

Building a New Future for Education Through Innovative Partnerships

Presentation to the House Select Committee
Harding University High School
September 12, 2022

Goal for CMS Students:

- Build self-efficacy and passion for a career path of their choosing
- Complete one or more aligned career pathways
- Attain aligned and industry relevant certifications
- Participate in aligned work-based learning opportunities
- Demonstrate college and career readiness by enrolling in advanced coursework like College & Career Promise

Developing Career Pathways

Growth Occupation Clusters in Charlotte Region

- Finance
- Technology
- Business, Management, and Administration
- Transportation & Warehousing
- Manufacturing
- Health Sciences

NOTE: While the trades was not listed as a growth industry focus by HIRE Charlotte it is constantly emphasized by industry partners as an important workforce development because of the retiring workforce.

Source: HIRE Charlotte 1.25.22 Steering Committee Presentation

CTE Career Pathways Market Alignment

| Industry Cluster | CMS Career Pathways (# of schools) |
|---------------------------------------|--|
| Finance | <ul style="list-style-type: none">● Financial Planning (4) |
| Technology | <ul style="list-style-type: none">● Software Development (15)● Game Art Design (5) |
| Business, Management & Administration | <ul style="list-style-type: none">● Business Management (10)● Customer Relationship Management - Salesforce Admin (5)● Digital Marketing (5)● Graphic & Digital Design (12) |
| Manufacturing | <ul style="list-style-type: none">● Advanced Manufacturing (7) |
| Health Science | <ul style="list-style-type: none">● Biomedical Science (14)● Nursing Fundamentals (3) |
| Trades | <ul style="list-style-type: none">● Carpentry (4) |

CTE Career Pathways - Replacement Workforce

- Architecture - Engineering (7)
- Automotive (7)
- Culinary Arts (9)
- Interior Design (4)
- Public Safety
 - Emergency Management (1)
 - Firefighter Technology (1)
 - Law Enforcement & Projection (2)
- Cosmetology (3)

Middle School STEM Exploration

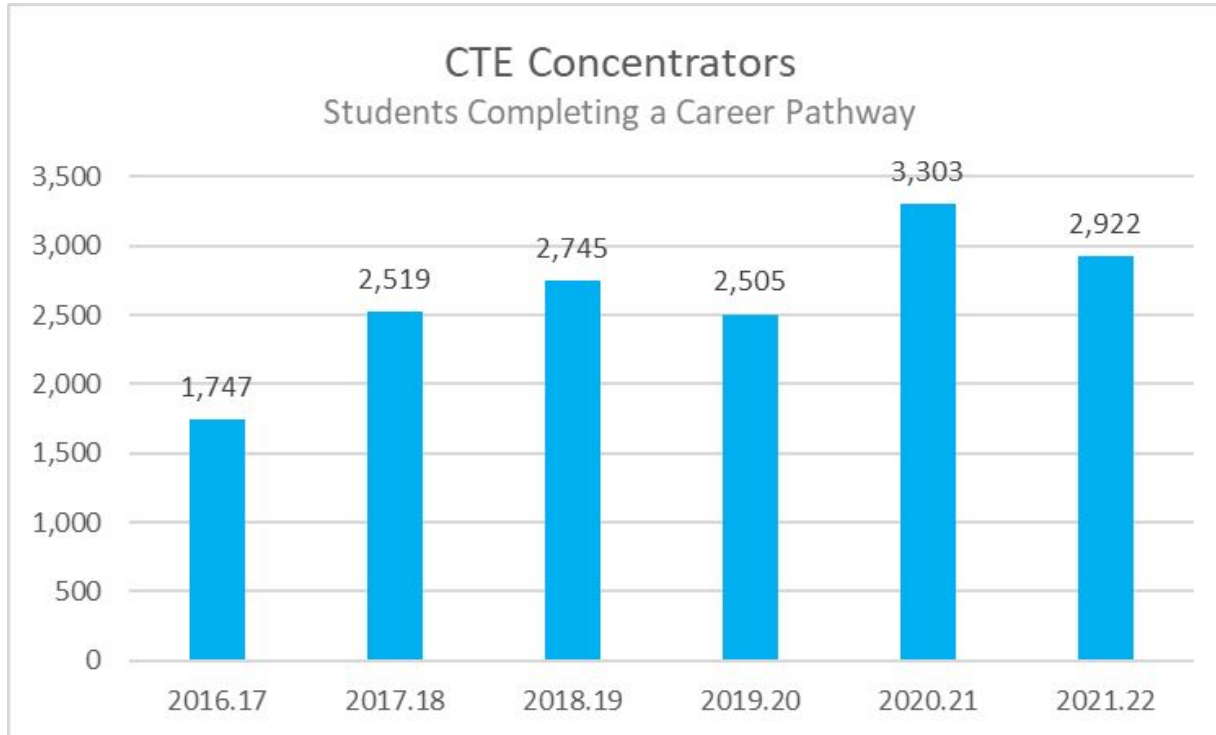
| Project Lead the Way STEM Courses | # of Title I Middle Schools (16) | # of Total Middle Schools (40) |
|---|----------------------------------|--------------------------------|
| PLTW - Design & Modeling | 13 (81%) | 28 (70%) |
| PLTW - Automation & Robotics | 12 (75%) | 26 (65%) |
| PLTW - App Creators | 13 (81%) | 25 (63%) |
| PLTW - Medical Detectives | 6 (38%) | 17 (43%) |
| Computer Science Discoveries I, II, III | 9 (56%) | 26 (65%) |
| PLTW - CS Innovation & Makers* | 8 (50%) | 12 (30%) |
| Middle Schools with 3+ STEM courses | 13 (81%) | 29 (73%) |
| Middle Schools with 5+ STEM courses | 7 (44%) | 18 (45%) |

