



*NCWorks: Workforce Solutions  
for Your Business*



# North Carolina

## Business Climate and Workforce Development

**#1** State for Workforce Development,  
Atlantic Region  
*Site Selection 2016*

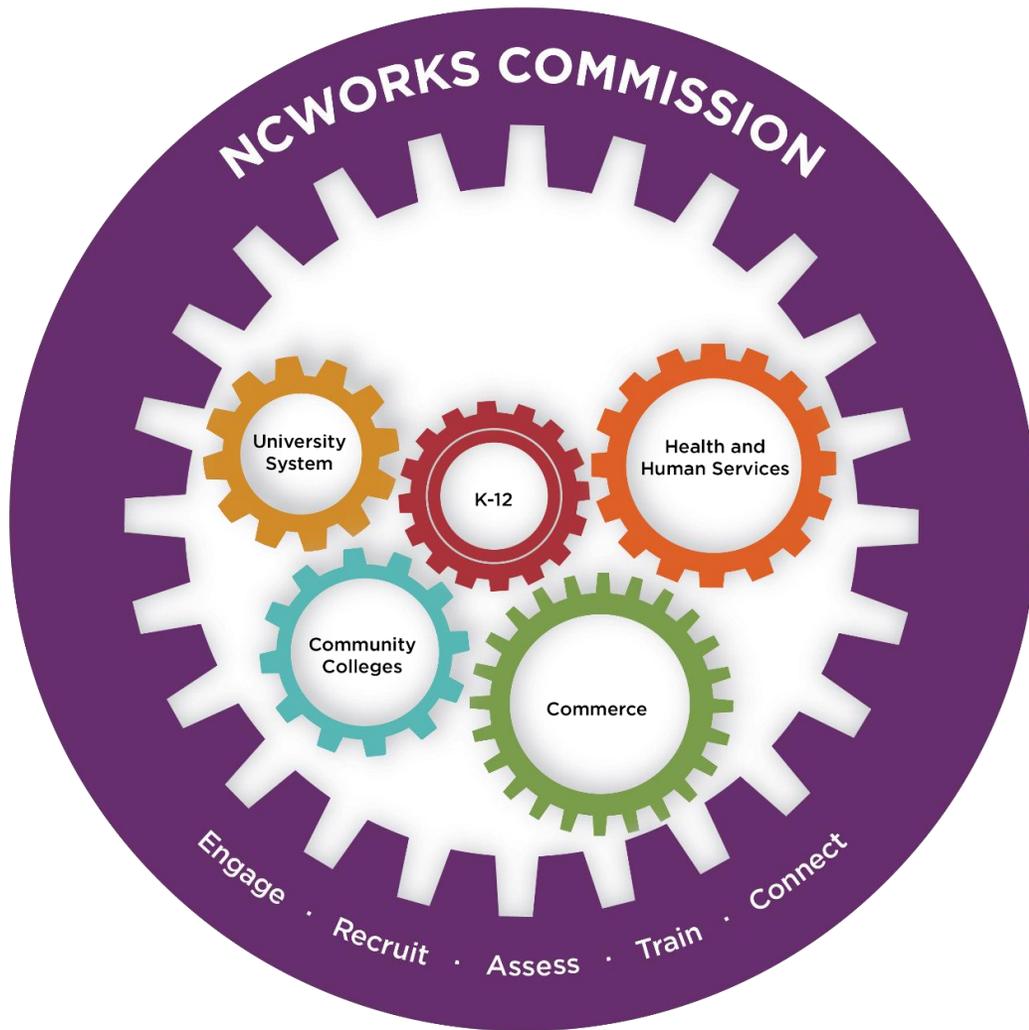
**#2** Business Climate Ranking  
*Site Selection 2015*

**#2** Best State for Business  
*Forbes 2015*

**#2** State for Educational Resources  
*Area Development 2015*



# What is the NCWorks Commission?



## Overarching Goal

Statewide workforce development goal that by 2025, 67% of working-aged North Carolinians will have education and training beyond high school in order to meet the needs of the economy.



