

**Meeting the Workforce Needs of
NC's Industries:** Customized
Training, Short-term Training and
Educational Programs

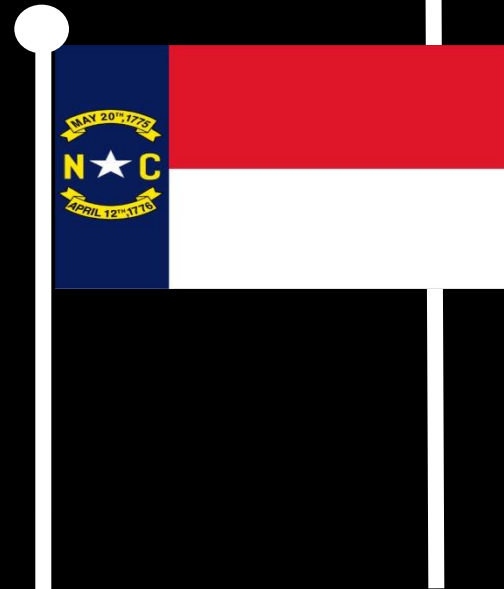
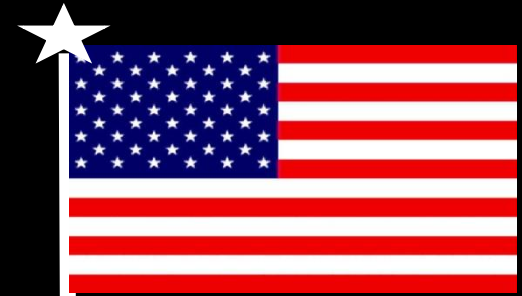
Joint Legislative Education Oversight Committee

October 4, 2011

Dr. Scott Ralls, President
NC Community College System

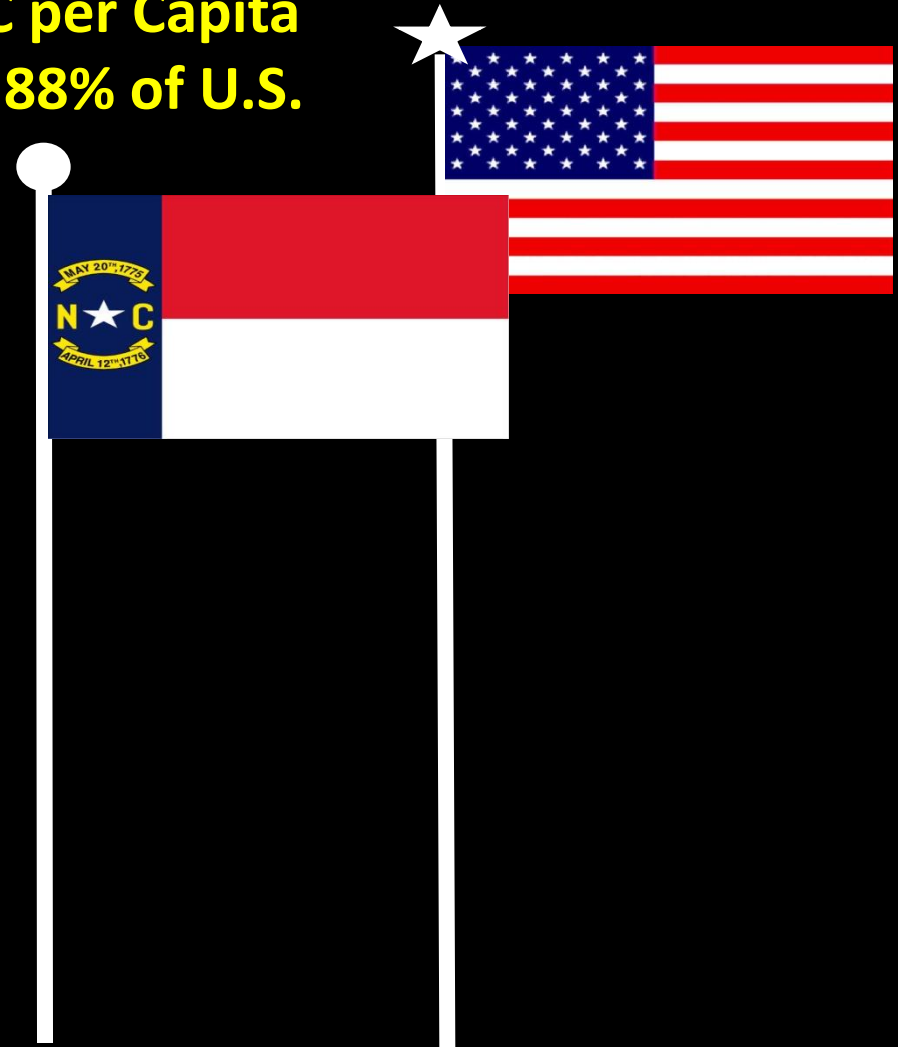
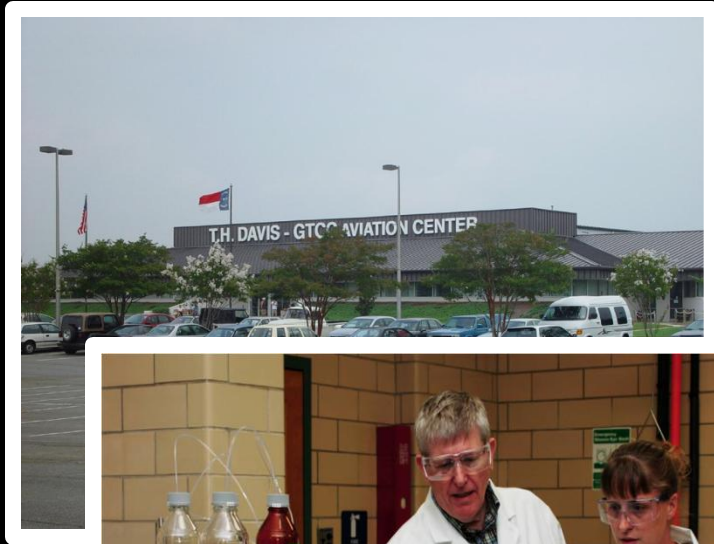
Connecting Economic Development and Workforce Development

