



Career and Technical Education Bonus Program

House Select Committee on Education Strategy and Priorities

August 23, 2016



Catherine Moga Bryant
Deputy Assistant Secretary, Division of Workforce Solutions
Department of Commerce

Jo Anne Honeycutt
Director of Career & Technical Education
Department of Public Instruction

Jackie Keener
Assistant Secretary, Labor and Economic Analysis Division
Department of Commerce



North Carolina's Workforce Goal

67% of working adults will have
education or training
beyond high school by 2025



NCWorks Certified Career Pathways

- Career Pathways is a key initiative to help North Carolinians be successful in the workplace and ensure businesses can find the talent they need
- Eight criteria for certification
 - Demand-driven and data-informed
 - Employer Engagement
 - Collaborative
 - Career Awareness
 - Articulation and coordination
 - Work-based learning
 - Multiple points of entry and exit
 - Evaluation



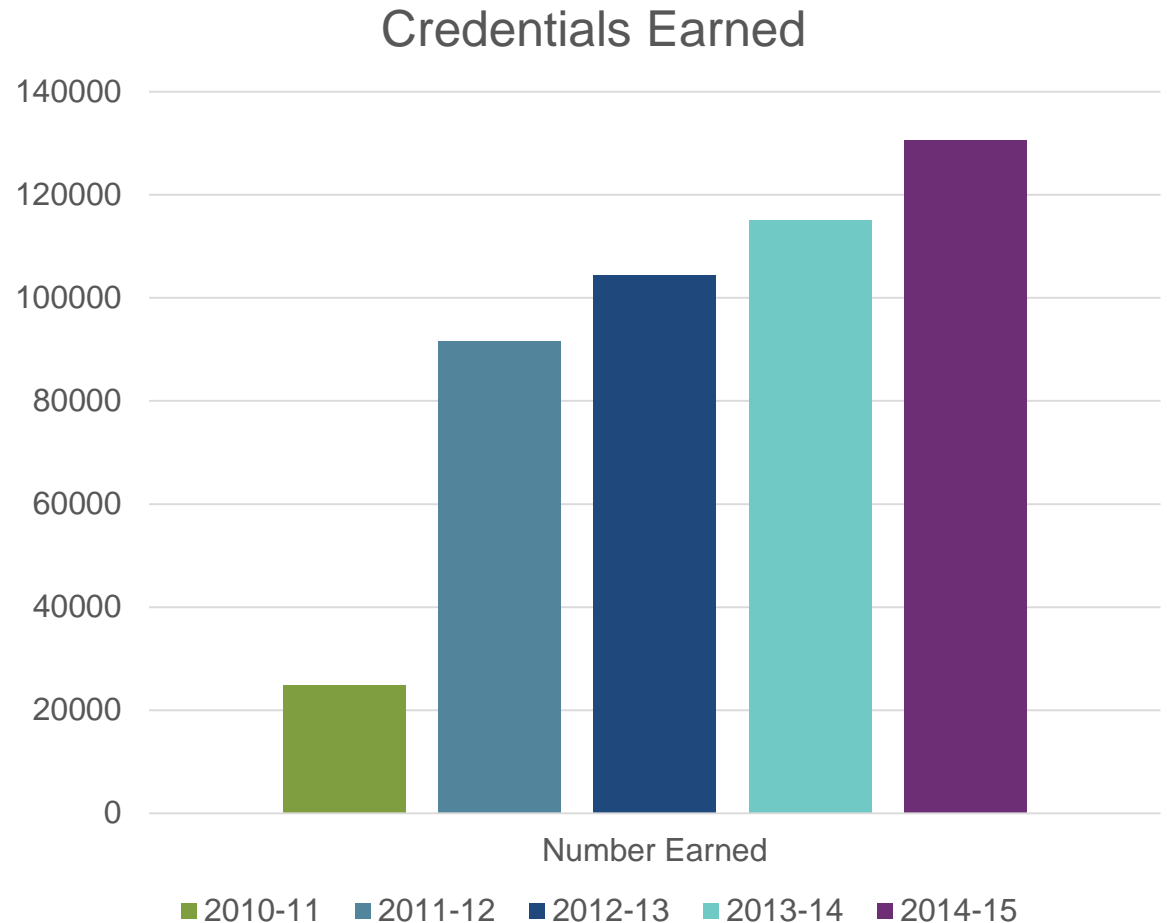
Credentials in Career & Technical Education

- Perkins IV legislation
 - Alignment of CTE course standards to industry certifications
 - Credentials by Course
- Varied levels of rigor and demand of credentials
 - No national or state listing of credentials by occupation
- Connections to post-secondary programs and career pathway completion
 - Stackable credentials
 - Foundation in secondary education



Credentials in Career & Technical Education

- Effort to meet employer needs
 - Input from curriculum development teams
 - Identified in job postings
- Growth credentials
 - Budget for fees
 - Teacher training
- DPI collects the data
 - Authoritative sources
 - Teacher input



Industry Certification and Credentials Bonus Pilot Program

- State Board of Education in collaboration with the Department of Commerce
- Bonus to teachers who teach students earning approved industry certifications or credentials
- Department of Commerce, in consultation with the State Board of Education, will assign a value ranking of each industry certification and credential based on:
 - Academic rigor
 - Employment value



Credentials in Career & Technical Education

Considerations for Bonuses for Teachers

- Hours of training required
 - Most rigorous earning the highest levels
- Attempts to earn
 - Exclude credentials that have unlimited testing options
- Value to employers



Establishing the Ranking

- Composite Index to rank the Industry Certificates or Credentials based on Legislative requirements
 - Academic Rigor Component – 50%
 - Instructional hours, including work experience or internship
 - Extra weight for coursework providing community college credit
 - Employment Value Component - 50%
 - Entry wage
 - Growth rate
 - Annual Openings
- Critical and Key is to establish the link of primary occupations to the Industry Certificate or Credentials
- A survey of employers is necessary



Research Plan

- Process to Identify the **Primary Occupation(s)** for each Industry Certificate or Credential
 - A sample of employers surveyed to determine the **primary occupations(s)** associated with each Industry Certificate or Credential
 - Survey instrument will be online and employers will be contacted via email, with potential follow-up by phone
 - Some firms will receive surveys with specific Industry Certificates or Credentials
 - Some firms will receive surveys covering all existing Industry Certificates or Credentials
 - Firms will asked to indicate importance of Industry Certificates or Credentials to their occupations
 - Survey Results - Occupations employers identify as most relevant to current Industry Certificates or Credentials identify the primary occupations for the **Employment Value Component**



Research Plan Continued

- The **primary occupations** determine entry wage, employment growth and average annual openings for **Employment Value Component**
 - Use creditable existing data sources
 - Entry Wage data – Utilize BLS/LEAD Occupational Employment Statistics survey data
 - Growth Rate and Annual Openings – Utilize LEAD Occupational Outlook estimates
- Compute **Employment Value Component**
- Compute **Academic Rigor Component**
 - Use DPI data on instructional hours, work experience hours and internship hours as well as bonus indicator for Community college credit.
- The two components combined for an **overall rank**



Questions?

