NC4ME

NORTH CAROLINA FOR MILITARY EMPLOYMENT

WHERE MILITARY TALENT MEETS BUSINESS NEEDS.

OUR MISSION :

TO MAKE NORTH CAROLINA THE #1 STATE FOR MILITARY EMPLOYMENT

A TRUE PUBLIC-PRIVATE PARTNERSHIP

GE Aerospace · Dominion Energy · PIKE · WakeMed · NC works · 45Drives ENTERPRISE

NORTH CAROLINA'S ADVANTAGE AND CHALLENGE

THE TALENT IS HERE, BUT IT'S WALKING OUT THE GATE

#4

Largest military population of any state in the nation

130,000+

active-duty, Guard and Reserve members

775,000

veterans call North Carolina home

20,000+

service members transition to the civilian workforce from our NC installations every year year

~12,000

6 in 10 transitioning service members may leave NC each year

When they can't see a clear job or training pathway here, they take those skills to another another state.

44%

plan to work full time right after service

36%

plan to enroll in college full time

~150,000

military family members

Source: NC EO 38 (May 2026); DoD REPI (FY2024); BusinessNC (2025); NCMAC/FSU survey (2022, latest statewide). ~12,000 = 60% of 20,000.

WHY IT MATTERS FOR NC'S ECONOMY

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A READY WORKFORCE

Employers need talent. NC4ME connects them transitioning service members, veterans and spouses already in North Carolina.

LOWER HIRING COSTS

70–80% of an organization's budget is spent on people. NC4ME helps employers connect with talent at no cost.

STRONGER RETENTION

Military talent stays on the job about twice as long as without military experience. 57% of veterans stay than the 2.5-year median tenure.

UNTAPPED CAPACITY

43% of military spouses are underemployed, and 42% of transitioning service members felt overqualified for their first civilian job.

Source: Military Economic Impact on North Carolina – 2022 Report, Advancing Military Spouse Employment: Moving Past Systemic Barriers – 2026, SHRM Foundation

HIGH-PERFORMING CANDIDATES

TRAINED IN

- Project management
- Teamwork
- Ethics and integrity
- Strategic planning & execution
- Effective communication
- Customer service
- Leadership
- Innovation
- Reliability
- Flexibility
- Self-motivation

EXPERIENCE IN

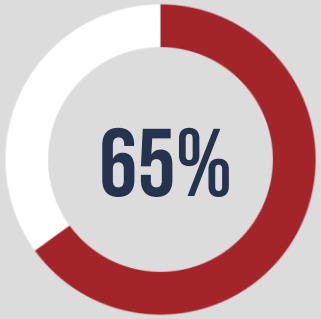
- Aviation
- Information technology
- Accounting
- Human resources management
- Marketing & communications
- Facilities maintenance

SKILLS

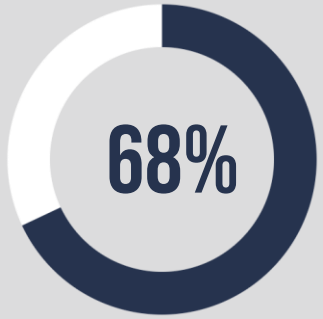
- Performance evaluations
- Supply chain logistics
- Personnel management
- Maintenance
- Multifaceted
- Safety oriented

PUNCTUAL | DRUG FREE | PHYSICALLY FIT | DIVERSE | RESULTS FOCUSED | TECHNOLOGY PROFICIENT

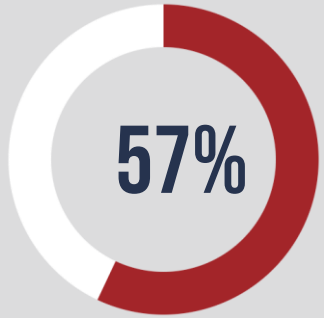
VETERANS ARE VALUABLE MEMBERS OF OUR WORKFORCE



of veterans have some college or higher, making them more than their civilian peers



of employers report that veterans perform “ better than” or “ much better than” their civilian peers



of veterans stay at their jobs longer than the median tenure of 2.5 years, longer than the civilian baseline

Source: SHRM Foundation

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TRANSITIONING SERVICE MEMBERS

14% have a bachelor's degree

5% have an advanced degree (master's or Ph.D.)