1959—NC per Capita
Income ~ 63% of U.S.



Connecting Economic Development and Workforce Development

2009—NC per Capita
Income ~ 88% of U.S.



State-Funded Job Training

- 47 states offer state-funded job training as incentive for new, expanding, or restructuring companies;
- CCs operate programs in 11 states;
- 32 funded through General Fund (like NC), others primarily through UI taxes or trust funds;
- 7 states appropriated \$20 million or more; 6 at \$50 million or more

Who's our Competition?

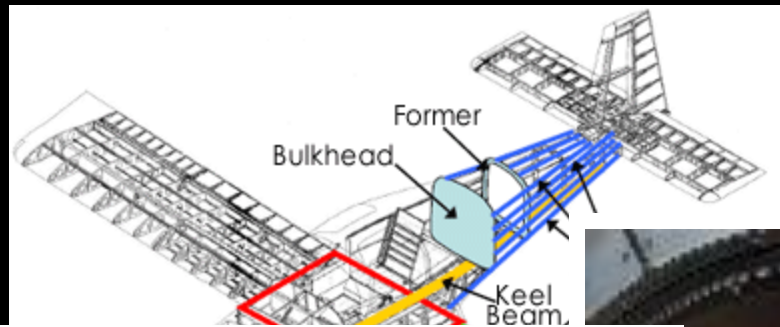
Customized Training: Biotechnology Industry



