Cynthia Speight

Governance and System Alignment – Chris Egan

Action Items

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Commission Policy Statement

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- **CPS 01-2025, LAWDB Local Area Plan Modification**

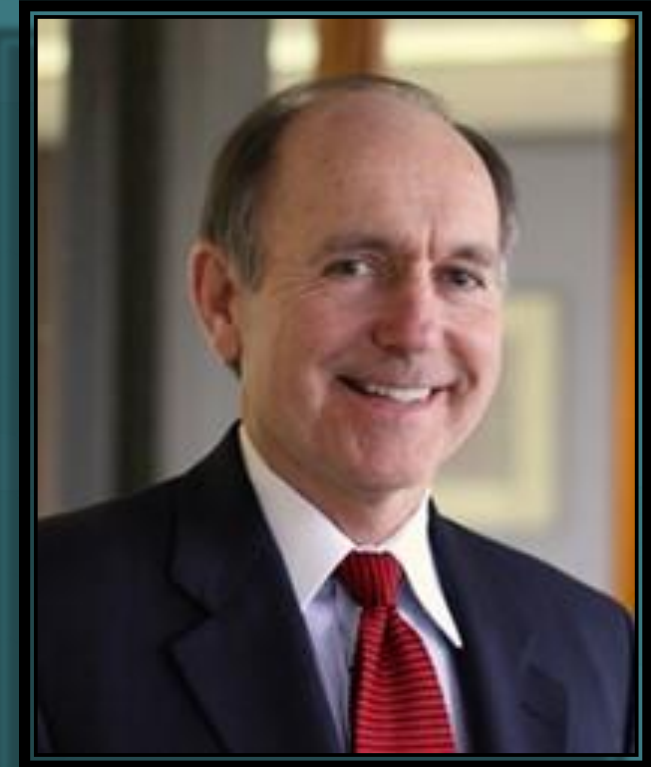
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Closing Remarks

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2025

- **May 14, 2025 – McKimmon Center (Raleigh, NC)**
- **August 13, 2025 – McKimmon Center (Raleigh, NC)**
- **November 19, 2025 – TDB**

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