CMS ranks #2 in the country for the number of Project Lead the Way courses offered. Exploration of STEM is a priority.

Indicators

- Concentrators - Students who complete a pathway
- Earned Industry Credentials
- College & Career Promise
- Work Based Learning/Industry Partners

CTE Concentrators



Top Areas of Concentration 2020.21:

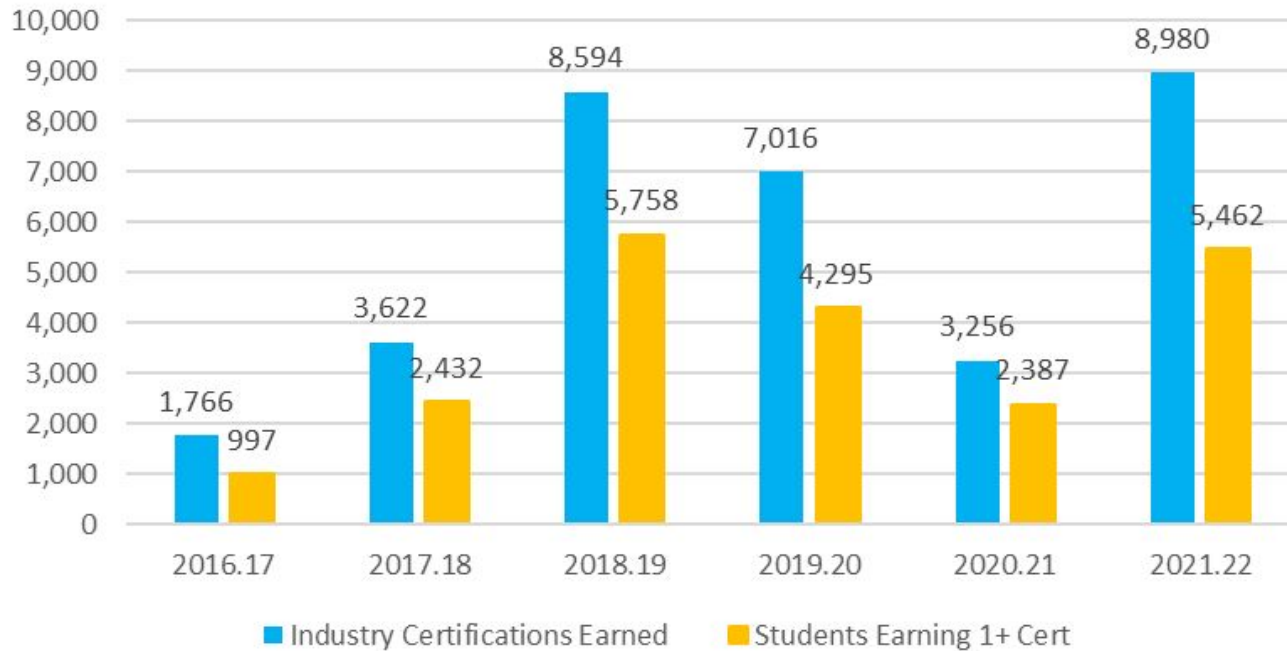
Engineering (465)
Biotechnology R & D (339)
Marketing (305)
Adobe (154)
Software Development (149)