Novartis On-site
Employee Training



Customized Training: Aerospace Industry



Aerospace Competition



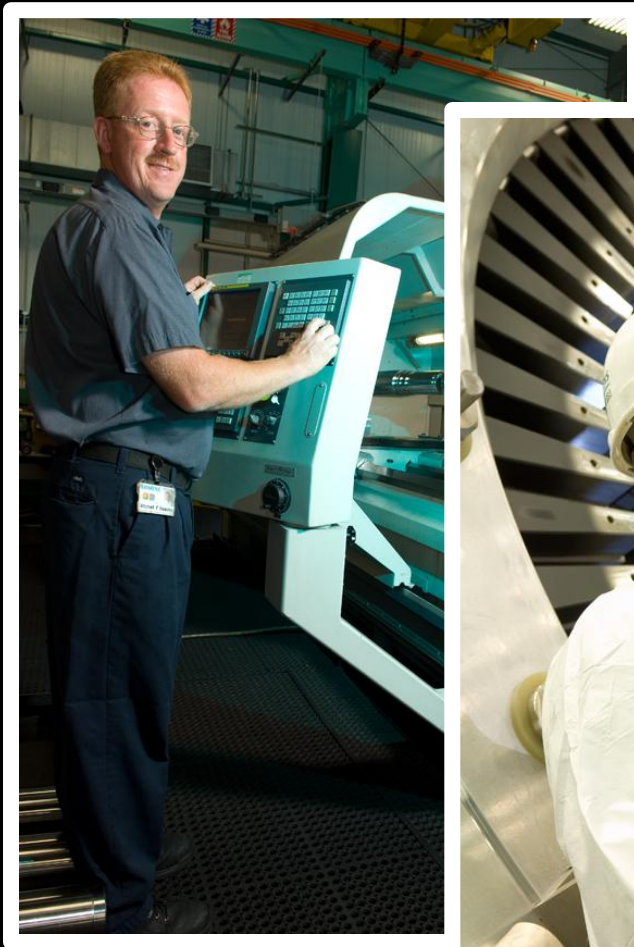
\$40 Million

**National Aeronautics
University of Querétaro**

\$3.8 Billion

**Vocational Institutes
Annual Budget**

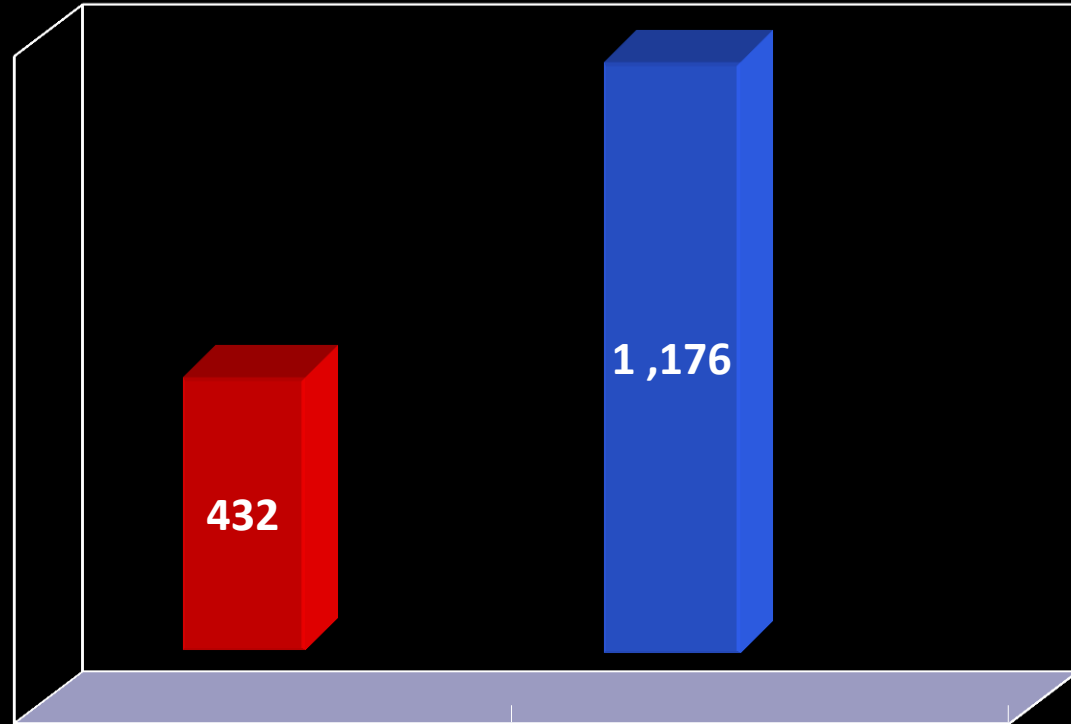
Customized Training: Power Generation and Energy Industry



Photos courtesy of Siemens Energy Inc.

