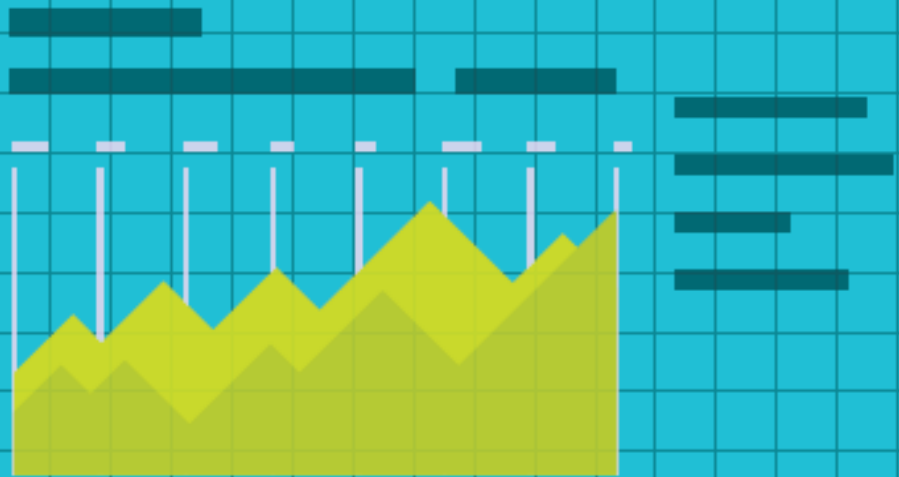


MEASURING THE PERFORMANCE OF NORTH CAROLINA'S WORKFORCE DEVELOPMENT SYSTEM

JANUARY 2025



Introduction

The report herein is the twelfth annual report on system-wide performance measures of North Carolina's public workforce development system. This system is comprised of a variety of programs that serve a diverse group of people of varying ages. Workforce services range from self-service activities online, to staff-assisted services in a workforce office, to multi-year training programs at a public school or community college. Individuals may participate in a single program or activity or may be eligible to receive services through a variety of programs and service providers.

In addition, programs serve people with varying levels of education, employment experience and barriers. Specialized programs, like those offered through the Department of Health and Human Services, provide intensive services to individuals with disabilities or significant barriers to employment. In many cases, program participants are new to the workforce and require extensive intervention to obtain part-time or full-time employment.

General Statute requires the NCWorks Commission to develop, continuously improve, and report on system-wide performance measures to assess the effectiveness of the entire workforce development system. The commission initially began this work by convening a task force of members along with an advisory group representing each of the state workforce development agencies. After extensive stakeholder collaboration, core measures were developed to provide a common framework to analyze the performance of the workforce development system. By using common metrics and applying them across a wide range of workforce programs, the performance measures offer a comprehensive program-by-program look at the workforce system.

While the framework provides a consistent snapshot of individual program results, there are distinct variations in services, activities, and populations served that may result in differing levels of performance between programs. For example, many workforce development programs assist job seekers in obtaining basic literacy skills that are needed to obtain further credentials and move towards gainful employment. The success of this program may be measured by referrals to other workforce development programs and continuation in education and training programs, as well as employment.

Continuous learning is also essential for workers to stay well-informed about new technology and to gain the skills needed to find good jobs. Therefore, a positive outcome for workforce development system participants is to continue in education and training programs offered through North Carolina's publicly supported university and community college systems and/or enrollment in one of the many publicly supported workforce development programs.

This type of success was used as the basis for the individual program measures. The performance measures working group found value in measuring what North Carolina's workforce development participants did when they left, or delayed participation in, the original program of record. Participants included individuals who graduated, who successfully completed a program, earned a credential, or found employment, as well as those individuals who started a program but did not continue in the following fiscal year. It should be noted that failing to finish a program does not mean an individual did not acquire new skills to find improved employment. Therefore, the working group chose to look at the entire group of participants regardless of exit status.

Methodology

The performance measures working group defined the list of programs, information, and measures to include in assessing the performance of North Carolina's workforce development programs. Data from the North Carolina Common Follow-up System (CFS) were used to carry out the analysis. The CFS contains a rich longitudinal repository of information from a variety of education and workforce programs as well as employment, wage, claims, and benefit payment information from the unemployment insurance system.

