

2015

**SENATE
WORKFORCE &
ECONOMIC
DEVELOPMENT**

MINUTES

NORTH CAROLINA GENERAL ASSEMBLY

Workforce and Economic Development 2015-2016 SESSION



Sen. Chad Barefoot
Co-Chair



Sen. David Curtis
Co-Chair



Sen. Ronald Rabin
Co-Chair



Sen. John M. Alexander, Jr.



Sen. Warren Daniel



Sen. Don Davis



Sen. Rick Gunn



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Sen. Tom McInnis



Sen. Wesley Meredith



Sen. Gladys A. Robinson



Sen. Norman W. Sanderson



Sen. Jane Smith



Sen. Erica Smith-Ingram



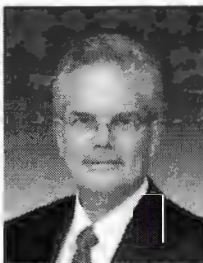
Sen. Dan Soucek



Sen. Jerry Tillman



Sen. Joyce Waddell



Sen. Andy Wells



Sen. Mike Woodard

Senate Workforce and Economic Development Committee 2015-2016

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Senate Workforce and Economic Development Bill Index

<u>Bil Number</u>	<u>Date Heard</u>	<u>Action Taken</u>
SB 105	03/25/2015	Un. Fav. To Bill, Fav. To Comm. Sub.
SB 112	03/25/2015	Favorable
SB 359	04/01/2015	Un. Fav. To Bill, Fav. To Comm. Sub.
SB 545	04/15/2015	Favorable
SB 127	04/29/2015	Un. Fav. To Bill, Fav. To Comm. Sub.

**Senate Committee on Workforce and Economic Development
Wednesday, February 18, 2015 at 12:00 PM
Room 544 of the Legislative Office Building**

MINUTES

The Senate Committee on Workforce and Economic Development met at 12:00 PM on February 18, 2015 in Room 544 of the Legislative Office Building. 17 members were present.

Senator Chad Barefoot, Chair, presided.

Carol Shaw, Principal Program Evaluator for the Program Evaluation Division, presented information on the Implementation Status of Workforce Development Reform. See attached.

Chuck Hefren, Principal Program Evaluator for the Program Evaluation Division, presented information on the Occupational Licensing Agencies Should Not be Centralized, but Stronger Oversight is Needed report published on December 17, 2014. See attached.

The meeting adjourned at 12:56 PM.



Senator Chad Barefoot, Chair
Presiding



Eric Naisbitt, Committee Clerk



Principal Clerk
Reading Clerk

SENATE
NOTICE OF COMMITTEE MEETING
AND
BILL SPONSOR NOTICE

The **Senate Committee on Workforce and Economic Development** will meet at the following time:

DAY	DATE	TIME	ROOM
Wednesday	February 18, 2015	12:00 PM	544 LOB

Senator Chad Barefoot, Co-Chair
Senator David L. Curtis, Co-Chair
Senator Ronald J. Rabin, Co-Chair



WORKFORCE AND ECONOMIC DEVELOPMENT COMMITTEE AGENDA

Sen. Chad Barefoot Sen. David L. Curtis Sen. Ronald J. Rabin

***Wednesday, February 18, 2015
Room 544, Legislative Office Building
1:00 p.m.***

- I. Welcome**
- II. Introduction of Committee Members and Staff**
Sen. Chad Barefoot, Co-Chairman
- III. Implementation Status of Workforce Development Reform**
*Carol Shaw, Principal Program Evaluator
Program Evaluation Division*
- IV. Occupational Licensing Agencies Should Not be Centralized, but
Stronger Oversight is Needed**
*Chuck Hefren, Principal Program Evaluator
Program Evaluation Division*
- V. Adjournment**

**Next Meeting Date: Wednesday, February 25, 2014
in Room 544, LOB, at 1:00 p.m.**



Implementation Status of Workforce Development Reform

A presentation to the
Senate Committee on Workforce and Economic Development
February 18, 2015

Carol Shaw, Principal Program Evaluator



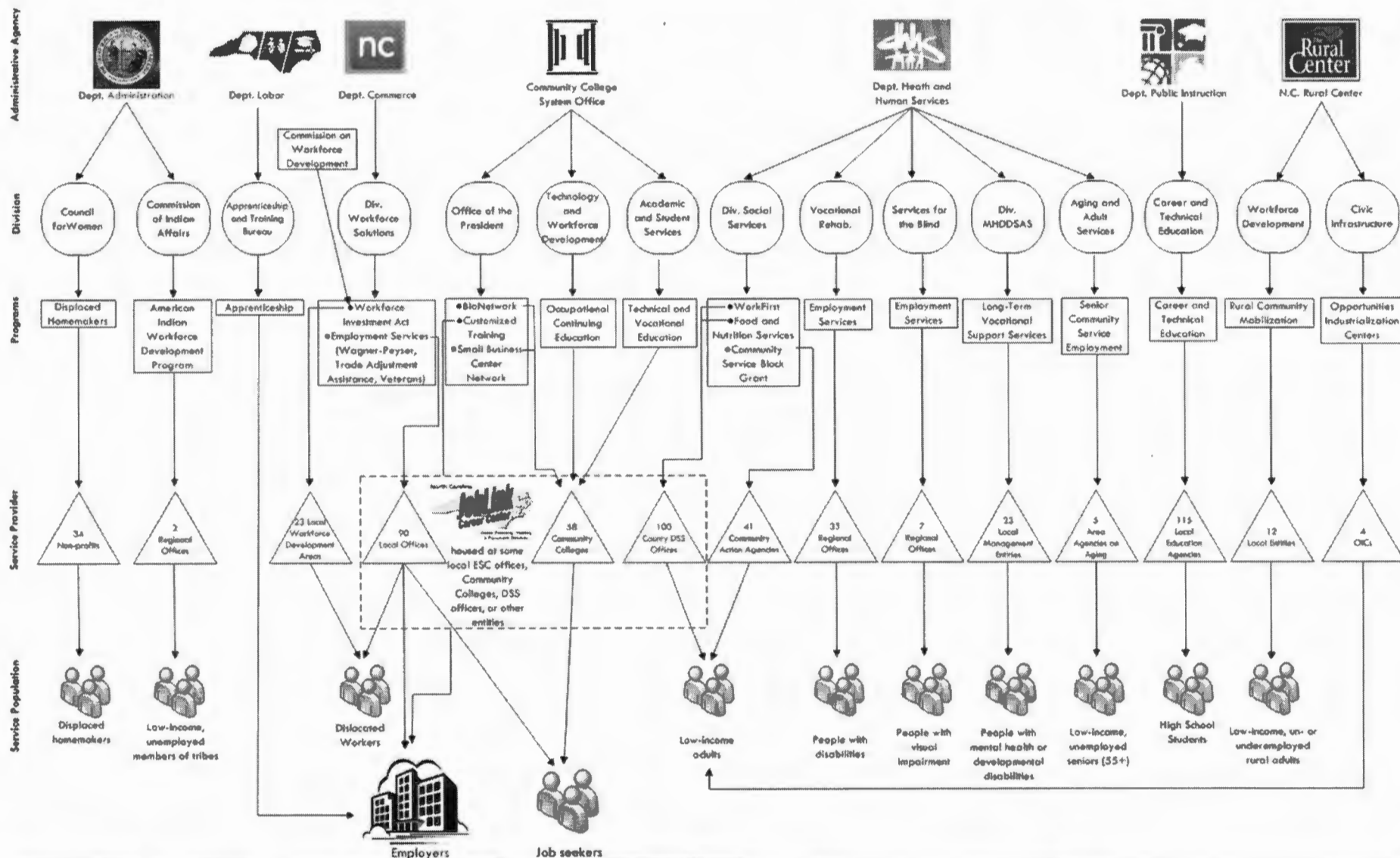


Legislative Action

- In 2012, the Program Evaluation Division issued the report entitled *State and Local Improvements Needed for Workforce Development System Integration and Accountability*
- Based on report recommendations, the General Assembly enacted Session Law 2012-13, which
 - Streamlined the workforce development system
 - Enhanced accountability by requiring statewide performance measures
 - Strengthened the NCWorks Career Centers
 - Directed agencies to use technology to integrate and improve access to services
 - Created a legislative oversight committee to oversee reform



2012 Workforce Development System



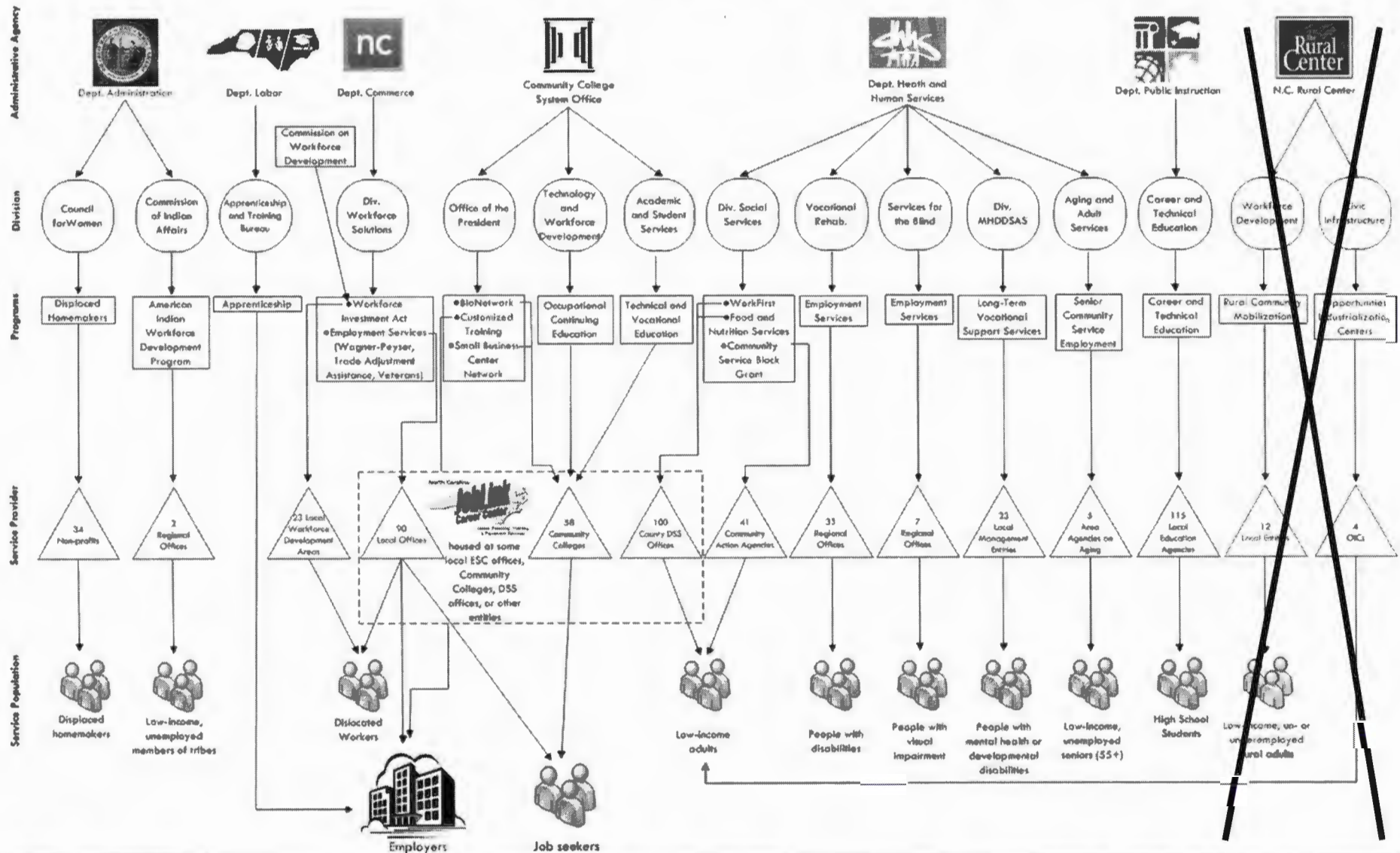


Streamlining the Workforce Development System

- The General Assembly and the Executive Branch took action to streamline the workforce development system during 2013
- The General Assembly eliminated state funding for workforce development programs provided by the Rural Economic Development Center



Streamlining the System



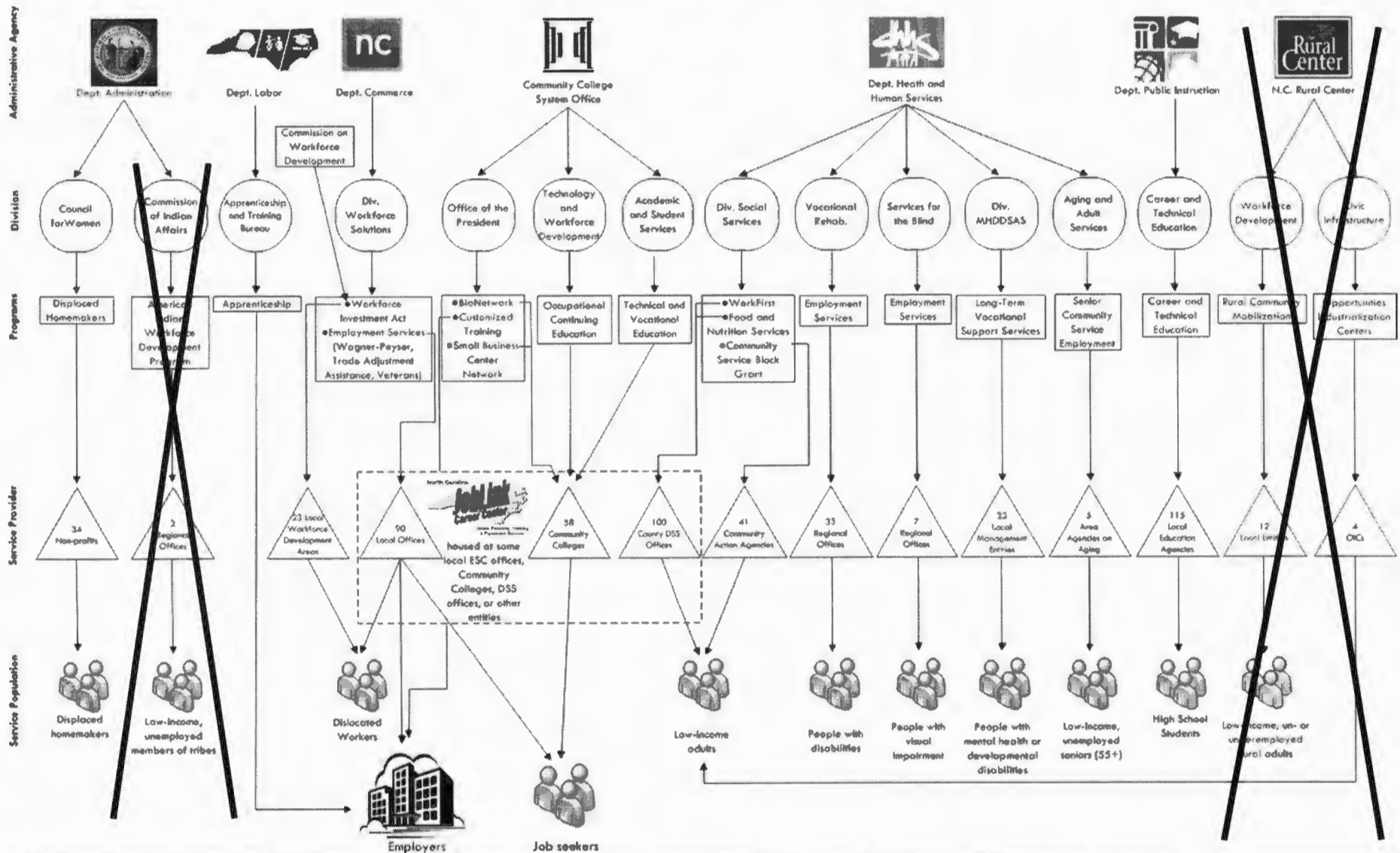


Streamlining the Workforce Development System

- The General Assembly also eliminated state funding for the Displaced Homemakers Program provided by the Department of Administration



Streamlining the System



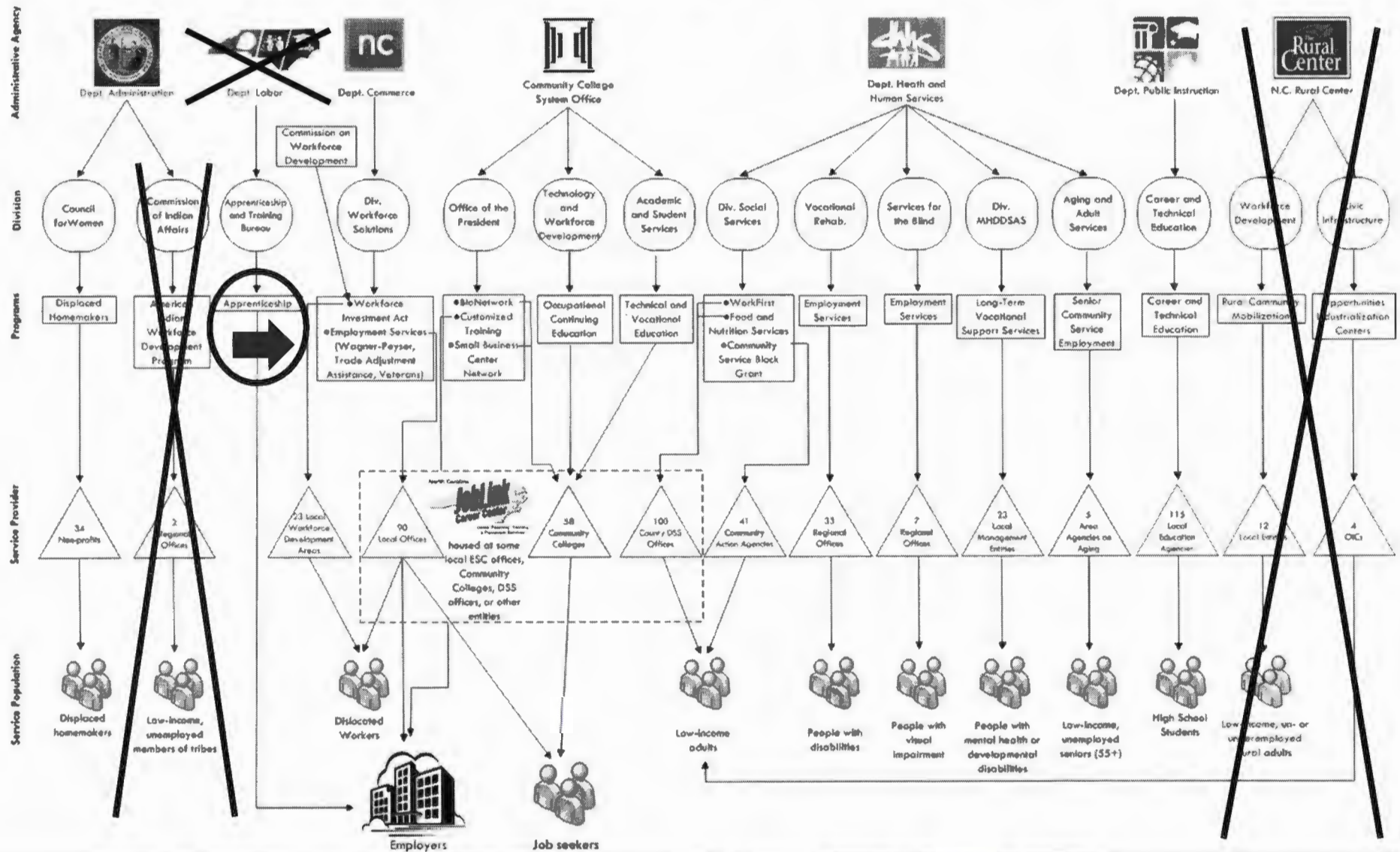


Streamlining the Workforce Development System

- The Program Evaluation Division recommended transferring the Apprenticeship Program from the Department of Labor to the Community College System Office, but the Joint Legislative Program Evaluation Oversight Committee did not accept this recommendation
- The Governor transferred the Apprenticeship Program from the Department of Labor to the Division of Workforce Solutions in the Department of Commerce

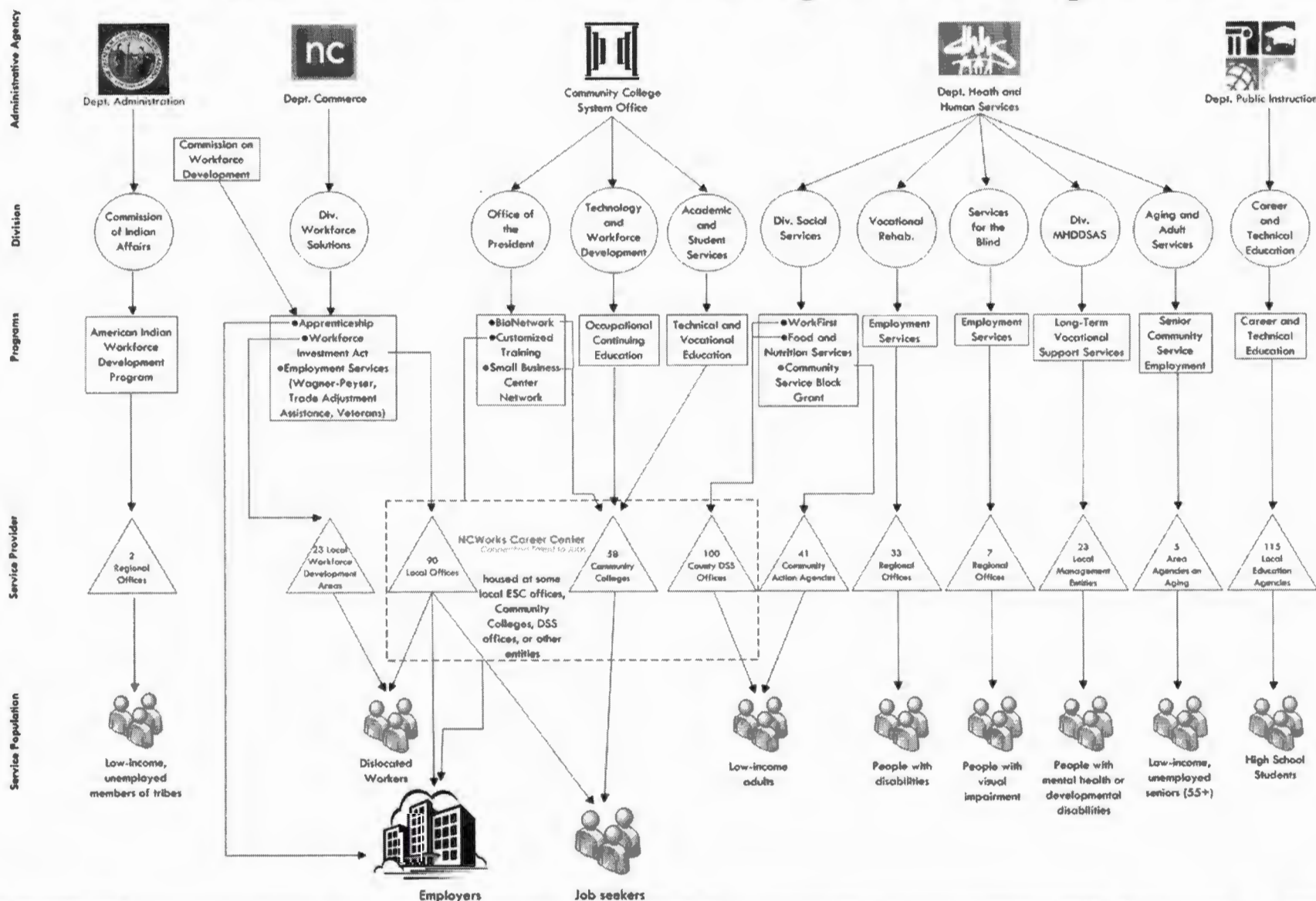


Streamlining the System





2014 Workforce Development System





Streamlining the Workforce Development System

Legislative Action	Status
Eliminated Workforce Initiatives Program	Workforce Initiatives Program was eliminated
Reduced membership of the Commission on Workforce Development from 38 to 25	New Commission with reduced membership was appointed in 2013



Enhance Accountability by Requiring Statewide Performance Measures

Legislative Action	Status
Required the Commission on Workforce Development to develop performance measures for the workforce development system and report annually on the performance	Commission developed initial performance measures and issued the first annual report in January 2014



Enhance Accountability by Requiring Statewide Performance Measures

Legislative Action	Status
Directed state agencies and local workforce development programs to report information to the Commission on Workforce Development	Commission receiving information from state agencies and local workforce development programs



Enhance Accountability by Requiring Statewide Performance Measures

Legislative Action	Status
Directed the Department of Commerce to strengthen the common follow-up management information system	Department of Commerce is working on strengthening the common follow-up management information system



Strengthen the JobLink Career Center System

Legislative Action	Status
Directed Commission on Workforce Development to strengthen charter requirements for JobLink Career Centers	Commission strengthened charter requirements for NCWorks Career Centers (formerly known as JobLink Career Centers) and centers are utilizing revised standards



Strengthen the JobLink Career Center System

Legislative Action	Status
Directed participating state agencies to revise the memorandum of understanding for the JobLink Career Center system	Revised memorandum of understanding effective July 2013





Use Technology to Integrate Programs and Improve Access to Services

Legislative Action	Status
Required Department of Commerce to create a unified web portal for the workforce development system	NCWorks Online, the unified Web portal for the workforce development system is operational



Use Technology to Integrate Programs and Improve Access to Services

Legislative Action	Status
<p>Directed the Department of Commerce to develop a plan to accommodate programs administered by Department of Administration and Department of Health and Human Services in the common intake system</p>	<p>Department of Commerce submitted plan to Fiscal Research Division in July 2013</p>



Create a Legislative Oversight committee to Oversee Reform

Legislative Action	Status
Created the Joint Legislative Workforce Development System Reform Oversight Committee to oversee of workforce development reform implementation through 2015	Reform Committee appointed in 2013 and it is overseeing reform implementation

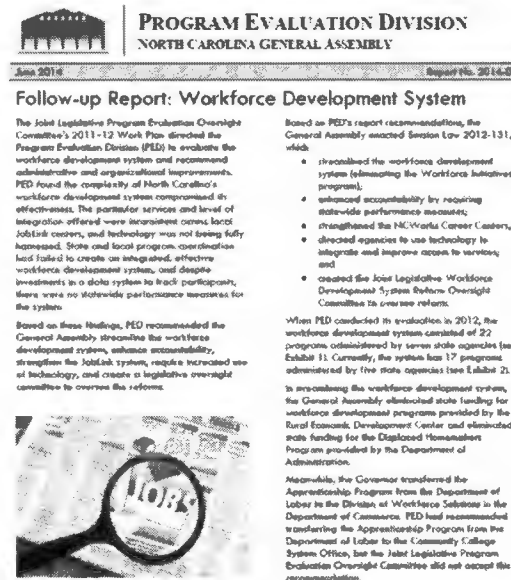
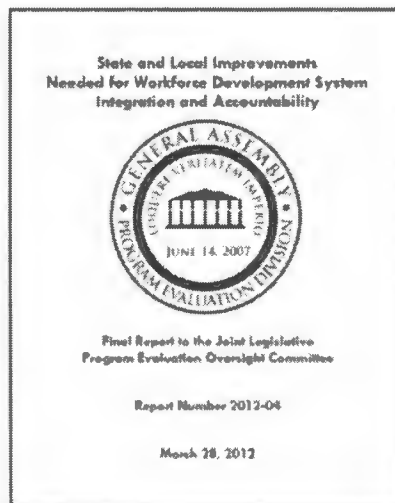


Summary

- Implementation of workforce development reform activities are complete or in process
- The General Assembly and the Governor took action in 2013 to streamline North Carolina's workforce development system
- The Joint Legislative Workforce Development System Reform Oversight Committee is overseeing the implementation of workforce development reform



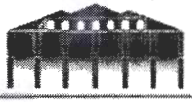
Reports available online at www.ncleg.net/PED/Reports/reports.html



Carol Shaw
Carol.Shaw@ncleg.net







Implementation Status of Workforce Development Reform

A presentation to the
Senate Committee on Workforce and Economic Development
February 18, 2015

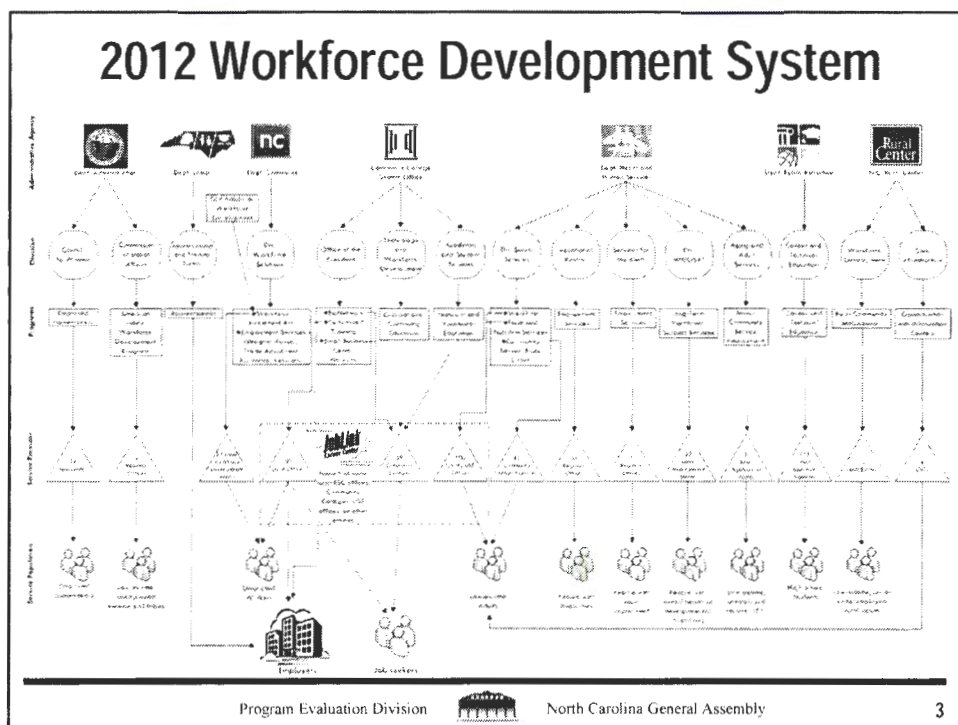
Carol Shaw, Principal Program Evaluator



Legislative Action

- In 2012, the Program Evaluation Division issued the report entitled *State and Local Improvements Needed for Workforce Development System Integration and Accountability*
- Based on report recommendations, the General Assembly enacted Session Law 2012-13, which
 - Streamlined the workforce development system
 - Enhanced accountability by requiring statewide performance measures
 - Strengthened the NCWorks Career Centers
 - Directed agencies to use technology to integrate and improve access to services
 - Created a legislative oversight committee to oversee reform

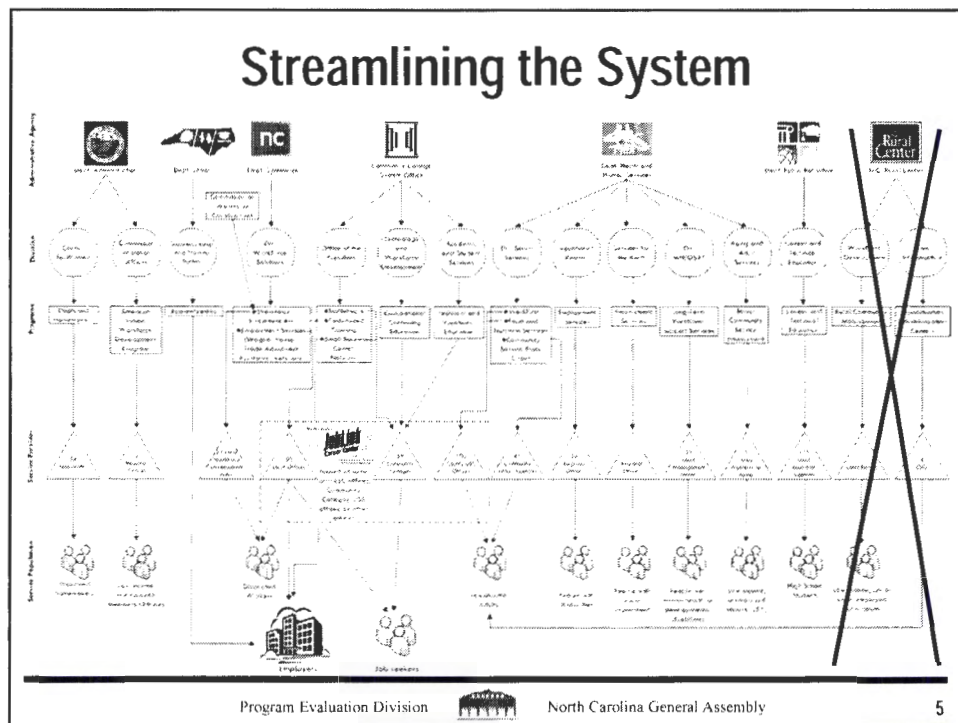




Streamlining the Workforce Development System

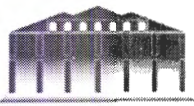
- The General Assembly and the Executive Branch took action to streamline the workforce development system during 2013
- The General Assembly eliminated state funding for workforce development programs provided by the Rural Economic Development Center



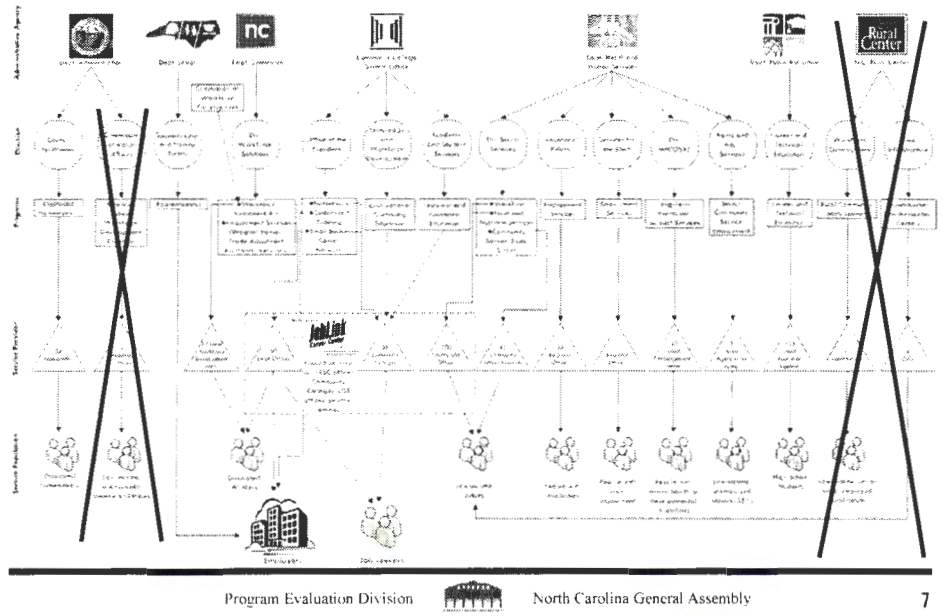


Streamlining the Workforce Development System

- The General Assembly also eliminated state funding for the Displaced Homemakers Program provided by the Department of Administration



Streamlining the System



Program Evaluation Division



North Carolina General Assembly

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Streamlining the Workforce Development System

- The Program Evaluation Division recommended transferring the Apprenticeship Program from the Department of Labor to the Community College System Office, but the Joint Legislative Program Evaluation Oversight Committee did not accept this recommendation
- The Governor transferred the Apprenticeship Program from the Department of Labor to the Division of Workforce Solutions in the Department of Commerce

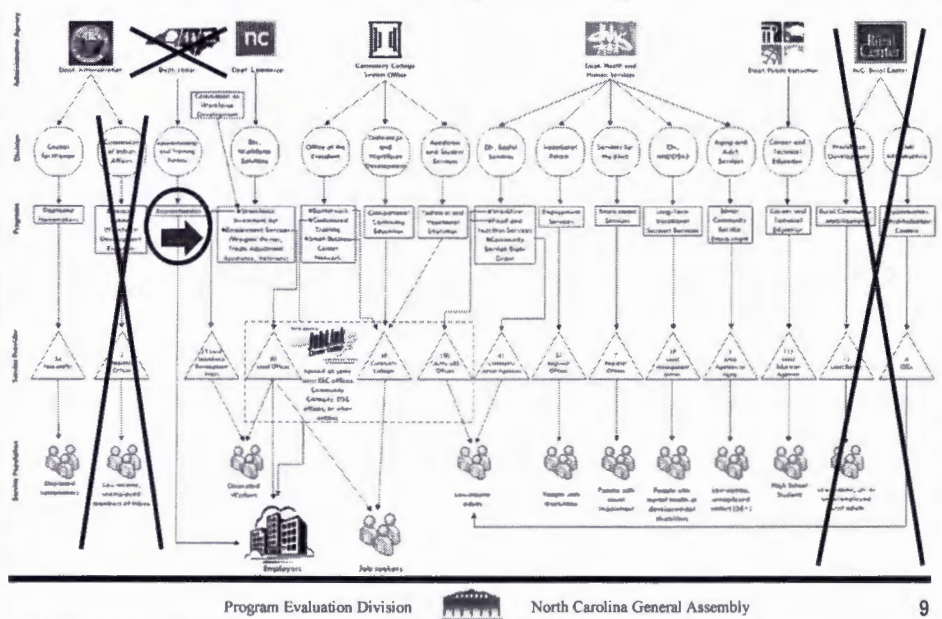
Program Evaluation Division



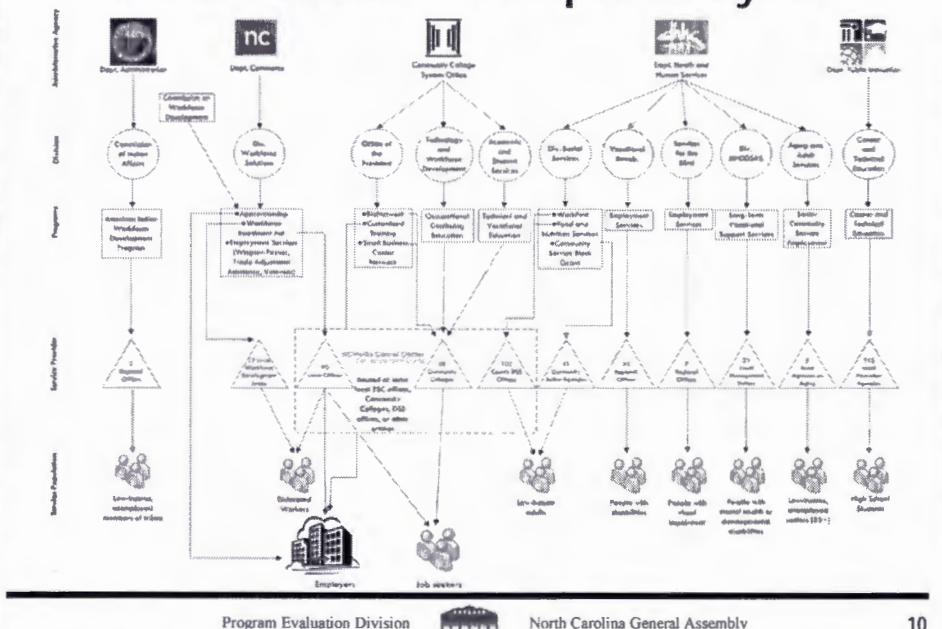
North Carolina General Assembly

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Streamlining the System



2014 Workforce Development System





Streamlining the Workforce Development System

Legislative Action	Status
Eliminated Workforce Initiatives Program	Workforce Initiatives Program was eliminated
Reduced membership of the Commission on Workforce Development from 38 to 25	New Commission with reduced membership was appointed in 2013

Program Evaluation Division



North Carolina General Assembly

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Enhance Accountability by Requiring Statewide Performance Measures

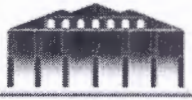
Legislative Action	Status
Required the Commission on Workforce Development to develop performance measures for the workforce development system and report annually on the performance	Commission developed initial performance measures and issued the first annual report in January 2014

Program Evaluation Division



North Carolina General Assembly

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Enhance Accountability by Requiring Statewide Performance Measures

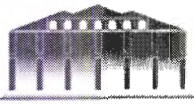
Legislative Action	Status
Directed state agencies and local workforce development programs to report information to the Commission on Workforce Development	Commission receiving information from state agencies and local workforce development programs



Enhance Accountability by Requiring Statewide Performance Measures

Legislative Action	Status
Directed the Department of Commerce to strengthen the common follow-up management information system	Department of Commerce is working on strengthening the common follow-up management information system





Strengthen the JobLink Career Center System

Legislative Action	Status
Directed Commission on Workforce Development to strengthen charter requirements for JobLink Career Centers	Commission strengthened charter requirements for NCWorks Career Centers (formerly known as JobLink Career Centers) and centers are utilizing revised standards



Strengthen the JobLink Career Center System

Legislative Action	Status
Directed participating state agencies to revise the memorandum of understanding for the JobLink Career Center system	Revised memorandum of understanding effective July 2013





Use Technology to Integrate Programs and Improve Access to Services

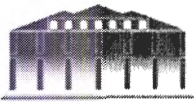
Legislative Action	Status
Required Department of Commerce to create a unified web portal for the workforce development system	NCWorks Online, the unified Web portal for the workforce development system is operational



Use Technology to Integrate Programs and Improve Access to Services

Legislative Action	Status
Directed the Department of Commerce to develop a plan to accommodate programs administered by Department of Administration and Department of Health and Human Services in the common intake system	Department of Commerce submitted plan to Fiscal Research Division in July 2013





Create a Legislative Oversight committee to Oversee Reform

Legislative Action	Status
Created the Joint Legislative Workforce Development System Reform Oversight Committee to oversee of workforce development reform implementation through 2015	Reform Committee appointed in 2013 and it is overseeing reform implementation



Summary

- Implementation of workforce development reform activities are complete or in process
- The General Assembly and the Governor took action in 2013 to streamline North Carolina's workforce development system
- The Joint Legislative Workforce Development System Reform Oversight Committee is overseeing the implementation of workforce development reform





PROGRAM EVALUATION DIVISION

NORTH CAROLINA GENERAL ASSEMBLY

June 2014

Report No. 2014-07

Follow-up Report: Workforce Development System

The Joint Legislative Program Evaluation Oversight Committee's 2011–12 Work Plan directed the Program Evaluation Division (PED) to evaluate the workforce development system and recommend administrative and organizational improvements. PED found the complexity of North Carolina's workforce development system compromised its effectiveness. The particular services and level of integration offered were inconsistent across local JobLink centers, and technology was not being fully harnessed. State and local program coordination had failed to create an integrated, effective workforce development system, and despite investments in a data system to track participants, there were no statewide performance measures for the system.