China Vocational Colleges

Number of higher vocational colleges



1998

2007

Customized Training: NC Strengths

- History of close relationship to economic developers: local, regional and state
- Delivery of programs through 58 NC community colleges
- Lifetime partnership with NC companies :
From Concept to Production to Success

Customized Training: Program Improvements

- Increased program accountability
- Consolidation of programs and support for job growth, technology investment, and productivity enhancement
- Development of shared resources to strengthen training infrastructure and create efficiencies (e.g., BioNetwork; regional trainers)

Customized Training: 2010-11 Projects/Trainees by Industry

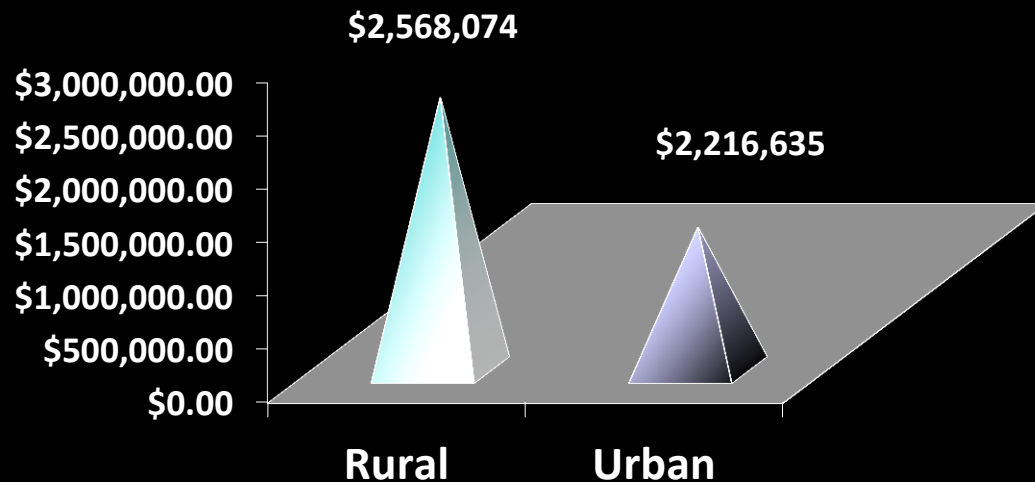
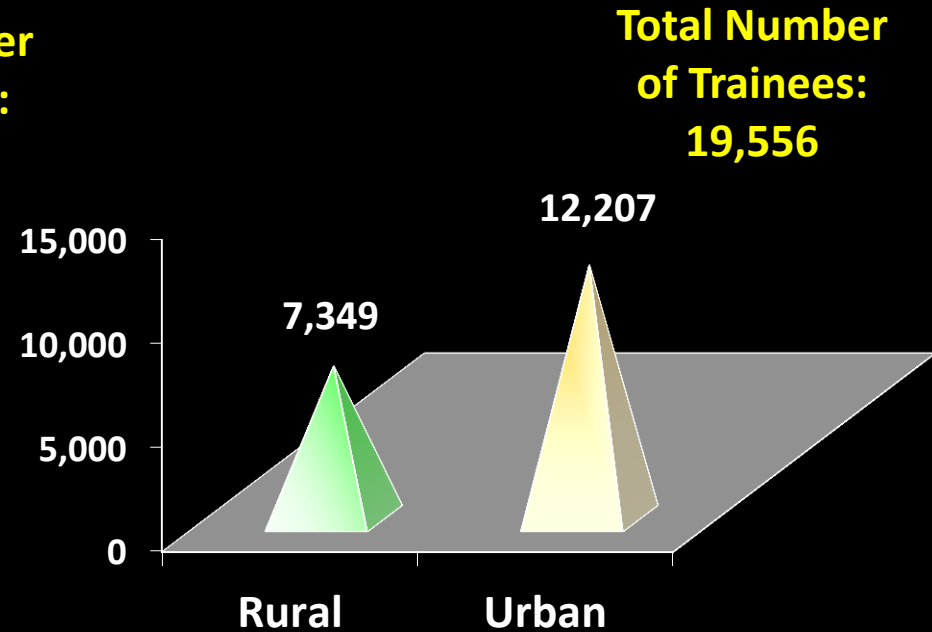
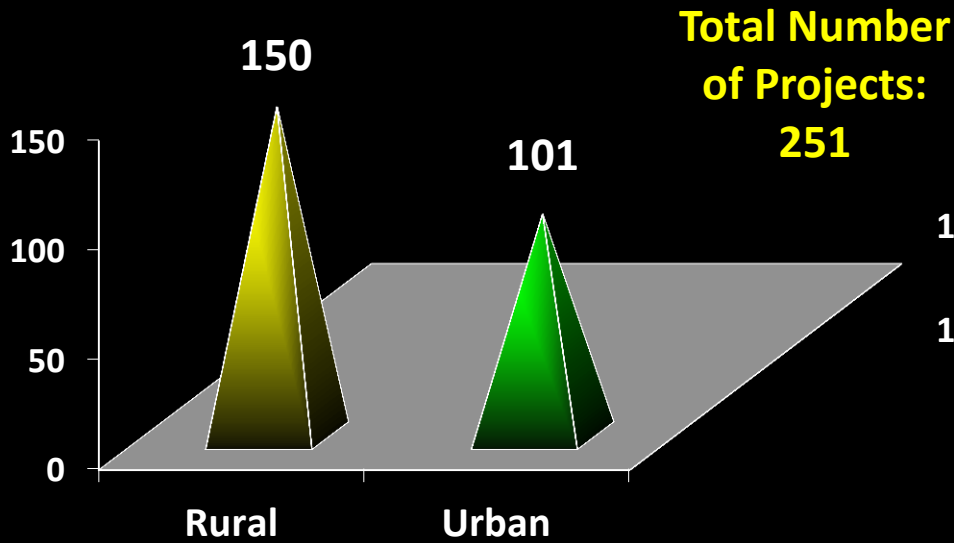