In 2014, the North Carolina General Assembly enacted legislation that required the Department of Commerce to develop a plan for the transfer of the data and capabilities of the CFS to the Government Data Analytics Center (GDAC). The Department of Commerce's Labor and Economic Analysis Division (LEAD) has been working in collaboration with GDAC to enhance the CFS. This has included migrating the historical CFS data into the GDAC environment as well as expanding the system's capabilities. In 2015, the historical CFS data that were previously housed within Commerce's Information Technology Systems were migrated into the GDAC environment. In addition, over the last several years, LEAD and GDAC have been working with the contributing agencies to enhance and expand the CFS as well as the data contained in the system. This has included the addition of new data tables and data structures, new data validation procedures and approval processes as well as the updating of some historical data. For the 2025 report, data collection and analysis processes were improved to ensure a more accurate representation of the population served and alignment with U.S. Department of Labor reporting requirements. The methodology for calculating participants and completers was refined to include only eligible WIOA and Wagner-Peyser participants, excluding individuals categorized as "registration only" who received basic services. Additional enhancements to the data collection process enabled more precise identification of program completers. Furthermore, the report focuses on individuals receiving staff-assisted services, excluding those who utilized only self-assisted services.

Starting this year, LEAD is using [eLink](#) developed by GDAC and SAS to resolve Social Security Numbers (SSN) for individuals with missing or invalid socials. As a result, participation counts for all programs are higher than they were last year. For programs that consistently collect SSNs (such as Division of Workforce Solutions or Department of Health and Human Services), this increase is marginal. However, for other departments where SSN collection is not mandatory (e.g. ApprenticeshipNC, North Carolina Community College System-Workforce Continuing Education, Department of Public Instruction (DPI), Career and Technical Education (CTE)), there is a significant increase in participation numbers due to the resolution of many records that previously lacked SSN data. One of the most notable increases can be seen in DPI CTE participation.

All analyses that were carried out in support of this report were completed by LEAD staff within the GDAC environment. This included analysis of the following programs:

North Carolina Workforce Development System Programs

Agency	Workforce Program
Community College System	ApprenticeshipNC Program Basic Skills Customized Training Human Resources Development (HRD) Post-Secondary Career, Technical, and Vocational Education (CTE) Workforce Continuing Education (CE)
Department of Commerce	Veteran's Employment

Wagner-Peyser
Workforce Investment Act and Workforce Innovation and
Opportunity Act – Adults
Workforce Investment Act and Workforce Innovation and
Opportunity Act – Dislocated Workers
Workforce Investment Act and Workforce Innovation and
Opportunity Act – Youth

Department of Health and Human Services	Division of Services for the Blind, Employment and Training Division of Social Services, WorkFirst Employment and Training Division of Employment and Independence for People with Disabilities
Department of Public Instruction	Career and Technical Education (CTE)

Note: WorkFirst is the name of North Carolina’s Temporary Assistance to Needy Families (TANF) program.

Note: In April of 2024, the North Carolina Department of Health and Human Services Division of Vocational Rehabilitation Services announced the division’s new name: the Division of Employment and Independence for People with Disabilities.

Once the list of workforce programs was identified, analyses were carried out to identify cohorts of program participants for each of the workforce programs by fiscal year (July 1 through June 30). The analysis from LEAD includes the development of seven cohorts of participants for each program. One from each of the following fiscal years: 2016-2017, 2017-2018, 2018-2019, 2019-2020, 2020-2021, 2021-2022 and 2022-2023. Individuals were assigned to cohorts based on their participation in each of the corresponding workforce programs during each program year.

Each program participant cohort was compared to the cohorts of the same program in the subsequent year. For example, the cohort with individuals who participated in FY 2016-2017 programs were compared to the 2017-2018 cohort in the same programs. The process was completed for each of the following program years through the 2022-2023 fiscal year. The 2022-2023 program participants were utilized as a cross match for the preceding fiscal years.

This report tracks two out of seven cohorts of participants with 2016-2017 fiscal year as cohort one and the 2017-2018 fiscal year as cohort two. Outcomes for all other cohort years are available from the NCWorks Commission upon request. Those individuals who did not participate in the same program in the subsequent years were identified as “former workforce program participants.” The records of these former workforce program participants were then matched to:

- unemployment insurance wage information,
- unemployment insurance claims and benefit payment information, and
- other program participant information contained in CFS.

This information that resulted from the cross-matching of former workforce program participants was used to develop a set of measures for each program for the two cohorts of former workforce program participants. These measures include:

- percent employed
- average wage of those employed
- percent enrolled in North Carolina public higher education and/or workforce development program:

- percent enrolled in the University of North Carolina System
- percent enrolled in the NC Community College System
- percent enrolled in other workforce development programs
- percent not found in available records.