Based on these findings, PED recommended the General Assembly streamline the workforce development system, enhance accountability, strengthen the JobLink system, require increased use of technology, and create a legislative oversight committee to oversee the reforms.



Based on PED's report recommendations, the General Assembly enacted Session Law 2012-131, which

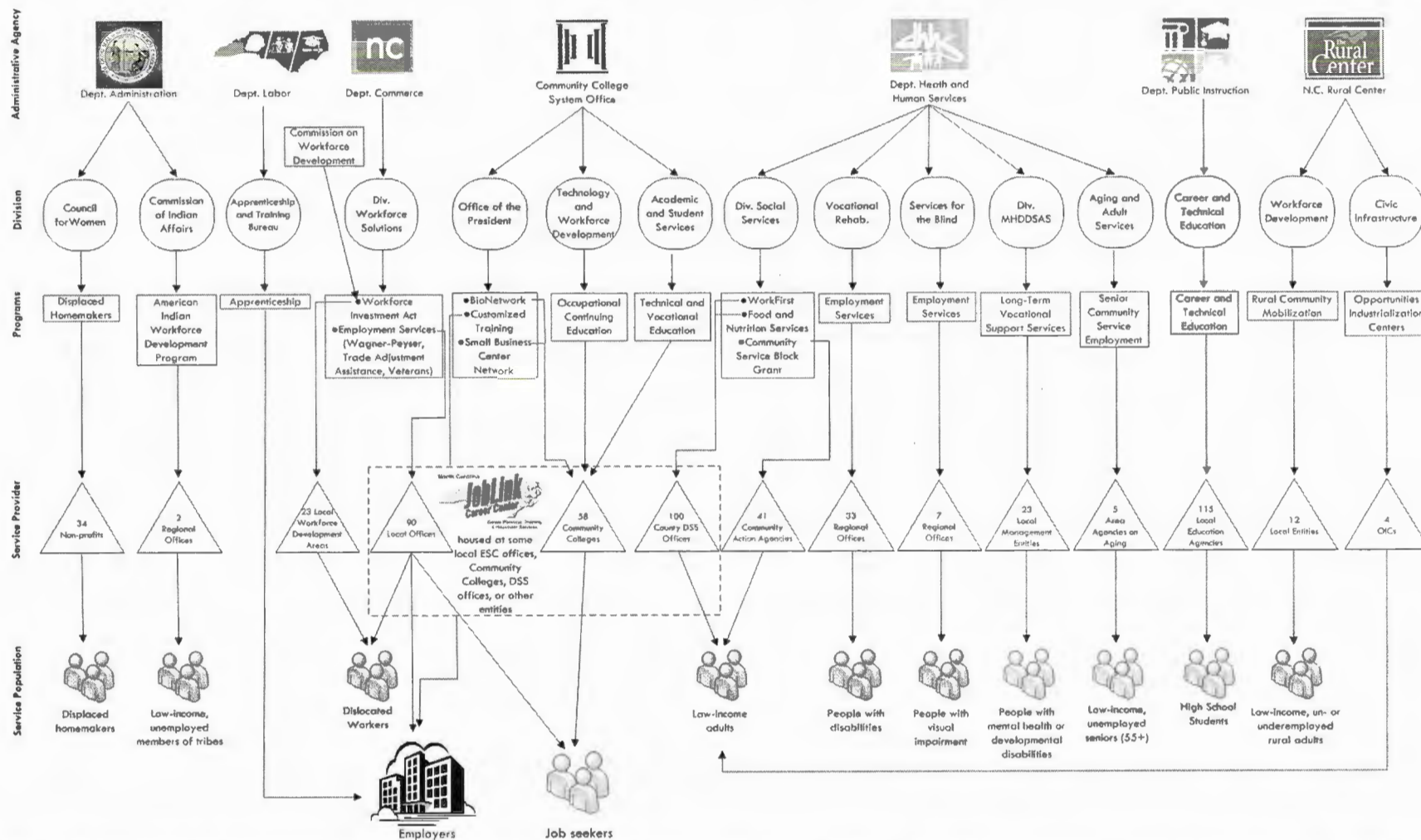
- streamlined the workforce development system (eliminating the Workforce Initiatives program);
- enhanced accountability by requiring statewide performance measures;
- strengthened the NCWorks Career Centers;
- directed agencies to use technology to integrate and improve access to services; and
- created the Joint Legislative Workforce Development System Reform Oversight Committee to oversee reform.

When PED conducted its evaluation in 2012, the workforce development system consisted of 22 programs administered by seven state agencies (see Exhibit 1). Currently, the system has 17 programs administered by five state agencies (see Exhibit 2).

In streamlining the workforce development system, the General Assembly eliminated state funding for workforce development programs provided by the Rural Economic Development Center and eliminated state funding for the Displaced Homemakers Program provided by the Department of Administration.

Meanwhile, the Governor transferred the Apprenticeship Program from the Department of Labor to the Division of Workforce Solutions in the Department of Commerce. PED had recommended transferring the Apprenticeship Program from the Department of Labor to the Community College System Office, but the Joint Legislative Program Evaluation Oversight Committee did not accept this recommendation.

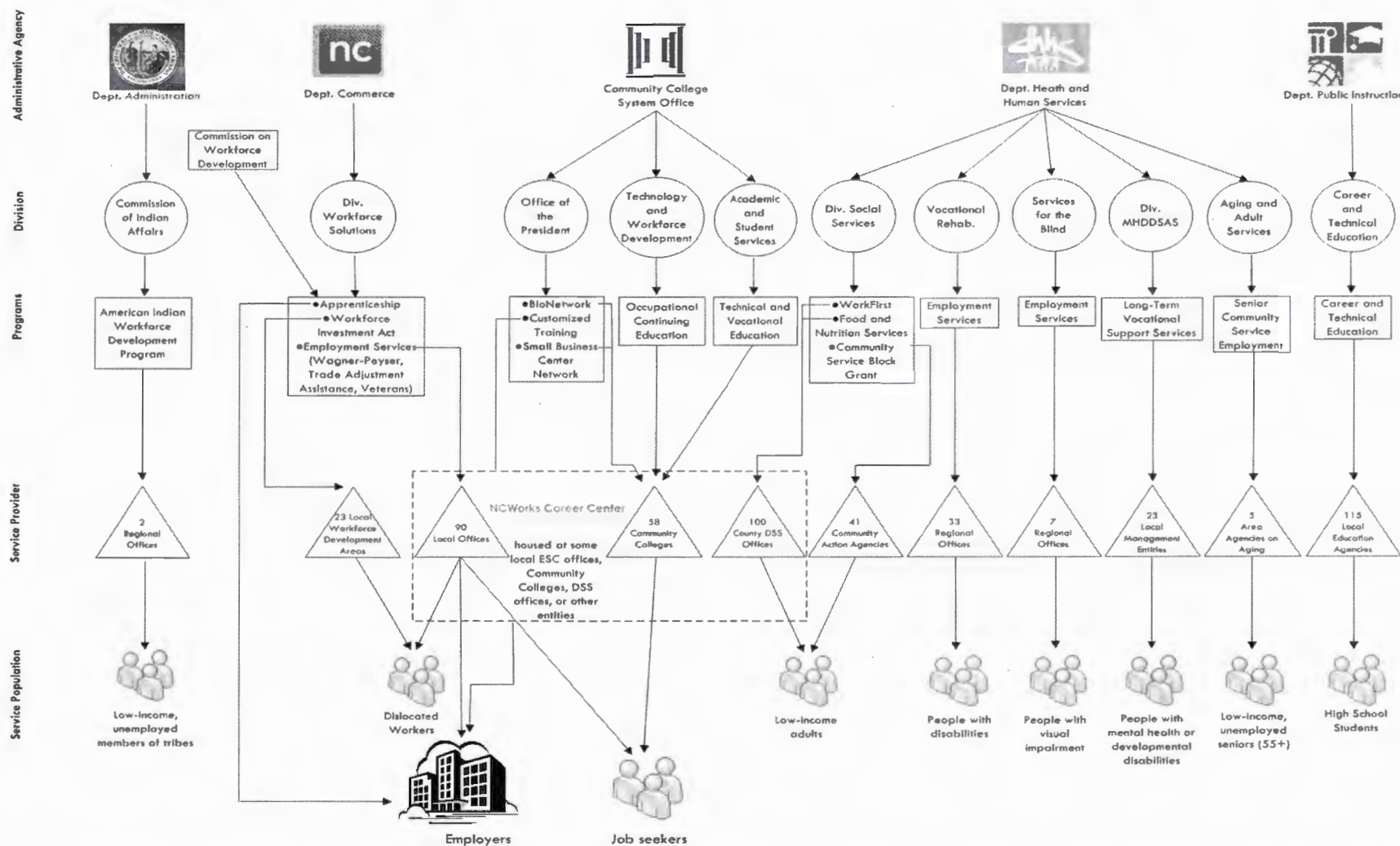
Exhibit 1: Former Workforce Development System (2012)



Note: MHDDSAS stands for Mental Health, Developmental Disabilities, and Substance Abuse Services. ESC stands for Employment Security Commission. DSS stands for Division of Social 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.

Exhibit 2: Current Workforce Development System (2014)



Note: MHDDSAS stands for Mental Health, Developmental Disabilities, and Substance Abuse Services. ESC stands for Employment Security Commission. DSS stands for Division of Social Services.

Source: Program Evaluation Division based on organizational data from workforce development programs.

PED Recommendation	Legislative Actions from Session Law 2012-131	Status of Legislative Actions
1. Streamline the workforce development system	<ul style="list-style-type: none"> • Eliminated Workforce Initiatives Program • Reduced membership of the Commission on Workforce Development from 38 to 25 	<ul style="list-style-type: none"> • Workforce Initiatives Program was eliminated • New Commission with reduced membership was appointed in 2013
2. Enhance accountability by requiring statewide performance measures	<ul style="list-style-type: none"> • Required Commission on Workforce Development to develop performance measures for the workforce development system and report annually on the performance of workforce development programs • Directed state agencies and local workforce development programs to report information to the Commission on Workforce Development • Directed Department of Commerce to strengthen the common follow-up management information system 	<ul style="list-style-type: none"> • Commission developed initial performance measures and issued first annual report on January 15, 2014 • Commission is receiving information from state agencies and local workforce development programs • Department of Commerce is working on strengthening the common follow-up management information system
3. Strengthen the JobLink Career Center system	<ul style="list-style-type: none"> • Directed Commission on Workforce Development to strengthen charter requirements for JobLink Career Centers • Directed state agencies to revise memorandum of understanding for the JobLink Career Center system 	<ul style="list-style-type: none"> • Commission strengthened charter requirements for NC Works Career Centers (formerly known as JobLink Career Centers), and centers are utilizing the revised standards • Revised memorandum of understanding effective July 1, 2013
4. Use technology to integrate programs and improve access to services	<ul style="list-style-type: none"> • Required Department of Commerce to create a unified web portal for workforce development system • Directed Department of Commerce to develop a plan to accommodate programs administered by Department of Administration and Department of Health and Human Services in the common intake and to report to the oversight committee on implementation timeline, process, and costs 	<ul style="list-style-type: none"> • NC Works Online, the unified Web portal for the workforce development system, is operational • Department of Commerce submitted the plan to the Fiscal Research Division on July 1, 2013
5. Create a legislative oversight committee to oversee reform	<ul style="list-style-type: none"> • Created Joint Legislative Workforce Development System Reform Oversight Committee, which will dissolve after issuing its final report to the 2015 session of the General Assembly • Charged committee with oversight of workforce development reform 	<ul style="list-style-type: none"> • Reform Oversight Committee was appointed in 2013 • Reform Oversight Committee is overseeing implementation of workforce development system reforms

Occupational Licensing Agencies Should Not be Centralized, but Stronger Oversight is Needed

**A presentation to the
Senate Committee on Workforce and Economic Development**

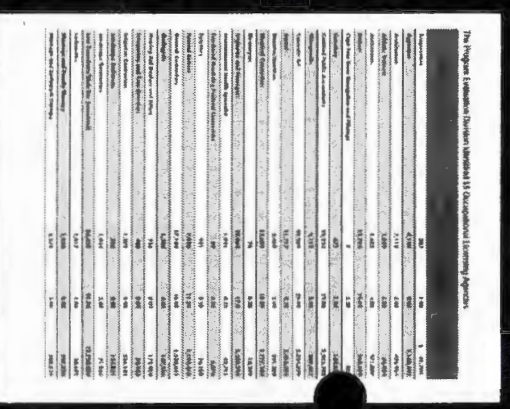
February 18, 2015

Chuck Hefren, Principal Program Evaluator



The Full Report

Handout



Study Direction

- **Directed by General Assembly in Session Law 2013-413, Section 10.(a)**
- **Evaluate the structure, organization, and operation of independent occupational licensing agencies (OLAs) as defined by G.S. 93B-1**

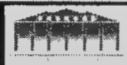
Report p. 2



Independent Occupational Licensing Agencies (OLAs)

- **PED identified 55 OLAs that meet statutory definition**
- **Fully independent state agencies**
 - **do not receive any state general revenue**
 - **are not subject to legislative requirements concerning the expenditure of funds**

Report p. 8-9



Objectives of Occupational Regulation

- Ensure that the public is protected from harm**
- Provide assurances that the regulated individual is competent**
- Provide a means to enforce occupational standards**

Report p. 3



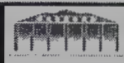
Occupational Regulation Can Be Achieved in Several Ways

Most restrictive

Least restrictive

Form of Occupational Regulation	Risk to Public Welfare	Characteristics
Licensure	High	Prohibits anyone from obtaining livelihood in the occupation without permission from a government agency
Certification	Moderate	Individuals not certified may practice but cannot use protected title
Registration	Low	Requires individuals to list their names with a designated government agency

Report p. 3



Functions of License Regulation

- **Licensure** – Establishes minimum requirements for prospective licensees and for continued licensure
- **Enforcement** – Enforces laws, rules, and professional standards as specified in the associated practice act
- **Administrative** – Provides essential support services to ensure regulatory functions are cost-effectively achieved

Report p. 4-5



Findings



Finding 1

Transferring the regulatory authority and administrative responsibilities from OLAs to a single state agency may not result in improved performance and would likely entail high implementation costs to realize potential gains in efficiency

Report p. 10



Centralized Regulation is More Efficient, but Performance is Mixed

Performance Measure	North Carolina	Florida	South Carolina	Virginia
Cost per licensee (lower is better)	\$96.47	\$69.16	\$60.12	\$68.48
Complaints processed per 10,000 residents (higher is better)	10.30	7.98	7.30	10.31
License suspensions and revocations per 10,000 licensees (higher is better)	10.19	8.46	1.78	12.62



Centralization Requires a Significant Investment

- **New investments in information technology**
 - **Minnesota: \$35M for online licensing system**
 - **Florida: \$68M for online licensing system, internet portal, and call center**
- **Additional resources required to establish support services**

Report p. 13



Finding 2

Statutory reporting requirements do not provide adequate oversight of OLA performance

Report p. 15

Inadequate Oversight Reporting and Monitoring

- **Statute lacks a clear definition and list of entities subject to reporting requirement**
- **Statutorily mandated reporting requirements are insufficient to evaluate effectiveness**
- **No statutory requirement to conduct external reviews of performance data or regulatory processes**

Report p. 15-18



Finding 3

There is inadequate oversight to ensure that OLA enforcement processes are effective

Report p. 18



Inadequate Oversight Enforcement Function

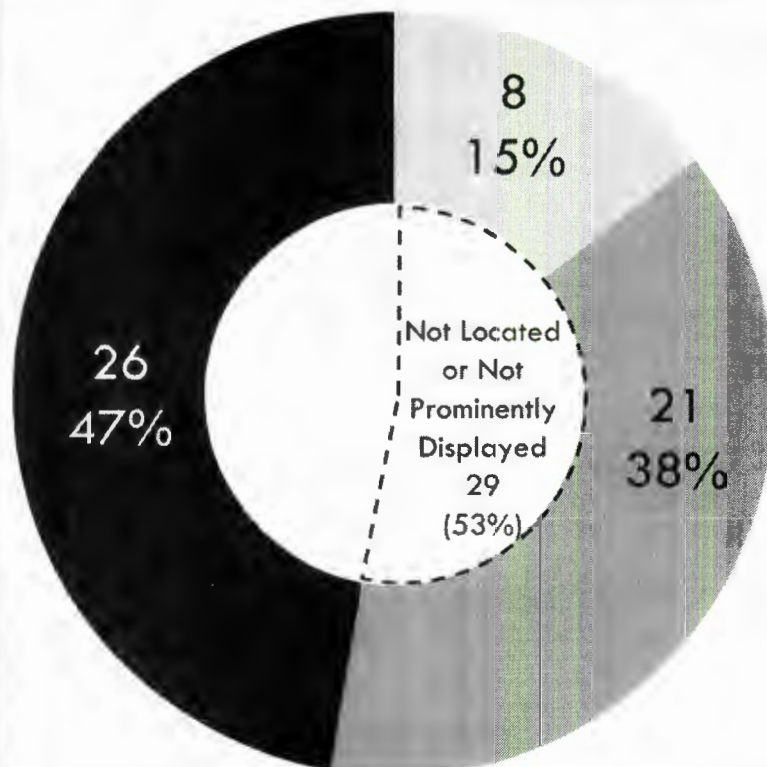
No Statutory Requirement to:

- **identify necessary complaint submission requirements**
- **notify complainant of outcome**
- **maintain and record complaint process information**

Report p. 18-22



Most OLA Websites Fail to Prominently Display Complaint Process



PED Could Not Locate Complaint Process on OLA Home Page

Process Not Prominently Displayed on OLA Home Page

■ **PROMINENTLY DISPLAYED COMPLAINT PROCESS ON OLA HOME PAGE**

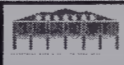
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Report
p. 20

Finding 4

Establishment of an Occupational Licensing Commission can help OLAs realize the advantages of centralized administration without sacrificing the benefits associated with independent OLAs

Report p. 22



Benefits of an Occupational Licensing Commission

Area of Concern Occupational Licensing Commission Benefit

Operating efficiency	Facilitate sharing of services among OLAs
Information management	Collect and disseminate OLA performance information
Complaint processing	Assist the public and OLAs in determining jurisdictional authority for submitted complaints
Scope of practice disputes	Provide mediation services between OLAs regarding scope of practice disputes

Report p. 24

Finding 5

Twelve OLAs did not provide sufficient information to justify continued licensing authority

Report p. 25

OLA Elimination Assessment Criteria

Assessment determined whether the risk to public harm is sufficient to justify the costs to public and practitioners, which include:

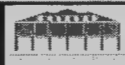
- increased cost to consumers**
- restrictions on the ability of individuals to work**
- restrictions on public access to services**
- limits on licensee mobility**

Report p. 25

OLA Elimination Assessment Results

- **Sufficient information existed to conclude that regulatory authority for 43 OLAs should be continued**
- **Continued licensure authority for 12 OLAs should be subject to additional legislative review**

Report p. 27



OLAs Identified for Review

- 1. Cape Fear River Navigation and Pilotage**
- 2. Electrolysis**
- 3. Fee-Based Practicing Pastoral Counselors**
- 4. Foresters**
- 5. Interpreters and Transliterators**
- 6. Landscape Architects**
- 7. Landscape Contractors**
- 8. Locksmiths**
- 9. Morehead City Navigation and Pilotage**
- 10. Opticians**
- 11. Recreational Therapy**
- 12. Refrigeration**

Report p. 27



Finding 6

Consolidation of ten OLAs can help ensure that necessary resources are available to effectively regulate licensed occupations

Report p. 30



OLA Consolidation Assessment Criteria

Consolidation is appropriate when OLA lacks the necessary resources to effectively regulate the occupation

- Helps ensure adequate regulation**
- May result in improved services**

Report p. 30



OLA Consolidation Assessment Results

- **Ten OLAs should be consolidated**
- **Merge with an entity that performs regulation in the same industry**

Report p. 30

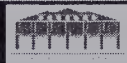
OLAs Identified for Consolidation

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- 7. Locksmiths**
- 8. Morehead City Navigation and Pilotage**
- 9. Nursing Home Administrators**
- 10. Opticians**

Report p. 30



Recommendations



Recommendation 1

Establish an Occupational Licensing Commission

Report p. 32



Establish Occupational Licensing Commission

- **Responsible for providing assistance to the General Assembly and OLAs in improving effectiveness**
- **Administratively housed in Department of Commerce**
- **Staffed with state employees and funded from OLA receipts**

Report p. 32



Recommendation 2

Establish a list of licensing entities subject to statutory reporting requirements

Report p. 34



Establish a List of Regulatory Entities in Statute

Licensing entity criteria:

- **has statutory authorization to prohibit gainful employment in occupation**
- **does not use General Fund revenue to perform its activities**

Occupational Licensing Commission should provide proposed list to Joint Administrative Procedure Oversight Committee by September 30, 2016

Report p. 34

Recommendation 3

Establish OLA complaint processing requirements

Report p. 34



Complaint Processing Requirements

Minimum standards:

- **Electronic complaint submission capability**
- **Complaints only require information necessary to determine jurisdictional authority**
- **Current status and final determination notification**
- **Sufficient information maintained for an external entity to monitor and evaluate process**

Occupational Licensing Commission should provide proposed statutory changes to Joint Administrative Procedure Oversight Committee by September 30, 2016

Report p. 34-35



Recommendation 4

Require periodic audits of key regulatory activities and associated performance measurement data

Report p. 35



Require Periodic Performance Audits

Amend Chapter 93B to require financial and performance audits every three years

Performance audit should evaluate:

- **accuracy of key performance measures**
- **whether key regulatory activities are performed in accordance with documented procedures**

Report p. 35

Recommendation 5

Conduct a review to justify continued licensing authority for 12 OLAs

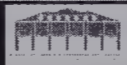
Report p. 35

Continued Licensing Authority

To ensure OLAs have opportunity to justify continued need for licensure:

- **General Assembly should direct Joint Administrative Procedure Oversight Committee to conduct evaluation**
- **Occupational Licensing Commission should provide requisite information to Committee by September 30, 2016**

Report p. 36



Recommendation 6

Consolidate the operations of ten OLAs with another licensing entity

Report p. 36

OLA Consolidation

Occupational Licensing Commission should develop consolidation plan to include:

- **Recommended regulatory entity for each OLA consolidation**
- **Recommended statutory changes**

Plan should be submitted to Joint Administrative Procedure Oversight Committee by September 30, 2016

Report p. 36-37

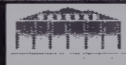
Summary of Findings

- 1. OLAs should not be transferred to a central state agency**
- 2. Insufficient state-level oversight exists to ensure OLAs are achieving objectives**
- 3. Complaint process oversight is inadequate**
- 4. Occupational Licensing Commission can help improve performance**
- 5. Twelve OLAs identified for additional legislative review of licensing authority**
- 6. Ten OLAs identified for consolidation**



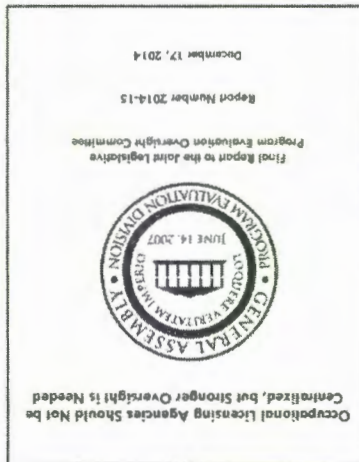
Summary of Recommendations

- 1. Establish an Occupational Licensing Commission to assist the General Assembly and OLAs in improving effectiveness**
- 2. Ensure that the OLAs are clearly defined and listed in statute**
- 3. Establish complaint process standards**
- 4. Require periodic performance audits**
- 5. Determine need for continued licensing authority for 12 OLAs**
- 6. Consolidate ten OLAs with another licensing entity**



Report available online at

www.ncleg.net/PED/Reports/reports.html



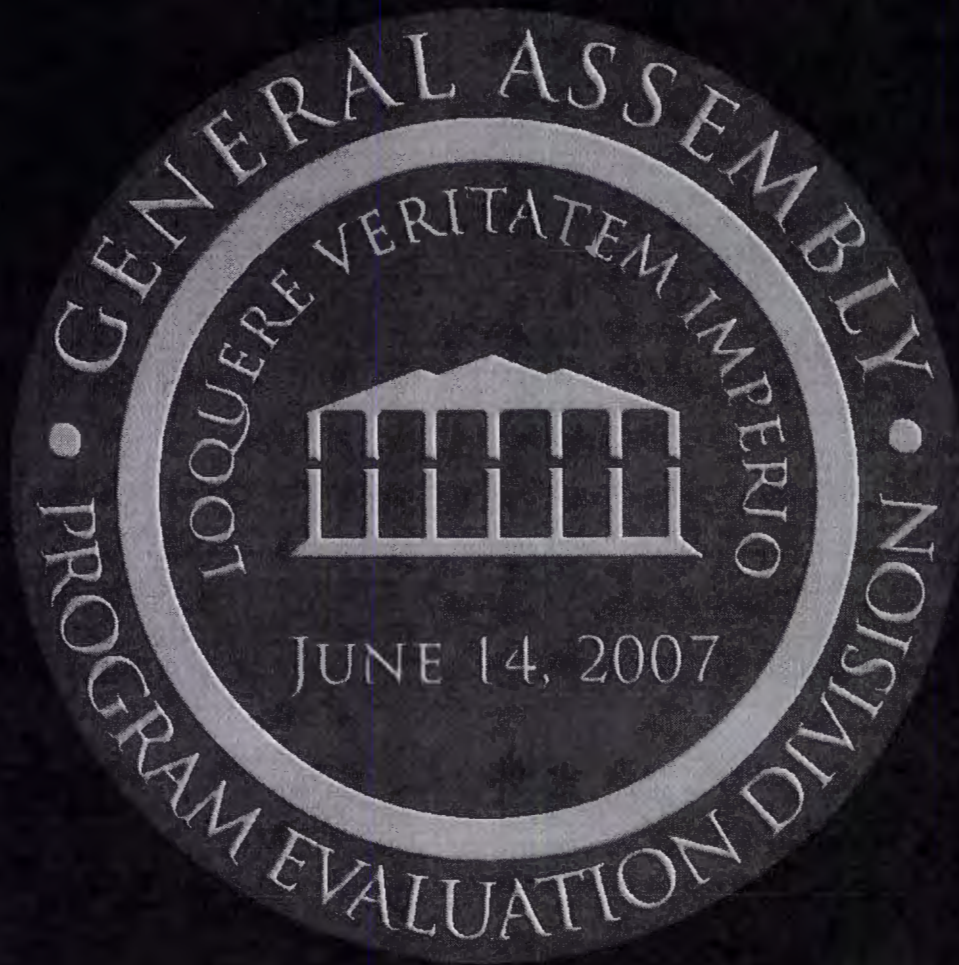
Chuck Hefren

Chuck.Hefren@ncleg.net

Program Evaluation Division



North Carolina General Assembly







Occupational Licensing Agencies Should Not be Centralized, but Stronger Oversight is Needed

A presentation to the
Senate Committee on Workforce and Economic Development

February 18, 2015

Chuck Hefren, Principal Program Evaluator

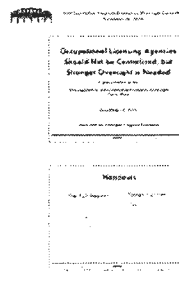


Handouts

The Full Report



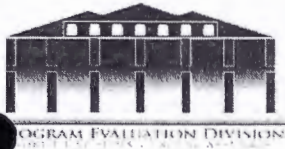
Today's Slides



Handout







Study Direction

- **Directed by General Assembly in Session Law 2013-413, Section 10.(a)**
- **Evaluate the structure, organization, and operation of independent occupational licensing agencies (OLAs) as defined by G.S. 93B-1**

Report p. 2



Independent Occupational Licensing Agencies (OLAs)

- **PED identified 55 OLAs that meet statutory definition**
- **Fully independent state agencies**
 - **do not receive any state general revenue**
 - **are not subject to legislative requirements concerning the expenditure of funds**

Report p. 8-9



Objectives of Occupational Regulation

- Ensure that the public is protected from harm
- Provide assurances that the regulated individual is competent
- Provide a means to enforce occupational standards

Report p. 3

Occupational Regulation Can Be Achieved in Several Ways

	Form of Occupational Regulation	Risk to Public Welfare	Characteristics
<div>Most restrictive</div> <div>Least restrictive</div>	Licensure	High	Prohibits anyone from obtaining livelihood in the occupation without permission from a government agency
	Certification	Moderate	Individuals not certified may practice but cannot use protected title
	Registration	Low	Requires individuals to list their names with a designated government agency

Report p. 3



Functions of License Regulation

- **Licensure** – Establishes minimum requirements for prospective licensees and for continued licensure
- **Enforcement** – Enforces laws, rules, and professional standards as specified in the associated practice act
- **Administrative** – Provides essential support services to ensure regulatory functions are cost-effectively achieved

Report p. 4-5

Findings



Finding 1

Transferring the regulatory authority and administrative responsibilities from OLAs to a single state agency may not result in improved performance and would likely entail high implementation costs to realize potential gains in efficiency

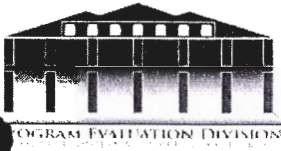
Report p. 10

Centralized Regulation is More Efficient, but Performance is Mixed

Performance Measure	North Carolina	Florida	South Carolina	Virginia
Cost per licensee (lower is better)	\$96.47	\$69.16	\$60.12	\$68.48
Complaints processed per 10,000 residents (higher is better)	10.30	7.98	7.30	10.31
License suspensions and revocations per 10,000 licensees (higher is better)	10.19	8.46	1.78	12.62

Report p. 13





Centralization Requires a Significant Investment

- **New investments in information technology**
 - **Minnesota: \$35M for online licensing system**
 - **Florida: \$68M for online licensing system, internet portal, and call center**
- **Additional resources required to establish support services**

Report p. 13



Finding 2

Statutory reporting requirements do not provide adequate oversight of OLA performance

Report p. 15





Inadequate Oversight Reporting and Monitoring

- **Statute lacks a clear definition and list of entities subject to reporting requirement**
- **Statutorily mandated reporting requirements are insufficient to evaluate effectiveness**
- **No statutory requirement to conduct external reviews of performance data or regulatory processes**

Report p. 15-18

Finding 3

There is inadequate oversight to ensure that OLA enforcement processes are effective

Report p. 18



Inadequate Oversight Enforcement Function

No Statutory Requirement to:

- identify necessary complaint submission requirements
- notify complainant of outcome
- maintain and record complaint process information

Report p. 18-22

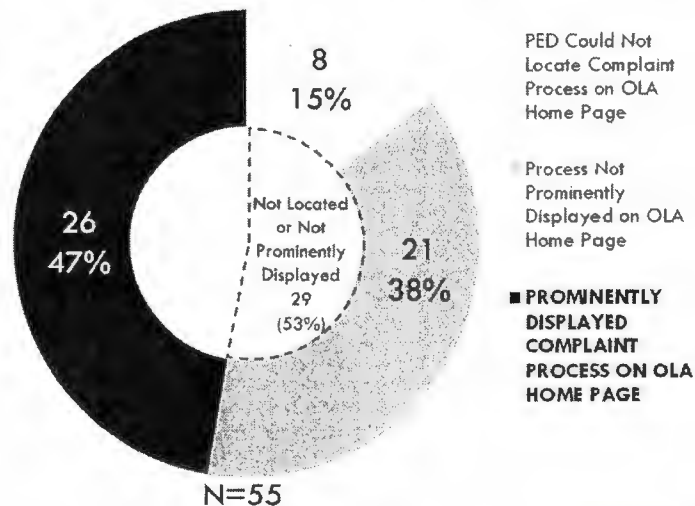
Program Evaluation Division



North Carolina General Assembly

15

Most OLA Websites Fail to Prominently Display Complaint Process



Report
p. 20

Program Evaluation Division



North Carolina General Assembly

16



Finding 4

Establishment of an Occupational Licensing Commission can help OLAs realize the advantages of centralized administration without sacrificing the benefits associated with independent OLAs

Report p. 22

Benefits of an Occupational Licensing Commission

Area of Concern	Occupational Licensing Commission Benefit
Operating efficiency	Facilitate sharing of services among OLAs
Information management	Collect and disseminate OLA performance information
Complaint processing	Assist the public and OLAs in determining jurisdictional authority for submitted complaints
Scope of practice disputes	Provide mediation services between OLAs regarding scope of practice disputes

Report p. 24



Finding 5

Twelve OLAs did not provide sufficient information to justify continued licensing authority

Report p. 25

OLA Elimination Assessment Criteria

Assessment determined whether the risk to public harm is sufficient to justify the costs to public and practitioners, which include:

- increased cost to consumers
- restrictions on the ability of individuals to work
- restrictions on public access to services
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Report p. 25





OLA Elimination Assessment Results

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Report p. 27



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Report p. 27





Finding 6

Consolidation of ten OLAs can help ensure that necessary resources are available to effectively regulate licensed occupations

Report p. 30

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Report p. 30



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Report p. 30

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Report p. 30





Recommendations

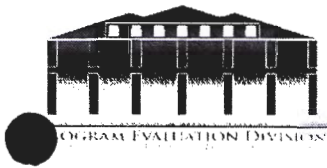


Recommendation 1

Establish an Occupational Licensing Commission







Establish Occupational Licensing Commission

- **Responsible for providing assistance to the General Assembly and OLAs in improving effectiveness**
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Report p. 32



Recommendation 2

**Establish a list of licensing
entities subject to statutory
reporting requirements**

Report p. 34





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Report p. 34

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Report p. 34



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Report p. 34-35

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Report p. 35



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Report p. 35

Recommendation 5

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Report p. 35



Continued Licensing Authority

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Report p. 36

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Report p. 36



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Report p. 36-37

Summary of Findings

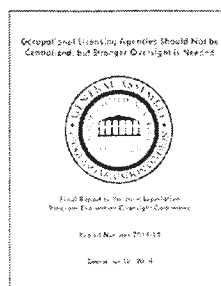
1. **OLAs should not be transferred to a central state agency**
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5. **Twelve OLAs identified for additional legislative review of licensing authority**
6. **Ten OLAs identified for consolidation**



Summary of Recommendations

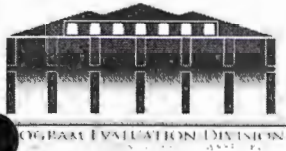
1. Establish an Occupational Licensing Commission to assist the General Assembly and OLAs in improving effectiveness
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**Report available online at
www.ncleg.net/PED/Reports/reports.html**



**Chuck Hefren
Chuck.Hefren@ncleg.net**





Senate Committee on Workforce and Economic Development
February 18, 2015



Program Evaluation Division



North Carolina General Assembly



VISITOR REGISTRATION SHEET

WORKFORCE & ECON. DEV. COMM.