| Industry Cluster | Number of Projects | Number of Trainees |
|----------------------------------|--------------------|--------------------|
| Metals/Iron/Steel | 45 | 4,372 |
| Textiles | 31 | 1,739 |
| Transportation | 29 | 1,922 |
| Plastics/Rubber | 23 | 1,183 |
| Wood/Paper/Printing | 21 | 1,517 |
| Food/Tobacco | 19 | 1,033 |
| Computers/Electronics/Electrical | 18 | 1,439 |
| Pharmaceutical/Medical | 18 | 1,919 |
| Business Support Services | 13 | 1,760 |
| Furniture/Appliances | 9 | 1,474 |
| Machinery/Equipment | 9 | 197 |
| Chemical | 8 | 385 |
| Telecommunications/Fiber Optic | 5 | 499 |
| Warehouse/Distribution | 3 | 117 |
| Total Projects/Trainees | 251 | 19,556 |

Customized Training: Life Cycle of Services

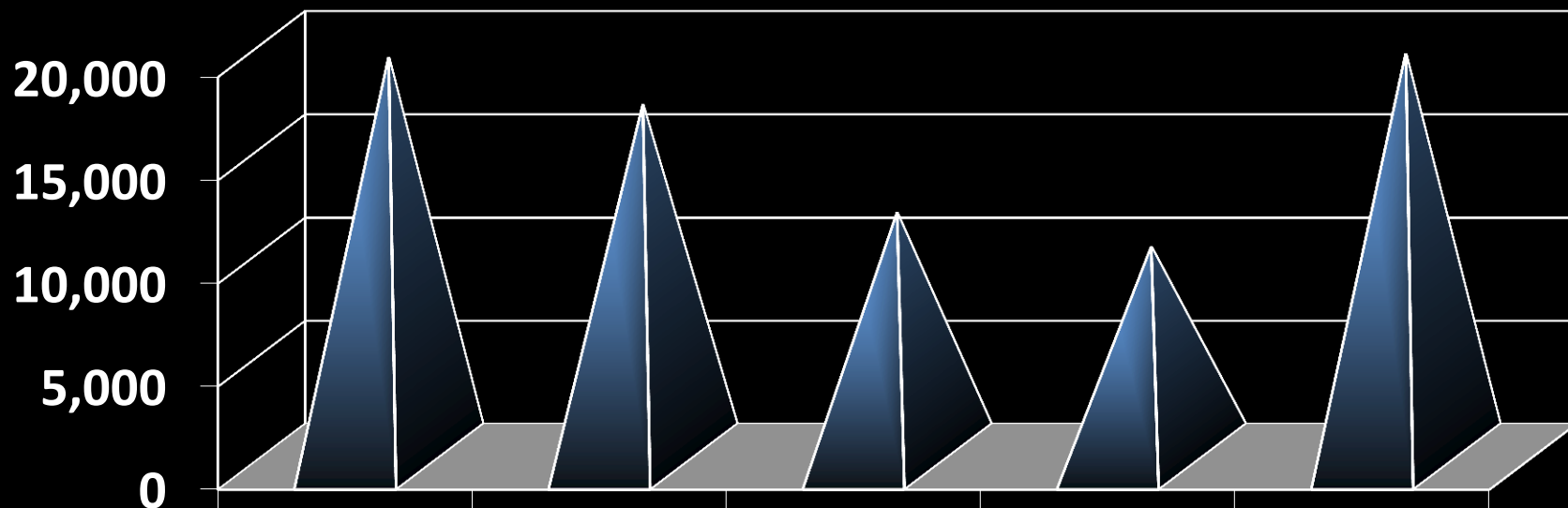


Customized Training: 2010-11 Rural and Urban



Customized Training:

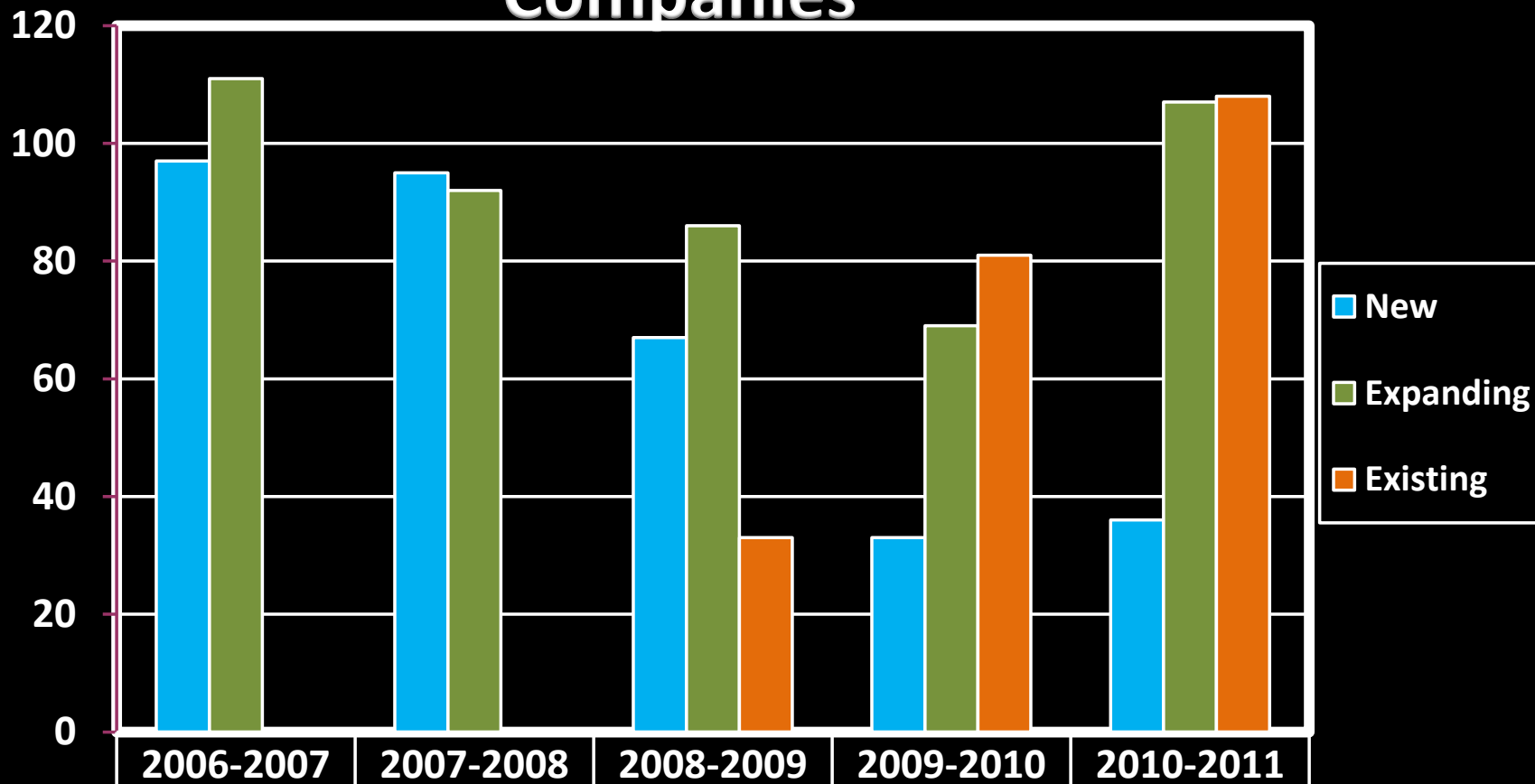
Total Number of Project Trainees



| | 2006- 2007 | 2007- 2008 | 2008- 2009 | 2009- 2010 | 2010- 2011 |
|------------------|---------------|---------------|---------------|---------------|---------------|
| Project Trainees | 19,380 | 17,087 | 11,858 | 10,199 | 19,556 |

Five-Year Average – 15,516

Customized Training: New, Expanding and Existing Companies



| | | | | | |
|------------------|------------|-----------|-----------|-----------|------------|
| New | 97 | 95 | 67 | 33 | 36 |
| Expanding | 111 | 92 | 86 | 69 | 107 |
| Existing | 0 | 0 | 33 | 81 | 108 |

Totals **208** **187** **186** **183** **251**

Customized Training: 2010-11 Program Expenditures and Trainees

Total
Expenditures:
\$9,364,959

Total Number of
Trainees:
27,109

\$345
cost per trainee



Short-Term Training: Workforce Continuing Education

| Training Area | 2010 Unduplicated Headcount |
|--|-----------------------------|
| HRD Employability Skills | 76,797 |
| Fire & Rescue Services | 38,987 |
| Emergency Medical Services | 37,042 |
| Criminal Justice - Mandated | 34,074 |
| Health Occupations | 31,589 |
| Computer Applications | 16,970 |
| Automotive/Auto Safety Inspection | 9,991 |
| Teacher Renewal/Teacher Assistant | 4,514 |
| Electrical/Electronic Occupations | 3,806 |
| Carpentry | 2,867 |
| Welding | 1,941 |
| Plumbing & Pipe Fitting | 1,864 |
| Building Codes & Inspections | 1,330 |