Data Limitations

The system-wide performance measures are limited by the data submitted to CFS by the contributing state workforce development agencies. Because of the wide variety of workforce activities, different data collection techniques used by each workforce program, lack of access to other data sets, and the restricted use of the data, there are limitations which are outlined below.

CFS only includes employment and wage data for individuals who are employed with organizations covered under North Carolina's unemployment insurance laws (G.S. §96):

- a general business employer with at least one worker in 20 different calendar weeks during a calendar year, or with a payroll of at least \$1,500 in any calendar quarter;
- an employer who acquires all or any portion of a liable business in North Carolina;
- if approved by DES, an employer voluntarily choosing coverage not required by law;
- an employer subject to the Federal Unemployment Tax Act, 26 U.S.C. § 3301 et seq;
- a 501(c)(3) non-profit organization with at least four workers in 20 different calendar weeks during a calendar year;
- an employer with agricultural labor of 10 or more workers on any day during 20 different weeks in a calendar year, or with \$20,000 or more in gross payroll for any calendar quarter;
- an employer with domestic employment in a private home, college club, fraternity or sorority with a payroll of at least \$1,000 in any calendar quarter;
- a state or local government agency or department;
- an employee leasing company or temporary help company that, under contract, supplies individuals to perform services for clients or customers; and
- any Indian Tribe as defined in Federal Unemployment Tax Act (FUTA).

Individuals who participate in the workforce development system may obtain employment with organizations that are not covered; therefore, their employment status cannot be determined. In addition, wage and employment records collected for the UI system submitted to CFS do not contain information on whether an individual is working full- or part-time, nor on individuals no longer seeking work (e.g., retirees), individuals who left North Carolina, and individuals who have died.

Individuals working to start a business may not file unemployment insurance reports until the business is more established. By law, companies are not required to report employment and wages until there is at least one paid employee. Also, employment information in states other than North Carolina is not included in this analysis.

Further, only information from publicly supported educational, employment, and training programs is included in CFS. Neither North Carolina's private colleges and universities nor out-of-state colleges and universities submit data to CFS. Therefore, the number of individuals matriculating into higher education outside of North Carolina's public higher education system cannot be determined.

Former participants that had no matching record within the Common Follow-up System, or the unemployment insurance wage data, or the unemployment insurance claims data during the following fiscal years were considered to have “no record” and could include:

- individuals employed by companies that are not covered by North Carolina’s unemployment insurance laws (e.g., individuals working in other states and individuals working for the federal government, including Veteran’s Administration (VA) hospitals and the military);
- individuals who are self-employed;
- individuals who are incarcerated in federal jails and prisons;
- students enrolled full- or part-time in private higher education colleges and universities;
- students enrolled in an out-of-state public or private college or university;
- individuals who are not employed in jobs covered by North Carolina’s unemployment insurance laws and not participating in publicly supported education, employment or training programs;
- individuals who are no longer seeking work (e.g., retirees);
- individuals who have left North Carolina; and
- individuals who have died.

Program Specific Limitations

Adults with barriers

Programs serving participants with significant work experience and basic skills can be expected to have better labor market outcomes than those serving participants with little work experience, low levels of literacy, and other barriers to employment.

Participants in the Workforce Development System

Individuals participated in workforce development programs in four state agencies. See Figure 1 for the latest information on the number of workforce development participants by agency. Some workforce development participants received only one service from one program, while others may have received multiple services from several agencies. Dual enrollment in a variety of programs often ensures that the individual is benefiting from the different types of activities. For example, an individual may go to a local workforce office (also called NCWorks Career Centers) for career counseling and help searching for employment, while attending a training program through a community college or private training entity (such as those for Truck Driving/CDL).

Youth

Two of the workforce development programs listed in this report are specifically designed to serve North Carolina’s young population. Youth participants in these programs include individuals who may be enrolled in a high school or community college as well as those that have left the education system. Not surprisingly, employment rates for this subset of participants were much lower than the rates for adults because youth enrolled in training or education full-time are not generally available to work. Furthermore, many Career and Technical Education (CTE) students from this cohort could still be in high school one year and two years after no longer participating in the original CTE course of study. For example, a student may take one CTE class in tenth grade but not enroll in any additional CTE classes for the remainder of their time in high school.

Also, employment rates are typically lower for youth who have left the education system prior to completion, due to lack of skills or experience required to obtain employment. In addition to employment, positive outcomes for

youth participants include continuing in education and training programs through the workforce system or in higher education.