To become a concentrator requires a student to take three or four courses in a pathway, usually over two or three years. CTE scheduling was severely impacted when remote learning began. We anticipate to return to an increase in concentrators in 2022-2023.

Industry Credentials

CTE Industry Certifications

Does Not Include WorkKeys



In 2018.19 CMS debuted in North Carolina's top 10 ranking for industry certifications earned - CMS ranked 3rd in NC

Dramatic decline in certifications earned during remote learning directly tied to how certification testing is administered virtually or mandated in person.

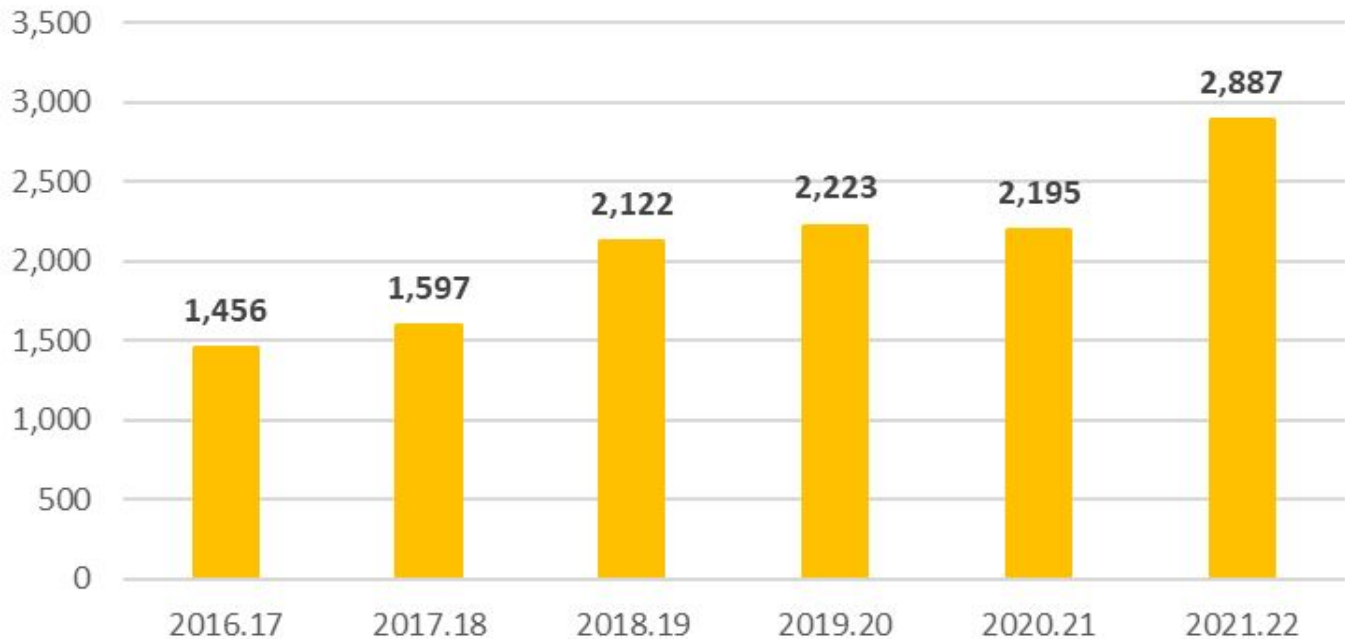
69%



2020.21 seniors who earned 1+ CTE industry certifications during four years of high school