# *NCWorks Commission Mission*

To ensure North Carolina has an innovative, relevant, effective, and efficient workforce development system that develops adaptable, work-ready, skilled talent to meet the current and future needs of workers and businesses to achieve and sustain economic prosperity.



# *What is NCWorks?*

**NCWorks** helps you find, develop, and retain talented employees.

Announced by Governor Pat McCrory in 2014, this initiative is a partnership between education and workforce agencies to develop the skills of the workforce and provide your business with a pool of qualified workers.



# What is NCWorks?



NCWorks  
CAREER CENTER



NCWorks  
ONLINE



NCWorks  
APPRENTICESHIP



NCWorks  
CAREER PATHWAYS



NCWorks



NCWorks  
COMMISSION



NCWorks  
CERTIFIED WORK READY  
COMMUNITY



NCWorks  
CUSTOMIZED TRAINING



# *Workforce Challenges*

- Difficulty recruiting and hiring qualified, work-ready employees
- Lack of information about local labor market and wage data
- New employees require training to meet specific business objectives
- Current employees require up-skilling for new technologies, positions, and lines of business
- Company investing less in worker training
- High turnover or succession planning challenges
- Company downsizing and needs to find employment and resources to assist affected workers



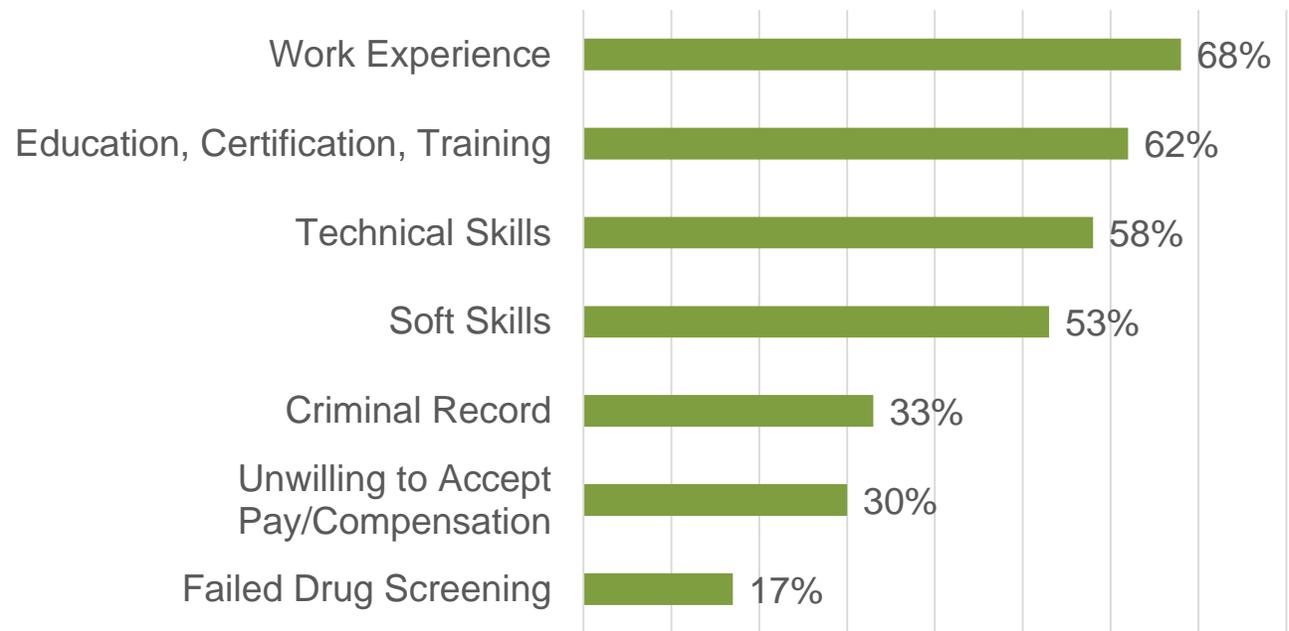
# 2016 Employer Needs Survey Data

Percentage of North Carolina Employers Experiencing Hiring Difficulties in 2016 \*