| Heating, Ventilation, Air Conditioning | 1,265 |
| Biotechnology | 1,190 |

Short-term Training Innovation:

JobsNOW – 19,755 Trainees



Educational Programs: AAS, Diplomas, Certificates

Example Programs

Agricultural and Natural Resources Technologies
Biological and Chemical Technologies
Business Technologies
Commercial and Artistic Production Technologies
Construction Technologies
Engineering Technologies
Health Sciences
Industrial Technologies
Public Service Technologies
Transportation Systems Technologies

| | |
|--------------------------------|--------------|
| Total CTE Programs | 269 |
| Total Number of Courses | 6,773 |

Educational Programs: Manufacturing Innovation

- NAM-Endorsed Skills Certification
- Super CIP
- NC Advanced Manufacturing Alliance



Educational Programs: Tough Choices



NC Success: Caterpillar and Siemens

“The key word, of course, is “skilled,” One reason Siemens and Caterpillar chose North Carolina is that Charlotte and Winston-Salem have community colleges that stress manufacturing skills.”

Factory Field Trip: NY Times, 09/26/11

“Forsyth Tech demonstrated a willingness to be flexible in how it trained prospective employees,...we’re looking at Forsyth Tech to help us train a quality work force,” said Michael Murphy, an executive at Caterpillar. NC College Credited with Luring Major Employer:

Community College Weekly, 08/25/10

NC Success: Tri-County CC/Stanley Furniture