Board of Governors Select Committee

(Committee Name)

2/18/15 - 2/11/15

Date

544 L08

VISITORS: PLEASE SIGN IN BELOW AND RETURN TO COMMITTEE CLERK

<u>NAME</u>	<u>FIRM OR AGENCY AND ADDRESS</u>
<i>[Signature]</i>	<i>[Signature]</i>
Theresa Mann	<i>[Signature]</i>
GEORGE COHEN	Nelson Mullins
Kasey Ginsberg	governor's office
Bill Rowe	NC Justice Ctr.
David Collins	SEAVC
<i>[Signature]</i>	NCAA
<i>[Signature]</i>	NC DOC
Russell Teck	McRae Public Affairs
Millian D Toman	MWC
TJ Brubee	NP
Sandy Sands	NP
Laurie Onorio	LO
Wendy Christensen	Ward & Smith
Lexi Morgan	NCMA
<i>[Signature]</i>	NS
Philip Isley	USMC II
Dick Carlton	USMC II

USMC II
USMC II

09-21-201



Senate Committee on Workforce and Economic Development
Wednesday, March 4, 2015 at 12:00 p.m.
Room 544

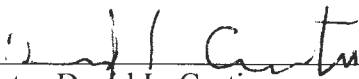
MINUTES

The Senate Committee on Workforce and Economic Development met at 12:02 p.m. on March 4, 2015 in Room 544. 14 members were present.

Senator David Curtis presided.

Catherine Moga Bryant, Director of Governance and Strategic Planning, Division of Workforce Solutions, Department of Commerce gave an overview of NCWorks See attached. Will Collins, Assistant Secretary, Department of Commerce, Vice President, Community College System, Executive Director, NCWorks Certified Career Centers throughout North Carolina. See attached.

The meeting adjourned at 12:46 p.m.



Senator David L. Curtis
Presiding



Lynn Tennant, Committee Clerk



Principal Clerk
Reading Clerk

SENATE
NOTICE OF COMMITTEE MEETING
AND
BILL SPONSOR NOTICE

The **Senate Committee on Workforce and Economic Development** will meet at the following time:

DAY	DATE	TIME	ROOM
Wednesday	March 4, 2015	12:00 PM	544 LOB

Chairman Sen. David Curtis, presiding

Senator Chad Barefoot, Co-Chair
Senator David L. Curtis, Co-Chair
Senator Ronald J. Rabin, Co-Chair



WORKFORCE AND ECONOMIC DEVELOPMENT COMMITTEE AGENDA

Sen. Chad Barefoot Sen. David L. Curtis Sen. Ronald J. Rabin

**Wednesday, March 4, 2015
Room 544, Legislative Office Building
12:00 p.m.**

I. Welcome

Sen. David L. Curtis, Co-Chairman

II. North Carolina's Workforce Development System

*Catherine Moga Bryant
Director of Governance and Strategic Planning
Division of Workforce Solutions, Department of Commerce*

*Will Collins, Assistant Secretary, Department of Commerce
Vice President, Community College System
Executive Director, NCWorks*

III. Adjournment

**Next Meeting Date: Wednesday, March 11, 2014
in Room 544, LOB, at 12:00 p.m.**



NC TOWER

A Product of the NC
Common Follow-up System

C F S[™]

What is NC TOWER?

NC TOWER is North Carolina's Tool for Online Workforce and Education Reporting. It's a new online reporting tool with in-depth information on post-graduation employment and wages of graduates from the North Carolina Community College System and from the University of North Carolina system. NC TOWER is a product of the North Carolina Common Follow-up System.

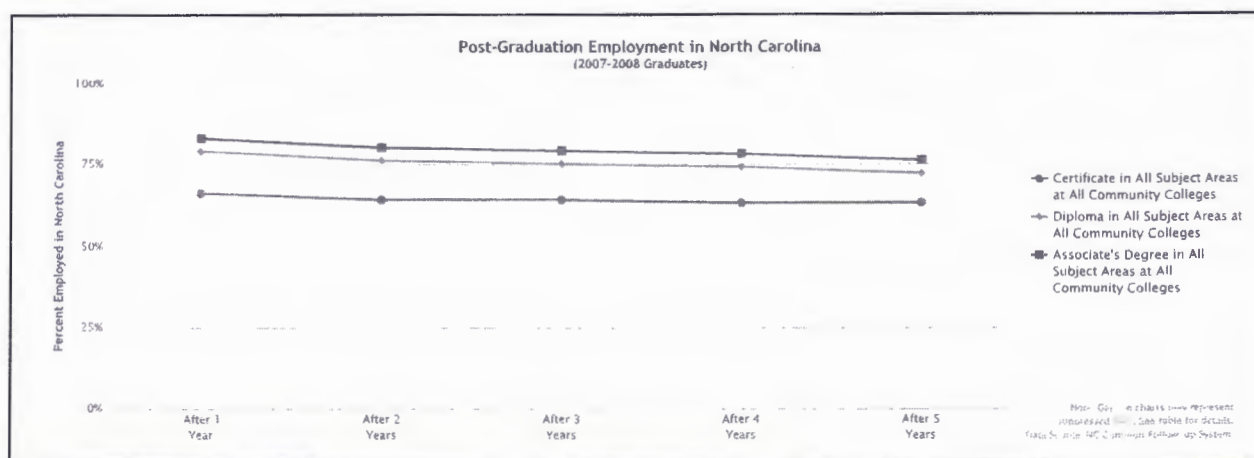
Who will NC TOWER Benefit?

NC TOWER is intended to benefit anyone with an interest in understanding the post-graduation outcomes of students in North Carolina's public institutions of higher education. This includes students, prospective students, parents, program administrators, state agency staff, researchers, and policymakers.

What Information is Available in NC TOWER?

NC TOWER provides the following types of aggregate data for every cohort of graduates, starting one year after graduation and extending up to ten years after graduation:

- Percent employed in North Carolina
- Mean Wages
- Percentile Wages (25th Percentile, Median, and 75th Percentile)
- Percent enrolled in further public higher education in North Carolina
- Percent either enrolled or employed in North Carolina



What are the Data Limitations of NC TOWER?

NC TOWER only counts students with a valid SSN listed in the Common Follow-up System. Counts of students and graduates may therefore differ slightly from agency reports. NC TOWER can only track graduates who work in jobs covered by North Carolina unemployment insurance laws (estimated to represent more than 90% of the State's employment) or enroll in North Carolina's public institutions of higher education. NC TOWER does not contain data on the occupations in which students work or the physical location of their employment. For a description of other limitations, please see the "About the Data" page on the site.



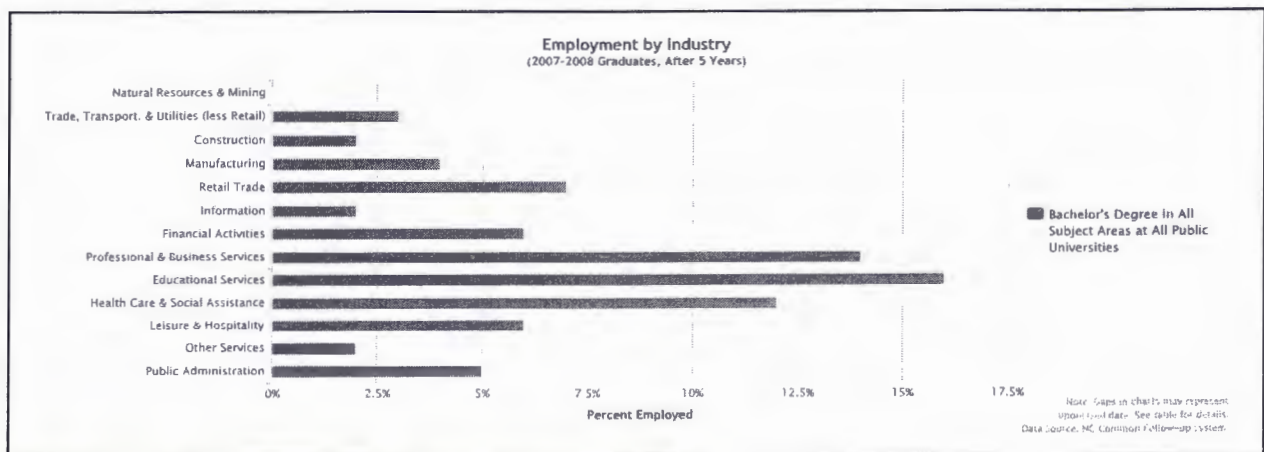
What Programs are Available in NC TOWER?

NC TOWER currently contains data on graduates from all curriculum programs in the North Carolina Community College System and the University of North Carolina System. Users may select cohorts from programs as general as "Bachelor's Degree in All Subjects at All Public Universities" or as specific as "Associate's Degree in Accounting at Wake Technical Community College" when searching for outcome measures. Users may choose up to five programs at a time to make visual comparisons in the TOWER tool.

How Detailed Does NC TOWER Data Get?

In addition to knowing whether graduates are finding jobs or furthering their education, NC TOWER can also answer more detailed questions, such as "Are students finding jobs in industries related to their degree?" or "Are graduates going on to pursue a higher academic credential after finishing their studies?"

In NC TOWER, employment and wage data can be broken out by industrial sector of employment (e.g., "Manufacturing" or "Health Care and Social Assistance"). Enrollment data can be broken out by type of enrollment (e.g., "Bachelor's" or "Graduate").



How Do I Get Started Using NC TOWER?

To get started, simply go to www.nctower.com and follow the steps below:

- Select "Community Colleges" or "Public Universities" from the menu to begin the search
- Use the Program Finder to select a program or multiple programs (up to five)
- Click "View Outcomes" to view the output page
- On the output page, click any data point in the "Employment," "Mean Wage," or "Enrollment" graph to see the data broken down by industrial sector or type of enrollment

Who Can I Contact with Questions about NC TOWER?

NC TOWER is a product of the NC Common Follow-up System, which resides at the Labor & Economic Analysis Division in the North Carolina Department of Commerce. NC TOWER staff can be reached at nctower@nccommerce.com. You can also call the Labor & Economic Analysis Division at (919) 707-1500.

North Carolina's Workforce Development System

Catherine Moga Bryant

Director of Governance and Strategic Planning

Division of Workforce Solutions, Department of Commerce

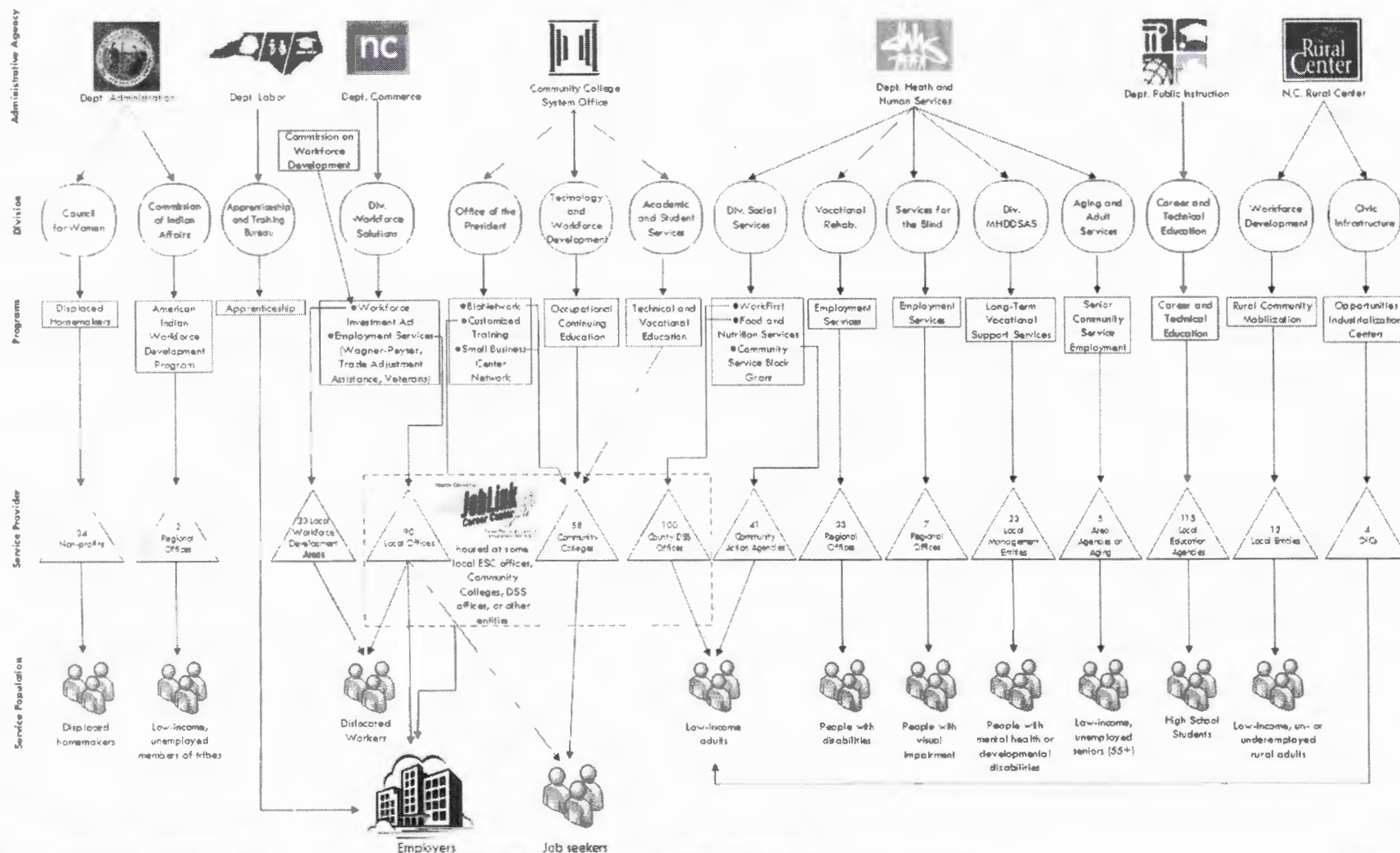
NCWorks
Connecting Talent to Jobs

What is workforce development?

Programs, systems, and networks primarily designed:

- to enable individuals to succeed in the workplace by providing skills assessment, skills development, training, or employment services
- to help businesses obtain a skilled workforce by providing recruitment assistance, customized training, or structuring work-based learning opportunities

N.C.'s Workforce Development System 2011



Source: Program Evaluation Division. State and Local Improvements Needed for Workforce Development System Integration and Accountability (March 2012).

NCWorks
Connecting Talent to Jobs

NCWorks



NCWorks
Connecting Talent to Jobs

What is NCWorks?

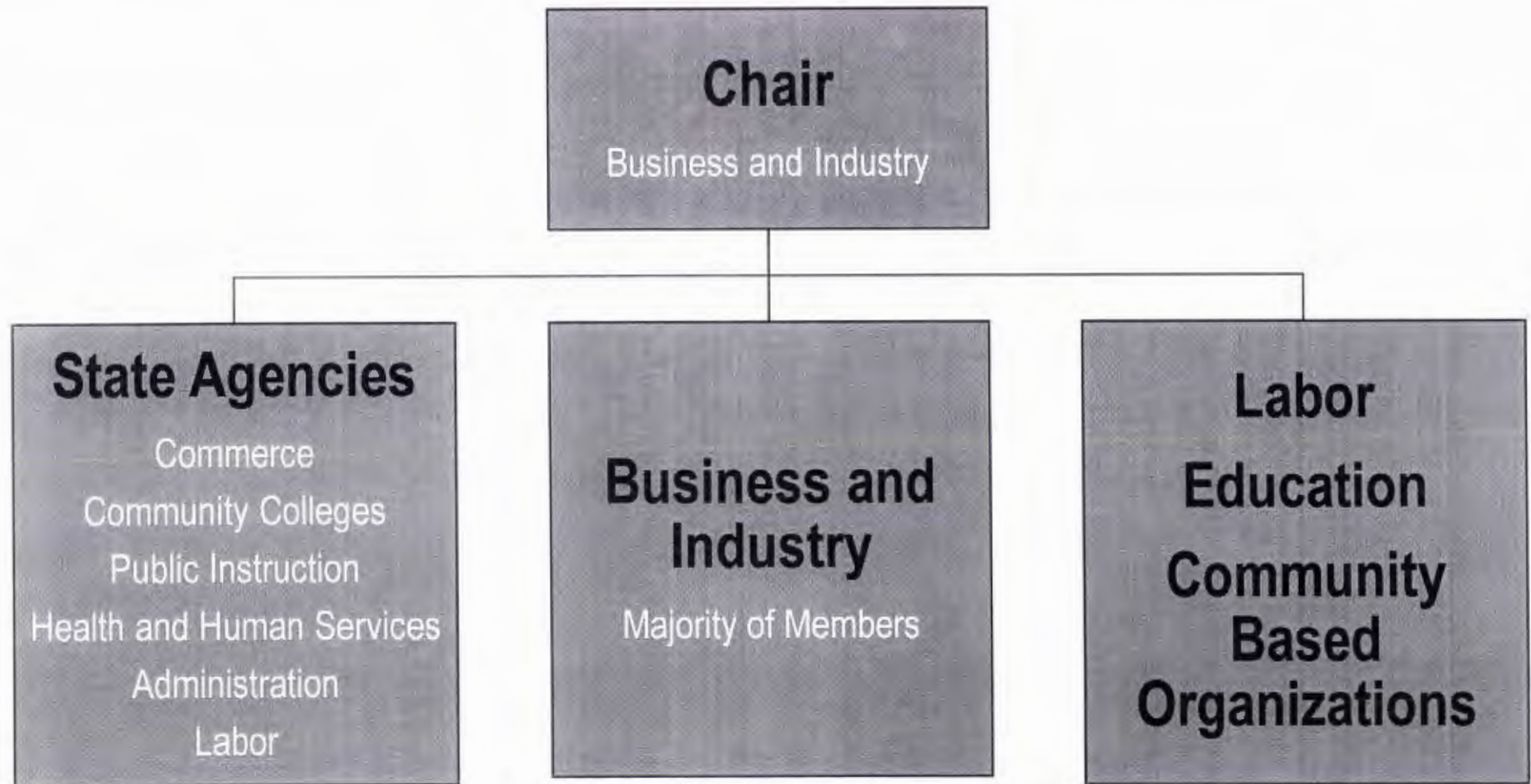
- North Carolina's strategy to ensure we have the **best** workforce in the country
- **Alignment and coordination** of workforce development programs in Department of Commerce, Community Colleges, Department of Public Instruction
- **Customer focused** system, responsive to the needs of the economy
- System that prepares workers to **succeed** in the North Carolina economy and continuously **improve their skills**

NCWorks System 2015



NCWorks
Connecting Talent to Jobs

NCWorks Commission Membership



NCWorks Commission

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.

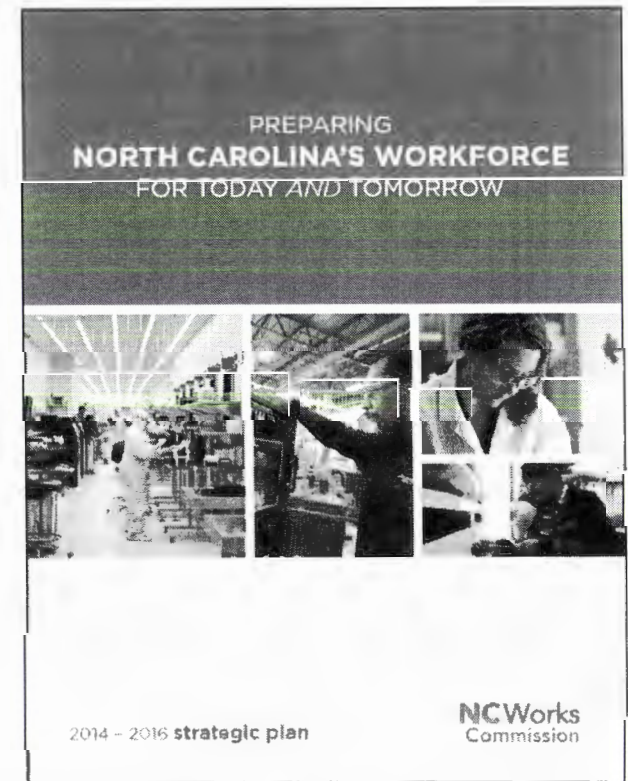
NCWorks Commission Strategic Plan

Goals

- Create an integrated, customer-centered, and seamless workforce system.
- Create a workforce system that is responsive to the changing needs of the economy.
- Prepare workers to succeed in the North Carolina economy and continuously improve their skills.
- Use data to drive strategies and ensure accountability.

NCWorks Commission Strategic Plan

- **Strategic Action Plan** – defines how the state will achieve its workforce goals and objectives
- Strategies fall into four key areas
 - System alignment and transformation
 - Strengthen customer service
 - Career pathways
 - Accountability



NCWorks Commission Performance Measures

Measuring the Performance of North Carolina's Workforce Development System

January 2015



NCWorks
Commission

	FY2009-10 Base Year	1 Year Later	2 Years Later
Employed – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	82%	76%	73%
Earning wages – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$33,561	\$35,129	\$37,090
Enrolled in North Carolina Public Higher Education and/or Workforce Development – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina's Public Higher Education system which includes all colleges and programs of the UNC system and all colleges and programs of North Carolina's Community College system and/or a different workforce development program as defined in this report.		47%	44%
Enrolled in University of North Carolina System		1%	2%
Enrolled in North Carolina Community College System		37%	33%
Enrolled in Other Workforce Development Programs		14%	14%
Not found in available records – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		16%	19%

NCWorks
Connecting Talent to Jobs

Will Collins
Assistant Secretary Department of Commerce
Vice President Community College System
Executive Director NCWorks

NCWorks – Commerce



NCWorks
Connecting Talent to Jobs

NCWorks – Commerce

Connecting Talent to Jobs

Employer Engagement
Talent Identification and Development

NCWorks Promise

Our pledge to companies, both new and existing, that we will recruit, assess, and train our citizens to meet or exceed their workforce needs.

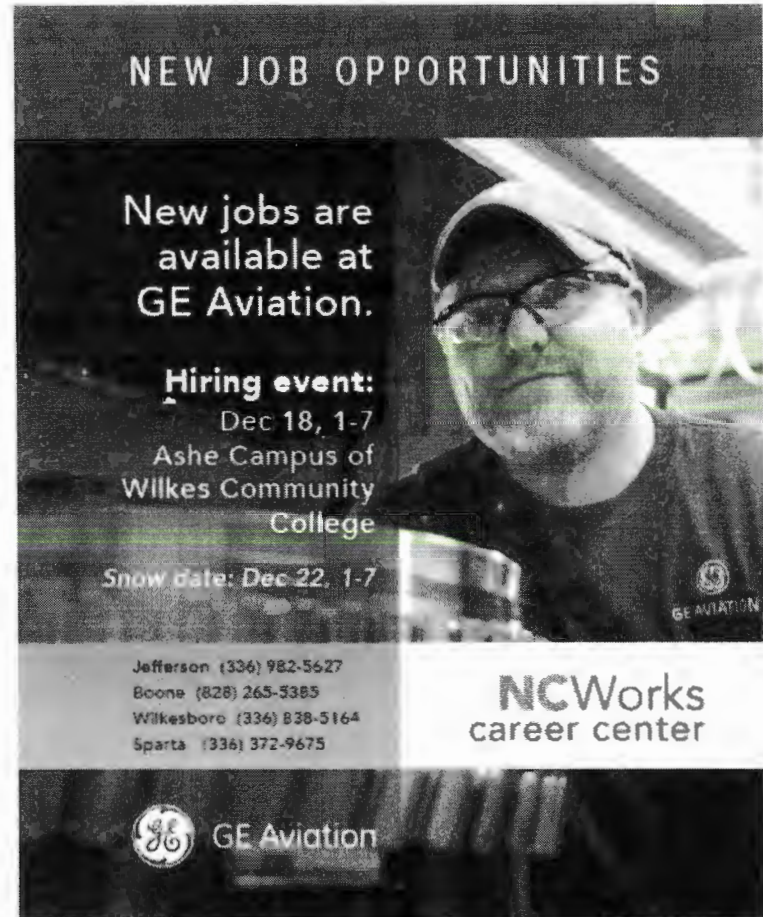


NCWorks
Connecting Talent to Jobs

NCWorks – Commerce

Employer Engagement

- Meet with employers, current and future
- Understand employer needs
- Provide labor market information
- Identify and develop pipeline of talent
- Structure work-based learning opportunities
- ***Connect talent to jobs***



NEW JOB OPPORTUNITIES


New jobs are available at GE Aviation.

Hiring event:
Dec 18, 1-7
Ashe Campus of Wilkes Community College

Show date: Dec 22, 1-7

Jefferson (336) 982-5627
Boone (828) 265-5385
Wilkesboro (336) 838-5164
Sparta (336) 372-9675

NCWorks
career center

 GE Aviation

NCWorks
Connecting Talent to Jobs

NCWorks – Commerce



Talent Identification and Development

- Meet with job seekers
- Assess skills
- Provide information on high demand jobs
- Plan a career
- Develop skills (training, work-based learning)
- ***Connect talent to jobs***

NCWorks Career Centers



NCWorks
Connecting Talent to Jobs

NCWorks Online

NCWorks Online *Connecting Talent to Jobs*

Job Seekers
 Find a Job
 Explore
 More Job Seeker Options

Employers
 Find a Candidate
 Post a Job Opening
 More Employer Options

Labor Market Analysis
 Area Profile
 Occupation Profile
 More Labor Market Analysis

Resources & Services
 More Resources & Services
 Find a NCWorks Career Center
 Services
 Statewide Area

Federal Contractor Compliance Information for Employers

Username Password Sign Up
 Not Registered? Forgot Username/Password? On Desktop

NCWorks Online Connecting talent to jobs

NCWorks Online is a free job seeking and employment website for job seekers and employers in North Carolina. Job seekers can search for jobs, create resumes, and find education and training. Employers can find candidates, post jobs, and search labor market.

Search for a Job
 Enter a keyword or job title (e.g., Software Engineer, Sales Representative, etc.)
 Location: Statewide
 Search

www.ncworks.gov

NCWorks Online

Welcome to My Employer Workspace Dora Martinez. This page introduces you to features available in the system, lets you customize the content you are interested in, and offers suggestions to you. Please make a selection from the items below.

Services for Individuals **Services for Employers** **Labor Market Analysis**

the Employer Dashboard **Directory of Services** **How We Can Help You**

Post a Job **Post a Training** **Analyze the Labor Market** **Training Opportunities** **Analyze the Job Market**

To view a list of potential candidates, please select from your list of job orders below

Available Job Orders:
 Automation Support Specialist II (Material Moving Workers, All Other) # 10305642

Candidates by job posting
 Below is a list of active resumes for candidates that matched your job order criteria.

Results View: **Summary** | [Locations](#)
 Click a column title to sort

Name and Location	Resume Title	Resume Modified Date	Education	Desired Salary	Ranking	Action
	Truck Driver	1/6/2015 3:52:00 PM	High School Diploma	ANY	100%	Details
	Warehouse Material Handler	1/14/2015 1:18:00 PM	1 Year at College or a Technical or Vocational School	ANY	100%	Details
	Truck Driver	10/28/2014 9:48:00 AM	1 Year at College or a Technical or Vocational School	ANY	82%	Details
	Material Handler	12/11/2014 2:46:00 PM	Associate's Degree	\$9.50 hourly (\$20,000 annually) or more	82%	Details
	Material Handler	12/11/2014 4:15:00 PM	Associate's Degree	\$9.50 hourly (\$20,000 annually) or more	82%	Details

NCWorks
 Connecting Talent to Jobs

NCWorks in Action



Morinaga America

- First facility outside of Japan
- 750 people attended two day job fair
- Morinaga President Toshiaki Fukunaga is able to find the workforce needed for the new facility



NCWorks
Connecting Talent to Jobs

NCWorks

Will Collins

Executive Director, NCWorks

NCWorks
Connecting Talent to Jobs



SENATE SERGEANT-AT-ARMS

COMMITTEE: Senate Workforce & Economic

DATE: 3-4-15 ROOM: 544

1. Steve McKaig
2. Giles Jeffreys
3. _____
4. _____
5. _____
6. _____



SENATE PAGES ATTENDING

COMMITTEE: Workforce & Eco. Dev.

DATE: 3/4, TIME: Noon, ROOM: 544

Pages: Please print legibly.....or else!!!!!!!!!!!!!!!!!!!!

Page Name	Hometown	Sponsoring Senator
① Russhion Jones II	Enfield	Bryant
2 RA' SION		
3		
4		
5		
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Do not add additional names below the grid.

Pages: Please present this form to either the Committee Clerk at the meeting or a Sgt. at Arms.



VISITOR REGISTRATION SHEET

Senate Workplace + Econ.

Name of Committee

3-4-2015

Date

VISITORS: PLEASE SIGN IN BELOW AND RETURN TO COMMITTEE CLERK

NAME

FIRM OR AGENCY AND ADDRESS

Alice Mills	NCDPI
Eric Stilwell	NCSMSE
Andrew Powell	UNC Student Government
Wilson Parker	"
Cole Simons	"
Mary Shupers	NCCCS
JoAnne Honeycutt	NCDPI
Millian D Toman	McGinniswards Consulting LLC
JGOODMAN	NC CHAMBER
JOHN PETERSON	NCEOA
Andy Chase	KMA
LC Peryn	CS3



VISITOR REGISTRATION SHEET

Senate Workplace Econ

Name of Committee

3-4-2015

Date

VISITORS: PLEASE SIGN IN BELOW AND RETURN TO COMMITTEE CLERK

NAME

FIRM OR AGENCY AND ADDRESS

Jerry Schill	NC Fisheries
Orley Lutz	NC DOC
BRANDON WRIGHT	Self / NA
Jeff Moore	Commerce / DWS
Kara Weishaar	SA
Jennifer Gargani	NCMS
Chris Egan	NCMS
David Hubbs	NCARC
John Moore	FWA
Paul Gofman	Tupac Inc
Jim	Misc
Jason Peters	CSS



Senate Committee on Workforce and Economic Development
Wednesday, March 11, 2015 at 12:00 PM
Room 544 of the Legislative Office Building

MINUTES

The Senate Committee on Workforce and Economic Development met at 12:06 on March 11, 2015 in Room 544 of the Legislative Office Building. 11 members were present.

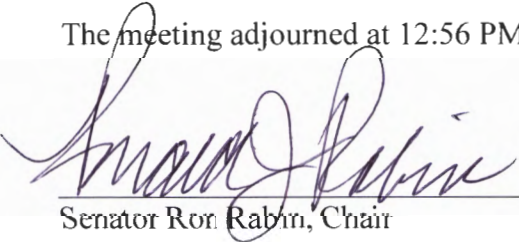
Senator Ron Rabin, Chair, presided.

Dr. T. Eston (Bud) Marchant, President, Central Carolina Community College, presented information regarding Central Carolina Works and Caterpillar Youth Apprentice Program in Welding. See attached.

Mr. Jim Burgin, Chairman, Harnett County Commissioners, presented information regarding Triangle South Workforce Development Board. See attached.

Dr. Scott Ralls, President, North Carolina Community College System presented information regarding NC Community College System: Education, Workforce and Economic Development. See attached.

The meeting adjourned at 12:56 PM.



Senator Ron Rabin, Chair
Presiding

Sheri Hood, Committee Clerk



Principal Clerk
Reading Clerk

SENATE
NOTICE OF COMMITTEE MEETING
AND
BILL SPONSOR NOTICE

The **Senate Committee on Workforce and Economic Development** will meet at the following time:

DAY	DATE	TIME	ROOM
Wednesday	March 11, 2015	12:00 PM	544 LOB

Chairman Sen. Ron Rabin, presiding

Senator Chad Barefoot, Co-Chair
Senator David L. Curtis, Co-Chair
Senator Ronald J. Rabin, Co-Chair



WORKFORCE AND ECONOMIC DEVELOPMENT COMMITTEE AGENDA

Sen. Chad Barefoot Sen. David L. Curtis Sen. Ronald J. Rabin

**Wednesday, March 11, 2015
Room 544, Legislative Office Building
12:00 p.m.**

- I. Welcome**
Sen. Ronald J. Rabin, Co-Chairman
- II. NC Community College System:
Education, Workforce and Economic Development**
Dr. Scott Ralls, President, NC Community College System
- III. Career College Advisors Program**
Dr. T. Eston (Bud) Marchant, President, Central Carolina Community College
Jim Burgin, Chairman, Harnett County Commissioners
- IV. Adjournment**

**Next Meeting Date: Wednesday, March 18, 2014
in Room 544, LOB, at 12:00 p.m.**





CENTRAL CAROLINA
COMMUNITY COLLEGE



PREPARING THE FUTURE WORKFORCE

CATERPILLAR[®]

YOUTH APPRENTICE PROGRAM
IN WELDING

CATERPILLAR®

YOUTH APPRENTICE PROGRAM IN

Manufacturing is thriving in North Carolina, a major driver of the state's current and future economic development. But, manufacturers are having difficulty finding trained workers to fill critical positions, such as welders. The U.S. Bureau of Labor Statistics projects a need for about 51,000 more welders nationwide by 2020.

To help meet this need, Central Carolina Community College, Caterpillar's Sanford Fabrication Facility, Lee County Schools, and the N.C. Department of Labor developed a two-year apprenticeship in welding program:

- Select high school juniors and seniors continue their high school studies while studying welding at the college and working/training at Caterpillar.
- Caterpillar pays the apprentices for their job-related training.
- In the summer between their junior and senior years, the apprentices can work up to 30 hours per week at Caterpillar and be paid.
- By the end of the program, students have earned a CCCC Welding Certificate and a North Carolina Department of Commerce apprenticeship certificate.
- They have also completed the 80-hour Caterpillar Accelerated Training Program and hours toward their adult apprenticeship.
- They have two years experience as part-time Caterpillar employees.
- The apprentices are prepared to enter the workforce and have preferential hiring status at Caterpillar.
- Students entering the North Carolina workforce as trained welders can expect to earn \$17 – \$18 per hour (source: Bureau of Labor Statistics).

Eight students took part in the initial graduation in May 2014, with North Carolina Gov. Pat McCrory joining other government, education, and industry leaders at the event. In addition to celebrating the graduation of the first apprentices, students entering their second year of the program were recognized and a new group of apprentice students were inducted.

"Apprenticeships are common in Europe, but there has been a disconnect between commerce and education in our country," McCrory said. "This program overcomes that. Caterpillar, Lee County and Central Carolina Community College are leading the way. These graduates will do extremely well with their skills; they will always find jobs."

Dr. Stephen Athans, Dean of Vocational and Technical Programs at Central Carolina Community College, accepted the 2014 Governor's Award for Excellence in Workforce Development as an "Outstanding Innovative Partnership" on behalf of the Caterpillar Registered Youth Apprenticeship Program.



WELDING

Gov. Pat McCrory and other government, education and industry leaders gathered at Caterpillar Inc.'s Sanford Fabrication Facility to celebrate the achievements of the first group of students to graduate from the Caterpillar Youth Apprenticeship Program in Welding.