50% are under age 30

75% are under age 40

42% believe they were overqualified for their first civilian job

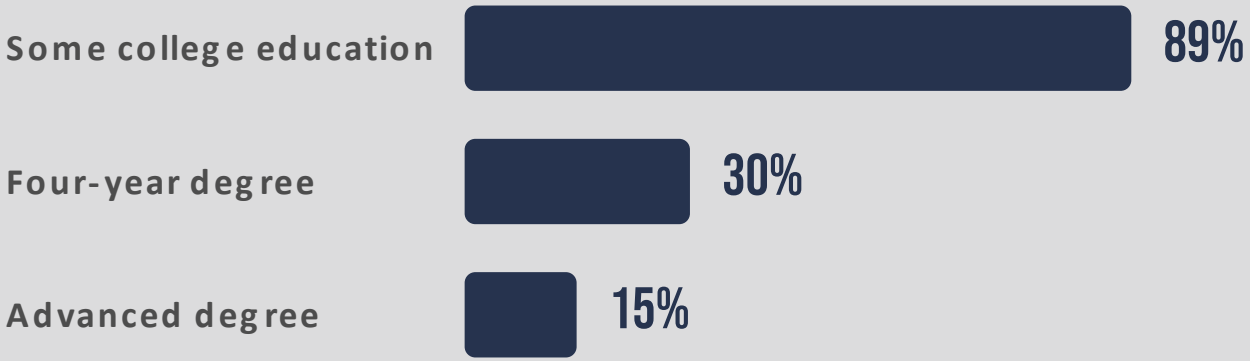


Source: Demographics among active-duty personnel- Military Economic Impact on North Carolina – 2022 Report

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MILITARY SPOUSES ARE VALUABLE MEMBERS OF THE WORKFORCE

MILITARY SPOUSE EDUCATION LEVELS



31.6%

of military spouses are underemployed — an educated talent pool ready for the right opportunity.



Source: U.S. Department of Labor, Women's Bureau, Military Spouse fact sheet

WHAT NC4ME DOES: OUR APPROACH

Four connected programs that prepare employers and connect them with military talent.

1

DELIVER THE VALUE PROPOSITION

Educate strategic business leaders on the value of hiring military talent.

2

ENGAGE HR PROFESSIONALS

Provide accredited HR training so hiring teams can recruit and retain military talent.

3

LEARNING + DEVELOPMENT

Education, certification and work-ready skills development.

4

CONNECT WITH MILITARY TALENT

The Career Connection 365 program plus networking events and career expos.

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HOW WE CONNECT TALENT: CAREER CONNECTION 365

WHERE CANDIDATES COME FROM

- NC4ME.org
- Career expos
- Networking events
- Partner referrals
- Oplign



CAREER CONNECTION 365 TOOL

Powered by Oplign



MATCHED TO CAREER FIELDS

- Business administration
- Logistics / supply
- Management
- Ops / technical services
- Sales / marketing

NC4ME EVENTS THAT BRING EMPLOYERS AND TALENT TOGETHER

- Career Connection Socials
- Virtual Career Conversations
- Career Expos
- Industry Workshops

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SUPPORTING BOTH SIDES OF THE HIRE

FOR CANDIDATES: CANDIDATE SUCCESS PROCESS

1. Skills translator + initial intake
2. Career readiness support
3. Career highlights + resources
4. Network + tell your story
5. Career success story

FOR EMPLOYERS: EMPLOYER PARTNER INTEGRATION

1. Marketing update
2. Understanding company culture
3. HR & talent acquisition
4. Team alignment
5. Connecting candidates
6. Evaluation

THE DEMAND · DIB · SIB · MIB

A NATIONWIDE BUILD-UP, ALL 50 STATES

250,000

new skilled workers the maritime industrial base needs over the next the next decade

3 SUBS A YEAR

1 Columbia-class + 2 Virginia-class by 2028; each has 1 million+ parts parts

50 STATES

Thousands of submarine supplier firms nationwide; 16,000 suppliers in all

1.9 MILLION

U.S. manufacturing jobs that could go unfilled through 2033 (of 3.8M (of 3.8M needed)