College & Career Promise

Total Students Enrolled in CCP
Includes Middle Colleges



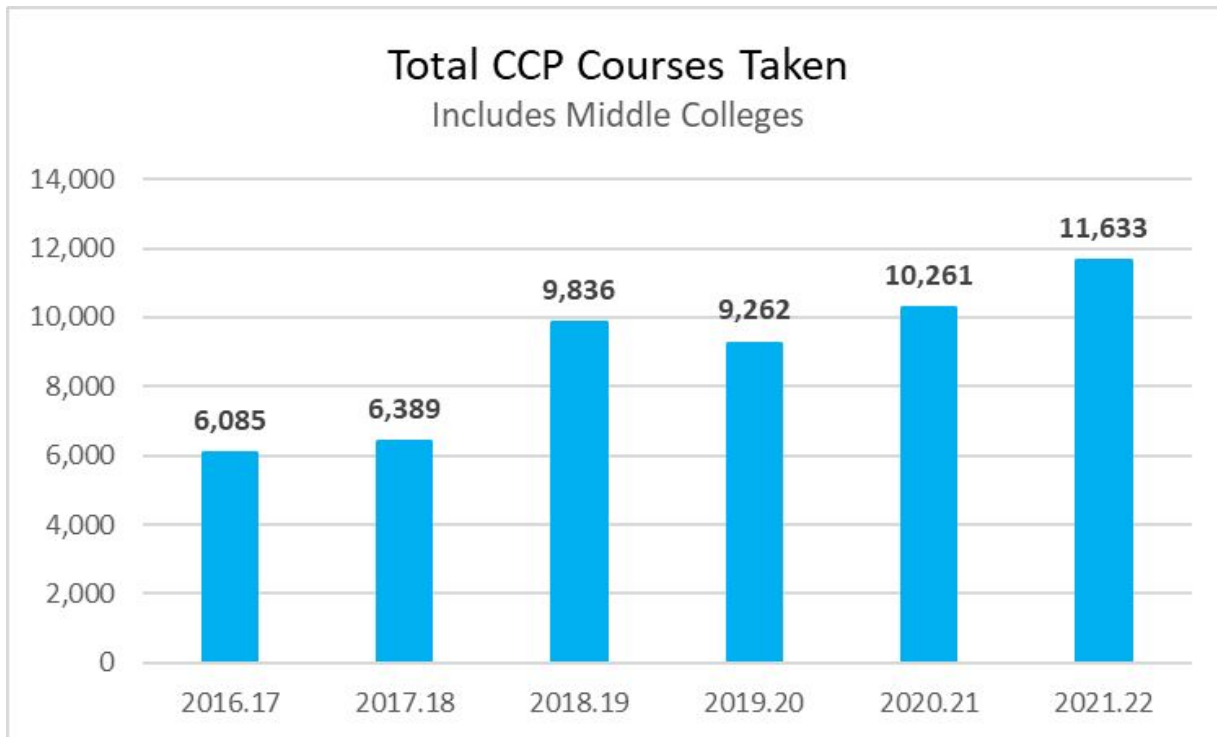
2021-2022

2,140 = High School

747 = Middle Colleges

Note: Does not include CEEC data. We do not receive a data contact yet.

College & Career Promise



Approximately 10% of courses taken are aligned to a CPCC CTE Pathway.

Top 10 CCP CTE Courses:

- Technology (316)
- Business (254)
- Public Safety (223)
- Health Sciences (149)
- Carpentry (119)
- Architecture & Engineering (113)
- Adv. Mfg. & Engineering (86)
- Transportation & Logistics (70)
- Electrical (51)
- Education (38)

Work Based Learning

| Students | 2021.22 Work Based Learning Experiences |
|-----------------|---|
| 952 | Paid Internships |
| 414 | Internship Course Credits |
| 5,100 | Career Fairs - ACE, CAHA, JA |
| 2,667 | Career Exploration - In class |
| 1,020 | Mayor's Youth Employment Job Training |
| 4,404 | Field Trips |
| 14,557 | Total # of Students Engaged in Work Based Learning |

We began the year masked and socially distancing. As we emerged, so did our student and teacher's desire to engage with industry partners in a variety of ways.

