These businesses are just a few who represent the many private organizations who are involved in Workforce Boards throughout North Carolina.
300+ Private Companies

Convening

Demand Driven

Coordinating

Creating

Collaborating
Rural North Carolina

Resources | Infrastructure | Roads | Internet Access

Currently
Reinventing how we deliver services

Staffing:
From 50
To less than 30
Work based learning

Work Experience for youth...

Avery County Schools
Blue Ridge Academy Graduation

With the support of the High Country Workforce Development Board, Avery County Schools launched the Blue Ridge Academy to provide training for youth entering the workforce.

On-The-Job Training for employers...

- Match open jobs to potential candidates
- Assess skill gaps
- Develop training plan
- Execute Reimbursement Contract

On-The-Job Training

Trained and hired!
Avery County Schools

Blue Ridge Academy Graduation

With the support of the High Country Workforce Development Board Youth Council, Avery County wraps up a successful pilot phase of the Blue Ridge Academy. Of the 20 graduating students, 16 are enrolled in the Get REAL program.

Youth career coach Allen Cook poses with graduate speaker Ethan Webb.
Match open jobs to potential candidates

Assess skill gaps

Develop training plan

Execute Reimbursement Contract

On-The-Job Training

Trained and hired!
Wilkes County’s Key City Furniture goes out of business

Key City Furniture Co., a Wilkes County manufacturing stalwart for 87 years, went out of business Friday with a loss of 97 jobs.

Key City officials could not be reached for comment Monday. Linda Cheek, president of the Wilkes Chamber of Commerce, said Monday town officials were told of the closing by Key City officials.

6 area employers drawn to job fair by Key City closing

Drawn primarily by the prospect of hiring some of the 97 workers who lost their jobs when Key City Furniture Co. closed on Aug. 2, six area manufacturers attended a job fair at the Wilkes JobLink Career Center in North Wilkesboro Thursday afternoon.

Representatives of Integrity Design and Display on N.C. 16-18 in Wilkesboro, Carolina Heritage Cabinetry on Shaver Street in North Wilkesboro, Valdese-based Shenandoah Furniture Inc., Lenoir-based Bernhardt Furniture Co., Hiddenite-based Craftmaster Furniture and Carolina Drawers Inc. in Lexington manned tables at the four-hour event.
Steve Partridge
President & CEO
Charlotte Works

Identified key business needs
Identified key business needs

- Recruitment
- Single Point of Contact
- Workforce Intelligence
- Skill Assessment
- Skill Verification
Online Resource
ADVANCED MANUFACTURING CAREER PATHS

PRODUCTION
- OPERATORS & TENDERS, ASSEMBLERS, SOLDERERS & BRAZERS
  - 92 openings*
  - $10.50 to $24.65 hourly rate
- FULL CERTIFICATE OR DIPLOMA (1-2 YRS)
  - WELDERS
    - 70 openings*
    - $14.25 to $26.11 hourly rate

PROCESS DEVELOPMENT
- NO HIGH-GROWTH JOBS AT THE ENTRY LEVEL IN THIS PATHWAY

QUALITY ASSURANCE
- INSPECTORS, TESTERS, SORTERS, SAMPLERS, & WEIGHERS
  - 234 openings*
  - $11.43 to $28.22 hourly rate
- QUALITY ASSURANCE/CONTROL TECHS
  - 110 openings*
  - $15.37 to $38.97 hourly rate

MAINTENANCE
- OPERATORS & TENDERS, ASSEMBLERS, MACHINERY MAINTENANCE WORKERS
  - 98 openings*
  - $10.50 to $24.65 hourly rate
- INDUSTRIAL MACHINERY MECHANICS, ELECTRICIANS, WELDERS
  - 207 openings*
  - $13.46 to $29.39 hourly rate

INTEGRATED SYSTEMS
Workforce Development is Economic Development

“Charlotte Works is a key ally that we go to with virtually every recruitment project that our team is working on. They bring tools to the table not found in most communities that we compete with, giving Charlotte an edge with regard to workforce recruitment.”

Jeff Edge, Senior Vice President, Economic Development - Charlotte Chamber
Steve Partridge
President & CEO
Charlotte Works
Identified key business needs
Recruitment
Identifying single point of contacts
Skill Assessment
Skill Verification
Workforce intelligence
Understanding the workforce system

- Driven by business.
- Convene Workforce Partners to develop workforce strategies.
- The Workforce Board role as a Communicator
Note: MHDDSAS stands for Mental Health, Developmental Disabilities, and Substance Abuse Services. OIC stands for Opportunities Industrialization Centers. The Workforce Initiatives program in the Community Colleges System Office and the Labor Market Information program in the Department of Commerce do not provide direct services and are not shown in this exhibit.

Source: Program Evaluation Division based on organizational data from workforce development programs.
A simplified approach to the Workforce Development System in North Carolina

The Workforce Development Boards focus is on Employers and helping them connect to find qualified Job Seekers. Additionally, the focus on Job Seekers is to prepare them for the workforce.
23 boards : Many Regional Collaborations

- Workforce System Consistency
- Effective and Efficient use of resources
- Access to a skilled workforce
- Stronger relationship with Economic Development
Understanding the needs:

2011 Employer Survey - conducted through the Employers' Associations across the state that focused on needs of the employer and familiarity with services available from WDBs
2012 Skills Survey - Focused on skills needs of employers and what are the major skills gaps across the state
2013 Job Seeker Survey - Focused on the job seeker and their ability to find gainful employment
2014 Employer Needs Survey - Focuses on hiring experiences and skill needs of employers