CENTRAL CAROLINA WORKS



CENTRAL CAROLINA WORKS: EDUCATING FOR ECONOMIC DEVELOPMENT

The Opportunity: *High School Dual Enrollment*

The North Carolina Career and College Promise program (CCP), a collaborative project of the state's K-12 schools, community colleges, and universities, provides qualified high school students the opportunity to enroll in structured college pathways leading to a certificate, diploma, or degree and entry-level jobs skills.

Through the cost-free North Carolina Career and College Promise, Central Carolina Community College equips the members of its three-county workforce with career- and skills-enhancing credentials.

The Challenge: *Increased Awareness and Participation*

In Chatham, Harnett, and Lee counties, the historical rate of participation in Career and College Promise coursework stood at just 5%. In partnership with high school administrators and faculty, Central Carolina made concerted efforts to increase students' and families' awareness of dual enrollment courses and the college and career opportunities that they create.

The ultimate goal is for 100% of high school students in the three-county area to graduate with some amount of tuition-free college credit that aligns with their individual interests and goals and to increase the number of students who earn credentials prior to high school graduation.

The Model: *Individualized Advising in Schools*

Academic and Career Advisors, placed in each county high school, are essential to the success of this project. Advisors work with students, parents, faculty, and administrators to encourage enrollment in Central Carolina Community College coursework — most of it offered directly on students' high school campuses — on a dual enrollment basis. In addition, Advisors give students individualized guidance regarding how their earned college credits can articulate with the full range of curricular and career/technical offerings at two- and four-year colleges. To supplement the Advisors' work, Interactive Advising Technologies now give students personalized, on-demand information about dual enrollment and post-graduation opportunities while also facilitating an intrusive advising process informing advisors about students' ongoing progress in their coursework.

The Partners: *A Community Effort*

This project was developed by a consortium of CCCC administrators, local business and industry leaders, and school system officials from each of the three participating counties. Funding for the project adopted the same collaborative framework, with contributions by Central Carolina Community College, individual private donors, and multiple public and private institutions.



Central Carolina Works High School Advisors

PROJECT HIGHLIGHTS

Sustainable Long-Term Funding Model

While Career and College Promise coursework is cost-free for high school students, increased enrollments in Central Carolina courses will generate new income for the college, which will be sufficient to cover program costs after an initial externally-funded start-up period.

Ability to Reach Thousands

All high school juniors and seniors are considered for CCP eligibility, and there are approximately 4,800 students in these grade levels in the three-county area. Career and Academic Advisors, also work concertedly with freshmen and sophomores, as they begin to define their four-year enrollment plans.

In this sense, the project will offer ongoing service to all of the three-county area's 11,000+ high school students.

Support for Career/Technical and College Transfer Pathways

Academic and Career Advisors will work individually with students to determine which of these Pathways – Career and Technical or College Transfer – aligns best with the student's interests and goals.

Students interested in pursuing Career and Technical Education (CTE) will benefit from this project by gaining valuable skills for the workforce and earning related credentials. Each county offers multiple CTE Pathways leading to a certificate, diploma, or A.A.S. degree in fields such as Welding, Nurse Aide, Electronics Engineering, Telecommunications, Early Childhood Education, Industrial Systems Technology, and Social Media and Marketing.

Under the Career and College Promise, students also wishing to pursue four-year degrees will select courses within one of two Transfer Pathways: Pre-Associate in Arts and Pre-Associate in Science. All courses pursued within these pathways are guaranteed to transfer to any of the 16 campuses of the University of North Carolina system and to many of the state's private colleges and universities.

Statewide Scalability

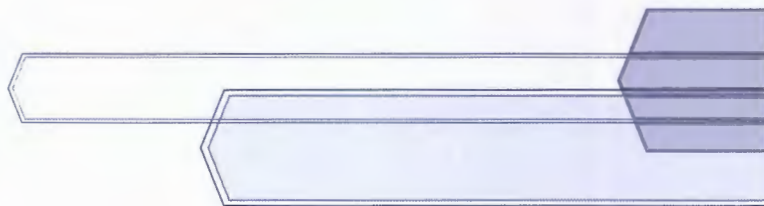
This project is designed to be adaptable and scalable for adoption by high schools and community colleges statewide. A project website hosts information on design and implementation at www.cccc.edu/ccworks. Monthly newsletters are also available at www.cccc.edu/ccwblog.

Looking to the Future

The Central Carolina Works program is gearing up for its second year in 2015 – 2016.

The CCW program has grown in popularity from its beginning, currently enrolling 592 students from the nine public high schools in the area. Of those 592 students, 376 are enrolled in a Career and Technical (CTE) Pathway and 216 are enrolled in a College Transfer Pathway. The current total CCP enrollment is 933 students, which includes Lee Early College, charter, private, and home school students.

New CTE Pathways for Fall 2015 include Accounting, Culinary Arts, Laser and Photonics, Library Information Technology, Nurse Aide (new for Lee and Chatham), and Telecommunications Installation and Maintenance.



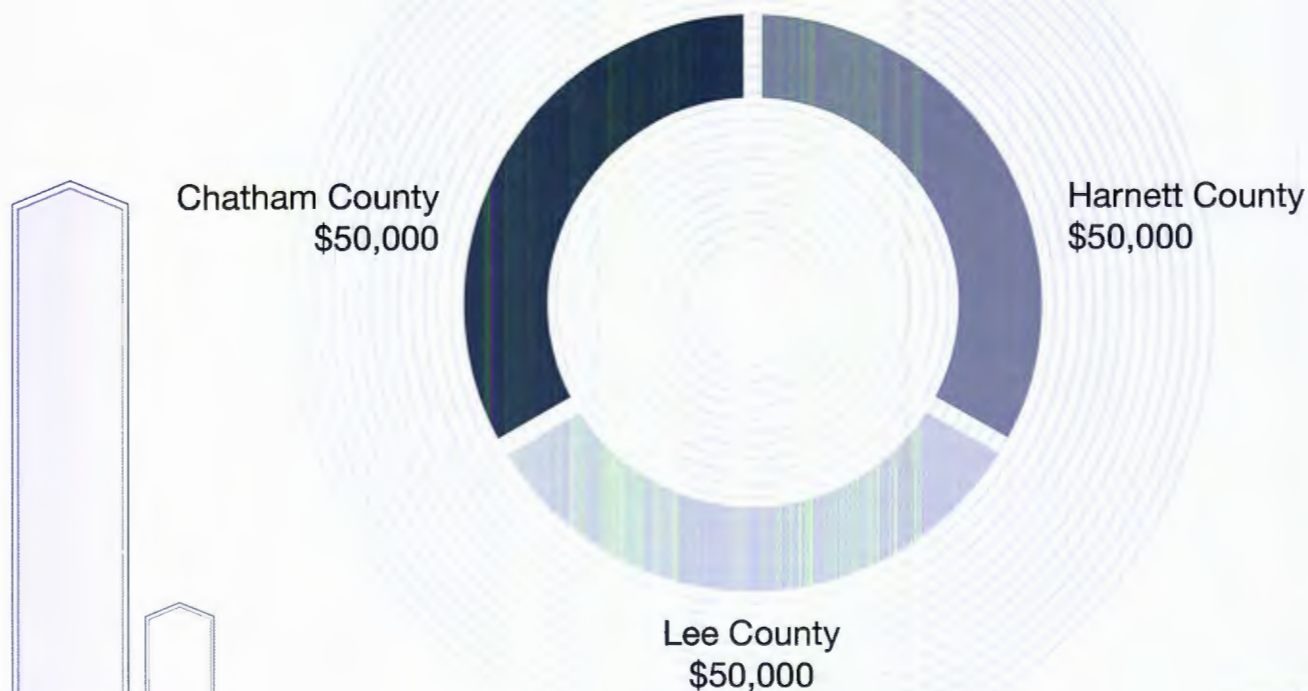
PUBLIC AND PRIVATE INVESTMENT

Central Carolina Works is a public-private partnership to promote higher educational opportunities in Chatham, Harnett, and Lee counties. Spearheaded by community leader Kirk Bradley, many parties jointly came together financially to launch the program that has seen incredible success since its inception in the fall of 2014.

Numerous individuals, organizations, and companies have supported this prestigious project, which will have a lasting impact on the future of CCCC, schools, and communities. Public and private sector support for the initiative totals \$1,575,700 and supports the nine area high schools. Salaries for the Academic and Career Advisors are 100% funded for the first two years of the project.

Contributions to the Central Carolina Works initiative can be made to the CCCC Foundation. The Foundation is a 501(c)(3) charitable organization affiliated with, but independent of, Central Carolina Community College. It receives donations of money and equipment on behalf of CCCC and uses them to promote the educational mission of the college and assist students through scholarships and grants.

Public Support: \$150,000



TOTAL

VATE

Private Support: \$343,700

Businesses/Organizations
\$256,000



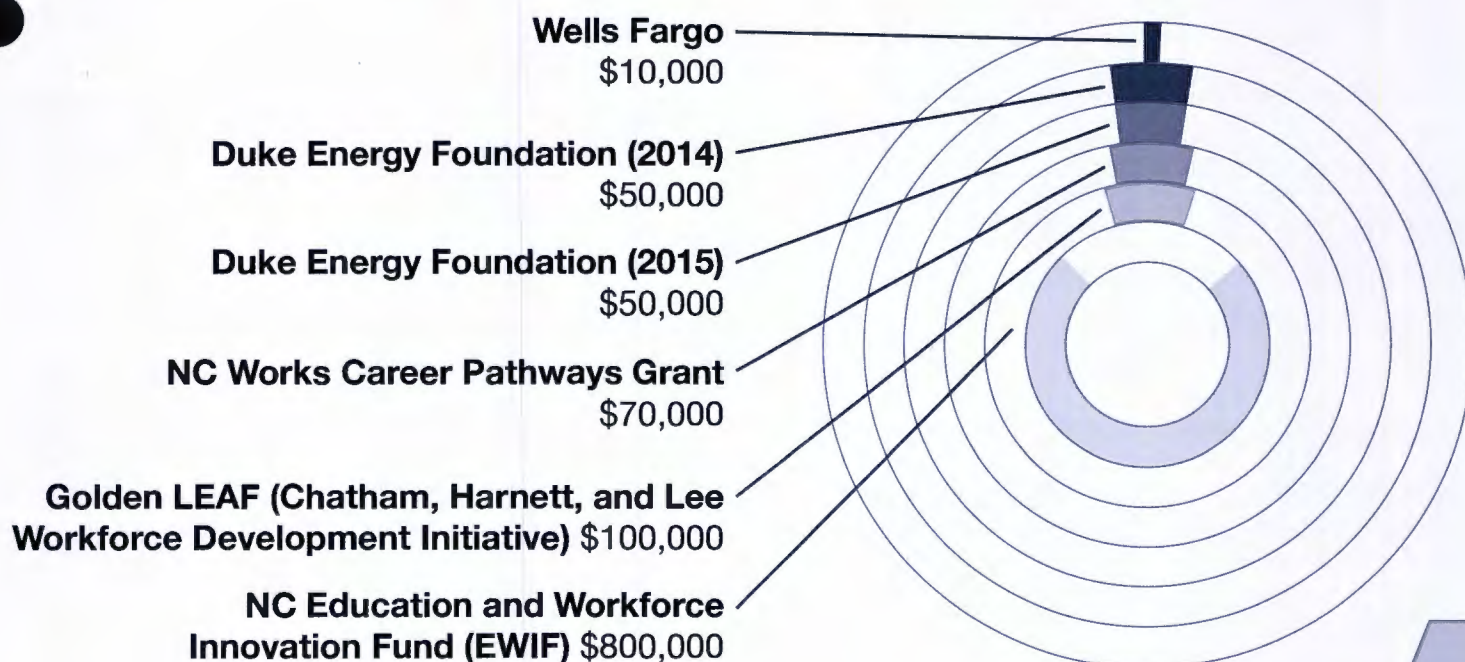
Personal
\$85,450



Foundations
\$4,250



Grant Support: \$1,080,000



INVESTMENT: \$1,575,700

The Sanford Herald



A4 / Friday, October 18, 2013

Editorial Board: Bill H

EDITORIAL

Program boosts workforce

Jobs are on most everyone's minds, and so far, politicians who promised them in the last election cycle have failed to deliver.

But think about it — isn't it easier to transform an unskilled or marginally skilled worker into a skilled worker than it is for someone in Raleigh or Washington to create jobs out of whole cloth, especially in this economy?

Arguments may differ on that, but what's hard to disagree with is the connection between education and economic development. We keep hearing about jobs left unfilled for the lack of a qualified workforce and about the importance the role of workforce development plays in boosting a region's reputation for providing a rich pool of qualified job applicants.

Our local school systems and Central Carolina Community College have partnered to create a program — appropriately called "Central Carolina Works" — that helps address that very thing.

New Lee County Schools Superintendent Andy Bryan says the system is moving toward adopting a goal of ensuring that 100 percent of all high school students in Lee County graduate with some amount of tuition-free college credit. This "diploma-plus" strategy not only enhances the value of a secondary education, but doubles the likelihood — based on research where it's been done — that a high school graduate will pursue additional post-secondary learning.

That may seem like a small enhancement, but go back to the idea of jobs and workforce development: what matches a prospective employee to an employer with a need? Isn't it training and education and other hard and soft skills that augment a person's capacity to fill needs a business or industry might have? Add to that a year or more of college coursework, plus the practical experience of that higher level of education, all within a program its creators say will be self-sustaining

after two years, and you have something.

That's the basis for "Central Carolina Works," which starts with an innovative model providing a full-time career and college advisor — something quite different than the "guidance counselor" model in place now — to work specifically at each of the three-county area's nine high schools (one at each school, including Lee County High School and Southern Lee High School in Lee County) to encourage dual college-credit course enrollment. Students will receive individualized guidance about two- and four-year degrees they can pursue using college credits they're already earning. For those looking at a four-year college track, it'll give them a jump-start on their post-secondary life; those pursuing technical or vocational careers get a jump-start on making themselves a perfect fit for a job suited to their particular strengths.

Organizers are calling Central Carolina Works a "powerful community collaboration." It's an apt description because it involves a partnership between the school districts in Lee, Chatham and Harnett counties, the economic development organizations in the region and public and private funding.

It won't come cheap — between grants, contributions from county governments and private donations, \$750,000 must be raised to get the program funding. But because CCCC gets revenue from dual-enrollment students, the program's creators — developer Kirk Bradley, who helped spearhead the "Head of Class" project, and CCCC President Dr. Bud Marchant, among others — say it can become self-sustaining after two years.

The benefits we could reap from this program are enormous. Right now, only 5 percent of eligible high school students take advantage of dual-enrollment coursework. Implementing Central Carolina Works and bumping that number to 15 percent would really put central Carolina to work.



Central Carolina Works Career and College Advisors include, left to right: front row, Tracy Autry, Kimberly Brzozowski, April Hammonds, Lara Abels, and Latoya Parker; back row, Elvin James, Kelli Hammond, Virginia Brown, Foster Cates, and Steve Heesacker.

Program progresses

Central Carolina Works continues to grow

SPECIAL TO THE HERALD
STANFORD
Career and college advisors at the nine public high schools in Chatham, Harnett, and Lee counties have been busy this fall working with students in the Central Carolina Works program. It's obviously working. The program has averaged 10 per cent over the past two years, and grew to 429 in the fall semester. With career and college advisors in place, the program is projected to reach 678 students in the coming year. Early College students. Central Carolina Works (CCW) is an educational consortium including Central Carolina Community College, Chatham County Schools, Harnett County Schools, and Lee County Schools, business, industry, and community groups. CCW funds the placement of career and college advisors in each of the public schools in Chatham, Harnett, and Lee counties. The advisors work one-on-one with students to help them take advantage of the state-funded Career and College Promise (CCP) program.

Central Carolina Works Career & College Promise

CCP enables high school students to enroll, tuition-free, in college credit courses that also apply toward their high school diploma. By the time they graduate from high school, they have a jump-start on their career or college education.

"Central Carolina Works was designed and conceived to help the student and their family who may not know what post K-12 education and employment is best suited for their interests and abilities," says Kirk Bradley, Chairman, President & C.E.O. of Lee-Moore Capital Company, who spearheaded the intensive fund-raising to launch the initiative. "By providing a trained professional to help these students understand both curriculum and workforce outcomes available through CCC, they can make better choices earlier in their middle and high school years."

"I am a firm believer that all students should be on a

minimum K-14 path if not seeking further education. By making them aware of the Career and College Promise, these students can get almost a year of first- and second-year post high school education while still in high school. The skills and qualifications received during this period leading to a certificate, diploma, or degree will make these students competitive in the 21st century global economy."

Central Carolina Community College President Dr. Bud Marchant says CCW is a great example of regional cooperation driven by the private sector to increase the educational opportunities for high school and college students alike. "As manufacturing returns to the United States, the Central Carolina region will be ready to meet the high tech demands of those jobs," says Marchant.

"Central Carolina Works is a great example of collaboration and support

from multiple stakeholders to begin cultivating a pipeline of skilled workers," says Dr. Scott Ralls, N.C. Community College System President.

"We continue to grapple with an interest gap among young people when it comes to technical careers. This is one of the programs that is serving as a model to scale up the concept of placing career coaches in high schools to increase interest in programs that train North Carolina's workforce."

Dr. Lisa Chapman, senior vice president for Programs and Student Services/Chief Academic Officer for the N.C. Community College, knows well of the program from her days as CCC's former executive vice president.

She says that the community college system is including a request for recurring funds in its 2015-2017 budget priorities to establish a fund to match business, philanthropy, and local funding to replicate the Central Carolina Works model. "We clearly see the placement of college career coaches as a great strategy to address the interest gap in many technical careers among young people," says Chapman.

"I think Central Carolina Works is a tremendous program that very

PROGRAM

FROM PAGE C1

specifically targets North Carolina's need to assist students in both making informed decisions about career opportunities and also supporting those choices with targeted academic preparation opportunities," says Chapman.

"Working with high school counselors, the advisors are taking advantage of connecting interest and aptitude students express through middle school and high school career fairs, weekend summer technology camps, and college tours with Career and College Promise course work that targets career choices that match those interests and aptitudes."

Lara Abels, lead career and college advisor at Southern Lee High School, says the CCW program offers students an incredible opportunity — free college courses. "It really has the potential to change a student's course," she says.

"Students (Career Technical Education) pathway where they can earn a credential, at no cost to them, and join the workforce right out of high school steps ahead of their peers."

"Students may also choose to take college transfer courses, which can earn them a year of college at cost to them while they are still in high school. It's incredible," says Abels.

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is free, students will understand the rigor that college courses require, college advisors reps like themselves, with C average or better students earn the college credit, and their own time management schedule before they go to college."

It's obviously a program that has drawn much interest, with student growth in the CCP program. Cates noted that by the end of the High School year, Lee County High School would have around 110 students that have taken at least one class. Abel said there were 83 Southern Lee High School students enrolled in the CCP program this fall, with a projected spring enrollment of approximately 120 students. Hammond has seen around 3 percent growth this year at Chatham Central.

"We're trying to increase the participation rate each year," says Virginia Brown, CCC's partnership director of secondary schools.

This fall has been an exciting time for the new program and its advisors.

Hammond talked about the development and growth of the program since February. "In less than a year, we have been awarded an \$800,000 grant from the Innovation Fund from the Governor's office and hired seven new advisors. It's remarkable to think of all that has taken place during such a short period of time," she says.

"It has been exciting to see our program come to life," says Abels. "As a team, we started with goals and objectives from our grants on paper and now it has developed into a functioning, expanding program that is already helping students identify and work toward their career and college goals."

Cates noted that the most exciting part about being an advisor is implementing a plan that will turn a student's career dreams into reality.

"Student success is the motivating factor as an advisor: ensuring we put the best plan

in place for them to be successful is exciting." The CCW career and college advisors are in Lee County, Lee High School and Foster Cates at Lee County High School; in Chatham County, Kelli Hammond, Chatham Central High School; Northwood High School, and Steve Heesacker, Jordan-Matthews High School; and in Harnett County, Tracy Autry at Triton High School, Kimberly Brzozowski at Harnett Central High School, Elvin James at Western Harnett High School, and Latoya Parker at Overhills High School.

Virginia Brown works with students from private and charter schools.

Advisors spend much of their time with the high school juniors and seniors, advising them on registering them for their progress and working on strategies to help them be successful.

The advisors also work with ninth and tenth graders to help them plan ahead so that when they become juniors and seniors, Central Carolina Works will be a part of their high school plan.

Even eighth graders are included in early discussions. "It's really important for us to reach out and create the awareness at the eighth grade levels," says Brown. "Our goal is that they include CCP courses once they become a junior or senior."

Abels said her expectation of the program is that there will be a significant jump in enrollment. "I expect our great objectives to be met: an increase in the number of students graduating high school with a college certificate, an increase in postsecondary attendance and completion, and an impact on our service area economies due to a better prepared workforce."

Hammond is optimistic about the potential for the program. "I do expect that upon our success, we will see other community colleges and school systems in the state and beyond joining together to replicate our model," she says.

Brown remains

excited about the opportunities provided by Central Carolina Works. "This is a great opportunity and CCW is a way in which students will have more support in navigating the opportunities available to them through the community college," says Brown. "We're all appreciative of those who worked to make it happen. I am so passionate about the partnership we have with Chatham, Harnett, and Lee counties. A program like CCW would never work without amazing partners like them. I am grateful to them in their entirety — superintendents, directors, counselors, career development coordinators, teachers, and staff."

"My dream would be in a few short years, 100 percent of the graduates from high school in Chatham, Harnett, and Lee counties will do so with at least one year's worth of credits toward the certificate, diploma, or degree of their choosing," says Bradley.

For more information on the Central Carolina Works program, contact Virginia T. Brown at vbrown@ccc.edu or by telephone at 919-718-7370, or visit the website www.ccc.edu/highschool/iHS, or visit the CCW blog www.ccc.edu/ccwblog.



Central Carolina Works

Career & College Promise

"Central Carolina Works is a great example of collaboration and support from multiple stakeholders to begin cultivating a pipeline of skilled workers. We continue to grapple with an interest gap among young people when it comes to technical careers. This is one of the programs that is serving as a model to scale up the concept of placing career coaches in high schools to increase interest in programs that train North Carolina's workforce."

Dr. Scott Ralls, N.C. Community College System President

"I am a firm believer that all students should be on a minimum K-14 path if not seeking further education. By making them aware of the Career and College Promise, these students can get almost a year of first- and second-year post high school education while still in high school. The skills and qualifications received during this period leading to a certificate, diploma, or degree will make these students competitive in the 21st Century global economy."

Kirk Bradley, Chairman, President, and C.E.O. of Lee-Moore Capital Company
(Spearheaded intensive fund-raising to launch the initiative)

"The Chatham EDC voted unanimously to endorse this initiative. We understand the critical importance of a skilled workforce for successful economic development. We see Central Carolina Works as an initiative that will give the three counties a leg up in recruiting new industry to the area."

Dianne Reid, President of the Chatham Economic Development Corporation

"I think it's a great opportunity for not only students, but our community. Obviously, education is about economic development, and I think that it can benefit our students and community."

Andy Bryan, Lee County Schools Superintendent



History of the Triangle South Workforce Development Board

- ▶ In 2009, a former Harnett County Commissioner, also the chief elected official for the Workforce Development Board, felt that the community college would be a better fit for the Workforce Investment Act programs
- ▶ The advantages of having CCCC administer the Board include: improved coordination of training activities, elimination of duplicate services, better use of staff time, and a more unified front to the business community.
- ▶ Transitioned the Workforce Investment Act programs and funds from the Mid-Carolina Council of Governments to Central Carolina Community College (CCCC)
- ▶ CCCC was the first community college in NC to become an administrative entity for Workforce Investment Act funds
- ▶ This transition resulted in a name change for the board – Mid-Carolina Workforce Development Board was changed to the Triangle South Workforce Development Board (TSWDB)
- ▶ TSWDB is one of 23 Workforce Boards located throughout the state of North Carolina

The Workforce Investment Act of 1998

- ▶ The Workforce Investment Act (WIA) was established by Congress in 1998
- ▶ The primary focus is to increase employment and training opportunities within the workforce
- ▶ Promotes an increase in employment, job retention, earnings, and occupational skills of its program participants
- ▶ Improves the quality of the workforce, reduces welfare dependency, and improves the productivity and competitiveness of the nation



The Triangle South Workforce Development Board

- ▶ Comprised of the Chief Elected Official and Board Members appointed by the County Commissioners who work in conjunction to carry out the WIA Legislation of 1998
- ▶ Oversees Workforce Investment Act programs in a four-county area: Chatham, Harnett, Lee, and Sampson counties
- ▶ Provides oversight to the One-Stop Career Center System (JobLink), which is the delivery mechanism for comprehensive services for workforce investment system customers
- ▶ Comprised of private-sector and public-sector members
- ▶ TSWDB's goals are to combine area employment, training, supportive services and programs into a consumer-based, market-driven system that meets the needs of job seekers and employers
- ▶ The Board seeks to maximize the efficiency of the local labor market, surpass customers' expectations and exceed federally required and state determined performance standards
- ▶ Envisions an efficient labor market that offers well-paying jobs for area residents

WIA Programs

- ▶ **Youth Program:** Provides comprehensive youth development services including those leading to employment, training, military, or post-secondary education
- ▶ **Adult Program:** Offers employment, training, and post-secondary educational opportunities to adults
- ▶ **Dislocated Workers:** Provides training opportunities to individuals that are terminated or laid off from employment and unlikely to return to that industry or occupation
- ▶ **Incumbent Workforce Development Program:** Provides funding to employers to upgrade the skills of their existing employees
- ▶ **On-the-Job Training:** Provides classroom or work-based training opportunities by employers that leads to employment and/or employment advancement

Budget and Participant Enrollment

TSWDB and CCCC provide oversight to a yearly budget and allocation of roughly \$2.2M for programmatic and fiscal operations per program year. A program year runs from July 1 to June 30 and the board has two years to spend their yearly allocations. Participant enrollments average 725 clients per year over the adult, dislocated worker, and youth programs.

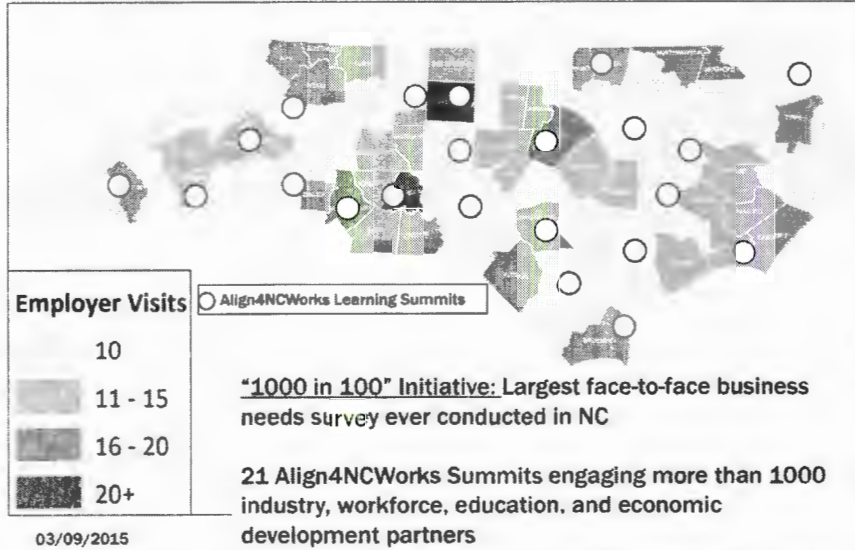




NC Community College System: Education, Workforce and Economic Development

**Dr. Scott Ralls, President
NC Community College System
March 4, 2015**

Manteo to Murphy: Listening and Learning



What We Heard from Employers

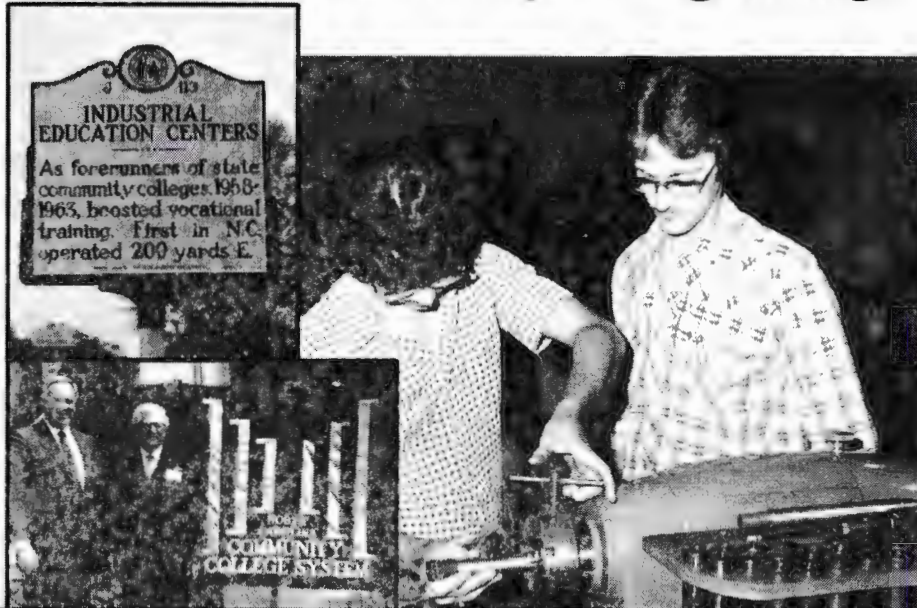
- 90% will hire more or stabilize number of employees over next two years
- Main barriers to finding qualified employees:
 - Technical and job-related skills
 - Soft skills (work ethic, critical thinking, teamwork)
- “Interest Gap” still a major concern
- **#1 Workforce service needed: Additional training and education**

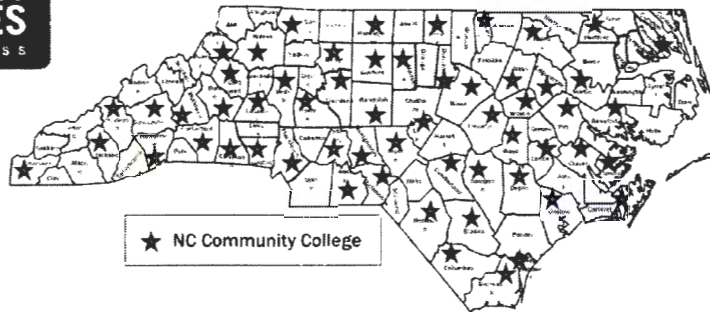
Our Core Responsibility

North Carolina General Statutes Article 1, Chapter 115D-1:

“The Community Colleges System Office is designated as the primary lead agency for delivering workforce development training, adult literacy training, and adult education programs in the State.”

Our Unique Beginnings





Unique in Access and Scale:

- Most accessible community college system in both cost and locations
- Over 40% of NC wage earners attended NC Community Colleges in past 10 years
- Community colleges account for 46% of higher education alumni wage impact in NC
- 1 in 9 NC adults attends a NC Community College each year

03/09/2015

6



Unique in Program Mix:

- 61% of students enrolled in Workforce and Continuing Education (e.g. welding or IT training and certification)
- 52% of degree-seeking students enrolled in career and technical AAS degrees, diplomas, or certificates (e.g. computer networking, advanced manufacturing or health care)

Scope of Workforce Development Programs

Degree Related:

- Applied Associate Degree, Diploma, Certificates
- Transfer Programs to Universities
- Career and College Promise: High-school to Higher Ed

Non-Degree Related:

- Workforce Continuing Education
- Basic Skills and High School Equivalency
- NCWorks Customized Training
- Workforce/Economic Development Centers
 - Small Business Center Network
 - BioNetwork
 - Textile Center
 - Manufacturing Solutions Center
 - NC Military Business Center

03/09/2015

8



Workforce Development Programs by the Numbers

Enrollment Numbers:

- Degree Related (AAS, Diplomas, and Certificates) – 150,785
- Transfer Programs – 129,214
- Career and College Promise – 29,066

-
- Workforce and Continuing Education – 344,513
 - Customized Training – 29,299
 - Basic Skills – 105,050
 - BioNetwork – 6,325 (does not include Customized Training)
 - Small Business Center 46,678 (Workshop Attendees); 5,796 (Counseling Clients)

03/09/2015

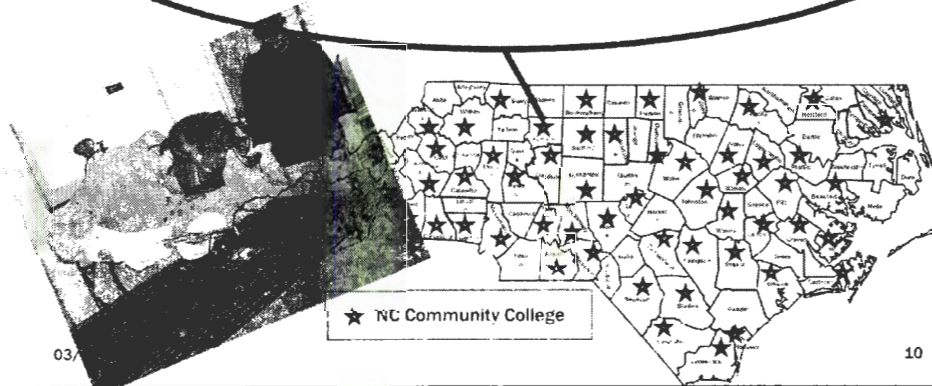
9

Degree Program Specifics:

Arts and Sciences enrollment	149,900	45% of degree program
Business Technologies	51,552	
Public Service Technologies 47,112		
Health Sciences	28,525	
Special Categories	24,750	
Industrial Technologies	7,856	
Transport Systems Technologies	7,215	
Engineering Technologies 7,077		
Construction Technologies 5,811		
Commercial&Artistic Technologies	4,112	
Agricultural&Natural Resources	2,194	
Biological&Chemical Technologies	1,107	

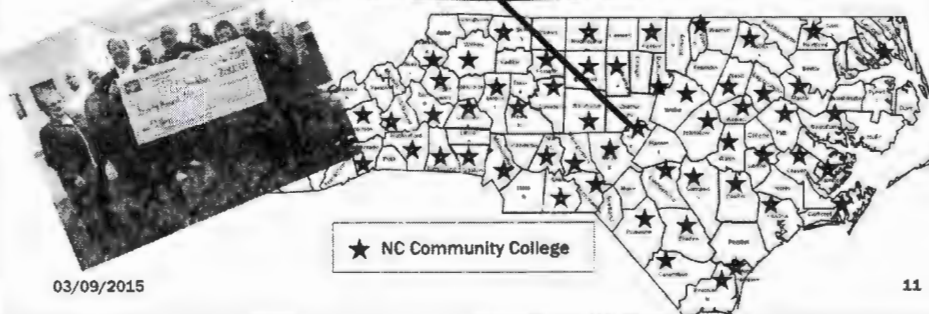
Innovation

Stackable Certifications – Forsyth Technical Community College embedded third-party certifications into several manufacturing-related AAS programs. Since 2008, Forsyth has helped 384 students achieve Career Readiness Cert., 229 receive National Institute Metalworking Cert., and 30 receive Manufacturing Skills Standards Cert.



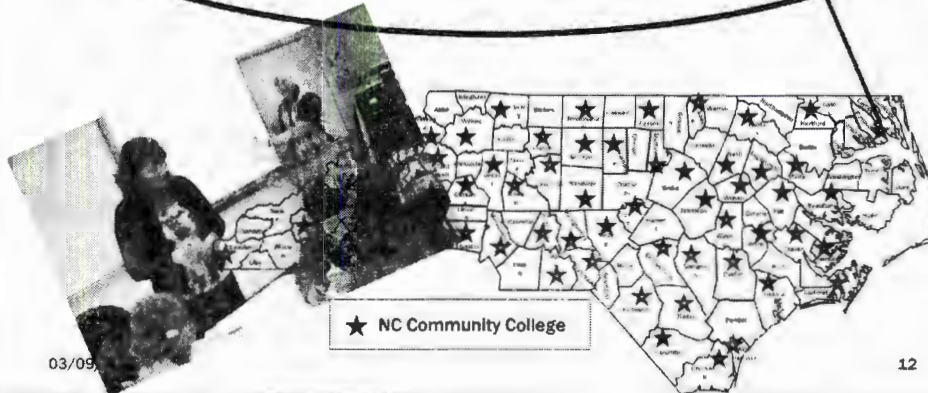
Innovation

Central Carolina Works – a partnership aimed at increasing enrollment in Career and College Promise. CCCC raised matching funds from Golden LEAF to place a Central Carolina Community College Advisor in every high school within our three-county service area in an effort to increase enrollment in Career and College Promise (CCP) pathways, and increase students choosing to enroll at CCCC.



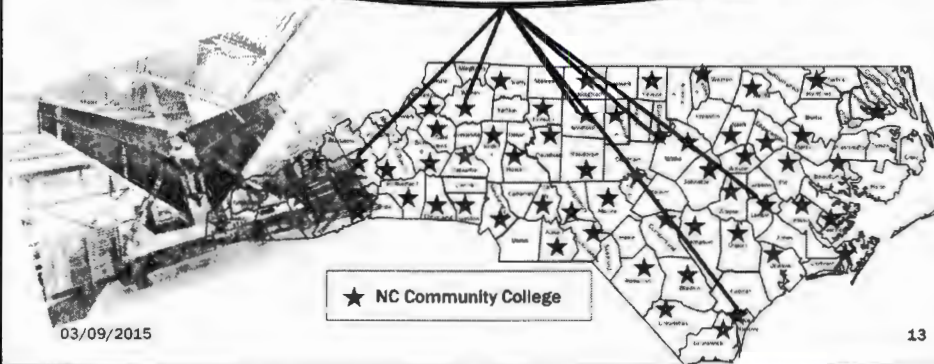
Innovation

Start Now – College of the Albemarle’s “Start Now” has enabled our lower skilled adults to obtain postsecondary credentials with labor market value. “Start Now” initiatives accelerate Adult Basic Education students faster by combining basic skills and occupational training into one curriculum.