\*among establishments with 10-499 employees, difficultly hiring at least one employee over the past year

Reasons for Hiring Difficulties Chosen by Employers



# *NCWorks Menu of Business Services*

## **North Carolina wants to see your business grow.**

Through NCWorks, we can help you find, develop, and retain talented employees, from entry-level to experienced positions. Whether your business is new or well-established, large or small, there are workforce solutions available to meet your specific needs at little or no cost to your business.



**Recruitment  
and Screening**



**Training**



**Pipeline  
Development**



**Transition  
Services**



# *NCWorks Menu of Business Services*



## **Recruitment and Screening**

We connect your company to qualified, work-ready employees through the following workforce solutions:

- Job postings and applicant tracking on NCWorks.gov
- Individualized screening by career professionals
- Validated skill assessments, including the nationally-recognized ACT Career Readiness Certificate
- Job profiling
- Coordination of job fairs
- Interview, meeting, and training space
- Labor market information, including local wage data
- Workplace modifications, assistive technology, and job coaches to assist individuals with disabilities
- Tax credits and fidelity bonds to hire individuals who are qualified for open positions, but face barriers to employment



# *NCWorks Menu of Business Services*



## **Training**

We provide training for new hires and existing employees through classroom, online, and on-the-job training solutions and support services:

- On-the-job training resources to train qualifying employees using company instructors
- Customized training for your growing business to meet specific objectives that add to business success
- Apprenticeships that combine on-the-job learning with related classroom instruction
- Programs and courses to upgrade employees' job-related skills and/or provide a recognized industry or national credential (licensure, certification, renewal, registry listing)



# *NCWorks Menu of Business Services*



## **Pipeline Development**

We help you develop a sustainable pipeline of future talent by connecting you with the following opportunities:

- Working collaboratively with regional education and workforce partners to develop NCWorks Certified Career Pathways to prepare students for a career in your industry sector
- Connecting with youth and/or adults through internships (paid and unpaid), pre-apprenticeships, co-ops, job shadowing, mentoring, and facility tours
- Utilizing special funding opportunities to provide paid work experience to eligible candidates
- Educating local teachers and career coaches on your industry's workforce opportunities and needs



# *NCWorks Menu of Business Services*



## **Transition Services**

We provide on-site outplacement services to assist companies impacted by downsizing to find other employment for their workers:

- Developing outplacement transition plans for companies
- Analyzing regional career opportunities
- Providing specialized assistance to employees, such as resume development, interview preparation, computer access, financial planning workshops, interest/aptitude assessments, and connection to training opportunities
- Comprehensive re-employment services for workers negatively impacted by foreign trade, including Trade Adjustment Assistance



# *NCWorks Online*

## Recruit Skilled Employees

[NCWorks.gov](https://www.ncworks.gov) is North Carolina's official, free job search website that gives employers the ability to:

- **Search for candidates** based on their skills, work experience, and resumes
- **Post job listings** and review potential candidates
- **Find and review resumes** of candidates that have the qualifications you need
- **Access real-time labor market data** specific to your area and your industry



# *NCWorks Certified Work Ready Community*

## **Assess the Skills of Your Candidates**

The [ACT National Career Readiness Certificate](#) (CRC) is a portable, evidence-based credential that measures candidates' work related skills.

- CRCs help employers reduce hiring time, costs, and turnover
- A county in North Carolina can become a [Certified Work Ready Community](#) by meeting criteria for workforce excellence
- CRC recognized by [1926](#) North Carolina businesses and growing....we need [YOUR](#) support!



# NCWorks Customized Training

## Train New and Current Employees

The [NCWorks Customized Training](#) program provides education, training, and support services for your company's immediate workforce training needs.