Internships



42 Students
Summer 2022



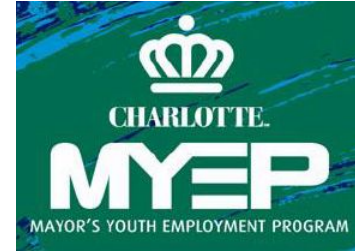
Construction
47 Students
Summer 2022



Construction
9 Students
Summer 2021



Virtual Internship
404 Summer 2022



370 Students
Summer 2022



Rise to Success

Health Science - 30 Students
Summer 2021



Marketing & Automotive
20 students
Fall/Spring 2021.22



Bridges to Healthcare
30 Students
Fall/Spring 2021.22



10 Students
Pre-Apprenticeship
Spring 2023



Innovative Partnerships

- Road to Hire
- The ROC
- Central Piedmont Community College

Road to Hire

Nikki Keith
Director of Partnerships and Development
Road to Hire

Road to Hire's Dual Mission

(1) **Diversify** corporate workspaces by creating onramps to high earning careers for young underrepresented populations

(2) **Interrupt** cycles of intergenerational poverty

Supporting students historically underrepresented in STEM and business

- Students of Color
- Title 1 High School Students
- First-Generation College Students
- 17-26 Year Olds

Road to Hire

How it Works:

Chisom Nwosu: Julius Chambers Class of 2021



High school

- Chisom **applies to R2H** based on a his teacher's recommendation.
- Chisom **earns \$1K** during a **paid internship** and applies to five colleges with waived application fees.
- Chisom **learns EXCEL, HTML and CSS and completes his FAFSA**. He's accepted to UNCC and earns a full college scholarship (with Pell + R2H + UNCC funding)!
- Chisom completes "R2H College Thrive" and **prepares for life as an independent college student**.

College

- Chisom is majoring in **Computer Science** and **meets regularly with his R2H student career coach** throughout college.
- Chisom has access to early summer internships at top Charlotte companies.

CHISOM

Career

- Chisom will graduates college **DEBT FREE** and **have multiple offers for high-earning, career-path jobs**.

High School (2020-2022)

CMS seniors complete paid summer internships, tech courses for credit, life skills training and college bridge programs. Qualifying students earn a college scholarship or apprenticeship spot.

| Metric | CMS Data | ROAD TO HIRE | | | |
|---------------------------------|-------------|--------------|----------|----------|----------|
| | CMS Seniors | R2H Goals | Cohort 1 | Cohort 2 | Cohort 3 |
| H.S. Class | 2020 | | 2021 | 2022 | 2023 |
| Black & Hispanic Seniors at CMS | 6642 | | 201 | 364 | 275* |
| FAFSA Completion | 44%** | 100% | 97% | 100% | TBD |
| Avg H.S. GPA | N/A | 3.5+ | 3.3 | 3.5 | TBD |

Sources: Charlotte Mecklenburg Schools; State of NC

College: R2H Scholars (2021-2022)

College scholarships, student career coaching and internship access for **318** recent high school graduates. 75% are enrolled at four-year institutions.

| Metric | BENCHMARKS (NC) | | ROAD TO HIRE | | | |
|---------------------------------|-----------------|---------------|--------------|----------------------------|--------------------------|-----|
| | White | Black & Brown | R2H Goals | Cohort 1 106 Sophomores | Cohort 2 212 Freshman | |
| 1yr Persistence (NC public 4yr) | 87% | 76% | 92% | 90% | N/A | |
| Grad. Rate (4yr - UNC system) | 74% | 59% | 85%+ | 75%* | 80%* | |
| Attainment . Rate (2yr) | 24% | 12% | 70%+ | 40%* | 60%* | |
| % in STEM or Biz (Declared) | N/A | N/A | 100% | 73% | 79% | |
| % in STEM (Nat'l Benchmarks) | 20% | 18% | 70% | 59% | 61% | |
| % Graduating in STEM (Nat'l) | 12% | 6% | 80% | TBD | TBD | |
| Avg 1st Yr College GPA | NA | 3.1 | NA | 3.2+ | 2.5 | N/A |
| Debt 4 yrs Post Grad | \$28K | \$53K | \$0K | \$0K | \$0K | |

R2H students are majoring in STEM at higher rate than average

Questions

The ROC

Darren Ash
Executive Director
The ROC



The ROC Construction Trade School

Our Mission is to provide technical construction skills, job readiness training, mentorships, paid apprenticeships and permanent job placement for students attending high schools in under-served areas of Mecklenburg County.