Innovation

NCWorks Customized Training/Aerospace – The collaborative development of the Spirit AeroSystems training with strong partnerships helped make it possible to bring good jobs to rural, Eastern NC. This model and resources also helped community colleges work with GE Aviation and HondaJet sites around the State.





VISITOR REGISTRATION SHEET
Workforce and Economic Development

(Committee Name)

3-11-2015

Date

VISITORS: PLEASE SIGN IN BELOW AND RETURN TO COMMITTEE CLERK

<u>NAME</u>	<u>FIRM OR AGENCY AND ADDRESS</u>
TE Marchant	CCC
Tim Burgin	Harnett County, Commissioner
Rhian Merwald	Williams Mullen
Jeff Moore	DOC / DWS
Dana Beebe	UNC Dept of Govt.
Kendall Hageman	IEI @ NCSU
Scott Rolfe	NCCCS
Mary Shuping	NCCCS
Tracy Kimbrell	Parker Poe
Maew Saunders	GSK
Amanda Honaker	TSS
David McGowan	NCPC
See next page	



VISITOR REGISTRATION SHEET
Workforce and Economic Development

(Committee Name)

3-11-15

Date

VISITORS: PLEASE SIGN IN BELOW AND RETURN TO COMMITTEE CLERK

<u>NAME</u>	<u>FIRM OR AGENCY AND ADDRESS</u>
Carlton M. Bryant	Commerce
and [unclear]	Toronto, ON, NC
Phoebe Dendon	Brooke Pierce
Butch Bunnells	NC Dev
Gregg Thompson	NFIB
Chley [unclear]	NCDOC
Pat Skinner	Lester College
Fane Stilwell	NC SBE
TEMPLE SLOAN III	Raleigh, NC
Charles Fuller	Raleigh, NC
Angie [unclear]	MR
Will Culpepper	WVA
Rebecca Traver	NCAAC



SENATE SERGEANT-AT-ARMS

COMMITTEE: WorkForce and Economic Development

DATE: 3-11-15 ROOM: 544

1. DONNA Blake
2. Steve MCKAIG
3. _____
4. _____
5. _____
6. _____

~~Can we
influence to
bring to
pass~~



Senate Committee on Workforce and Economic Development
Wednesday, March 18, 2015 at 12:00 PM
Room 544 of the Legislative Office Building

MINUTES

The Senate Committee on Workforce and Economic Development met at 12:00 PM on March 18, 2015 in Room 544 of the Legislative Office Building. 13 members were present.

Senator Chad Barefoot, Chair, presided.

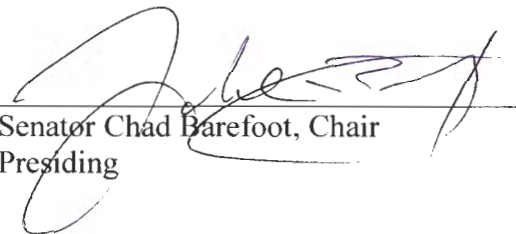
June Atkinson, State Superintendent, presented information on the Department of Public Instruction's workforce development programs. See attached.

Jo Anne Honeycutt, Career Technical Education Director at the Department of Public Instruction, presented information on Career and Technical Education. See attached.

Sherry Bradsher, Deputy Secretary for Human Services at the Department of Health and Human Services, presented information on the Department's workforce programs. See attached.

Dave Richard, Deputy Secretary of Behavioral Health and Developmental Disabilities Services at the Department of Health and Human Services, presented information on Long Term Vocational Supports, Senior Community Employment, and the Department of Justice settlement. See attached.

The meeting adjourned at 12:55 PM.



Senator Chad Barefoot, Chair
Presiding



Eric Naisbitt, Committee Clerk



Principal Clerk
Reading Clerk

SENATE
NOTICE OF COMMITTEE MEETING
AND
BILL SPONSOR NOTICE

The **Senate Committee on Workforce and Economic Development** will meet at the following time:

DAY	DATE	TIME	ROOM
Wednesday	March 18, 2015	12:00 PM	544 LOB

Chairman Sen. Chad Barefoot, presiding

Senator Chad Barefoot, Co-Chair
Senator David L. Curtis, Co-Chair
Senator Ronald J. Rabin, Co-Chair



WORKFORCE AND ECONOMIC DEVELOPMENT COMMITTEE AGENDA

Sen. Chad Barefoot Sen. David L. Curtis Sen. Ronald J. Rabin

***Wednesday, March 18, 2015
Room 544, Legislative Office Building
12:00 p.m.***

- I. Welcome**
Sen. Chad Barefoot, Co-Chairman
- II. Department of Public Instruction Workforce Development**
Jo Anne Honeycutt, Career and Technical Education Director, DPI
- III. Department of Health and Human Services Workforce Development**
Sherry Bradsher, Deputy Secretary for Human Services, DHHS
- IV. Adjournment**

**Next Meeting Date: Wednesday, March 25, 2014
in Room 544, LOB, at 12:00 p.m.**



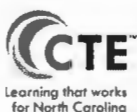
Department of Public Instruction Workforce Development

Senate Workforce and Economic
Development Committee

Jo Anne Honeycutt

Career and Technical Education Director

March 18, 2015



Department of Public Instruction

Workforce development
available to ALL youth.

Workforce development
Support:

- General Education
- Career and Technical Education



Goals

Ensure that students are ready for college and careers.

- High school diploma is the minimum
- Preparation for college and careers
 - Career advising/coaching/counseling
 - Foundational skills in academic subjects
 - Focused areas of study that align to future plans



Career and Technical Education

- Middle School
 - Increase awareness of careers
 - Create plans for high school
- High School
 - Combine rigorous academics and technical courses
 - Focused skill development for a strong foundation leading to work or post-secondary education
 - Diploma Endorsements



Career and Technical Education

Focused areas of study aligned to industry knowledge and skill requirements.

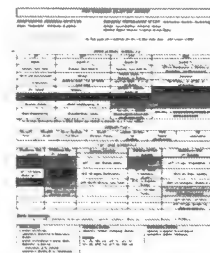
- Graduation rate of 94%
- 115,000 industry credentials
 - Career Readiness Certificates (NCRC)
- 93% positive placement of graduates



NCWorks career pathways

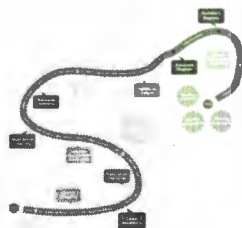
Programs of study aligned across the workforce development system

- High school CTE
- Career and College Promise
- Work-based learning
- Credentials
- Many options for entering and exiting



NCWorks career pathways

- Collective effort to fill talent pipeline for jobs that are in demand
 - Business and industry determine the skills/knowledge needed
 - Education partners design a program of study to meet the need



Work-Based Learning

- Options that increase awareness and build skills
 - Offered at developmentally appropriate ages
 - Increase in hours, responsibilities and skills developed
 - Support for pre-apprenticeship and apprenticeship programs (ex: Caterpillar, Apprenticeship 2000)



Works

Certified Work Ready Community

- Economic Development tool that validates to the businesses that North Carolina has the needed talent
 - Collaboration between DPI, Community College, Commerce, NC Chamber
 - Voluntary program for counties
 - Based on the NCRC
 - 10 counties participating
 - 324 businesses supporting
 - Over 266,000 individuals





SENATE WORKFORCE AND ECONOMIC DEVELOPMENT COMMITTEE



DHHS Workforce Programs

**Sherry Bradsher, Deputy Secretary
Human Services**

March 18, 2015

Inventory of DHHS Workforce Programs



Division of Social Services

- WorkFirst Employment Services
- Food and Nutrition Employment and Training
- Community Services Block Grant

Division of Vocational Rehabilitation

- Vocational Rehabilitation Employment Services

Division of Services for the Blind

- Vocational Rehabilitation Employment Services

Division of Mental Health, Developmental Disabilities and Substance Abuse

- Intellectual and Developmental Disabilities Services for Adults; Substance Abuse Services for Adults; Mental Health Services for Adults (ADVP and Long Term Support)

Division of Aging and Adult Services

- Senior Community Employment



DHHS Workforce Program Funding



SFY 14-15 Funding

Program/Services	Federal	Appropriations	Receipts	TOTAL
WorkFirst Employment & Training	\$8,849,639*	\$444,905	\$37,838,624	\$47,133,168
Food and Nutrition Employment & Training	\$1,428,076	\$23,519	\$741,656	\$2,193,251
Community Services Block Grant	\$26,853,797	\$0	\$0	\$26,853,797
Vocational Rehabilitation Employment Services	\$89,741,400	\$21,318,571	\$2,699,546	\$113,759,517
DSB Vocational Rehabilitation Employment Services	\$13,276,644	\$ 2,894,997	\$698,300	\$16,869,941
Intellectual and Developmental Disabilities Services for Adults; Substance Abuse Services for Adults; Mental Health Services for Adults (Long Term Support)	\$1,762,564	\$21,866,110	\$0	\$23,628,674
Senior Employment	\$2,231,667	\$6,738	\$241, 264	\$2,479,669
Total	\$144,143,787	\$46,554,840	\$41,978,126	\$ 232,918,017

* Service funding is driven by expenditures which occur at the local level. Counties have the discretion on how much federal dollars are used for these services.

DHHS WORKFORCE PROGRAMS – MARCH 18, 2015



Division of Social Services



WorkFirst Employment Services

Purpose	To help family members gain skills for employment, become employed, keep a job and become self-sufficient.
Enacting Legislation	Social Security Act, Title IV, Part A, as amended, Personal Responsibility and Work Opportunity Reconciliation Act of 1996, Public Law 104-193; Balanced Budget Act of 1997, Public Law 105-33. Reauthorized by the Deficit Reduction Act of 2005, Public Law. 109-171. NC General Statutes - 108A-27-39, S. L. 1999-237 (House Bill 168), S.L. 2001-424 (Senate Bill 1005).
Oversight	U.S. Department of Health & Human Service/Administration for Children & Families/Office of Family Assistance; NC DHHS- Division of Social Services
Target Population	Low income adults whose total gross family income must be at or below 200% of federal poverty.
Workforce Services	Services include but are not limited to transportation, child care, and other services to support employment.
Service Providers	Local DSSs
# Served, SFY 14	45,514 families
Key Measure	Number of adults entering employment <ul style="list-style-type: none">SFY 2014: 4,535



Division of Social Services



Food and Nutrition Employment and Training (FNS)

Program Purpose	To help recipients who receive Food and Nutrition Service find employment and move toward self-sufficiency.
Enacting Legislation	Code of Federal Regulations - CFR 273.7; Federal Public Law: PL 99-198.99sta.
Oversight	United States Department of Agriculture (USDA); NC DHHS-Division of Social Services
Target Population	Low income families determined eligible using a set of income thresholds that vary by family size and composition to determine who is in poverty.
Workforce Services	Services include job readiness skill development, training, structured job search; educational assessment, adult basic education, GED services and support; short-term vocational training
Service Providers	8 local DSSs via contract with Division of Workforce Solutions(formerly Employment Security Commission); 1 county that provides services independent of Workforce Solutions.
# Served, SFY 14	2,843 families
Key Measure	Percent of participants who become employed <ul style="list-style-type: none"> SFY 2014: 61%



Division of Social Services



Community Services Block Grant

Program Purpose	To provide financial and technical assistance to a network of community-based eligible entities for programs designed to assist low-income people with attaining skills, knowledge and supports to achieve economic self-sufficiency.
Enacting Legislation	42 USC 9901-9924
Oversight	US Department of Health and Human Services, Administration for Children and Families/ Office of Community Services- NC DHHS
Target Population	Low-income persons who are 100% of the Federal Poverty Guidelines
Workforce Services	Services include educational supports, employment assistance, emergency assistance, housing, transportation, nutrition services
Service Providers	39 Action Agencies
# Served, SFY 14	5,285 families
Key Measure	<p># of low income families rising above poverty level</p> <ul style="list-style-type: none">SFY 14: 587 <p>The number of participants obtaining employment</p> <ul style="list-style-type: none">SFY 14: 1,145



Division of Vocational Rehabilitation



Vocational Rehabilitation Employment Services

Program Purpose	To provide an array of services designed to help individuals with disabilities prepare for and engage in gainful employment consistent with their strengths, interests and abilities. Eligible individuals are those who have a physical, mental, developmental/intellectual, or communicative impairment that results in a substantial impediment to employment, who can benefit from vocational rehabilitation (VR) services for employment, and who require VR services.
Enacting Legislation	Title IV of the Workforce Innovation and Opportunity Act of 2014; Rehabilitation Act of 1973, as amended.
Oversight	U.S. Department of Education, Rehabilitation Services Administration; NCDHHS Division of Vocational Rehabilitation
Target Population	Eligible individuals age 14 and older with physical, mental or developmental/IDD disabilities
Workforce Services	Services include job seeking/search; direct job placement; vocational evaluation; diagnostic services; physical and mental restoration; assistive technology; modifications to vehicle, home, job and worksite; personal assistance; college or vocational training; on-the-job training; job-coaching; supported employment; school-to-work transition planning;
Service Providers	814.5 Rehabilitation professionals (State employees) via 32 unit offices across the State
# Served, FFY 14	54,795 served, 10,869 exited the program
Key Measure	% exiting the program with an employment outcome <ul style="list-style-type: none"> SFY 2014: 58.1%



Division of Mental Health, Developmental Disabilities, and Substance Abuse Services



Long Term Vocational Supports

Purpose	To provide assistance with maintaining a job for individuals with mental health/developmental disabilities and substance abuse issues who need services needs who no longer need intense level of Supported Employment
Enacting Legislation	General Statute, Chapter 122-C, Article 4 of the Mental Health, Developmental Disabilities, and Substance Abuse Act of 1985.
oversight	NC DHHS- Division of Mental Health, Developmental Disabilities and Substance Abuse Services- LME/MCO Providers
Target Population	Adults receiving MH/DD/SAS services
Workforce Services	Services include job search/job development; job coaching; community integration skill development needed to maintain employment; job sampling/job shadowing
Service Providers	9 LME/MCO Provider Networks
Individuals Served, SFY 14	1,496
Key Measure	Percentage of Individuals who reported choosing a community job. <ul style="list-style-type: none"> SFY 2014: 54%



Division of Aging and Adult Services



Senior Community Employment

Purpose	To provide subsidized training and community service assignments for low-income (125% below the poverty line) persons age 55 or older who are unemployed and have poor employment prospects
Enacting Legislation	20 CFR part 641
 Oversight	United States Department of Labor, Employment and Training Administration
Target Population	Low-income or unemployed adults, age 55 or older
Service Provider	5 Area Agencies on Aging which are referred to as sub-grantees. They provide service in 25 counties across the state.
# Served, SFY 14	344
Key Outcome Measure	% of individuals who achieve employment: <ul style="list-style-type: none">• SFY 2014: 40%



Department of Justice Settlement



- State is required to have 2500 people with mental illness in Supported Employment by 2019
- This is for integrated paid competitive work
- Existing providers are being used to support this effort as well as development of new providers
- Funded with Medicaid funding , State appropriated funds and Vocational Rehabilitation funding
- Providers must meet a fidelity scale such as the one developed by the Substance Abuse and Mental Health Services Administration (SAMSA)



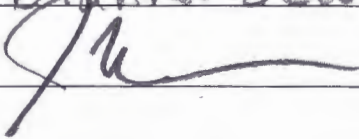
VISITOR REGISTRATION SHEET
Workforce and Economic Development

(Committee Name)

3-18-15

Date

VISITORS: PLEASE SIGN IN BELOW AND RETURN TO COMMITTEE
CLERK

<u>NAME</u>	<u>FIRM OR AGENCY AND ADDRESS</u>
Demetrius Debatch	Senator Gladys Robinson
Donna B. Clark	UNC Dept Govt.
Amanda Honaker	Trautman Sanders
ANDY WALSH	SA
Ezra Stilwell	NC SBE
Don BURCO	MWC
Andy Chase	KMA
Selva Carney	Division of Service for the Blind
Eddie Weaver	Services for the Blind
Dianna Downey	PSNMC
	MAC



VISITOR REGISTRATION SHEET
Workforce and Economic Development

(Committee Name)

3-18-15

Date

VISITORS: PLEASE SIGN IN BELOW AND RETURN TO COMMITTEE
CLERK

<u>NAME</u>	<u>FIRM OR AGENCY AND ADDRESS</u>
Andrew Robinson	NCRCMT
William Miller	7. WLM
De Patricia	NCADDA
Vala Cude	NC CC
Mary Brown	Alexander County Schools
Ruian Menwald	WM
Jeff Moore	Commerce / Ows
Calvin Mays Bryant	Commerce
John Haggard	GRM; HSS
John Hareli	MTFS
Emily Iz	NCDC
Sammy Robinson	Wc
Elizabeth R	BSP
Erin Jones	Wc



PAGES ATTENDING

Date: 3-18, Noon

Committee: Work Force & Eco. Devel. Room: 544

PLEASE PRINT LEGIBLY!!!!

Page Name [veeshirt]	Hometown	Sponsoring Senator
① Regina Wiechert	Spring Lake	Senator Rabin
② Gesche Bary	Charlotte	Senator Rabin
3 Ethan Walton	Wilson	Newton
4		
5		
6		
7		
8		
9		

Do not add additional names below the grid.

Pages: Please present this form to either the Committee Clerk at the Meeting or a Sgt. at Arms.



Senate Committee on Workforce and Economic Development
Wednesday, March 25, 2015, at 12:00 p.m.
Room 544

MINUTES

The Senate Committee on Workforce and Economic Development met at 12:00 p.m. on March 25, 2015, in Room 544. 14 members were present.

Senator David L. Curtis presided.

Senator Curtis called the meeting to order at 12:05 p.m. Senator Brown was called on to present Senate Bill 105, Include No. Veterans Employed/Annual Report. Senator Brown presented an Amendment. A motion was made by Senator Rabin to roll the Amendment into the Proposed Committee Substitute for SB 105 which would require corporations, insurance companies and limited liability companies (LLC) to include information on the number of veterans they employ in annual reports to the Secretary of State. All voted in favor to pass.

Senator Curtis called on Senator Bill Cook to present Senate Bill 112, Comm. Fishing Courses/Coastal Colleges, which would urge all of the coastal community colleges to offer courses on commercial fishing and aquaculture. All voted in favor and the bill passed.

Gary J. Salamid, Vice President Government Affairs, NC Commerce, gave a presentation regarding apprenticeships (attached).

Larry Phillips, Surry County Commissioner, and Chairman of NCACC Economic Development Task Force, was called on and presented County Economic Development Strategies (attached).

Ronnie Goswick, Director, Franklin County Economic Development Commission and North Carolina Economic Developers Association (NCEDA) was called to present "Summer Cruising" an event that exposes participants to current labor market data and qualifications needed for entrance into the workforce.

The meeting adjourned at 12:55 p.m.



Senator David L. Curtis, Presiding



Lynn Tennant, Committee Clerk



Principal Clerk _____
Reading Clerk _____

Corrected #1:

**SENATE
NOTICE OF COMMITTEE MEETING
AND
BILL SPONSOR NOTICE**

The Senate Committee on Workforce and Economic Development will meet at the following time:

DAY

DATE

TIME

ROOM

Wednesday March 25, 2015 12:00 PM 544 LOB

The following will be considered:

BILL NO.	SHORT TITLE	SPONSOR
SB 105	Include No. Veterans Employed/Annual Report.	Senator Brown
Senator Meredith		
SB 112	Comm. Fishing Courses/Coastal Colleges.	Senator Cook
Senator Tillman		
Senator Sanderson		

Chairman Sen. David Curtis, presiding

Senator Chad Barefoot, Co-Chair
Senator David L. Curtis, Co-Chair
Senator Ronald J. Rabin, Co-Chair



WORKFORCE AND ECONOMIC DEVELOPMENT COMMITTEE AGENDA

Sen. Chad Barefoot Sen. David L. Curtis Sen. Ronald J. Rabin

**Wednesday, March 25, 2015
Room 544, Legislative Office Building
12:00 p.m.**

- I. Welcome**
Sen. David L. Curtis, Co-Chairman
- II. Proposed Committee Substitute for Senate Bill 105**
Include No. Veterans Employed/Annual Report
- III. Senate Bill 112**
Comm. Fishing Courses/Coastal Colleges
- IV. NC Chamber**
Gary J. Salamido, Vice President Government Affairs
- V. NCACC: County Economic Development Strategies**
*Larry Phillips, Surry County Commissioner
Chairman, NCACC Economic Development Task Force
NC Association of County Commissioners (NCACC)*
- VI. NCEDA: Working Together Works**
*Ronnie Goswick, Director
Franklin County Economic Development Commission
NC Economic Developers Association (NCEDA)*
- VII. Adjournment**

**Next Meeting Date: Wednesday, April 1, 2015
in Room 544, LOB, at 12:00 p.m.**



**NORTH CAROLINA GENERAL ASSEMBLY
SENATE**

WORKFORCE AND ECONOMIC DEVELOPMENT COMMITTEE REPORT

Senator Barefoot, Co-Chair

Senator Curtis, Co-Chair

Senator Rabin, Co-Chair

Wednesday, March 25, 2015

Senator Curtis,
submits the following with recommendations as to passage:

UNFAVORABLE AS TO BILL, BUT FAVORABLE AS TO COMMITTEE SUBSTITUTE BILL

SB 105

Include No. Veterans Employed/Annual Report.

Draft Number: S105-PCS15196-MD-1

Sequential Referral: None

Recommended Referral: None

Long Title Amended: No

TOTAL REPORTED: 1

Senator Harry Brown will handle SB 105



* C M R 8 2 - V - 3 *

**NORTH CAROLINA GENERAL ASSEMBLY
SENATE**

WORKFORCE AND ECONOMIC DEVELOPMENT COMMITTEE REPORT

Senator Barefoot, Co-Chair

Senator Curtis, Co-Chair

Senator Rabin, Co-Chair

Wednesday, March 25, 2015

Senator Curtis,
submits the following with recommendations as to passage:

FAVORABLE

SB 112

Comm. Fishing Courses/Coastal Colleges.

Draft Number: None

Sequential Referral: None

Recommended Referral: None

Long Title Amended: No

TOTAL REPORTED: 1

Senator Bill Cook will handle SB 112



* C M R 7 9 - V - 1 *



NORTH CAROLINA GENERAL ASSEMBLY
AMENDMENT
Senate Bill 105

AMENDMENT NO. _____
(to be filled in by
Principal Clerk)

S105-ATA-1 [v.1]

Page 1 of 1

Comm. Sub. [YES]
Amends Title [NO]
S105-CSMD-1[v.4]

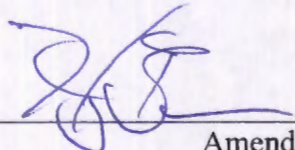
Date _____, 2015

Senator _____

1 moves to amend the bill on page 2, line 44,
2 by rewriting that line to read:

3
4 " liability company in this State during the period covered by the report who are
5 veterans."
6
7
8

SIGNED


Amendment Sponsor

SIGNED

Committee Chair if Senate Committee Amendment

ADOPTED

FAILED

TABLED



* S 1 0 5 - A T A - 1 - V - 1 *

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2015

S

D

SENATE BILL 105
PROPOSED COMMITTEE SUBSTITUTE S105-CSMD-1 [v.4]

3/24/2015 11:32:10 AM

Short Title: Include No. Veterans Employed/Annual Report.

(Public)

Sponsors:

Referred to:

February 23, 2015

A BILL TO BE ENTITLED
AN ACT TO REQUIRE THAT INFORMATION ABOUT THE NUMBER OF VETERANS
EMPLOYED BY A CORPORATION OR A LIMITED LIABILITY COMPANY BE
INCLUDED IN ANNUAL REPORTS SUBMITTED BY THOSE CORPORATIONS.

The General Assembly of North Carolina enacts:

SECTION 1. G.S. 55-16-22 reads as rewritten:
"§ 55-16-22. Annual report.

...
(a3) The annual report required by this section shall be in a form jointly prescribed by the Secretary of Revenue and the Secretary of State. The Secretary of Revenue shall provide the form needed to file an annual report. The Secretary of State shall prescribe the form needed to file an annual report electronically and shall provide this form by electronic means. The annual report shall set forth all of the following:

- (1) The name of the corporation and the state or country under whose law it is incorporated.
- (2) The street address, and the mailing address if different from the street address, of the registered office, the county in which its registered office is located, and the name of its registered agent at that office in this State, and a statement of any change of such registered office or registered agent, or both.
- (3) The address and telephone number of its principal office.
- (4) The names, titles, and business addresses of its principal officers.
- (4a) Repealed by Session Laws 1997-475, s. 6.1, effective January 1, 1998.
- (5) A brief description of the nature of its business.
- (6) The number of full-time equivalent employees employed by the corporation in this State during the period covered by the report who are veterans.

If the information contained in the most recently filed annual report has not changed, a certification to that effect may be made instead of setting forth the information required by subdivisions (2) through (5) of this subsection.

- ...
(i) The following definitions apply in this section:
- (1) The Number of Full-Time Equivalent Employees. – A number equal to the total number of hours worked during a particular year by employees of the employer who are veterans, divided by 52, and then divided again by 40.
 - (2) Qualifying Service. – Any of the following:





- a. Any length of active full-time service other than active duty for training prior to September 8th, 1980.
 - b. At least 24 months of active full-time service other than active duty for training since September 8th, 1980.
 - c. 90 consecutive days of active full-time service during a period of war as defined in Title 38, United States Code.
 - d. Any active full-time service or training which resulted in death or disability to the service member.
- (3) Veteran. – A person with qualifying service in the Armed Forces of the United States including the Army, Navy, Air Force, Marine Corps, Coast Guard, or as a commissioned officer of the Public Health Service, the Environmental Science Services Administration, or the National Oceanic and Atmospheric Administration and who was discharged under conditions other than dishonorable or has achieved veteran status and continues serving."

SECTION 2. G.S. 57D-2-24(a) reads as rewritten:

"§ 57D-2-24. Annual report for Secretary of State.

(a) Excluding professional limited liability companies governed by G.S. 57D-2-02, each LLC and each foreign LLC authorized to transact business in this State must deliver to the Secretary of State for filing annual reports on a form prescribed by, and in the manner required by, the Secretary of State and as otherwise provided in subsection (b) of this section. Each annual report must specify the year for which the report applies and provide the information required by this subsection. The information must be current as of the date the limited liability company completes the report. If the information in the limited liability company's most recent annual report has not changed, the limited liability company may certify in its annual report that the information has not changed in lieu of restating the information.

The following information must be included in each annual report:

- (1) The name of the limited liability company and, in the case of a foreign LLC, any different name that the foreign LLC is authorized under Article 3 of Chapter 55D of the General Statutes to use to transact business in this State, as provided in the foreign LLC's certificate of authority.
- (2) In the case of a foreign LLC, the name of the jurisdiction under whose law the foreign LLC is organized.
- (3) The street address, and the mailing address if different from the street address, of the limited liability company's registered office in the State, the county in which the registered office is located, the name of its registered agent at that office, and a statement of any change of the registered office or registered agent.
- (4) The address and telephone number of its principal office.
- (5) The names, titles, and business addresses of the limited liability company's principal company officials.
- (6) A brief description of the nature of its business.
- (7) The number of full-time equivalent employees employed by the limited liability company during the period covered by the report who are veterans.

...

(e) The following definitions apply in this section:

- (1) The Number of Full-Time Equivalent Employees. – A number equal to the total number of hours worked during a particular year by employees of the employer who are veterans, divided by 52, and then divided again by 40.
- (2) Qualifying Service. – Any of the following:



- a. Any length of active full-time service other than active duty for training prior to September 8th, 1980.
- b. At least 24 months of active full-time service other than active duty for training since September 8th, 1980.
- c. 90 consecutive days of active full-time service during a period of war as defined in Title 38, United States Code.
- d. Any active full-time service or training which resulted in death or disability to the service member.

(3) Veteran. – A person with qualifying service in the Armed Forces of the United States including the Army, Navy, Air Force, Marine Corps, Coast Guard, or as a commissioned officer of the Public Health Service, the Environmental Science Services Administration, or the National Oceanic and Atmospheric Administration and who was discharged under conditions other than dishonorable or has achieved veteran status and continues serving."

SECTION 3. Part 5 of Article 1 of Chapter 55 of the General Statutes is amended by adding a new section to read:

"§ 55-1-51. Publication of information about the employment of military veterans by North Carolina employers.

Using the information reported pursuant to G.S. 55-16-22(a3)(6) and G.S. 57D-2-24(a)(7), the Secretary of State shall compile summary information about the number of veterans employed in this State by corporations and limited liability companies and shall annually publish that information on its Web site no later than October 1."

SECTION 4. The Department of Labor, the Department of Insurance, the Employment Security Commission, the Department of Commerce, and the Industrial Commission shall, to the extent feasible, assist the Secretary of State in notifying the public of the requirements of G.S. 55-16-22(a3)(6) and G.S. 57D-2-24(a)(7).

SECTION 5. This act becomes effective January 1, 2016, and applies to annual reports submitted on or after that date.



GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2015

S

1

SENATE BILL 105

Short Title: Include No. Veterans Employed/Annual Report. (Public)

Sponsors: Senators Brown, Meredith (Primary Sponsors); Clark, D. Davis, Lowe, and Rabin.

Referred to: Rules and Operations of the Senate.

February 23, 2015

1 A BILL TO BE ENTITLED
2 AN ACT TO REQUIRE THAT INFORMATION ABOUT THE NUMBER OF VETERANS
3 EMPLOYED BY A CORPORATION OR A LIMITED LIABILITY COMPANY BE
4 INCLUDED IN ANNUAL REPORTS SUBMITTED BY THOSE CORPORATIONS.

5 The General Assembly of North Carolina enacts:

6 SECTION 1. G.S. 55-16-22 reads as rewritten:
7 "§ 55-16-22. Annual report.

8 ...
9 (a3) The annual report required by this section shall be in a form jointly prescribed by
10 the Secretary of Revenue and the Secretary of State. The Secretary of Revenue shall provide
11 the form needed to file an annual report. The Secretary of State shall prescribe the form needed
12 to file an annual report electronically and shall provide this form by electronic means. The
13 annual report shall set forth all of the following:

- 14 (1) The name of the corporation and the state or country under whose law it is
15 incorporated.
16 (2) The street address, and the mailing address if different from the street
17 address, of the registered office, the county in which its registered office is
18 located, and the name of its registered agent at that office in this State, and a
19 statement of any change of such registered office or registered agent, or
20 both.
21 (3) The address and telephone number of its principal office.
22 (4) The names, titles, and business addresses of its principal officers.
23 (4a) Repealed by Session Laws 1997-475, s. 6.1, effective January 1, 1998.
24 (5) A brief description of the nature of its business.
25 (6) The number of full-time equivalent employees employed by the corporation
26 during the period covered by the report who are veterans, as that term is
27 defined in G.S. 165-3.

28 If the information contained in the most recently filed annual report has not changed, a
29 certification to that effect may be made instead of setting forth the information required by
30 subdivisions (2) through (5) of this subsection."

31 SECTION 2. G.S. 57D-2-24(a) reads as rewritten:
32 "§ 57D-2-24. Annual report for Secretary of State.

33 (a) Excluding professional limited liability companies governed by G.S. 57D-2-02,
34 each LLC and each foreign LLC authorized to transact business in this State must deliver to the
35 Secretary of State for filing annual reports on a form prescribed by, and in the manner required



by, the Secretary of State and as otherwise provided in subsection (b) of this section. Each annual report must specify the year for which the report applies and provide the information required by this subsection. The information must be current as of the date the limited liability company completes the report. If the information in the limited liability company's most recent annual report has not changed, the limited liability company may certify in its annual report that the information has not changed in lieu of restating the information.

The following information must be included in each annual report:

- (1) The name of the limited liability company and, in the case of a foreign LLC, any different name that the foreign LLC is authorized under Article 3 of Chapter 55D of the General Statutes to use to transact business in this State, as provided in the foreign LLC's certificate of authority.
- (2) In the case of a foreign LLC, the name of the jurisdiction under whose law the foreign LLC is organized.
- (3) The street address, and the mailing address if different from the street address, of the limited liability company's registered office in the State, the county in which the registered office is located, the name of its registered agent at that office, and a statement of any change of the registered office or registered agent.
- (4) The address and telephone number of its principal office.
- (5) The names, titles, and business addresses of the limited liability company's principal company officials.
- (6) A brief description of the nature of its business.
- (7) The number of full-time equivalent employees employed by the limited liability company during the period covered by the report who are veterans, as that term is defined in G.S. 165-3.

SECTION 3. Part 5 of Article 1 of Chapter 55 of the General Statutes is amended by adding a new section to read:

"§ 55-1-51. Publication of information about the employment of military veterans by North Carolina employers.

Using the information reported pursuant to G.S. 55-16-22(a3)(6) and G.S. 57D-2-24(a)(7), the Secretary of State shall compile summary information about the number of veterans employed in this State by corporations and limited liability companies and shall annually publish that information on its Web site no later than June 1."

SECTION 4. This act becomes effective October 1, 2015, and applies to annual reports submitted on or after that date.



SENATE BILL 105: Include No. Veterans Employed/Annual Report

2015-2016 General Assembly

Committee:	Senate Workforce and Economic Development	Date:	March 25, 2015
Introduced by:	Sens. Brown, Meredith	Prepared by:	Jennifer Mundt
Analysis of:	PCS to First Edition S105-CSMD-1 [v.4]		Committee Staff

SUMMARY: *The Proposed Committee Substitute (PCS) for Senate Bill 105 would require corporations, insurance companies, and limited liability companies (LLC) to include information on the number of veterans they employ in annual reports to the Secretary of State.*

CURRENT LAW: requires domestic and foreign corporations, insurance companies, and LLCs to deliver an annual report to the Secretary of State that includes:

- The name of the entity and the state or country under whose law it is incorporated.
- The street and mailing address if different, of the registered office, the county in which it is located, and the name of its registered agent.
- Address and telephone number of its principal office.
- Names, titles, and business addresses of principal officers.
- A brief description of the nature of its business.

BILL ANALYSIS: Senate Bill 105 would:

- Require each domestic corporation and each foreign corporation authorized to transact business in this State to include in its annual report to the Secretary of State the number of full-time equivalent employees employed by the corporation in this State during the period covered who are veterans.
- Require each LLC and each foreign LLC authorized to transact business in this State to include in its annual report to the Secretary of State the number of full-time equivalent employees employed by the LLC in this State during the period covered who are veterans.

For purposes of submitting these annual reports to the Secretary of State, the **PCS** would define the terms "*the number of full-time equivalent employees*," "*qualifying service*," and "*veteran*."

The bill would direct the Secretary of State to compile and publish summary information about the number of veterans employed in this State by corporations and LLCs on its Web site on or before October 1 of each year. The **PCS** would direct the Departments of Labor, Insurance, and Commerce, the Employment Security Commission, and the Industrial Commission to assist the Secretary of State in notifying the public of the requirement to report the number of veterans employed by corporations and LLCs.

EFFECTIVE DATE: Senate Bill 105 would become effective January 1, 2016, and would apply to annual reports submitted on or after that date.

O. Walker Reagan
Director



Research Division
(919) 733-2578



GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2015

FILED SENATE
Feb 24, 2015
S.B. 112
PRINCIPAL CLERK

S

D

SENATE DRS15054-LE-13 (01/27)

Short Title: Comm. Fishing Courses/Coastal Colleges. (Public)

Sponsors: Senators Cook, Tillman, and Sanderson (Primary Sponsors).

Referred to:

1 A BILL TO BE ENTITLED
2 AN ACT URGING ALL COASTAL COMMUNITY COLLEGES TO OFFER COURSES ON
3 COMMERCIAL FISHING AND AQUACULTURE.

4 Whereas, the commercial fishing industry in North Carolina is a traditional maritime
5 industry that began in the early 18th century; and

6 Whereas, not only does commercial fishing bring fresh, local seafood to market, it is
7 a way of life and a mainstay of the coastal economy; and

8 Whereas, Carteret Community College supports commercial fishing by offering
9 classes in aquaculture; and

10 Whereas, these classes include (i) a 12-hour program of introductory courses that
11 leads to a certificate; (ii) a full-time, one-year program that includes training in more advanced
12 techniques; and (iii) a full-time, two-year course of study that leads to an associate's degree;
13 and

14 Whereas, the associate's degree program includes advanced instruction in issues
15 related to aquaculture, such as water quality, genetics, breeding, nutrition, and diseases; and

16 Whereas, some of these classes can be transferred to four-year marine biology
17 programs; and

18 Whereas, Brunswick Community College offers (i) an aquaculture program,
19 focusing on freshwater aquaculture and (ii) other classes via distance learning through a
20 cooperative arrangement with Carteret Community College; and

21 Whereas, community college classes in commercial fishing and aquaculture are not
22 uniformly available in the coastal area of the State; Now, therefore,
23 The General Assembly of North Carolina enacts:

24 **SECTION 1.** The General Assembly urges all community colleges serving the
25 coastal area of the State to offer classes on commercial fishing and aquaculture.

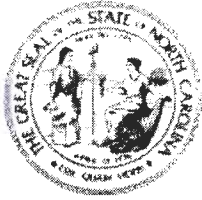
26 **SECTION 2.(a)** The North Carolina Community Colleges System Office shall
27 provide technical assistance to these colleges on offering such classes.