- For new, expanding, and existing business and industry in North Carolina through a network of 58 community colleges, serving all 100 counties of the state
- Fosters and supports three key aspects of N.C.'s business and industry: **job growth, technology investment, and productivity enhancement**
- Training can include, but is not limited to: Safety, Leadership Development, Continuous Improvement such as Lean/Six Sigma, and Technical Skills – all specific to the company
- Training is focused on National and Industry-specific credentials



# NCWorks Apprenticeship

## Grow Your Own Talent

Companies in all industries are using [NCWorks Apprenticeships](#) to develop skilled talent.

Through on-the-job learning and related classroom instruction, your workers will learn in a program specifically designed for your company.

You'll gain the following advantages through an apprenticeship:

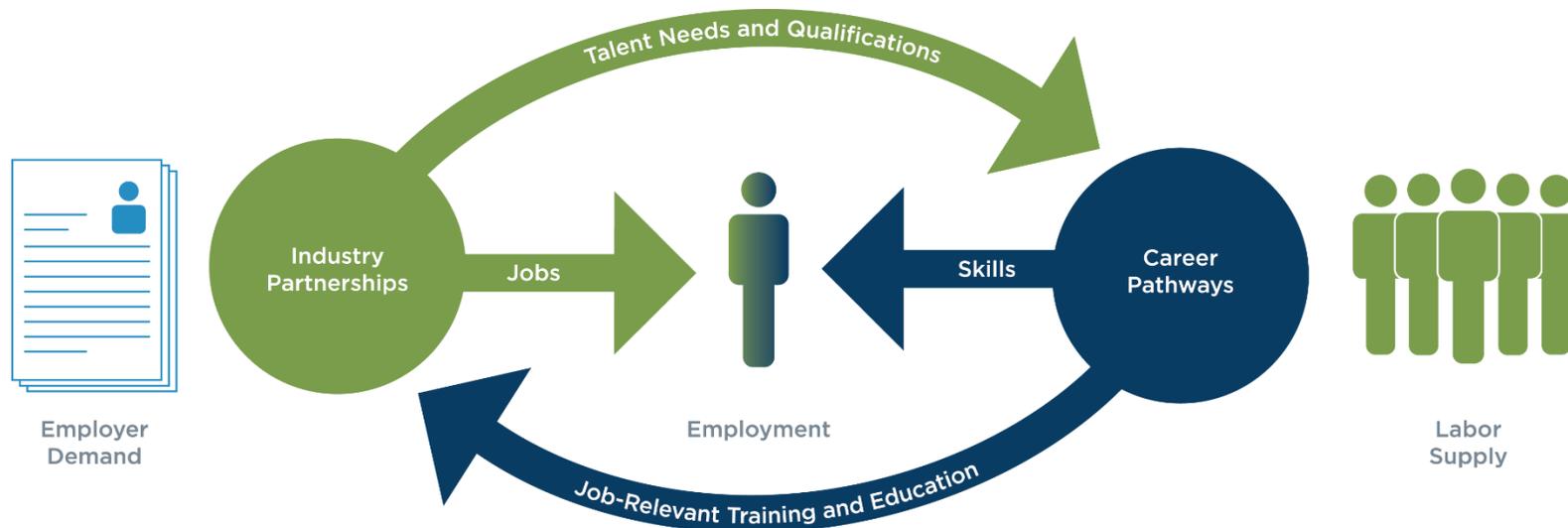
- Train workers from diverse pools to meet your talent needs
- Close the gap in workers' skills and credentials
- Position yourself for a competitive advantage in labor through investments in your future workforce



