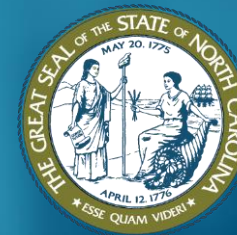


NORTH CAROLINA DEPARTMENT OF COMMERCE

Chief Deputy Secretary Jordan Whichard

Executive Director, Business Services, Dr. Jenni Harris

Executive Director, NCWorks Commission, Dr. Annie Izod



NORTH CAROLINA
**DEPARTMENT of
COMMERCE**

Business Strategies to Manage Talent Pool Challenges

North Carolina's existing talent pool

Talent pool diversification strategies

- Veterans and transitioning military personnel
- Former offenders
- Workers with disabilities
- Foreign labor
- Youth and Senior workers

Talent retention strategies

- Upskilling
- OJT and Apprenticeships

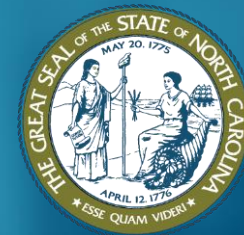
Workplace policies

- Job Descriptions
- Salary analysis
- Hiring Policies
- On-boarding



NORTH CAROLINA
**DEPARTMENT of
COMMERCE**

ALIGNING ECONOMIC AND WORKFORCE DEVELOPMENT

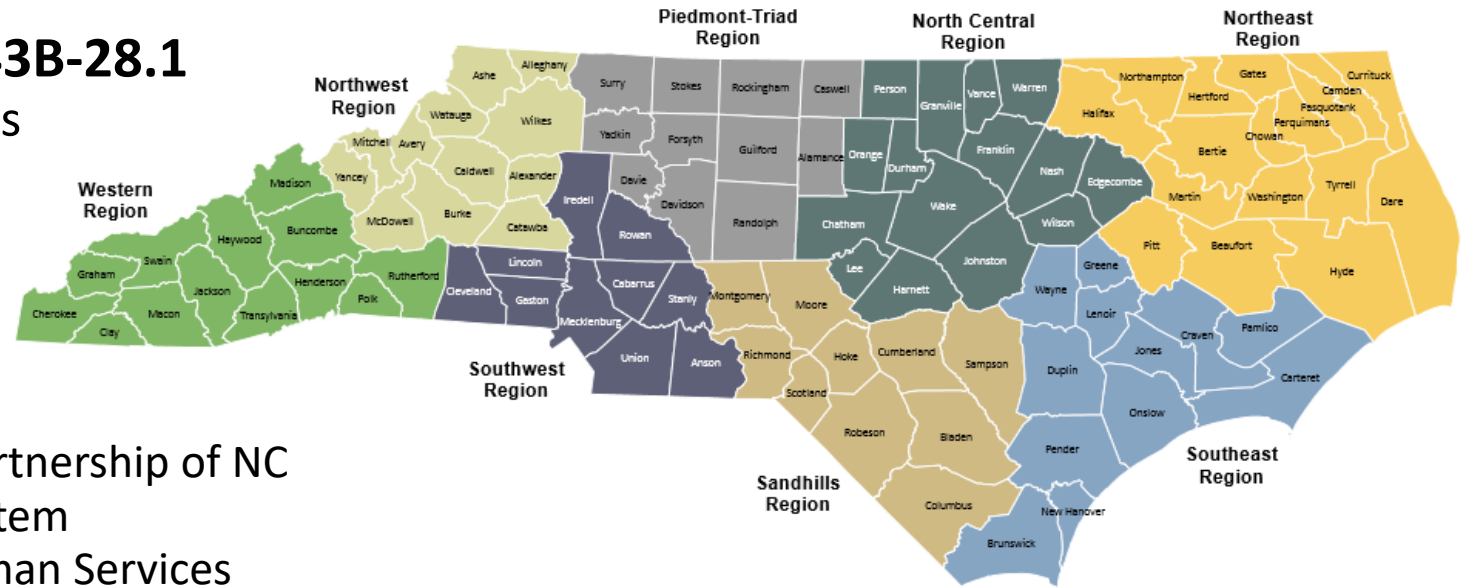


NORTH CAROLINA
**DEPARTMENT of
COMMERCE**

State Law:

NC Prosperity Zones: Economic, Education and Government Regionalism and Collaboration

NC General Statutes § 143B-28.1 8 Regional Prosperity Zones



- NC Dept of Commerce
- Economic Development Partnership of NC
- NC Community College System
- NC Dept of Health and Human Services
- NC Dept of Public Instruction
- NC Dept of Transportation
- NC Dept of Environmental Quality
- NCSU Industry Expansion Solutions