28 **SECTION 2.(b)** The North Carolina Community Colleges System Office shall
29 report to the Joint Legislative Education Oversight Committee on any fiscal and administrative
30 issues it identifies that limit colleges' ability to offer such courses.

31 **SECTION 3.** This act is effective when it becomes law.







SENATE BILL 112: Comm. Fishing Courses/Coastal Colleges

2015-2016 General Assembly

Committee:	Senate Workforce and Economic Development	Date:	March 25, 2015
Introduced by:	Sens. Cook, Tillman, Sanderson	Prepared by:	Jennifer Mundt
Analysis of:	First Edition		Committee Staff

SUMMARY: *Senate Bill 112 would urge all of the coastal community colleges to offer courses on commercial fishing and aquaculture.*

BILL ANALYSIS: Senate Bill 112 would urge all of the community colleges that serve the coastal area of the State to offer classes in commercial fishing and aquaculture. The bill would direct the North Carolina Community Colleges System Office to provide technical assistance to these community colleges to offer courses on commercial fishing and aquaculture and directs the Office to report to the Joint Legislative Education Oversight Committee on any fiscal and administrative issues that limit the colleges' ability to offer such courses.

EFFECTIVE DATE: Senate Bill 112 would be effective when it becomes law.







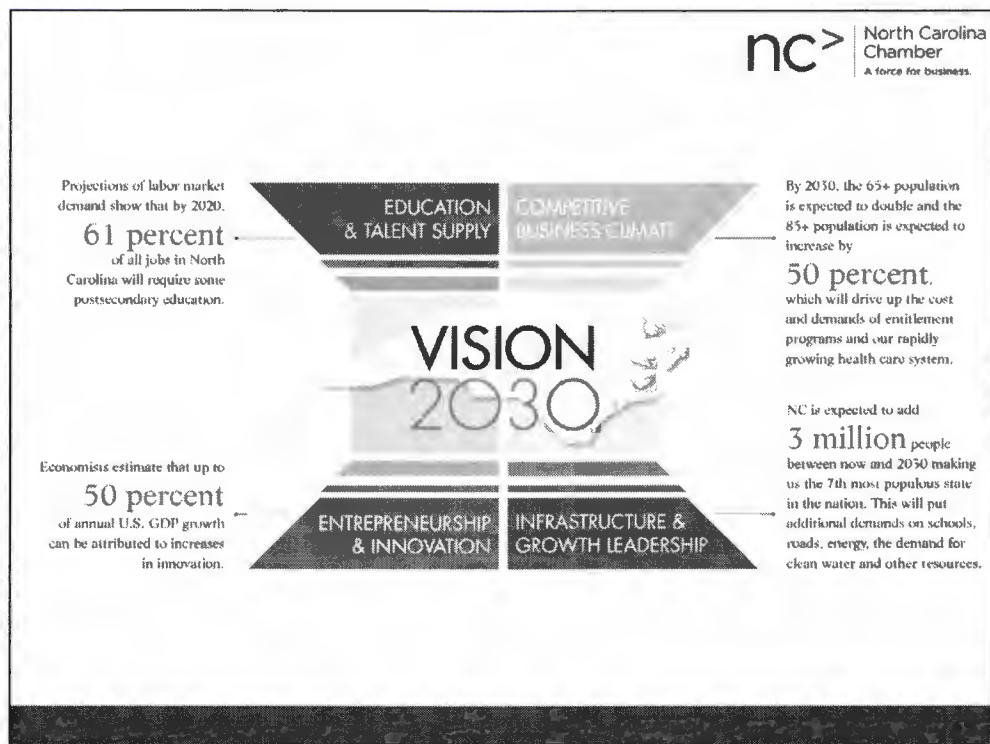
North Carolina
Chamber

A force for business.

NC Chamber Snapshot



- > **35,000** members
- > Employ **1.2 million**
- > Approximately **30% of total private sector workforce**
- > \$5 million budget/ 20 staff
- > **100% business funded**
- > NC Chamber Federation – **80+ Local Chambers**
- > State affiliate for **US Chamber of Commerce** and **National Association of Manufacturers**
- > **Force for Business**



To be a winner in the global jobs war, North Carolina must strive for excellence in four key areas – “Pillars of a Secure Future.” Bolstering the four pillars is essential to creating good jobs. Within each pillar are several key drivers for robust economic growth along with recommendations for implementation. These four key economic pillars are:

- Education and Talent Supply
- Business Climate
- Entrepreneurship and Innovation
- Infrastructure and Growth Leadership

While each pillar is separate and unique, no single one should be considered in isolation of the others. Instead, the pillars should be considered together to achieve a strategic regional, national, and global competitive advantage for North Carolina in the war for good jobs.

Challenge: The Growing Skills Gap

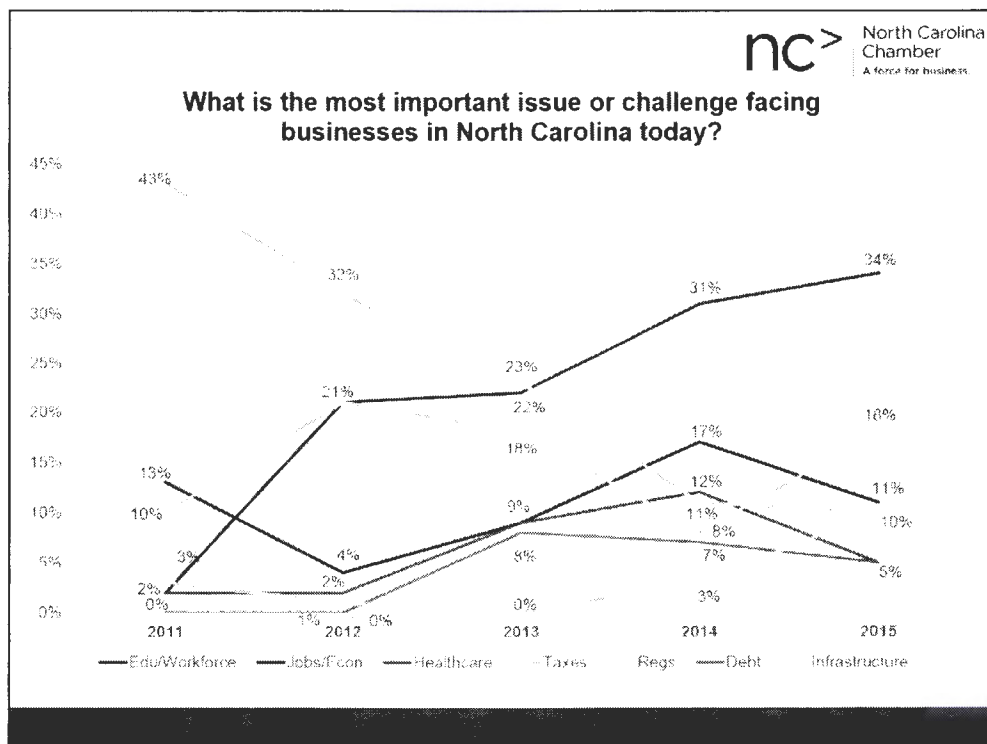
- > 83% of U.S. manufacturers say lack of skilled workers hurts business
- > 600K U.S. manufacturing jobs unfilled due to gap
- > NC is competing globally – fast-paced, hi-tech

Access to a highly skilled and educated workforce is the most critical element for innovation success. Increasingly, companies report they cannot find individuals with the skills required for today's advanced manufacturing workplaces. While this is a national challenge, it is also one that hits home for businesses in North Carolina.

Over past decades, North Carolina has reinvented itself as a leader in high-tech manufacturing businesses, like biotech, pharmaceutical and aerospace, and our traditional industries are also innovating and evolving. North Carolina manufacturers and others employers rely on skilled workers to lead and grow the economy.

While North Carolina has education assets that are the envy of many other states, the overall pace of education and workforce development must accelerate in North Carolina to compete globally for good jobs and provide a secure future for North Carolinians.

** sources- Manufacturing Institute, U. of Phoenix



Every year, the NC Chamber surveys its members on North Carolina's economy, how the state's business climate compares to other states, the health and growth of their companies, and the top challenges threatening future success.

The top issue, talent supply, has steadily increased as a response to this question. In 2011, it only polled at 3 percent. Since then, it has grown every year, topping the list of issues last year and again this year. Anecdotally, the skills gap is one of the top concerns (if not the top concern) we hear in other feedback we receive from members.

Solution:

Link Workforce Development & Jobs

Importance of breaking down silos within the education system to focus on lifelong training.

First, we want to thank Will Collins and NC WORKS for the great work they are doing.

The NC Chamber Foundation commissioned a study that showed an increased need for effective coordination and delivery of employment and training services and to match more effectively and efficiently the workforce needs of North Carolina employers with individuals seeking work. Our state's workforce development must evolve and advance at the same pace of business and industry growth in order to maintain a competitive, world-class workforce.

Actionable Items:

- > Continue efforts to maximize Certified Work Ready Communities and apprenticeships
- > Better align Prosperity Zones and WIOA local areas
- > Better coordination between NCWORKS, business community and job seekers
- > Establish employer-based performance measures
- > Special Veterans Initiatives
- > Maximize grant writing and cross-agency coordination

Jake provided TP's

-For example- CDL

Bullet two - WIOA is Workforce Innovation and Opportunity Act –
Congresswoman Foxx lead in 2014 – signed by president

There is a lot of stuff in WIOA for state flexibility plus this encourages action on the state level to do some alignment around economic development and local offices

Current NC Business Initiatives

Fact: Business in North Carolina and in every state across the nation is the number one consumer of educated talent. To say the least, business cares deeply and we are much invested.

North Carolina businesses are focused on achievement and outcomes to close the skills gap to ensure they have a qualified, competitive workforce. Across the state, businesses are leaning in and significantly investing to augment the skills and competitiveness of our workforce through apprenticeship, youth leadership, STEM and other business education programs.

Here are three examples of how the NC Chamber and our members are working with local high schools and community colleges to proactively meet their workforce needs.

NCWORKS Certified Work Ready Community

- > Initiative that ties a number of workforce programs together
- > Credential that has national recognition/acceptance
- > Employers benefit
 - > Reduced training cost
 - > High retention
- > Economic development advantage
- > NC Chamber Foundation serves as certifying board

As part of the state's comprehensive workforce development effort, NCWorks, North Carolina is launching a statewide initiative to certify communities and counties as NCWorks Certified Work Ready Communities.

In 2005, the North Carolina Community College System, in partnership with the Department of Commerce, began a pilot program to assist individuals in achieving the NCRC. The awareness and popularity of this work laid a foundation for the North Carolina East Alliance (formerly the North Carolina Eastern Region) to pilot a process to certify counties as Work Ready Communities, beginning in 2011, in partnership with the North Carolina Rural Center. The announcement of NCWorks as the state's framework for workforce development initiatives in 2013 allows the previous pilot work to be scaled throughout the state to all counties that wish to earn the NCWorks Certified Work Ready Community designation.

The North Carolina Chamber Foundation serves as the final certifying body to designate a NC Works Certified Work Ready Community.

Community Benefits: By participating in the NCWorks Certified Work Ready Communities initiative, counties, regions and states are helping:

Business and industry know exactly which foundational skills they need for a productive workforce – and to easily communicate their needs

Individuals understand which skills are required by employers – and how to prepare themselves for success

Policy makers consistently measure the skills gap in a timely manner at the national, state and local levels

Educators close the skills gap, via tools integrated into career pathways with stackable industry-recognized credentials

Economic developers use an on-demand reporting tool to market the quality of their workforce

Andrews Aviation Academy

- > 150 Aviation Academy Students – 100% Graduation Rate
- > Early College Program – Head start on FAA Certifications
- > Provides aviation community with pipeline of skilled workers
- > Keeps talented youth in NC
- > Internships, scholarships, degrees, certifications & hands-on experience



The Aviation Academy at Andrews High School is an Early College program which provides free college classes and free college textbooks for students interested in aviation or engineering careers. Students can earn an associates degree from GTCC while still in high school!

We also provide paid internships at aviation businesses, job shadowing opportunities, and FAA licenses and industry certifications, such as SolidWorks and AutoCAD. The five main tracks of the program are engineering, pilot, airframe & powerplant mechanic (A&P), avionics technician, and aviation business.

Apprenticeships



Companies like Bühler Aeroglise know that if they want to continue driving innovation they must invest in their future. Knowing that their future depends on their people, Bühler Aeroglise joined seven local companies to create a hands-on apprenticeship program to develop experts needed in the modern workforce. The North Carolina Triangle Apprenticeship Program (NCTAP) is a 4-year program that starts in the senior year of high school and is divided into modules, with classes at Wake Tech Community College and the company where the apprentice is employed. This form of dual-education apprenticeship is based on the best examples found in Austria, Germany and Switzerland.

At the end of this program the apprentice receives an AAS degree in Mechanical Engineering Technology, a Journeyman Certification from NC Department of Commerce and US Department of Labor, and four years of paid work experience. Speaking with Luke, a current apprentice, the rewards of this program for him are the combination of a college education while working with his hands and developing the skills employers are looking for in an employee.

The result of the program will be a well-skilled, well-rounded graduate who is guaranteed employment and a professional career. Additionally, the long-run benefits for the company are significant. Recent studies in Europe show that an employer investing in an apprentice over four years receives a 7.25 percent

return on investment.

Through their work with NCTAP, Bühler Aeroglide is taking a proactive approach to close the skills gap and ensure a qualified, competitive workforce for manufacturers.



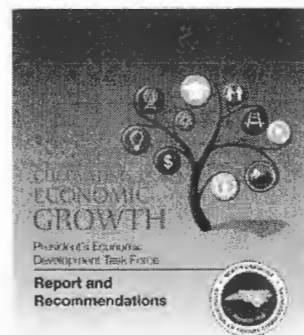
COUNTY ECONOMIC DEVELOPMENT STRATEGIES

March 25, 2015
Larry Phillips
Surry County Commissioner
Chairman, NCACC Economic Development Task Force

1

NCACC ECONOMIC DEVELOPMENT TASK FORCE

- 26 Members
- Rural and Urban County Representation
- Listening tours
- 6 Recommendations



2

PARTNERING for ECONOMIC DEVELOPMENT

- Develop a strategic approach that is easy to understand
 - collaborate and share in cost of mutually beneficial interests
- Develop a *regional* economic vision
 - partner with surrounding counties to sell the area, not just what is in county lines.
- Develop a collaborative mind-set
 - partisanship and county turf wars are in no one's interests

3

INCENTIVES and FLEXIBILITY

- Counties' incentives policies or guidelines should be flexible
 - include non-tax incentives
 - make county business friendly
 - acknowledge and quantify value
- Require deliverables that demonstrate progress
 - assures citizens that investments are protected
- Counties need a tool to help calculate Return on Investment

4

SITE SELECTION PROCESS

- Think regionally
 - highlight regional assets
- Educate stakeholders on the importance of having Certified Sites
 - saves companies time and money
- Approach infrastructure investments with a long-term view
 - onsite access to water and sewer can be a valuable asset

5

ACCESS TO CAPITAL

- Convene groups of those who provide various kinds of small business assistance at the local level
- Consolidate resource information in one place online.
- Set up a revolving loan fund for small business development or expansion.
- Periodically request an open dialogue with representatives of their small business community.

6

STRENGTHING the AGRI-BUSINESS ECONOMY in RURAL AREAS

- Invite federal and state agencies to educate citizens on international markets for products
- Define an expanded role for Cooperative Extension and promote expansion of NCSU Farm Schools
- Develop Strategies to promote local agricultural growth with the same urgency as manufacturing growth

7

WORKFORCE ALIGNMENT and CAPACITY

- Promote apprenticeship programs
- Convene local forums to understand gaps in workforce needs and availability
- Develop strong working relationships with the county economic development commission and director

8

TOURISM and TALENT ATTRACTION

- Use the Tourism, Film and Sports Development Division to highlight county and regional assets
- Invest in recreational opportunities, walkable communities and small business support
- Keep county presence on NC tourism website updated

9

COUNTY ECONOMIC DEVELOPMENT LEGISLATIVE GOAL

Support legislation to grow North Carolina's statewide economy through sound state investments, including public infrastructure funding, competitive incentives, and coordinated efforts with county economic development services.

- Adopt new approaches to economic development incentives to include rural counties
- Restore the film and historic preservation tax credits
- Maintain grant funding for rural infrastructure projects

10

PARTING WORDS

“The state is completely changing how it does economic development, and I believe that counties need to be represented during this process. It is critical that the state understands the different issues counties face when it comes to economic development—a one-size-fits-all approach will not work.”

--Ray Jeffers, Person County
former NCACC President

11

SUMMER CRUISING



- Franklin, Granville, Person, Vance & Warren counties
- Three day event for Career Technical Teachers, Core Teachers, Guidance Counselors and Support Staff
- Objectives: To identify and visit emerging industries within the Kerr-Tar Regional Council of Governments
- Expose participants to current labor market data and qualifications needed for entrance into the workforce









QUESTIONS



VISITOR REGISTRATION SHEET

Name of Committee

Date

VISITORS: PLEASE SIGN IN BELOW AND RETURN TO COMMITTEE CLERK

NAME

FIRM OR AGENCY AND ADDRESS

Lexi Morgan	NCRMA
Elizabeth Robinson	NCRMA
Preston Howard	NCMA
J Goodman	NC CHAMBER
Dennis B. Clark	UNC Dept. Ext.
Carol Murphy	NC State Dept. of Agriculture
Chad Bagwell	NCSU Social Work Department
Mike Daniels	Wanchese Fish Co
Jerry Schill	NCTA
Harry Schifferman	Asst County Oregon Inlet Task Force
Malcolm Fanning	N.C. Dot Board members



VISITOR REGISTRATION SHEET

Name of Committee

Date

VISITORS: PLEASE SIGN IN BELOW AND RETURN TO COMMITTEE CLERK

NAME

FIRM OR AGENCY AND ADDRESS

Joe McClees	McClees Consulting
Sarah Wolfe	MWC
Monique Conway	NC State, Dept of Social Work
Yasmeen Herdy	NC State, Dept of Social Work
Seadra Duncan	NC State, Dept of Social Work
Patricia Adams	NC State, Dept of Social Work
Quinton D. Lewis	Lewis Consulting
Larry R. Pirkakis	VICE-CHAIRMAN Spring County Commissioners
Hugh Johnson	NCACC
Mary Shuping	NCCCS
Cathleen Morgan Bryant	Commuro



VISITOR REGISTRATION SHEET

Name of Committee

Date

VISITORS: PLEASE SIGN IN BELOW AND RETURN TO COMMITTEE CLERK

NAME

FIRM OR AGENCY AND ADDRESS

Mike Arnold	SOS
Bonnie Boswick	Franklin County + NCEDA
John Pearson	NCEDA
GERRY CATH	Nelson Mulhins
Gary Salamida	NCCC
Mike Carlson	NCCC
Amber Harris	NCAACC
Andy Chase	KMA



SENATE PAGES ATTENDING

COMMITTEE: Workforce Eco. Dev. ROOM: 544

DATE: 3-25 TIME: Noon

PLEASE PRINT LEGIBLY!!!!!!!!!!!!!!....or else!

	Page Name	Hometown	Sponsoring Senator
1.	Anna Human	Hamlet	McInnis
2.	Sam ^{Crouse} Crouse	Spruce Pine	Hise
3.	Jacob Bone	Holly Springs	Bartinger
4.	Stefan Little	Raleigh	Stein
5.	Amrith Sripavakula	Cary	Barringer
6.			
7.			
8.			
9.			
10.			

Do not add names below the grid.

Pages: Present this form to either the Committee Clerk at the meeting or to the Sgt-at-Arms.



Committee Sergeants at Arms

NAME OF COMMITTEE Senate Comm. on Workforce & Econ. Devel.

DATE: 3-25-15

Room: 544

House Sgt-At Arms:

1. Name: Jim Hamilton

2. Name: Giles Jeffreys

3. Name: _____

4. Name: _____

5. Name: _____

Senate Sgt-At Arms:

1. Name: _____

2. Name: _____

3. Name: _____

4. Name: _____

5. Name: _____

Senate Committee on Workforce and Economic Development
Wednesday, April 1 at 12:00
Room 544

MINUTES

The Senate Committee on Workforce and Economic Development met at 12:02 pm on April 1, 2015 in Room 544. 14 members were present.

Senator Ronald J. Rabin presided.

Senate Bill 359:

Senate Bill 359 would encourage the promotion of the "NC-Thinks" State Employee Suggestion Program by: directing inclusion of details of NC-Thinks in the State Human Resources Manual; requiring the Office of State Human Resources to promote and make employees aware of NC-Thinks; and directing State agencies to include a hyperlink to the NC-Thinks Web site on agency homepages.

Motion to accept PCS by Senator Ronald J. Rabin
The Proposed Committee Substitute makes only technical changes.

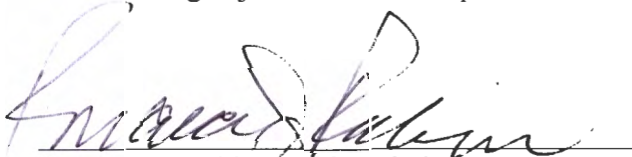
Motion made by Senator Tom McInnis
2nd made by Senator Joyce Waddell
Unfavorable to Bill
Favorable to PCS

Dr. J Larry Keen, President and Dr. David Brand, Senior Vice President at Fayetteville Technical Community College gave a presentation titled "Awarding Credit Where Credit is Due". See attached.

Dr. David Johnson, President of Johnston Community College spoke about the needs of his college. Specifically the lack of funding to recruit and retain qualified faculty and staff. Dr. Johnson stressed that companies need qualified students for their workforce and have addressed that the Community College is not meeting their needs due to the lack in essential equipment, curriculum and facilities.

Eric Stevenson, Transition Services Specialist at Fort Bragg, presented on Soldier for Life – TAP program. See attached.

The meeting adjourned at 12:54 pm.


Senator Ronald J. Rabin, Chair
Presiding


Sheri Hood, Committee Clerk



Principal Clerk
Reading Clerk

SENATE
NOTICE OF COMMITTEE MEETING
AND
BILL SPONSOR NOTICE

The **Senate Committee on Workforce and Economic Development** will meet at the following time:

DAY	DATE	TIME	ROOM
Wednesday	April 1, 2015	12:00 PM	544 LOB

The following will be considered:

BILL NO.	SHORT TITLE	SPONSOR
SB 359	Promote NC-Thinks.	Senator Alexander

Chairman Sen. Ron Rabin, presiding

Senator Chad Barefoot, Co-Chair
Senator David L. Curtis, Co-Chair
Senator Ronald J. Rabin, Co-Chair



WORKFORCE AND ECONOMIC DEVELOPMENT COMMITTEE AGENDA

Sen. Chad Barefoot Sen. David L. Curtis Sen. Ronald J. Rabin

**Wednesday, April 1, 2015
Room 544, Legislative Office Building
12:00 p.m.**

- I. Welcome**
Sen. Ronald J. Rabin, Co-Chairman
- II. Senate Bill 359**
Promote NC-Thinks
- III. Discussion of Workforce Development Programs**
Dr. J. Larry Keen, President
Dr. David Brand, Senior Vice President for Academic and Student Services
Billy Buckner, Associate Vice President for Military and Veterans Programs
Fayetteville Technical Community College
- IV. Discussion of Workforce Development Programs**
Dr. David Johnson, President
Johnston Community College
- V. Discussion of Transition Services Programming**
Eric Stevenson, Transition Services Specialist – Ft. Bragg
- VI. Adjournment**

**Next Meeting Date: Wednesday, April 15, 2015
in Room 544, LOB, at 12:00 p.m.**



**NORTH CAROLINA GENERAL ASSEMBLY
SENATE**

WORKFORCE AND ECONOMIC DEVELOPMENT COMMITTEE REPORT

Senator Barefoot, Co-Chair

Senator Curtis, Co-Chair

Senator Rabin, Co-Chair

Wednesday, April 01, 2015

Senator Rabin,
submits the following with recommendations as to passage:

UNFAVORABLE AS TO BILL, BUT FAVORABLE AS TO COMMITTEE SUBSTITUTE BILL

SB 359

Promote NC-Thinks.

Draft Number: S359-PCS15220-TA-1

Sequential Referral: None

Recommended Referral: None

Long Title Amended: No

TOTAL REPORTED: 1

Senator John Alexander will handle SB 359



* C M R 1 1 3 - V - 1 *



GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2015

S

1

SENATE BILL 359

Short Title: Promote NC-Thinks. (Public)

Sponsors: Senators Alexander (Primary Sponsor); Brock and Sanderson.

Referred to: Rules and Operations of the Senate.

March 24, 2015

1 A BILL TO BE ENTITLED
2 AN ACT TO SPUR PROMOTION OF THE NC-THINKS EMPLOYEE SUGGESTION
3 PROGRAM.

4 The General Assembly of North Carolina enacts:

5 SECTION 1. Part 3 of Article 36A of Chapter 143 of the General Statutes is
6 amended by adding a new section to read:

7 "**§ 143-245.25. Promotion of NC-Thinks; State Human Resources Manual; State Internet**
8 **Web sites.**

9 (a) The State Human Resources Commission shall include the details of the NC-Thinks
10 employee suggestion program as a prominent part of the State Human Resources Manual.

11 (b) The Office of State Human Resources shall promote the NC-Thinks employee
12 suggestion program established by this Part such that all State employees can become aware of,
13 and potentially utilize, the program.

14 (c) Each State agency, department, and institution shall include on its main Internet
15 Web site a hyperlink to "www.ncthinks.nc.gov", or the successor Internet Web site for the
16 employee suggestion program mandated by this Part."

17 SECTION 2. This act is effective when it becomes law.





GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2015

S

D

SENATE BILL 359
PROPOSED COMMITTEE SUBSTITUTE S359-CSTA-1 [v.2]

3/31/2015 4:17:43 PM

Short Title: Promote NC-Thinks.

(Public)

Sponsors:

Referred to:

March 24, 2015

1 A BILL TO BE ENTITLED
2 AN ACT TO SPUR PROMOTION OF THE NC-THINKS EMPLOYEE SUGGESTION
3 PROGRAM.

4 The General Assembly of North Carolina enacts:

5 SECTION 1. Article 36A of Chapter 143 of the General Statutes is amended by
6 adding a new section to read:

7 "§ 143-345.26. Promotion of NC-Thinks; State Human Resources Manual; State Web
8 sites.

9 (a) The State Human Resources Commission shall include the details of the NC-Thinks
10 employee suggestion program as a prominent part of the State Human Resources Manual.

11 (b) The Office of State Human Resources shall promote the NC-Thinks employee
12 suggestion program established by this Article such that all State employees can be made aware
13 of, and potentially utilize, the program.

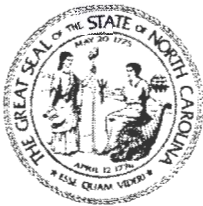
14 (c) Each State agency, department, and institution shall include on the homepage of its
15 Web site a hyperlink to "www.ncthinks.nc.gov", or its successor Web site for the employee
16 suggestion program mandated by this Article."

17 SECTION 2. This act is effective when it becomes law.



* S 3 5 9 - C S T A - 1 - V - 2 *





**SENATE BILL 359:
Promote NC-Thinks**

**2015-2016 General
Assembly**

Committee:	Senate Workforce and Economic Development	Date:	April 1, 2015
Introduced by:	Sen. Alexander	Prepared by:	Jennifer Mundt
Analysis of:	PCS to First Edition S359-CSTA-1 [v.2]		Committee Staff

SUMMARY: *Senate Bill 359 would encourage the promotion of the "NC-Thinks" State Employee Suggestion Program by: directing inclusion of details of NC-Thinks in the State Human Resources Manual; requiring the Office of State Human Resources to promote and make employees aware of NC-Thinks; and directing State agencies to include a hyperlink to the NC-Thinks Web site on agency homepages.*

The Proposed Committee Substitute makes only technical changes.

CURRENT LAW: The State Employee Suggestion Program, NC-Thinks, (Article 36A of Chapter 143 of the General Statutes) provides that a State employee or a team of State employees may receive an incentive bonus or bonuses in reward for suggestions or innovations that result in monetary savings to the State, increased revenues to the State, or improved quality of services delivered to the public.

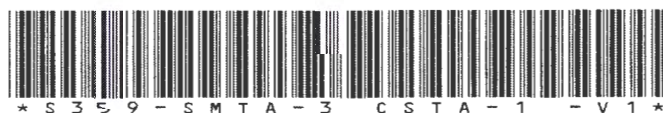
BILL ANALYSIS: Senate Bill 359 would spur the promotion of the NC-Thinks program as follows:

- Direct the State Human Resources Commission to include the details of NC-Thinks as a prominent part of the State Human Resources Manual.
- Direct the Office of State Human Resources to promote NC-Thinks such that all State employees can be made aware of and potentially use the program.
- Direct each State agency, department, and institution to include a hyperlink to NC-Thinks on the homepage of its Web site.

EFFECTIVE DATE: Senate Bill 359 would be effective when it becomes law.

BACKGROUND: The first employee suggestion system was enacted in 1975, and in 2008, evolved into the NC-Thinks program. Individual awards range from \$5,000 to \$20,000 and a team of employees may be awarded up to \$100,000. Each State agency has its own NC-Thinks coordinator who refers suggestions to a subject matter expert for evaluation. The agency coordinator, together with the agency review committee, reviews the evaluation for feasibility and determines whether to implement the suggestion. Following a successful 12-month implementation, the agency review committee forwards its recommendation for an award to the State Suggestion Review Committee for final approval. The Review Committee assesses the impact on State government services of the suggestions or innovations submitted by the State agency coordinators. The Review Committee consists of 9 members, 6 who represent various agencies and 3 who are appointed by the House of Representatives, the Senate, and the Governor, respectively.

O. Walker Reagan
Director



Research Division
(919) 733-2578



Fayetteville Technical Community College

Military Programs Update

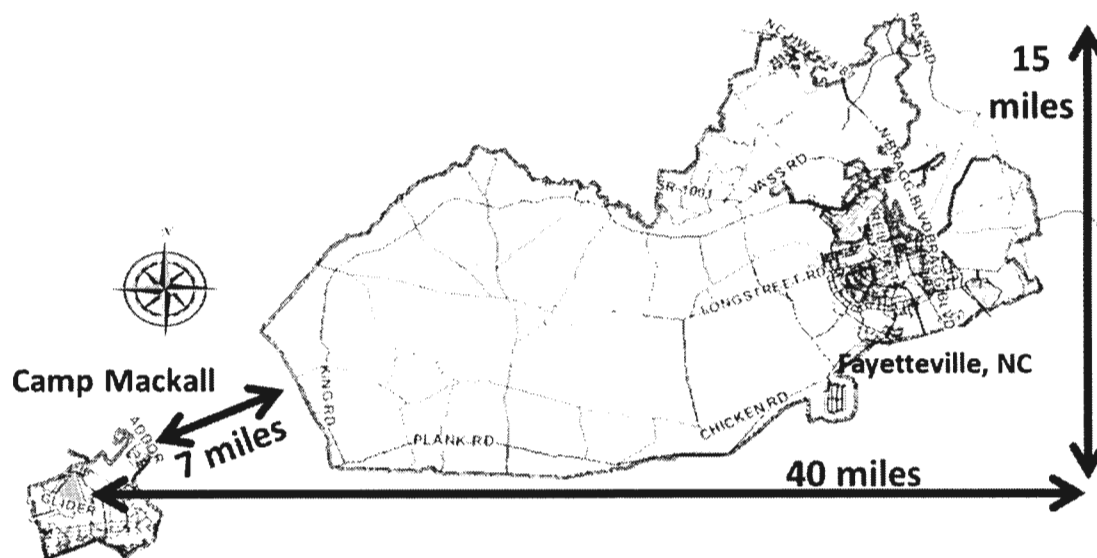
"Awarding Credit Where Credit is Due"

April 1, 2015






Serve the active, retired, or transitioning military and their family members in our community and Fort Bragg units by providing access to academic degree, diploma, and certificate programs as well as short-term skills development training to facilitate unit readiness, career enhancement, preparation for the workforce, and personal growth.





Supported Population

Total Military	56,769
Active Duty	50,006
Reserve Comp	3,283
Students	3,480
DOD Civilians	14,380
Contract Empl	6,342
Mil Family Mem	76,009
Retiree & Families	101,413
Other Surr Pop	8,985
Total	263,898

 Education Pathways Concept Approved <hr/> Pilot 1-10 Week Immersion 48 Credits Approved <hr/> Pathway to Second Service Grant	Pilot 2: Norwich Articulates with FTCC <hr/> Pilot 3 <hr/> 27 Bachelors Degrees Articulated <hr/> Mapping to Credentials Grant	 Launched Service-wide MOS Degree Program	Refined Articulations <hr/> Refined Student Data Process <hr/> Grand Opening of the All American Veterans Center 	Increased North Carolina Academic Articulations <hr/> Launched Transition Tech <hr/> NCNG Partnership <hr/> Grand Opening of Collision Repair Center <hr/> Statewide Credit for Prior Learning Training Workshops
2010	2011-2012	2013	2014	2015



**Servicemember
Individual JST
Review**



POI Review



**Consider
Recommendations**

**SOC Degree
Network System**

**Program Review of
Other Institutions**

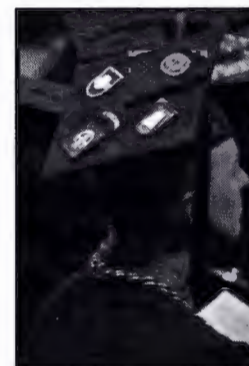


**Academic Department
Review**

**Degree or
Certificate
Program
Approved**

**Student
Completes
FTCC
Requirements**

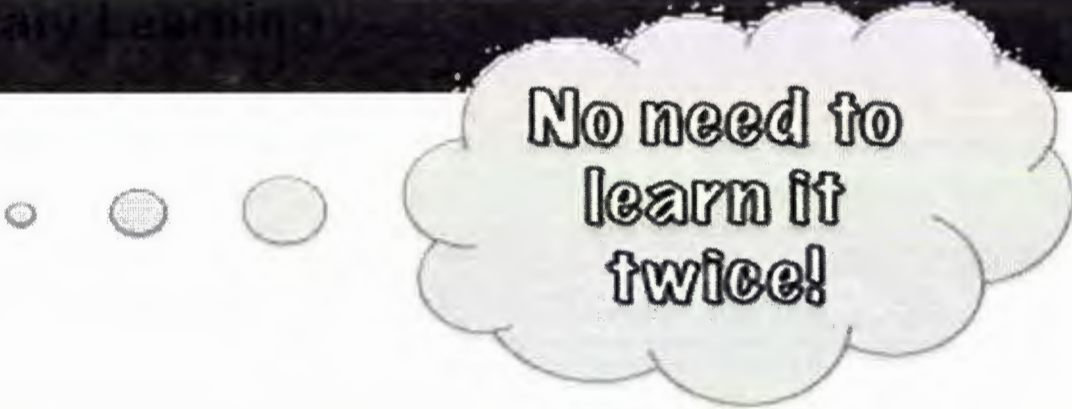
**Student Earns
Certificate
or Degree**



University



Workforce



No need to
learn it
twice!

Awarding Credit Where Credit Is Due

Total Programs Supported

US Army - 100 MOS, 400 Degree Maps

US Navy – 4 Career Fields, 20 Degree Maps

US Marine Corps – 7 Career Fields, 28 Degree Maps

US Air Force – General Education Courses for CCAF

Joint Special Operations Forces Training – 9 Specialized Courses

North Carolina National Guard Military Academy Courses

http://www.faytechcc.edu/fort_bragg/armycollegecreditformilitarytraining.aspx

FAYETTEVILLE TECHNICAL COMMUNITY COLLEGE

FORT BRAGG CENTER

MILITARY STUDENT INFORMATION

GET COLLEGE CREDIT FOR
MILITARY TRAINING

MILITARY ENROLLMENT
INFORMATION

MILITARY TUITION

MILITARY SPOUSE PROGRAMS

MILITARY FAQ

NC MILITARY BUSINESS CENTER

FORT BRAGG CONTINUING
EDUCATION

BASIC SKILLS EDUCATION
PROGRAM (BSEP)

FORT BRAGG CONTACTS

VETERAN SERVICES

SERVICE PROGRAMS

NAVSOC - CREDIT FOR SO/SB
RATINGS

ARSOF PROGRAM

MARSOC PROGRAM

FLEX COURSES



COLLEGE CREDIT FOR MILITARY TRAINING

FTCC developed a learning assessment model based on your Military Occupational Specialty, skill level and experience to assist you in earning an Associate in General Education (AGE) or other degree. The AGE is transferable and a pathway to earning a higher-level degree at a four-year institution.

All of the following programs apply to Active Duty, National Guard, Reserve Component and Veterans. Additional Career Management Fields/Military Occupational Specialties will continue to be added as evaluated.

Please click a skill level to see the appropriate spec sheet.