IN NORTH CAROLINA TODAY

460

maritime industrial base base suppliers

51

submarine industrial base suppliers

4,260

NC manufacturing companies positioned to strengthen national security and security and keep our military talent in NC through clear pathways to employment and education

Sources: U.S. Navy MIB Program (2025); Rep. Courtney FY24 letter (2023); Sen. Hirono et al. FY25 letter (2024); Manufacturing Institute & Deloitte (2024); NCMBC/IES via BusinessNC (2026) BusinessNC (2026)

WHY ADVANCED MANUFACTURERS MATTER · DIB

THE MILITARY CAN'T BUILD IT ALONE

400,000
skilled-trade jobs unfilled in the DIB today

1/3
size of the shipbuilding base vs. 30 years ago

43%
fewer small businesses doing DoD work since FY2011

74%
of defense executives cite skilled-labor shortages

NC IS PERFECTLY POSITIONED, RIGHT IN OUR BACKYARD

$18.2B in federal prime contracts to NC firms in 97 of 100 counties (FY2024)

Corvid Technologies: $95M, 423 jobs, Mooresville · **Skyeton:** 162 jobs, Fayetteville

~800 Navy-funded supplier capacity projects in 39 states. NC can claim more.

Sources: DoD (Sept 2026); U.S. Navy (2025); House Small Business Cmte. (2026); PwC/AIA (2026); NCMBC (2025); NC Commerce (2026). (2026).



THE WORK UNDERWAY

LEADING THE WAY ON TALENT CONNECTIONS

EMPLOYER PARTNERSHIPS

Outreach to defense, shipbuilding shipbuilding and maritime employers, tracked in a live leads leads pipeline.

CAREER CONNECTION 365

Free profiles for military-connected job seekers and employers, connecting talent statewide.

PRECISION MATCHING

You only see candidates who meet 75%+ of the job. Less screening, faster hires, and they're trained to learn the rest.

MOS SPOTLIGHT SERIES

Teaching hiring managers what military jobs really do, starting with with manufacturing.

SKILLBRIDGE PIPELINES

Our direct partnership with Hiring Our Heroes helps companies host interns on full military pay in their last 30–180 days of active duty. Train, then hire.

ACCELERATED TRAINING

Working with NC colleges to streamline fast-track pathways into high-demand trades.

HIRING EVENTS

Free career expos and military community hiring events.

LABOR MARKET GUIDANCE

Showing the military community where NC's jobs and gaps really are.

OUR ASK

HELP US REACH MORE EMPLOYERS ACROSS THE STATE

1. **Introduce us** to manufacturers, machine shops and fabricators in your region
2. **Bring NC4ME** into recruitment and expansion projects
3. **Spread the word** to colleagues, employment partners and community colleges.

Together, let's make NC the flagship workforce for America's defense & manufacturing industries and help us keep our military talent right here in our state. Together we can make NC the #1 state for MIlitary Employment!

Employers: Become an an NC4ME Employment Employment Partner

No cost to you. Mission-ready talent to gain.

Connect with us on LinkedIn



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Connect with us

info@nc4me.org

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FOR NC MANUFACTURERS

HOW LOCAL NC MANUFACTURERS CAN GET INVOLVED

BUILD THE WORKFORCE WITH NC4ME

Become an Employment Partner

No-cost access to military-connected talent through our Career Connection 365 platform and free platform and free access to our military hiring events across the state.

Host SkillBridge interns

Train service members in their final 30–180 days of active duty while the military covers their pay. their pay.

Co-build training pathways

Work with NC4ME and community colleges on accelerated training and apprenticeships.

READY TO SUPPORT THE MISSION?

SIB PARTNER INTAKE FORM

Scan to share your capabilities with the Submarine Industrial Base Program Office and find out how your team can help build America's fleet.

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NC4ME Program Results

15,250+

Leaders have learned the value of hiring military talent.

24,700+

Service members and spouses engaged in NC4ME programs.

16,820+

Career connections made connecting service members with meaningful careers while helping businesses achieve success.

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