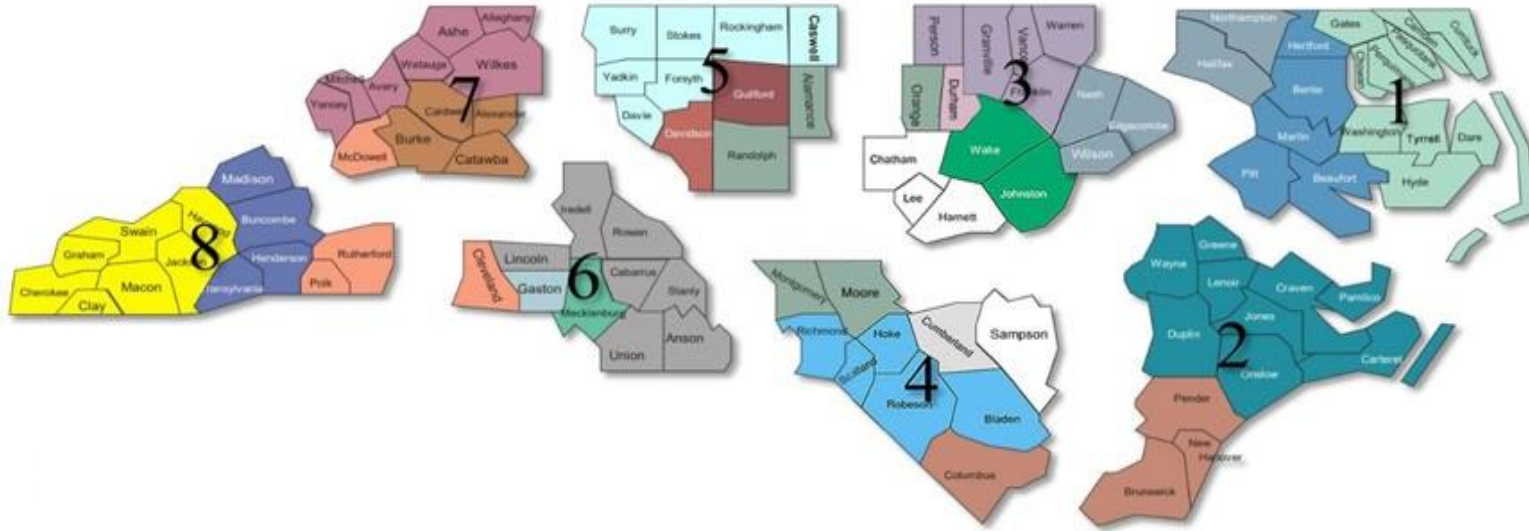
Source: NC General Statutes § 143B-28.1

https://www.ncleg.gov/EnactedLegislation/Statutes/PDF/BySection/Chapter_143B/GS_143B-28.1.pdf