Military Occupational Specialty credit toward associate in general education:

MOS	Title	Skill Level			
11B	Infantryman	<u>10</u>	<u>20</u>	<u>30</u>	<u>40</u>
12B	Combat Engineer	<u>10</u>	<u>20</u>	<u>30</u>	<u>40</u>
12E	Heavy Construction Equipment Operator	<u>10</u>	<u>20</u>	<u>30</u>	<u>40</u>
12M	Firefighter	<u>10</u>	<u>20</u>	<u>30</u>	<u>40</u>
12Y	Terrain Data Specialist	<u>10</u>	<u>20</u>	<u>30</u>	<u>40</u>
13B	Cannon Crewmember	<u>10</u>	<u>20</u>	<u>30</u>	<u>40</u>
13E	Cannon Fire Direction Specialist	<u>10</u>	<u>20</u>	<u>30</u>	<u>40</u>
13F	Fire Support Specialist	<u>10</u>	<u>20</u>	<u>30</u>	<u>40</u>
13S	Field Artillery Surveyor	<u>10</u>	<u>20</u>	<u>30</u>	<u>40</u>
13W	Field Artillery Meteorological Crewmember			<u>30</u>	<u>40</u>
14E	Patriot Fire Control Enhanced Operator	<u>10</u>	<u>20</u>	<u>30</u>	<u>40</u>
14S	Avenger Crewman	<u>10</u>	<u>20</u>	<u>30</u>	<u>40</u>



Associates in General Education – 11B Series 40



(Ranger Regiment)

Course ID	Course Title	Hours Required	Hours Earned	Comments
General Education (9 Hours Required)		9		Can be satisfied with transfer credit
COM231 or COM120	Public Speaking or Intro Interpersonal Communication	3		
ENG111	Writing and Inquiry	3		
ENG112	Writing/Research in the Disc	3		
Natural Sciences (3 Hours Required)		3		
CIS110	Introduction to Computers	3		
Mathematics (3 Hours Required MAT143 or Higher)		3		1 additional credit Elective (ACA 122) is needed if math course is not 4 or more credits
ACA122	College Transfer Success	1		
Humanities/Fine Arts (3 Hours Required)		3		Can be satisfied with transfer credit
HUM230	Leadership Development	3	3	ACE Credit AR-2201-0603 *(WLC)
Social/Behavioral Science (3 Hours Required)		3		Can be satisfied with transfer credit
PSY118	Interpersonal Psychology	3	3	ACE Credit AR-2201-0603 *(WLC and SSD)
Open Elective Requirements		42		Can be satisfied with transfer credit

Open Elective Requirements		42		Can be satisfied with transfer credit
BUS135	Principles of Supervision		3	ACE Credit AR-1406-0090 **(ALC)
BUS137	Principles of Management		3	ACE Credit AR-2201-0439 *** (SLC)
BUS253	Leadership and Management Skills		3	ACE Credit AR-2201-0439 *** (SLC)
CJC160	Terrorism		3	Approved by FTCC – 8/7/2013
CJC161	Intro to Homeland Security			Approved by FTCC – 8/7/2013
CJC193	Selected Topics in CJ		3	Approved by CJ Program Chair ACE Credit AR-2201-0399
CJC225	Crisis Intervention		3	ACE Credit AR-2201-0434 (Ranger School)
GEO110	Introduction to Geography		3	ACE Credit AR-2201-0434 (Ranger School)
HEA112	First Aid & CPR		2	ACE Credit AR-2201-0399 (BCT)
HUM115	Critical Thinking		3	FTCC Approval (Ranger School or RASP 1 or 2)
OST184	Records Management		3	ACE Credit AR-0702-0031
PED110	Fit and Well for Life		2	ACE Credit AR-2201-0399 (BCT)
PED169	Orienteering		1	ACE Credit AR-2201-0399 (BCT)
PED172	Outdoor Living		2	ACE Credit AR-2201-0552 (BCT and AIT)
Total Required for Degree/Earned		64	40	
Total Credits Remaining for Degree			24	



U.S. Joint Special
Operations
Command



U.S. Naval
Special
Warfare
Command



U.S. Marine Corps
Forces Special
Operations
Command



U.S. Special
Operations
Command



U.S. Army Special
Operations
Command



NC Army National
Guard



75th Ranger
Regiment



U.S. Army Reserve



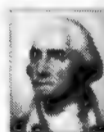
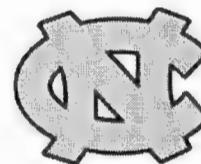
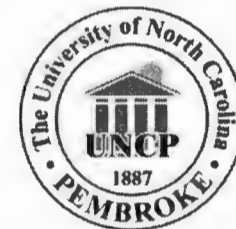
U.S Army Forces
Command



160th Special
Operations Aviation
Regiment



Joint
Communication
Support
Element



THE GEORGE
WASHINGTON
UNIVERSITY
WASHINGTON DC





Cyber Security



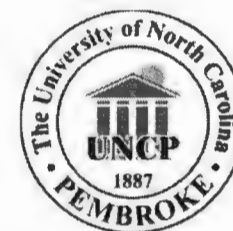
Emergency Medicine



BS In University Studies



Cyber Security
Intelligence Studies
Business Management



BS In Interdisciplinary Studies

Concept - Four Phases

Phase I: Proof of Concept with selected partner colleges

Phase II: Regional Training Sessions

- CPL Foundation Development – via CAEL
- Military Training and Organization 101
- Introduction to the American Council on Education Process
- Overview of FTCC Process (Best Practices & Lessons Learned)

Phase III: Credit For Prior Learning Blackboard Course

Phase IV: Portfolio Development Course

Integrated Evaluation and Assessment throughout process

Six Regional Training Workshop Locations



<u>Region</u>	<u>Date</u>	<u>Location</u>
4	26 March	Fayetteville Technical Community College
2	16 April	Central Piedmont Community College
1	23 April	Ashville-Buncombe Technical Community College
3	30 April	Guilford Community College
5	27 May	Coastal Carolina Community College
6	04 June	Wake Technical Community College

Characteristics of
Experiential
Learning

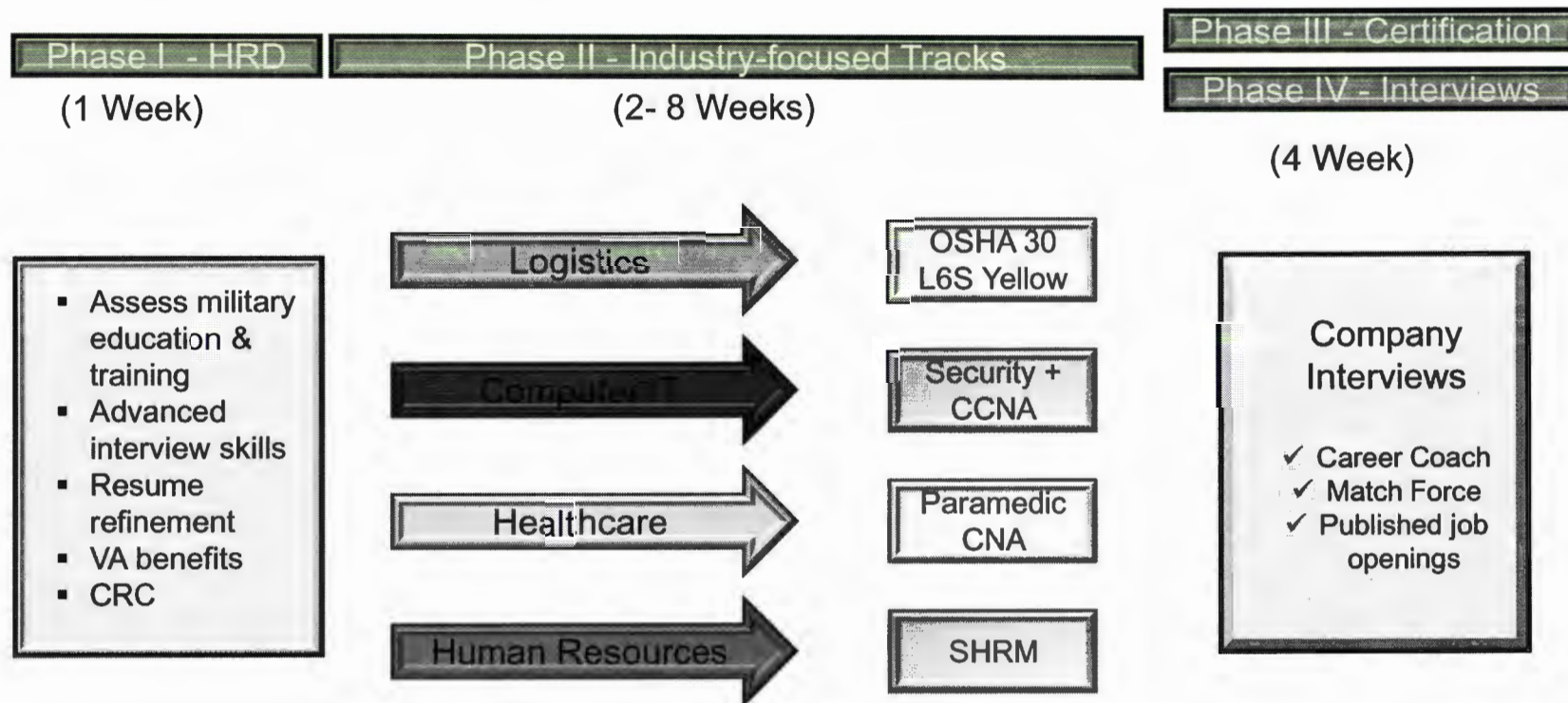
Breaking
Barriers

Methodology

Vignette-Based
Exercises

Goal: Provide Veterans enhanced transition skills and streamline pathways to industry-focused career opportunities.

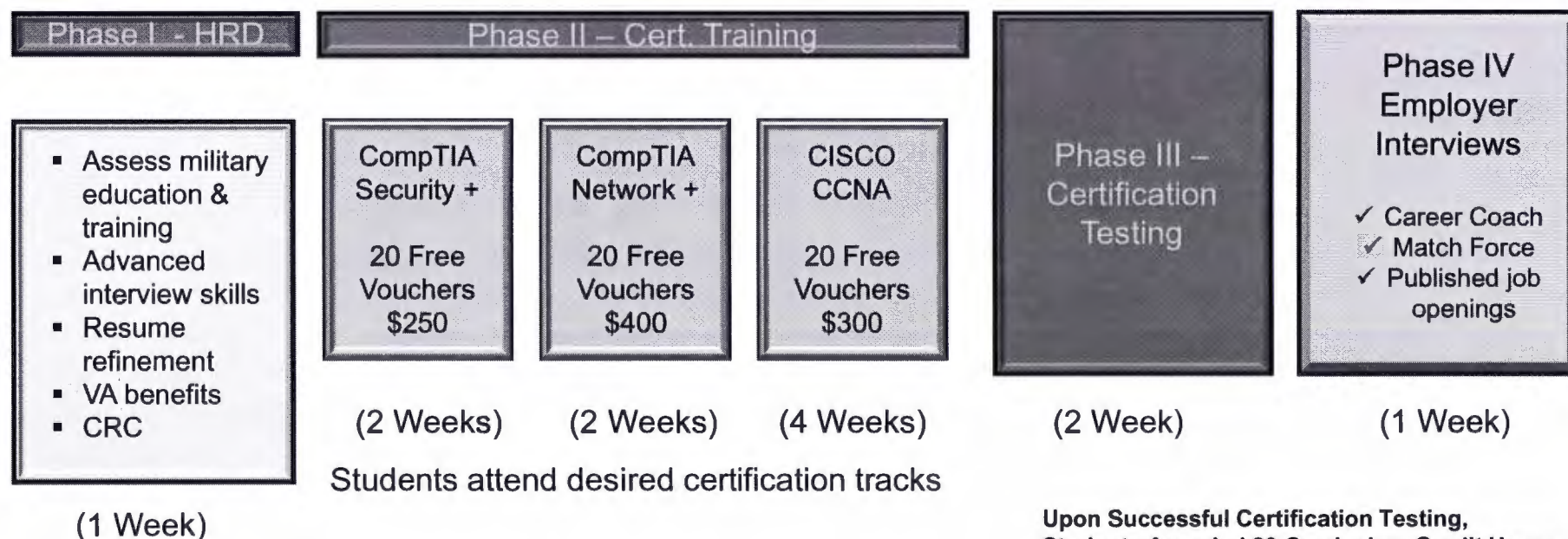
Objective: 30% of eligible attendees hired by participating companies



Industry Focus: Computer Technology

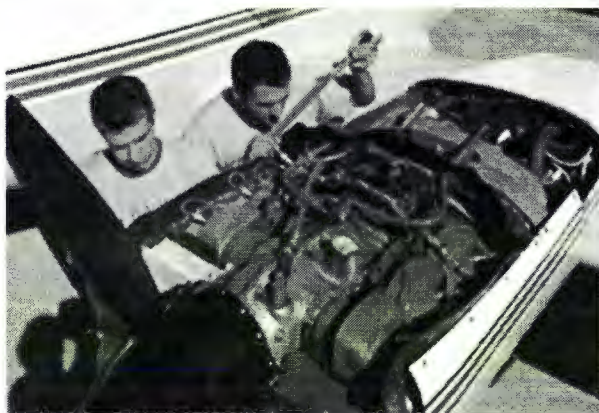
Prerequisite: HRD Workshop in order to attend Phase IV Interviews

Students: 20 (target audience is 25 Series MOS)



**Upon Successful Certification Testing,
Students Awarded 20 Curriculum Credit Hours**

CTS-120 Hardware/Software Support
 CTS -220 Advanced Hardware/Software Support
 SEC-110 Security Concepts
 NET-125 Networking Basics
 NET-126 Routing Basics
 NET-225 Routing and Switching I
 NET-226 Routing and Switching II



Aviation (15 Series)



Logistics (92 Series)



Automotive Repair (91B)



Culinary (92G)



Commercial Drivers (88M)



Signal Corps to Information Technology

FTCC



Cisco Networking Certificate

(C25340C3)



Linux Certificate

(C25260C2)



Hardware and Software Certificate

(C25260C3)



Microsoft Networking Certificate

(C25260C4)



Microsoft Networking Certificate

(C25260C4)



Health Care Professionals

ETCC



Respiratory Specialist (68V)



Radiology Technician (68P)



Operating Room Specialist (68D)



Pharmacy Specialist (68Q)



Emergency Medical Technician (68W)

Collision Repair and Refinishing Program

FTCC

I-CAR Platinum Certifications

- Non-structural Repair Technician through Pro Level 3
- Refinish Technician through Pro Level 3
- Steel Structural Repair Technician through Pro Level 1
- Aluminum Structural Repair Technician through Pro Level 1
- Estimator through Pro Level 1
- Auto Physical Damage Appraiser through Pro Level 1



I-CAR Welding Certifications

- Non-structural Repair Technician through Pro Level 3
- Refinish Technician through Pro Level 3
- Steel Structural Repair Technician through Pro Level 1



Additional Certifications and Training

- North Carolina Adjuster License
- ASE B2 through B5 Certifications
- PPG Factory Waterborne Certification
- Chief University Certification
- Pro Spot Factory Welder Training
- Car-O-Liner EVO 3 Factory Training



- State-of-the Art Facility
 - Centralized on Campus
 - Dedicated for Veterans
- Benefits Assistance
- Counseling Services
- Learning Resources
- Networking Opportunities
- Student Veterans of America (SVA)
- TRIO SS Veterans Grant



FTCC
PROUDLY SERVING
OUR VETERANS



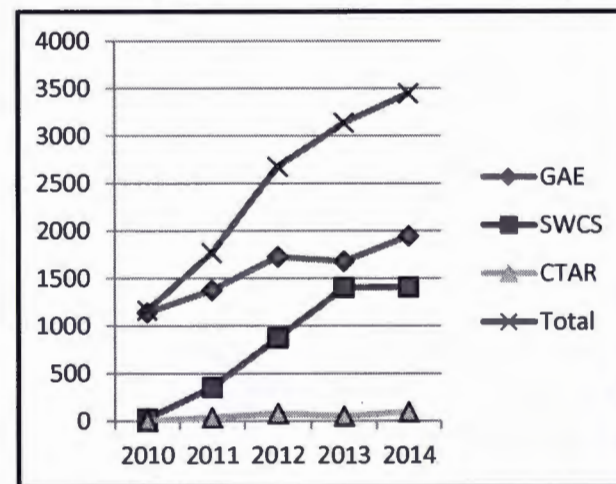
Return on Investment



FTCC AA Degree	Total From Start of Program to SU 2013	2013 Fall	2014 Spring	2014 Summer	2014 Fall	2015 Spring	TOTAL NUMBER
SWCS PP	68	14	19	28	9	12	150
Operational	99	55	48	110	65	58	435
SWCS Graduates	67	17	7	3	3	4	101
WOCs	57	3	3	5	2	6	76
Special Mission Unit	2	3	6	6	2	3	22
Total	293	92	83	152	81	83	784

TOTAL GRADUATES - Fall 2014 = (701)	Pursuing Bachelors Degree
161	2011 - 2013 SU
41	2013 FA
36	2014 SP
42	2014 SU
31	2014 FA
44% or 311	TOTAL

Military Enrollment (2010-2014)





Questions





Soldier For Life-TAP

Purpose: Update on Fort Bragg Soldier For Life – TAP

POC: Eric Stevenson

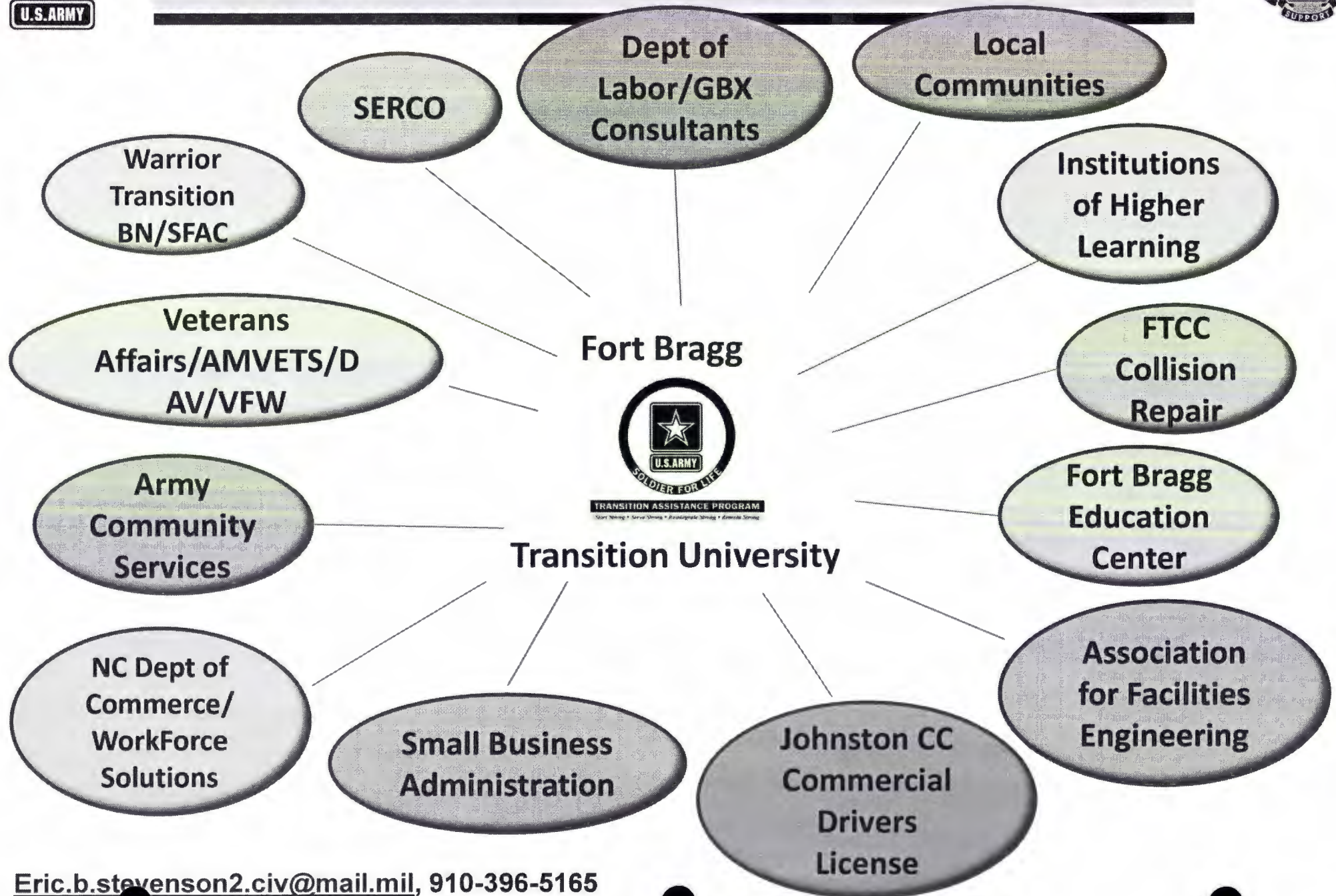
Email: eric.b.stevenson2.civ@mail.mil

Phone: 910.396-5165

The Overall Classification of this briefing: UNCLASSIFIED//FOUO

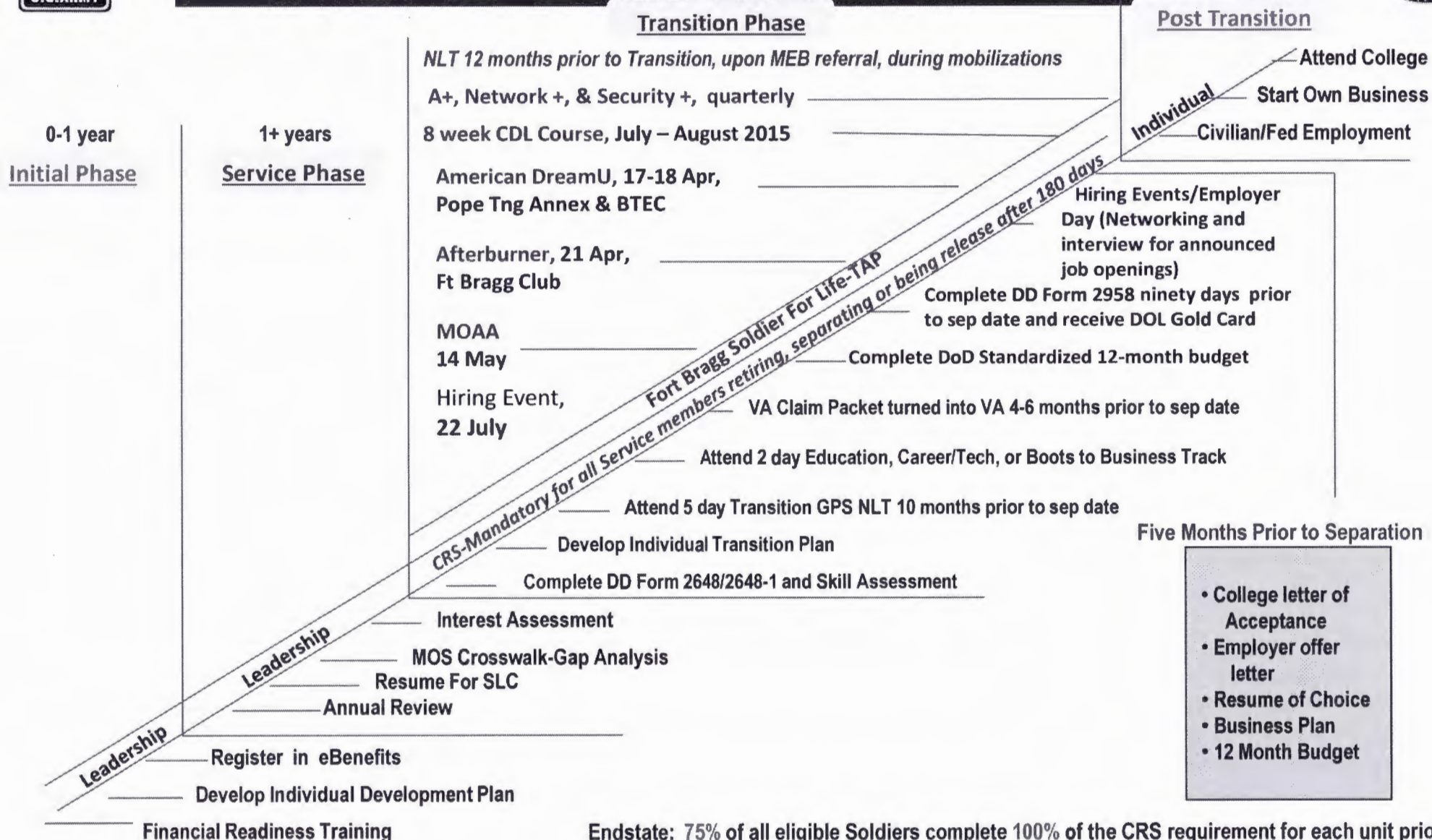


Fort Bragg Transition University





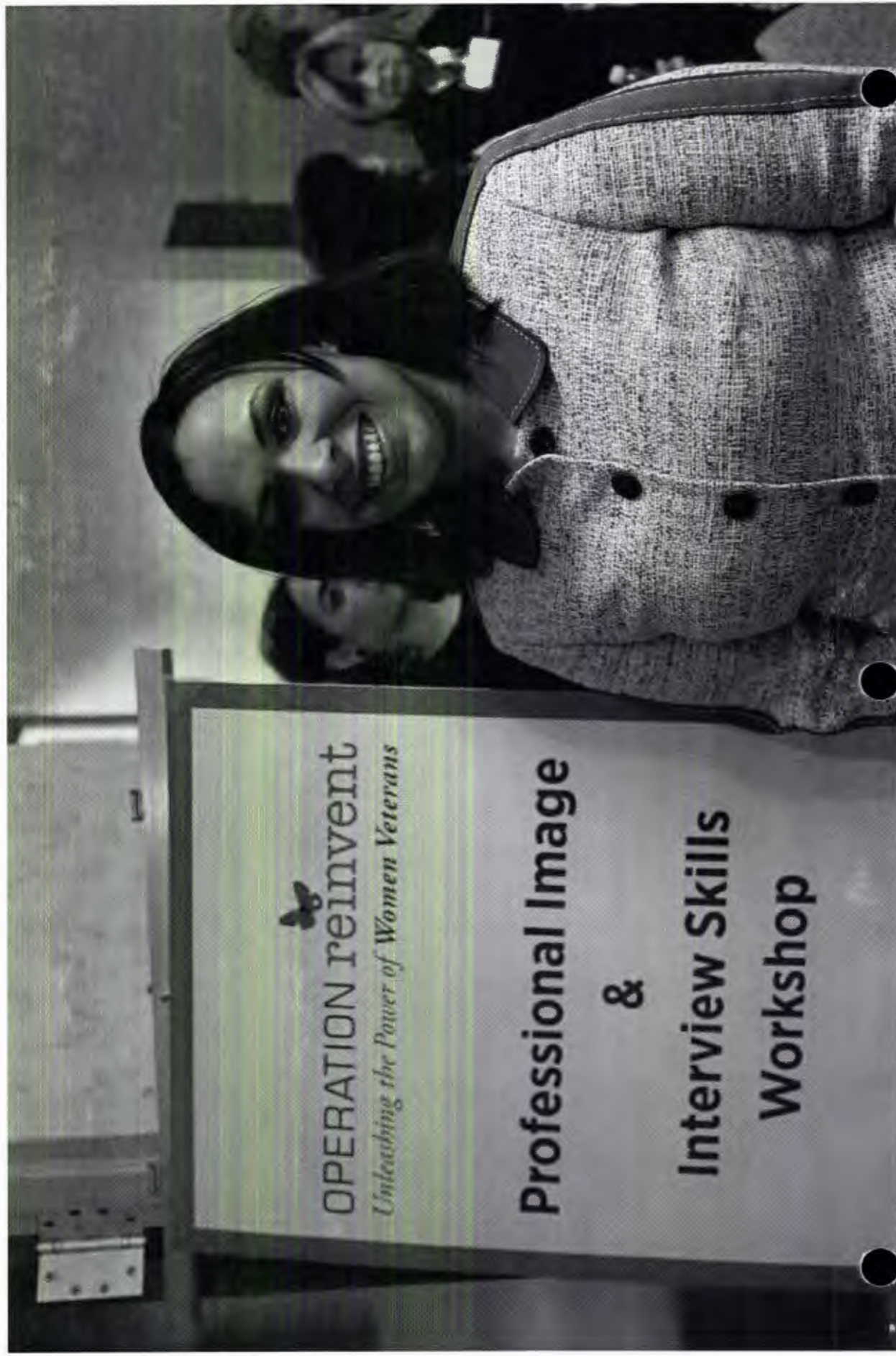
Fort Bragg Transition Soldier For Life Continuum



Endstate: 75% of all eligible Soldiers complete 100% of the CRS requirement for each unit prior to the transition date on their DD Form 214 by January 2015. CRS completions will be identified on Soldier's DD Form 2958 and must be signed by Unit Commander.



Operation reinvent





Hiring Events



- Select participating Companies
- Soldiers resume is matched with jobs
- Interview(s) take place at event
- Job(s) offer or follow up interview
- Next hiring Event is 22 July 2015



Career Resource Center



Background

DoDI 1322.29: Job Training, Employment Skills Training, Apprenticeships, and Internships (JTEST-AI) signed 24 Jan 14

- Authorizes Soldiers to attend a “career skills program” during last six months of service
- Approval is O-5 level commander

Fort Bragg Career Skills Initiative

- Establish a Career Skills Training Center on Fort Bragg
- Conduct skill certification courses
- Employers conduct “Interviews of Interest” during training phase.
- If graduation is within 30-45 days of separation, Career Skills Course Participants receives certification, invite for second interview, and/or offer letter of employment

Way A Head

- Career Skills Training Center proponent draft a proposal for review and approval by Fort Bragg Leadership
- SFL-TAP Market sign-ups
- Employers/trainers conduct on-site skills training and internships events

Endstate

*Soldiers, Veterans, and Families leave military service “**career ready**” and find an established network of enablers connecting them with the employment, education, and healthcare required to successfully reintegrate into civilian society*



Fort Bragg TSM & TSS



- **William McMillian** Transition Services Manager
william.b.mcmillian.civ@mail.mil
(910) 396-2248
- **Eric Stevenson** Transition Services Specialist
eric.b.stevenson2.civ@mail.mil
(910) 396-5165



VISITOR REGISTRATION SHEET
Workforce and Economic Development

(Committee Name)

4/1/15

Date

VISITORS: PLEASE SIGN IN BELOW AND RETURN TO COMMITTEE CLERK

<u>NAME</u>	<u>FIRM OR AGENCY AND ADDRESS</u>
Shley 32	NC DOC
RAY SCERRI	OSHA
Fawn Stillwell	NC SBE
Margaret Duke	OSHA
Crystal Collins	NC Trucking Assn
Chris Emanuel	CG. EMANUEL GROUP
David Collins	SEANC



VISITOR REGISTRATION SHEET
Workforce and Economic Development

(Committee Name)

4/1/15

Date

VISITORS: PLEASE SIGN IN BELOW AND RETURN TO COMMITTEE CLERK

<u>NAME</u>	<u>FIRM OR AGENCY AND ADDRESS</u>
The [unclear]	[unclear]
David Brand	Fayetteville Tech Comm College
LARRY KEEN	FAYETTEVILLE TECH CC
Eric Stevenson	Fort Bragg Transition Program
DAVID JOHNSON	JOHNSTON COMM COLL - SMITHFIELD
Scott R. Iles	NC Community College
Mary Shuping	NC CCS
Amanda Horner	TSS
William M. Bryant	Commerce
Jeff Moore	NC Commerce
Dem Bono	MACC





Sergeants-at-Arms Present on 4/1/15

Larry Hancock

Dale Huff





SENATE PAGES ATTENDING

COMMITTEE: Workforce & Eco. Dev. ROOM: 544

DATE: 4-1 TIME: Noon

PLEASE PRINT LEGIBLY!!!!!!!!!!!!!!....or else!

	Page Name	Hometown	Sponsoring Senator
①	Steve Will Patten	Concord	Berger
②	Lily Richardson	Warrenton	Bryant
③	Collin Miller	Candler	Van Duyn
④	Hannah Ross Patten	Concord	Hartsell
5.			
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Do not add names below the grid.

Pages: Present this form to either the Committee Clerk at the meeting or to the Sgt-at-Arms.



Senate Committee on Workforce and Economic Development
Wednesday, April 15, 2015 at 12:00 PM
Room 544 of the Legislative Office Building

MINUTES

The Senate Committee on Workforce and Economic Development met at 12:02 PM on April 15, 2015 in Room 544 of the Legislative Office Building. 12 members were present.

Senator Chad Barefoot, Chair, presided.

SB 545 Workforce Enrichment/Veterans. (Senators Rabin, Sanderson, J. Jackson)

Senator Rabin presented Senate Bill 545.

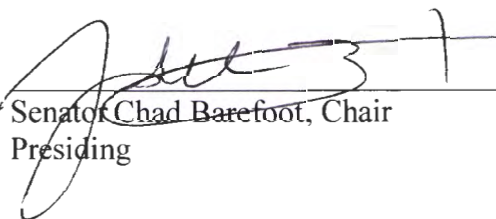
Senator Sanderson asked if North Carolina was the forerunner for adopting a policy like this. Senator Rabin did not know the answer, but a member of the audience pointed out that North Carolina would not be the first to do so.


Senator McInnis stated that he supports this bill.

Senator D. Davis also stated that he supports this bill and moved for a favorable report.

SB 545 was reported favorably with a sequential referral to J1.

The meeting adjourned at 12:09 PM.



Senator Chad Barefoot, Chair
Presiding

Eric Naisbitt, Committee Clerk



Principal Clerk _____
Reading Clerk _____

SENATE
NOTICE OF COMMITTEE MEETING
AND
BILL SPONSOR NOTICE

The **Senate Committee on Workforce and Economic Development** will meet at the following time:

DAY	DATE	TIME	ROOM
Wednesday	April 15, 2015	12:00 PM	544 LOB

The following will be considered:

BILL NO.	SHORT TITLE	SPONSOR
SB 545	Workforce Enrichment/Veterans.	Senator Rabin Senator Sanderson Senator J. Jackson

Chairman Sen. Chad Barefoot, presiding

Senator Chad Barefoot, Co-Chair
Senator David L. Curtis, Co-Chair
Senator Ronald J. Rabin, Co-Chair



Senate Committee on Workforce and Economic Development
Wednesday, April 15, 2015, 12:00 PM
544 LOB

AGENDA

Welcome and Opening Remarks

Introduction of Pages and Sergeant at Arms

Bills:

BILL NO.	SHORT TITLE	SPONSOR
SB 545	Workforce Enrichment/Veterans	Rabin, Sanderson, J. Jackson

Adjournment



**NORTH CAROLINA GENERAL ASSEMBLY
SENATE**

WORKFORCE AND ECONOMIC DEVELOPMENT COMMITTEE REPORT

Senator Barefoot, Co-Chair

Senator Curtis, Co-Chair

Senator Rabin, Co-Chair

Wednesday, April 15, 2015

Senator Barefoot,
submits the following with recommendations as to passage:

FAVORABLE

SB 545

Workforce Enrichment/Veterans.

Draft Number:	None
Sequential Referral:	Judiciary I
Recommended Referral:	None
Long Title Amended:	No

TOTAL REPORTED: 1

Senator Ronald Rabin will handle SB 545



* C M R 1 4 6 - V - 1 *



GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2015

S

1

SENATE BILL 545

Short Title: Workforce Enrichment/Veterans. (Public)

Sponsors: Senators Rabin, Sanderson, J. Jackson (Primary Sponsors); Cook, D. Davis, Krawiec, Lowe, Pate, and Waddell.

Referred to: Rules and Operations of the Senate.

March 30, 2015

1 A BILL TO BE ENTITLED
2 AN ACT TO ENRICH THE STATE'S WORKFORCE BY REQUIRING OCCUPATIONAL
3 LICENSING BOARDS TO LICENSE MILITARY-TRAINED VETERANS WHO PASS
4 A PROFICIENCY EXAMINATION OFFERED BY THE OCCUPATIONAL
5 LICENSING BOARD FOR VETERANS.

6 The General Assembly of North Carolina enacts:

7 SECTION 1. G.S. 93B-15.1 reads as rewritten:

8 "§ 93B-15.1. **Licensure for individuals with military training and experience; proficiency**
9 **examination; licensure by endorsement for military spouses; temporary**
10 **license.**

11 (a) ~~Notwithstanding~~ Except as provided by subsection (a2) of this section, and
12 ~~notwithstanding~~ any other provision of law, an occupational licensing board, as defined in
13 G.S. 93B-1, shall issue a license, certification, or registration to a military-trained applicant to
14 allow the applicant to lawfully practice the applicant's occupation in this State if, upon
15 application to an occupational licensing board, the applicant satisfies the following conditions:

- 16 (1) Has been awarded a military occupational specialty and has done all of the
17 following at a level that is substantially equivalent to or exceeds the
18 requirements for licensure, certification, or registration of the occupational
19 licensing board from which the applicant is seeking licensure, certification,
20 or registration in this State: completed a military program of training,
21 completed testing or equivalent training and experience, and performed in
22 the occupational specialty.
- 23 (2) Has engaged in the active practice of the occupation for which the person is
24 seeking a license, certification, or permit from the occupational licensing
25 board in this State for at least two of the five years preceding the date of the
26 application under this section.
- 27 (3) Has not committed any act in any jurisdiction that would have constituted
28 grounds for refusal, suspension, or revocation of a license to practice that
29 occupation in this State at the time the act was committed.
- 30 (4) Pays any fees required by the occupational licensing board for which the
31 applicant is seeking licensure, certification, or registration in this State.

32 (a1) No later than 30 days following receipt of an application, an occupational licensing
33 board shall notify an applicant when the applicant's military training or experience does not
34 satisfy the requirements for licensure, certification, or registration and shall specify the criteria





or requirements that the board determined that the applicant failed to meet and the basis for that determination.