3 Core Services*:

- 1. Construction Skills Training** – Electrical, HVAC, Carpentry and Construction Management
- 2. Job Readiness** – Intensive Soft Skills Training
- 3. Pre-Apprenticeships, Apprenticeships and Permanent Job Placement**

The ROC: Rebuilding Opportunities in Construction



Summer 2022
47 Internships
w/local
construction
companies

**The ROC has
broken
industry
barriers for
internships for
the trades.**

- Joint venture between CMS and CPCC
- Focus areas: Electrical, Mechanical, Carpentry and Construction Management
- 4 high schools served: Berry, Harding, West Meck, Chambers
- Students receive college credit with CPCC via Career & College Promise or Work-Base Continuing Ed pathways
- In addition, students receive valuable NCCER certifications
- Paid Summer Pre-Apprenticeships for 16-17 years old
- Apprenticeships and Permanent Job Placements for 18 years old
- Fall Enrollment – 130 students

Questions

Central Piedmont Community College

Kandi Deitemeyer, President
Heather Hill, Provost, Chief Academic Officer
Central Piedmont Community College

Reaching a Diverse Range of Students

Enrolls more than **41,000 students annually** in for-credit and continuing education programs.

3,330 dually enrolled high school students attended the college in 2021-22, with about 800 of these enrolled in four middle colleges.

56% female

44% male

28.6% younger than 21

9% first generation college students

75% attend part-time

52% minority – Central Piedmont enrolls more students of color than any other Mecklenburg County college or university



A Comprehensive and Impactful Institution

- Nearly **300** degree, diploma and certificate programs offered
- Middle college and dual-enrolled high school students took **48,501 tuition-free credit hours** in 2021-22, saving their families more than **\$3.68 million in college costs**
- Conducted **eight customized training projects** with corporate partners in 2021-22, totaling **\$361,345** and impacting more than **3,500 jobs**
- Central Piedmont contributes nearly **\$1 billion annually** to the Mecklenburg County economy



RoadtoHire



Transforming Student Lives

- 4,260 credentials awarded in 2020-21
- 2,537 Associate Degrees
 - 157 Diplomas
- 1,566 Certificates
- 1,233 students transferred to a UNC institution in Fall 2021
 - 742 to UNC Charlotte
 - 107 to Appalachian State
 - 67 to UNC Wilmington
 - 57 to UNC Greensboro
 - 92 HBCU Transfers – UNC schools and JCSU

Central Piedmont's graduating class of 2021 included more than **2,430 graduates**, with an **average GPA of 3.498**.

Over the last five years, around one-third of all Central Piedmont transfers have matriculated to a Mecklenburg County university.

Between 2016 and 2021, almost 10,500 Central Piedmont students have transferred to UNC institutions.



Work-Based Learning – Preparing Students for Careers

Apprenticeships

Ninety-three apprenticeship students with **23 employer partners** in 2021–22

- Mechatronics – **35**
- Diesel and Heavy Equipment – **20**
- Electrical Systems – **12**
- Computer-Integrated Machining – **4**
- Other Industry Fields – **7**

Co-Ops

In 2021–22, some **617 students** participated in Co-Ops, through **42 programs of study**. About a-third of Co-Op students received an employment offer prior to or upon graduation.



Improving Economic Mobility

Central Piedmont offers more than **\$3 million in scholarships** annually.

Central Piedmont's **Opportunity Scholarship Program** assists students at CMS' most impoverished high schools.

Graduates of Central Piedmont's **Early Childhood Education** programs prepare Mecklenburg County's Pre-K children for kindergarten.

The college is working in partnerships to recruit more minority students into **STEM** programs.

The **Career & College Promise** program allows high school students to earn tuition-free credits. *Central Piedmont has the most Career & College Promise students in N.C.*

The **Accelerated Career Training** program offers no-cost, shorter-term training in nurse aide, phlebotomy, HVAC, early childhood education, construction, IT, and call center work for un- and under-employed adults.



Questions

Thank you!