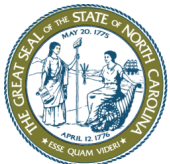


NORTH CAROLINA
**DEPARTMENT of
COMMERCE**

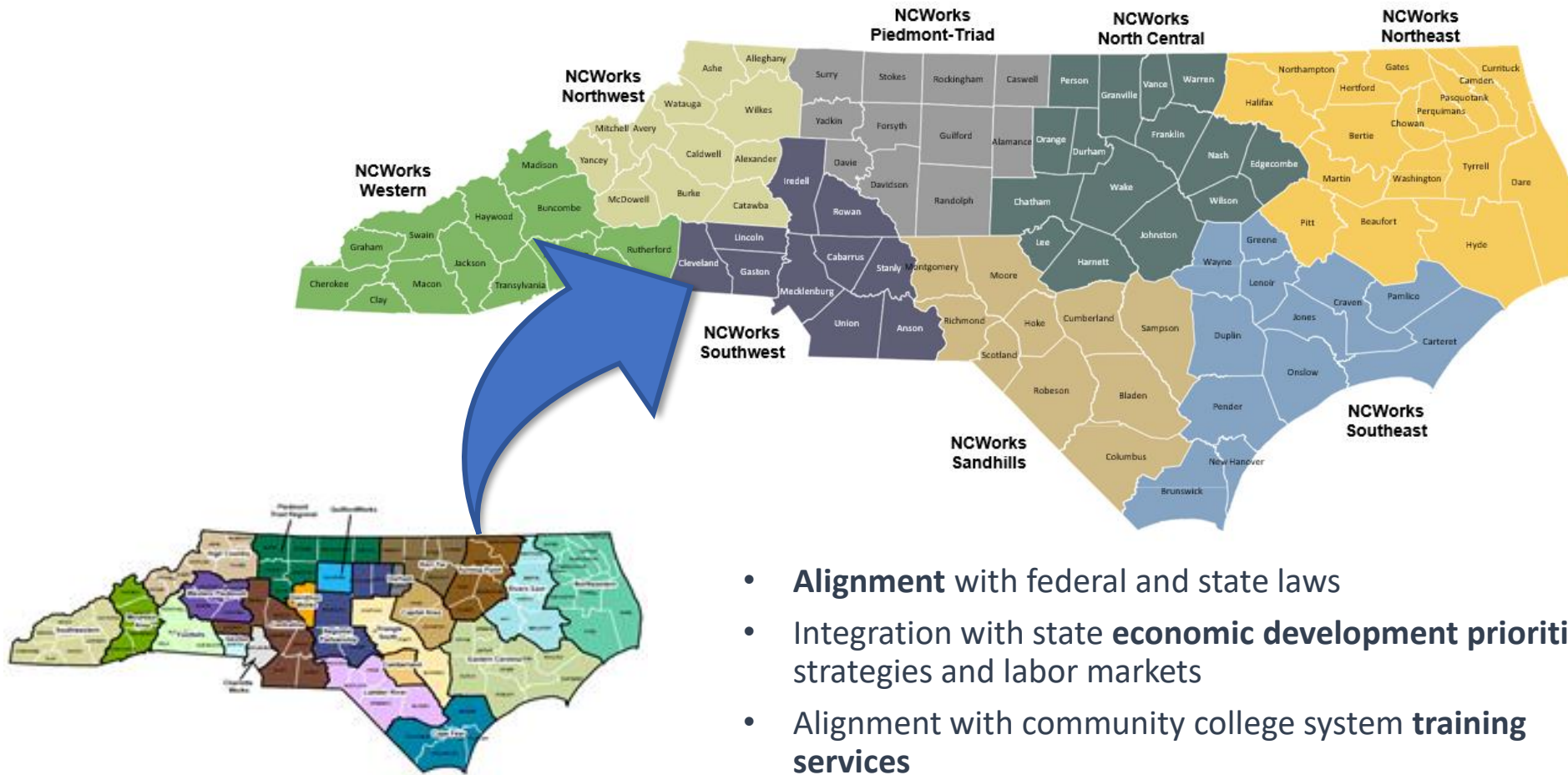
23 WORKFORCE DEVELOPMENT BOARDS



- 1 – 10 Counties per board (does not promote regionalism)
- Vary in operational and procedural implementations (does not provide consistency)
- Management oversight and economic priorities differ (does not promote collaboration)
- Counties for current boards are located in as many as 3 different Prosperity Zones
- Prosperity Zones have 3-6 Workforce Boards represented with a single county or more
- 17 of the 23 Workforce Development Boards are located in a single Prosperity Zone; with 6 of those operating in a single county and 1 operating in 2 counties



ALIGNING WORKFORCE AND ECONOMIC DEVELOPMENT



- **Alignment** with federal and state laws
- Integration with state **economic development** priorities, strategies and labor markets
- Alignment with community college system **training services**
- Requirements for **WIOA service contractors**
The current framework disadvantages many rural counties and single county workforce board areas
- USDOL, NC Governor's Office, EDPNC, NCCCS, NC General Assembly are supportive of the PZ model



NORTH CAROLINA
**DEPARTMENT of
COMMERCE**

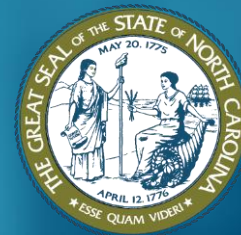
Workforce Realignment Next Steps and Timeline

| Activities | Deadline |
|--|-----------------------------|
| <p>NCWorks Commission Chair announces that the Governance/System Alignment Committee will conduct Realignment Policy Review</p> | <p>November 2021</p> |
| <p>Results of Policy Review are provided to the full NCWorks Commission</p> | <p>February 2022</p> |
| <p>NCWorks Commission Meeting to vote on Realignment Policy</p> | <p>March 2022</p> |
| <p>Realignment letter from Governor is generated, based on new Commission Policy, effective July 1, 2023</p> | <p>April 2022</p> |
| <p>Provide technical guidance on regional/local operations and planning. Implementation: July 1, 2023</p> | <p>March 2022-June 2023</p> |



NORTH CAROLINA
**DEPARTMENT of
COMMERCE**

QUESTIONS?



NORTH CAROLINA
**DEPARTMENT of
COMMERCE**