(a2) An occupational licensing board, as defined in G.S. 93B-1, shall issue a license, certification, or registration to a military-trained applicant to allow the applicant to lawfully practice the applicant's occupation in this State if the military-trained applicant, upon application to the occupational licensing board:

(1) Presents official, notarized documentation, such as a U.S. Department of Defense Form 214 (DD-214), or similar substantiation, attesting to the applicant's military occupational specialty certification and experience in an occupational field within the board's purview; and

(2) Passes a proficiency examination offered by the board to military-trained applicants in lieu of satisfying the conditions set forth in subsection (a) of this section; however, if an applicant fails the proficiency examination, then the applicant may be required by the board to satisfy those conditions.

In any case where a proficiency examination is not offered routinely by an occupational licensing board, the board shall design a fair proficiency examination for military-trained applicants to obtain licensure, certification, or registration under this section. If a proficiency examination is offered routinely by an occupational licensing board, that examination shall satisfy the requirements of this section.

(b) Notwithstanding any other provision of law, an occupational licensing board, as defined in G.S. 93B-1, shall issue a license, certification, or registration to a military spouse to allow the military spouse to lawfully practice the military spouse's occupation in this State if, upon application to an occupational licensing board, the military spouse satisfies the following conditions:

(1) Holds a current license, certification, or registration from another jurisdiction, and that jurisdiction's requirements for licensure, certification, or registration are substantially equivalent to or exceed the requirements for licensure, certification, or registration of the occupational licensing board for which the applicant is seeking licensure, certification, or registration in this State.

(2) Can demonstrate competency in the occupation through methods as determined by the Board, such as having completed continuing education units or having had recent experience for at least two of the five years preceding the date of the application under this section.

(3) Has not committed any act in any jurisdiction that would have constituted grounds for refusal, suspension, or revocation of a license to practice that occupation in this State at the time the act was committed.

(4) Is in good standing and has not been disciplined by the agency that had jurisdiction to issue the license, certification, or permit.

(5) Pays any fees required by the occupational licensing board for which the applicant is seeking licensure, certification, or registration in this State.

(c) All relevant experience of a military service member in the discharge of official duties or, for a military spouse, all relevant experience, including full-time and part-time experience, regardless of whether in a paid or volunteer capacity, shall be credited in the calculation of years of practice in an occupation as required under subsection (a) or (b) of this section.

(c1) Each occupational licensing board shall publish a document that lists the specific criteria or requirements for licensure, registration, or certification by the board, with a description of the criteria or requirements that are satisfied by military training or experience as provided in this section, and any necessary documentation needed for obtaining the credit or satisfying the requirement. The information required by this subsection shall be published on



1 the occupational licensing board's Web site and the Web site of the North Carolina Division of
2 Veterans Affairs.

3 (d) A nonresident licensed, certified, or registered under this section shall be entitled to
4 the same rights and subject to the same obligations as required of a resident licensed, certified,
5 or registered by an occupational licensing board in this State.

6 (e) Nothing in this section shall be construed to apply to the practice of law as regulated
7 under Chapter 84 of the General Statutes.

8 (f) An occupational licensing board may issue a temporary practice permit to a
9 military-trained applicant or military spouse licensed, certified, or registered in another
10 jurisdiction while the military-trained applicant or military spouse is satisfying the
11 requirements for licensure under subsection (a) or (b) of this section if that jurisdiction has
12 licensure, certification, or registration standards substantially equivalent to the standards for
13 licensure, certification, or registration of an occupational licensing board in this State. The
14 military-trained applicant or military spouse may practice under the temporary permit until a
15 license, certification, or registration is granted or until a notice to deny a license, certification,
16 or registration is issued in accordance with rules adopted by the occupational licensing board.

17 (g) An occupational licensing board may adopt rules necessary to implement this
18 section.

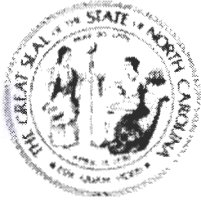
19 (h) Nothing in this section shall be construed to prohibit a military-trained applicant or
20 military spouse from proceeding under the existing licensure, certification, or registration
21 requirements established by an occupational licensing board in this State.

22 (i) For the purposes of this section, the State Board of Education shall be considered an
23 occupational licensing board when issuing teacher licenses under G.S. 115C-296.

24 (j) For the purposes of this section, the North Carolina Medical Board shall not be
25 considered an occupational licensing board."

26 **SECTION 2.** This act is effective when it becomes law.





SENATE BILL 545: Workforce Enrichment/Veterans

2015-2016 General Assembly

Committee:	Senate Re-ref to Workforce and Economic Development. If fav, re-ref to Judiciary I	Date:	April 15, 2015
Introduced by:	Sens. Rabin, Sanderson, J. Jackson	Prepared by:	Greg Roney
Analysis of:	First Edition		Committee Counsel

SUMMARY: *Senate Bill 545 would require an occupational licensing board issue a license to a military-trained applicant if:*

- *The applicant's military occupational specialty certification and experience match the license.*
- *The applicant passes a proficiency examination offered by the licensing board to military-trained applicants.*

CURRENT LAW: As defined in G.S. 93B-1, an "occupational licensing board" means any board established for the primary purpose of regulating the entry of persons into a particular profession and the conduct of persons within the profession that is authorized to issue licenses. Occupational licensing board does not include State agencies staffed by full time State employees who issue licenses as part of their regular duties.

In July 2012, S.L. 2012-196 (House Bill 799) enacted G.S. 93B-15.1 requiring occupational licensing boards to issue occupational licenses to military-trained applicants and military spouses if:

- The military-trained applicant was awarded a military occupational specialty; completed a military program of training and testing or equivalent training and experience as determined by the board; performed in that specialty at a level that is substantially equivalent to or exceeds the requirements for licensure; and engaged in the active practice of the occupation for at least 2 of the 5 years preceding the date of the application.
- The military spouse applicant must hold a current license from another jurisdiction that has requirements for licensure substantially equivalent to or exceeding the requirements for licensure; demonstrate competency in the occupation through methods as determined by the occupational licensing board; and be in good standing and not be disciplined by the agency that had jurisdiction to issue the license.

Both military-trained applicants and spouses must pay any fees required by the occupational licensing board and have not committed any act in any jurisdiction that would have constituted grounds for refusal, suspension, or revocation of a license, if the act occurred in the State. All relevant experience in the discharge of official duties for the military-trained applicant and all relevant experience including part time, full time, paid and volunteer experience for the military spouse will be credited in the calculation of required years of practice.

The following licensing boards are exempt from G.S. 93B-15.1: NC State Bar, State Board of Education, and NC Medical Board.

BILL ANALYSIS: Senate Bill 545 would add a new method for military-trained applicants to receive an occupational license in the State: military occupational specialty certification plus proficiency examination.

O. Walker Reagan
Director



Research Division
(919) 733-2578

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Senate Bill 545

Page 2

The proficiency examination for military-trained applicants is the same examination given routinely by an occupational licensing board. If a proficiency examination is not routinely offered, the occupational licensing board must offer a fair proficiency examination for military-trained applicants.

EFFECTIVE DATE: Senate Bill 545 would be effective when it becomes law.

BACKGROUND: The Program Evaluation Division (PED) examined the State's various independent occupational licensing boards and issued Report Number 2014-15: Occupational Licensing Agencies Should Not be Centralized, but Stronger Oversight is Needed.

The Report discusses 3 groups of licensing boards:

- 55 occupational licensing agencies (OLAs) with occupational licensing boards as defined by G.S. 93B-1.
- 151 licensed occupations that are administered and regulated by 12 state-level agencies outside of the scope of G.S. 93B-1.
- 6 State agency-housed occupational licensing boards (NC Alarm Systems Licensing Board, NC Board of Employee Assistance Professionals, NC Home Inspector Licensure Board, NC Manufactured Housing Board, NC Department of Justice Private Protective Services, NC Code Officials Qualification Board).

G.S. 93B-15.1 only applies to licensing boards as defined by G.S. 93B-1. The following table lists the 55 OLAs from the PED Report that are known to meet the statutory definition:

NC Acupuncture Licensing Board	The Midwifery Joint Committee
NC Appraisal Board	NC Board of Nursing
NC Board of Architecture	NC Board of Examiners for Nursing Home Administrators
NC Board of Athletic Trainers Examiners	NC Board of Occupational Therapy
NC Auctioneer Licensing Board	NC Board of Opticians
NC Board of Barber Examiners	NC State Board of Examiners in Optometry
NC Cemetery Commission	Cape Fear River Navigation and Pilotage Commission
NC Board of CPA Examiners	Morehead City Navigation and Pilotage Commission
NC Board of Chiropractic Examiners	Board of Examiners of Fee-Based Practicing Pastoral Counselors
NC Board of Cosmetic Art Examiners	NC Board of Pharmacy
NC State Board of Dental Examiners	NC Board of Physical Therapy Examiners
NC Board of Dietetics / Nutrition	NC Board of Plumbing, Heating, and Fire Sprinkler Contractors
NC State Board of Examiners of Electrical Contractors	NC Board of Podiatry Examiners
NC Board of Electrolysis Examiners	NC Board of Licensed Professional Counselors
NC Board of Examiners for Engineers and Surveyors	NC Psychology Board
NC Board of Environmental Health Specialist Examiners	NC Real Estate Commission
NC Board of Registration for Foresters	NC Board of Recreational Therapy Licensure
NC Board of Funeral Service	NC State Board of Refrigeration Examiners
NC Licensing Board for General Contractors	NC Respiratory Care Board
NC Board for Licensing of Geologists	NC Social Work Certification and Licensure Board
NC State Hearing Aid Dealers and Fitters Board	NC Board for Licensing of Soil Scientists
NC Interpreter and Transliterator Licensing Board	NC Board of Examiners for Speech and Language Pathologists and Audiologists
NC Irrigation Contractor's Licensing Board	
NC Board of Landscape Architects	
NC Landscape Contractor's Registration Board	



Senate Bill 545

Page 3

NC Board of Law Examiners NC Locksmith Licensing Board NC Marriage and Family Therapy Licensure Board NC Board of Massage and Bodywork Therapy NC Medical Board	NC Substance Abuse Professional Practice Board NC Veterinary Medical Board NC Onsite Wastewater Contractor Inspector Certification Board
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VISITOR REGISTRATION SHEET

Workplace Development

(Committee Name)

4/15/15

Date

VISITORS: PLEASE SIGN IN BELOW AND RETURN TO COMMITTEE CLERK

<u>NAME</u>	<u>FIRM OR AGENCY</u>
Andy Chase	KMA
Mia Bailey	ElectriCities
Jeff	mwc
FRANK STANCL	THE AMERICAN LEGION
Carlen Hawkins	1
Jeff Gaym	The American Legion
CURTIS LEARY	The American Legion
Sybil Leary	American Legion Auxiliary
Charlie Smith	Veteran
Evan D. Gregory	USDOL/VETS



VISITOR REGISTRATION SHEET

(Committee Name)

Date

VISITORS: PLEASE SIGN IN BELOW AND RETURN TO COMMITTEE CLERK

<u>NAME</u>	<u>FIRM OR AGENCY</u>
Chris Agnew Theresa Mae	DOJ White
Brenda Brubaker	Viet. Vet. Assoc
Michael Bishop	Veterans
Clare T. Smith	VFw
Patricia A. Harris	STATE VETERANS COUNCIL ^{AL}
Jeff Moore	Commerce
MTagn	NMRS



Senate Workforce

And

Economic Development

April 15, 2015

Room 544, LOB

12:00 PM

Senate Sergeant at Arms:

LARRY HANCOCK

JIM HAMILTON



SENATE PAGES ATTENDING

COMMITTEE: Workforce & Eco. Dev. ROOM: 544

DATE: 4-15 TIME: Noon

PLEASE PRINT LEGIBLY!!!!!!!!!!!!!!....or else!

	Page Name	Hometown	Sponsoring Senator
1.	Isaiah Davis	Goldsboro	D. Davis
2.	Luke Evans	Asheboro	J. Tillman
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Pages: Present this form to either the Committee Clerk at the meeting or to the Sgt-at-Arms.



Senate Committee on Workforce and Economic Development
Wednesday, April 29, 2015 at 10:00 AM
Room 414

MINUTES

The Senate Committee on Workforce and Economic Development met at 10:00 AM on Wednesday, April 29, 2015 in Room 414. 15 members were present.

Senator Ronald Rabin presided.

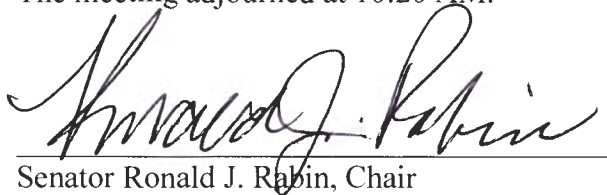
SB 127 All State Agencies/Use Temporary Solutions
Motion to accept PCS made by Senator Rabin

Senator Shirley Randleman presented information about the Bill.

Questions followed that were addressed by Meg Kunde with the Program Evaluation Division and Neal Alexander with the Office of State Human Resources.

Motion made by Senator Dan Soucek
2nd by Senator Tom McInnis
Unfavorable to Bill
Favorable to PCS

The meeting adjourned at 10:20 AM.



Senator Ronald J. Rabin, Chair
Presiding



Sheri Hood, Committee Clerk



Principal Clerk _____
Reading Clerk _____

Corrected #2: Note: Time and Room Change

SENATE
NOTICE OF COMMITTEE MEETING
AND
BILL SPONSOR NOTICE

The **Senate Committee on Workforce and Economic Development** will meet at the following time:

DAY	DATE	TIME	ROOM
Wednesday	April 29, 2015	10:00 AM	414 LOB

The following will be considered:

BILL NO.	SHORT TITLE	SPONSOR
SB 127	All State Agencies/Use Temporary Solutions.	Senator Hartsell Senator Randleman

Chairman Sen. Ron Rabin, presiding

Senator Chad Barefoot, Co-Chair
Senator David L. Curtis, Co-Chair
Senator Ronald J. Rabin, Co-Chair



Senate Committee on Workforce and Economic Development
Wednesday, April 29, 2015, 10:00 PM
414 Legislative Office Building

AGENDA

Welcome and Opening Remarks

Introduction of Pages

Bills

BILL NO.	SHORT TITLE	SPONSOR
SB 127	All State Agencies/Use Temporary Solutions.	Senator Hartsell Senator Randleman

Adjournment



**NORTH CAROLINA GENERAL ASSEMBLY
SENATE**

WORKFORCE AND ECONOMIC DEVELOPMENT COMMITTEE REPORT

Senator Barefoot, Co-Chair

Senator Curtis, Co-Chair

Senator Rabin, Co-Chair

Wednesday, April 29, 2015

Senator Rabin,
submits the following with recommendations as to passage:

UNFAVORABLE AS TO BILL, BUT FAVORABLE AS TO COMMITTEE SUBSTITUTE BILL

SB 127

All State Agencies/Use Temporary Solutions.

Draft Number: S127-PCS15241-MD-2

Sequential Referral: None

Recommended Referral: None

Long Title Amended: Yes

TOTAL REPORTED: 1

Senator Shirley Randleman will handle SB 127



★ C M R 3 1 2 - V - 1 ★

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2015

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D

SENATE BILL 127
PROPOSED COMMITTEE SUBSTITUTE S127-PCS15241-MD-2

Short Title: Personal Services Contracts/PED.

(Public)

Sponsors:

Referred to:

February 27, 2015

1 A BILL TO BE ENTITLED
2 AN ACT TO REQUIRE THAT INFORMATION TECHNOLOGY PERSONAL SERVICES
3 CONTRACTS AND OTHER PERSONAL SERVICES CONTRACTS PURCHASED BY
4 EXECUTIVE BRANCH AGENCIES BE SUBJECT TO THE SAME REQUIREMENTS
5 AND PROCEDURES AS CONTRACTS FOR OTHER SERVICES; TO REQUIRE
6 STATE AGENCIES TO OBTAIN THE SERVICES OF TEMPORARY EMPLOYEES
7 THROUGH THE TEMPORARY SOLUTIONS PROGRAM OPERATED BY THE
8 OFFICE OF STATE HUMAN RESOURCES; AND TO PROVIDE THAT
9 INFORMATION TECHNOLOGY PERSONAL SERVICES CONTRACTS CAN ONLY
10 BE OBTAINED UPON WRITTEN APPROVAL FROM THE OFFICE OF
11 INFORMATION TECHNOLOGY SERVICES AND THE OFFICE OF STATE BUDGET
12 AND MANAGEMENT.

13 The General Assembly of North Carolina enacts:

14 SECTION 1. Article 3 of Chapter 143 of the General Statutes is amended by
15 adding a new section to read:

16 **"§ 143-48.6. Personal services contracts subject to Article.**

17 (a) Requirement. – Notwithstanding any other provision of law, personal services
18 contracts for executive branch agencies shall be subject to the same requirements and
19 procedures as service contracts.

20 (b) Personal Services Contract Defined. – For purposes of this section, the term
21 "personal services contract" means a contract for services provided by a professional individual
22 as an independent contractor on a temporary or occasional basis.

23 (c) Rules Required. – The Department of Administration shall adopt rules consistent
24 with this section."

25 SECTION 2. Part 4 of Article 3D of Chapter 147 of the General Statutes is
26 amended by adding a new section to read:

27 **"§ 147-33.105. Personal services contracts subject to Article.**

28 (a) Requirement. – Notwithstanding any other provision of law, information technology
29 personal services contracts for executive branch agencies shall be subject to the same
30 requirements and procedures as information technology service contracts, except as provided in
31 this section.

32 (b) Certain Approvals Required. – Notwithstanding any provision of law to the
33 contrary, no information technology personal services contract, nor any contract that provides
34 personnel to perform information technology functions regardless of the cost of the contract,
35 may be established or renewed without written approval from the Office of Information
36 Technology Services and the Office of State Budget and Management. To facilitate compliance



* S 1 2 7 - P C S 1 5 2 4 1 - M D - 2 *



with this requirement, the Office of Information Technology Services shall develop and document the following:

- (1) Standards for determining whether it is more appropriate for an agency to hire an employee or use the services of a vendor.
- (2) A process to monitor all State agency information technology personal services contracts, as well as any other State contracts providing personnel to perform information technology functions.
- (3) A process for obtaining approval of contractor positions.

(c) Creation of State Positions in Certain Cases. – The Office of Information Technology Services shall review current information technology personal services contracts on an ongoing basis and determine if each contractor is performing a function that could more appropriately be performed by a State employee. Where the determination is made that a State employee should be performing the function, the Office of Information Technology Services shall work with the impacted agency and the Office of State Personnel to identify or create the position.

(d) Compliance Audits Required. – The Office of Information Technology Services shall conduct periodic audits of State agencies that are subject to this Article to determine the degree to which those agencies are complying with the rules and procedures that govern information technology personal services contracts.

(e) Reporting Required. – The Office of Information Technology Services shall report biennially to the Joint Legislative Oversight Committee on Information Technology and the Fiscal Research Division on all of the following:

- (1) Its progress toward standardizing information technology personal services contracts.
- (2) The number of information technology service contractors in each State agency, the cost for each, and the comparable cost, including benefits, of a State employee serving in that capacity rather than a contractor.
- (3) The results of the compliance audits conducted pursuant to subsection (d) of this section.

(f) Information Technology Personal Services Contract Defined. – For purposes of this section, the term "personal services contract" means a contract for services provided by a professional individual as an independent contractor on a temporary or occasional basis.

(g) Rules Required. – The Office of Information Technology Services shall adopt rules consistent with this section."

SECTION 3. Personal services contracts and information technology personal services contracts in effect on the effective date of this act shall be allowed to expire in accordance with the terms of the contract. A personal services contract or an information technology personal services contract that can be terminated at any time shall be reviewed within 60 days of the effective date of this act and shall only be continued if the contract complies with the requirements of G.S. 143-48.6 and G.S. 147-33.105, as enacted by Sections 1 and 2 of this act, respectively. A personal services contract or information technology personal services contract entered into after the effective date of this act shall comply with the requirements of G.S. 143-48.6 or G.S. 147-33.105, as applicable.

SECTION 4. G.S. 143-64.70 is repealed. The Office of State Budget and Management shall notify State agencies of the repeal of G.S. 143-64.70 and about the new requirements imposed by this act.

SECTION 5. Article 1 of Chapter 126 of the General Statutes is amended by adding a new section to read:

"§ 126-6.3. Temporary employment needs of State agencies shall be met through the Temporary Solutions Program.



1 (a) Use of Temporary Solutions Required. – Notwithstanding G.S. 126-5 or any other
2 provision of law, all State agencies that utilize temporary employees to perform work that is not
3 information technology-related shall employ them through the Temporary Solutions Program
4 administered by the Office of State Human Resources. The Director of the Office of State
5 Human Resources may create exceptions to this requirement when doing so would be in the
6 best interests of the State in the sole discretion of the Director. An exception shall be invalid
7 unless it is in writing.

8 (b) Compliance Monitoring. – The Office of State Human Resources shall monitor the
9 employment of temporary employees by agencies subject to this section and shall report
10 biannually to the Joint Legislative Commission on Governmental Operations and to the Fiscal
11 Research Division on agency compliance with this section and policies and rules adopted
12 pursuant to it.

13 (c) State Agency Defined. – A unit of the executive branch of State government, such
14 as a department, an institution, a division, a commission, a board, or a council, regardless of
15 whether or not the agency is part of the Council of State."

16 **SECTION 6.** G.S. 126-4 is amended by adding a new subdivision to read:

17 **"§ 126-4. Powers and duties of State Human Resources Commission.**

18 Subject to the approval of the Governor, the State Human Resources Commission shall
19 establish policies and rules governing each of the following:

20 ...

21 (19) The implementation of G.S. 126-6.3 in a manner that is consistent across all
22 affected State agencies."

23 **SECTION 7.** This act is effective when it becomes law.





SENATE BILL 127: All State Agencies/Use Temporary Solutions

2015-2016 General Assembly

Committee:	Senate Workforce and Economic Development Sens. Hartsell, Randleman	Date:	April 29, 2015
Analysis of:	PCS to First Edition S127-CSMD-2	Prepared by:	Greg Roney Committee Counsel

SUMMARY: *The Proposed Committee Substitute (PCS) to Senate Bill 127 requires that personal services contracts entered into by Executive Branch agencies be subject to the same requirements and procedures as service contracts, requires State agencies to obtain temporary employees through the Temporary Solutions Program, and codifies the requirement that information technology personal services contracts be approved in writing by the Office of Information Technology Services and the Office of State Budget and Management.*

CURRENT LAW: The procurement of most contracts entered into by State agencies in North Carolina is overseen by the Division of Purchase and Contract of the Department of Administration or the Office of Information Technology Services. However, the North Carolina Administrative Code exempts personal services contracts from having to be obtained through these agencies. The most recent State budget effectively overrode this exemption with respect to information technology personal services contracts but this exception does not apply to non-IT personal services contracts and it will expire on June 30, 2015 unless the General Assembly takes action.

On February 27, 2013, the Governor issued an executive order requiring all non-Council of State executive branch agencies that employ temporary employees, and encouraging Council of State agencies and The University of North Carolina, to employ them through the Temporary Solutions Program of the Office of State Human Resources. As a practical matter, however, most IT-related temporary staffing needs have been handled through the Office of Information Technology Services.

BILL ANALYSIS: **Section 1** of the bill implements the first recommendation of the Program Evaluation Division's Report Number 2015-03. It amends the statutory article that governs purchases and contracts by State agencies by adding a new section that requires that non-IT personal services contracts be subject to the same requirements and procedures as service contracts. The term 'personal services contract' is defined for purposes of the new section as a contract for services provided by a professional individual as an independent contractor on a temporary or occasional basis. The Department of Administration is required to adopt rules consistent with the new section.

Section 2 of the bill implements the first and third recommendations of the Program Evaluation Division report. It amends the statutes that govern the procurement of information technology for State agencies to require that IT-related personal services contracts be subject to the same requirements and procedures as IT-related service contracts. The term 'personal services contract' is defined the same way it is in Section 1 of the bill, and the Office of Information Technology Services is required to adopt rules consistent with the new section.

This section also codifies language that has appeared in recent budgets (most recently in Section 7.8 of S.L. 2013-360) providing that no information technology personal services contract be established or renewed without written approval from the Office of Information Technology Services and the Office of State Budget and Management. The Office of Information Technology Services is also required to adopt





Senate Bill 127

Page 2

certain standards related to the procurement of information technology contracts and to work with State agencies to create positions when it is determined that a State employee rather than a contractor should be performing the function.

Finally, this section requires the Office of Information Technology Services to perform compliance audits of State agencies and requires biennial reporting to the Joint Legislative Oversight Committee on Information Technology and to the Fiscal Research Division.

Section 3 of the bill addresses the disposition of personal services contracts that are in existence at the time the bill becomes law. Specifically, it provides that such contracts be allowed to expire in accordance with the terms of the contract and that a personal services contract that can be terminated at any time shall be reviewed within 60 days of the effective date of the act and shall only be continued if the contract complies with the requirements of the statutes enacted by Sections 1 and 2 of the bill. Contracts entered into or renewed on or after the effective date of the act are required to comply with those requirements.

Section 4 of the bill is a conforming change that deletes a statutory section that is no longer needed. The statute in question, G.S. 143-64.70 required State agencies to annually report about their use of personal services contracts and required the Office of State Budget and Management to analyze and submit an annual report on agency and institution use of these contracts. Since those contracts will now be procured in the same manner as other service contracts, there is no longer a need to have a separate report.

Section 5 of the bill implements the second recommendation of the Program Evaluation Division report by extending the requirement that executive branch agencies use the Temporary Solutions Program to acquire temporary employees for non-information technology services to all executive branch agencies, including Council of State agencies. The State Human Resources Director may create exceptions to this requirement, which must be in writing. The Office of State Human Resources is required to report biannually to the Joint Legislative Commission on Governmental Operations and to the Fiscal Research Division on agency compliance with these requirements.

Section 6 of the bill requires that the State Human Resources Commission establish policies and rules governing the implementation of the requirements of Section 5 of the bill in a manner that is uniform across affected State agencies.

EFFECTIVE DATE: **Section 7** of the bill provides that the bill is effective when it becomes law.

BACKGROUND: The PCS to Senate Bill 127 is based on the Program Evaluation Division report entitled *North Carolina Should Eliminate the Use of Personal Services Contracts in Favor of Using Existing Mechanisms*, Report Number 2015-03 (February 2015).

Ben Stanley with the Bill Drafting Division substantially contributed to this summary.



GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2015

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1

SENATE BILL 127

Short Title: All State Agencies/Use Temporary Solutions. (Public)

Sponsors: Senators Hartsell and Randleman (Primary Sponsors).

Referred to: Rules and Operations of the Senate.

February 27, 2015

A BILL TO BE ENTITLED
AN ACT TO REQUIRE STATE AGENCIES TO OBTAIN THE SERVICES OF
TEMPORARY EMPLOYEES THROUGH THE TEMPORARY SOLUTIONS
PROGRAM OPERATED BY THE OFFICE OF STATE HUMAN RESOURCES.

The General Assembly of North Carolina enacts:

SECTION 1. Article 1 of Chapter 126 of the General Statutes is amended by
adding a new section to read:

**"§ 126-6.3. Temporary employment needs of State agencies shall be met through the
Temporary Solutions Program.**

(a) Use of Temporary Solutions Required. – Notwithstanding G.S. 126-5 or any other
provision of law, all State agencies that utilize temporary employees to perform work that is not
information technology related shall employ them through the Temporary Solutions Program
administered by the Office of State Human Resources or in a manner approved by the Director
of the Office of State Human Resources.

(b) Compliance Monitoring. – The Office of State Human Resources shall monitor the
employment of temporary employees by agencies subject to this section and shall report
biannually to the Joint Legislative Commission on Governmental Operations and to the Fiscal
Research Division on agency compliance with this section and policies and rules adopted
pursuant to it.

(c) State Agency Defined. – A unit of the executive branch of State government, such
as a department, an institution, a division, a commission, a board, or a council, regardless of
whether or not the agency is part of the Council of State. The term does not include The
University of North Carolina."

SECTION 2. G.S. 126-4 is amended by adding a new subdivision to read:

"§ 126-4. Powers and duties of State Human Resources Commission.

Subject to the approval of the Governor, the State Human Resources Commission shall
establish policies and rules governing each of the following:

...

(19) The implementation of G.S. 126-6.3 in a manner that is consistent across all
affected State agencies.

...."

SECTION 3. This act is effective when it becomes law.



* S 1 2 7 - V - 1 *



VISITOR REGISTRATION SHEET
Workforce and Economic Development

(Committee Name)

4/29/15

Date

VISITORS: PLEASE SIGN IN BELOW AND RETURN TO COMMITTEE CLERK

<u>NAME</u>	<u>FIRM OR AGENCY AND ADDRESS</u>
Will Dany-Hine	NCHFA
Justine Tsao	NCHC
Charlene Shabazz	OSTH
Margaret Duke	OSTR
Mary Shuping	NCCCS
Fred Moore	NCREC
Kessey Gruberg	Governor's office
Kathleen Johnston	DOA
Patti Bowers	DOA
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Chris	DOJ
Stephanie Waltz	DOA / VAIO
Drew Moretz	UNC-GA



Senate Committee on Workforce and Economic Development
Wednesday, July 15, 2015 at 12:00 PM
Room 544 of the Legislative Office Building

MINUTES

The Senate Committee on Workforce and Economic Development met at 12:05 PM on July 15, 2015 in Room 544 of the Legislative Office Building. 13 members were present.

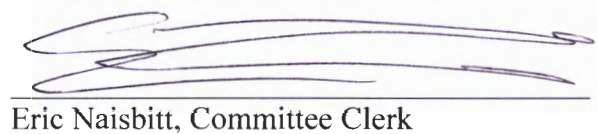
Senator Chad Barefoot, Chair, presided.

Scott D'Amico, Industry Vice President of the Apollo Education Group, presented information on the workforce needs of the manufacturing industry in North Carolina and how the state can address those issues.

The meeting adjourned at 12:47 PM.



Senator Chad Barefoot, Chair
Presiding



Eric Naisbitt, Committee Clerk



Principal Clerk _____
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SENATE
NOTICE OF COMMITTEE MEETING
AND
BILL SPONSOR NOTICE

The **Senate Committee on Workforce and Economic Development** will meet at the following time:

DAY	DATE	TIME	ROOM
Wednesday	July 15, 2015	12:00 PM	544 LOB

Chairman Sen. Chad Barefoot, presiding

Presentation from the NC Chamber and the University of Phoenix about the workforce needs of manufacturing companies around the state.

Senator Chad Barefoot, Co-Chair
Senator David L. Curtis, Co-Chair
Senator Ronald J. Rabin, Co-Chair



Senate Committee on Workforce and Economic Development
Wednesday, July 15, 2015, 12:00 PM
544 LOB

AGENDA

Welcome and Opening Remarks

Introduction of Sergeants at Arms and Pages

Presentations

Manufacturing Industry Talent Development Roundtable
North Carolina Chamber and Apollo Education Group

Adjournment



Manufacturing Industry Talent Development Roundtable

North Carolina Chamber

Apollo Education Group



Agenda



- North Carolina Vision 2030
- Roundtable Format
- Results
- Next Steps
- Questions

North Carolina Vision 2030 – A Plan for Accelerating Job Growth and Securing North Carolina’s Future is a forward-thinking, initiative-driven plan that provides focused economic development strategies to create good jobs for North Carolinians.

Four Pillars of a Secure Future

- Education and Talent Supply
- Competitive Business Climate
- Entrepreneurship and Innovation
- Infrastructure and Growth Leadership

Roundtable Format



- 3 Key Areas
 - Greensboro
 - Raleigh
 - Charlotte
- Manufacturing Representation
 - Small, Medium, and Large Companies
 - HR, Operations, Supply Chain
- Job Data
 - Job Openings
 - Key Skills/Competencies

- 5 Critical Areas for North Carolina Manufacturers
 - Need for trade and soft skills
 - Increased focus on coaching and mentoring
 - Collaboration between manufacturers and colleges/universities
 - Perceptions about careers in manufacturing
 - Sharing best practices

Trade and Soft Skills

Roundtable participants stressed the need to more holistically educate and train workers with the necessary skills for a technologically and globally oriented manufacturing sector.

Key Skills:

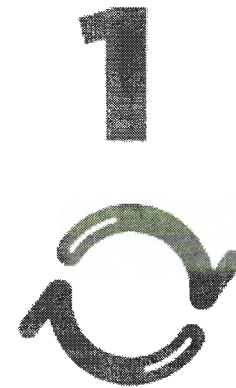
Situational Awareness

Critical Thinking

Problem Solving

Project Management

Effective Coaching



The need for employees to have both trade and soft skills

Coaching and Mentoring

To meet the challenge of skills assurance, roundtable participants recommended programs that provide supervised opportunities for coaching and established mentorship programs for new recruits and emerging employees to gain hands-on experience.

Key Point:

On-the-job mentoring is a critical strategy for helping manufacturing employees acquire additional industry-specific technical skills as well as soft skills such as business acumen, communication, supervision and leadership.



The importance of placing a greater focus on internal training, mentoring and coaching

Manufacturing and Higher Education Collaboration



Do schools understand manufacturing?

Opportunities:

Manufacturers to clearly define skills and competencies needed for their workers

Partner with colleges and universities to develop curriculum aligned to those needs

The biggest areas of opportunity for colleges and universities are agility and shortening the talent-development life cycle

3



The need for manufacturers to work more closely with local community colleges and universities

Perception Versus Reality

Part of the challenge in today's education system is that students do not see how what they learned in class applies to the real world

Avenues to Connect:

Attending career days at local schools

Hosting field trips at their manufacturing facilities

Participating in regional and national events such as the Manufacturing Institute's Dream It Do It program

Manufacturing Day events hosted by North Carolina's Community Colleges

4



The need to change perceptions about careers in the manufacturing industry

Sharing the Wealth

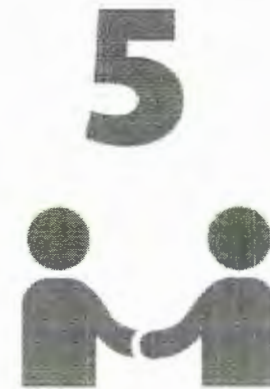
The primary concern for the roundtable participants is that they often operate in numerous cities and counties around the state, and have difficulties locating talent and employee development resources in all of the local markets in which they operate.

Current Strategies

Society for Human Resource Management (SHRM)

Association for Talent Development (ATD)

Chamber of Commerce



The importance of sharing best practices and aligning available resources

Next Steps



- Call to Action
 - Create a central repository of talent and workforce development tools so that manufacturers in Boone or Wilmington or anywhere in between will be able to easily determine what resources are available in their area
 - Community Colleges
 - Four-year universities
 - Professional training organizations

Questions



Thank you!

VISITOR REGISTRATION SHEET
Workforce and Economic Development

(Committee Name)

7/15/15

Date

VISITORS: PLEASE SIGN IN BELOW AND RETURN TO COMMITTEE CLERK

<u>NAME</u>	<u>FIRM OR AGENCY AND ADDRESS</u>
Drew Moretz	UNC GA
Jonathan Keppeler	UNC GA
Matt Ellsworth	NC SC
Dion Clark	Charlotte Works
Mary Shuping	NCCCS
Betty Doster	UNC Charlotte
Jason Grier	A.C. Rural Center
Grant Godwin	UNC Rural Center
Rican Mewald	WM



VISITOR REGISTRATION SHEET
Workforce and Economic Development

(Committee Name)

7/15/15

Date

VISITORS: PLEASE SIGN IN BELOW AND RETURN TO COMMITTEE CLERK

<u>NAME</u>	<u>FIRM OR AGENCY AND ADDRESS</u>
Susan Vick	Duke Energy
RESTON HOWARD	NCMA
[Signature]	MWC
[Signature]	MWC
Jack Cashion	NCC
J GOODMAN	"
G SALAMID	"
Will Collins	Commerce
Shley Jones	NC Dept of Commerce
Dena Benson-Searce	As 110 Education Group
Shannon Eckard	University of Phoenix, Charlotte
Ginny Smith Brown	Hunt Institute
Jeff Miron	Commerce / DWS
Tim F. Flanders	NCMA
Rachel Bell	NC DP
Fane Stilwell	SBE



Senate Pages Attending

COMMITTEE: Workforce & Eco. Develop. ROOM: 544

DATE: 7-15 TIME: Noon

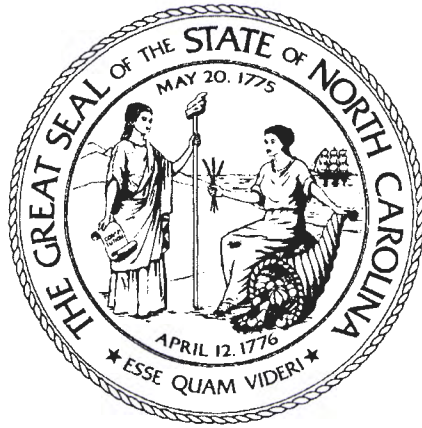
PLEASE PRINT LEGIBLY!!!!!!!!!!!!!!.....or else!

Page Name	Hometown	Sponsoring Senator
1. Alex Beroth	Pfafftown	Krawiec
2. Kendall Gillespy	Clayton	Smith
3. Rachel Woods	Clayton	Newton
4.		
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Do not add names below the grid.

Pages: Present this form to either the Committee Clerk at the meeting or to the Sgt-at-Arms.





SENATE COMMITTEE

ON

WORKFORCE AND ECONOMIC DEVELOPMENT

JULY 15, 2015

SENATE SERGEANT-AT-ARMS

CANTON LEWIS

STEVE McKAIG

HAL ROACH