# NCWorks Career Pathways

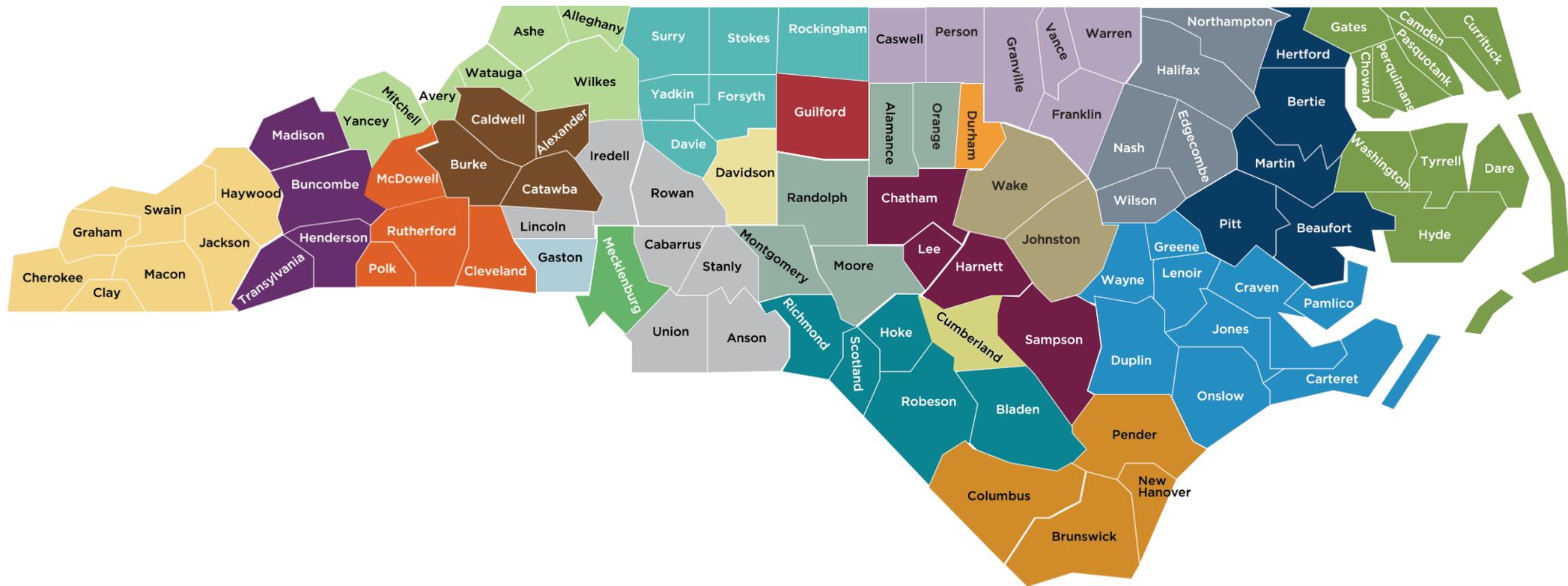
## Design Career Pathways

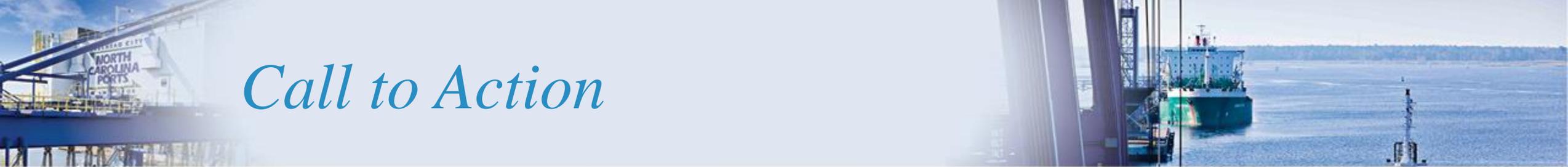
NCWorks Certified Career Pathways provide a clear sequence of education courses, credentials, and training that meets the skill needs of high-demand industries.



# Connect to NCWorks Services

## 23 Local Workforce Development Boards





# *Call to Action*

- Visit [NCWorks.gov](http://NCWorks.gov)
- Meet with your local NCWorks business representative
- Visit an NCWorks Career Center
- Set up a job fair at your local NCWorks Career Center
- Offer industry tours to interested students and teachers
- Develop internships and job-shadowing opportunities



*Thank You*

*We look forward to your partnership!*