Department of Public Instruction, Career and Technical Education program

The data available from the N.C. Department of Public Instruction's Career and Technical Education program is limited due to the Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) which is a federal law that protects the privacy of student education records. The social security number is the unique identifier used to track advancement into secondary education, publicly supported workforce development services, or covered employment in North Carolina. Starting this year, LEAD used [eLink](#) which was developed by GDAC and SAS to resolve Social Security Number's (SSN) for individuals with missing or invalid socials. As a result, participation counts for all programs are higher than they were last year. For programs that consistently collect SSN's (such as DWS or DHHS), this increase is marginal. However, for other departments where SSN collection is not mandatory (e.g. ApprenticeshipNC, NCCCS-Workforce Continuing Education, DPI-CTE), there is a significant increase in participation numbers due to the resolution of many records that previously lacked SSN data.

Exhibit 1. Number of Participants by State Agency, Program Year 2023

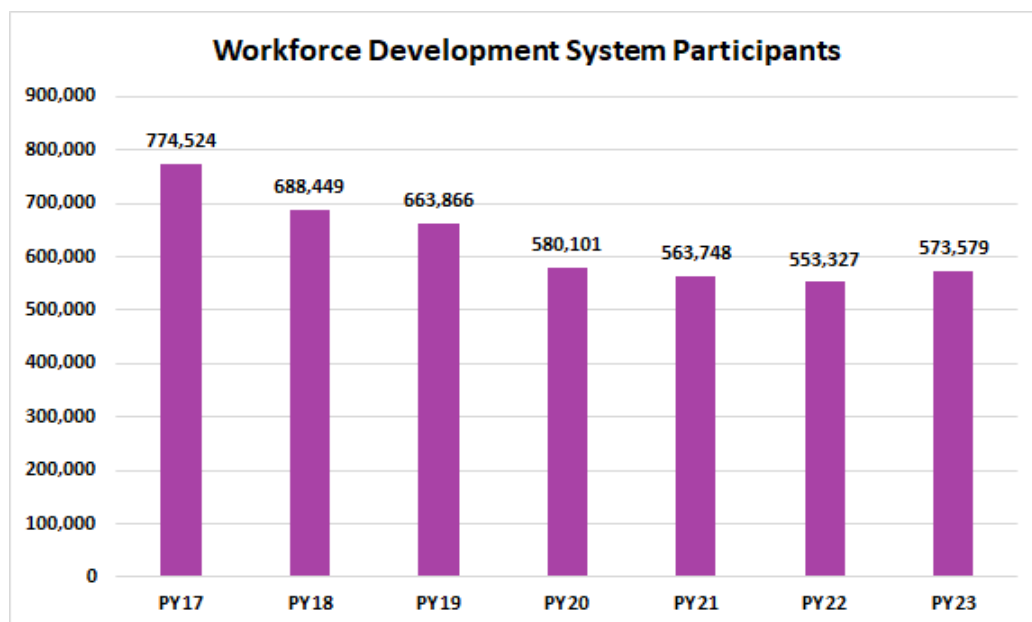
Agency	PY2017	PY2018	PY2019	PY2020	PY2021	PY2022	PY2023
Community College System	468,989	456,164	434,700	372,533	336,310	356,670	382,325
Dept. of Commerce	204,797	169,246	159,940	134,101	121,104	89,329	80,027
Dept. of Health and Human Services	62,092	48,207	55,404	49,275	41,414	39,675	39,117
Dept. of Public Instruction	99,104	63,664	61,910	60,198	88,001	90,116	94,922

Performance Analysis

This report tracks two cohorts of individuals, both adults and youth, who participated in the system Fiscal Year 2016-2017 (cohort one) and Fiscal Year 2017-2018 (cohort two). An overview of performance information is provided below.

For the 2025 report, data collection and analysis processes were improved to ensure a more accurate representation of the population served and alignment with U.S. Department of Labor reporting requirements. The methodology for calculating participants and completers was refined to include only eligible WIOA and Wagner-Peyser participants, excluding individuals categorized as "registration only" who received basic services. Additional enhancements to the data collection process enabled more precise identification of program completers. Furthermore, the report focuses on individuals receiving staff-assisted services, excluding those who utilized only self-assisted services.

Exhibit 2. Number of Workforce Development System Participants 2016-2017 through 2022-2023



Both cohort one (2016 - 2017) and cohort two (2017- 2018) experienced average wage increases. Exhibits 3 and 4 show the overall average wage increases for the two cohorts over a six-year period for cohort one and a five-year period for cohort two. During the same period, all program cohorts experienced wage progression. Among the programs, the Community College's Customized Training and Apprenticeship Programs had the highest wage outcomes.

Exhibit 3. Cohort One (2016-2017) Wage Progression by Year

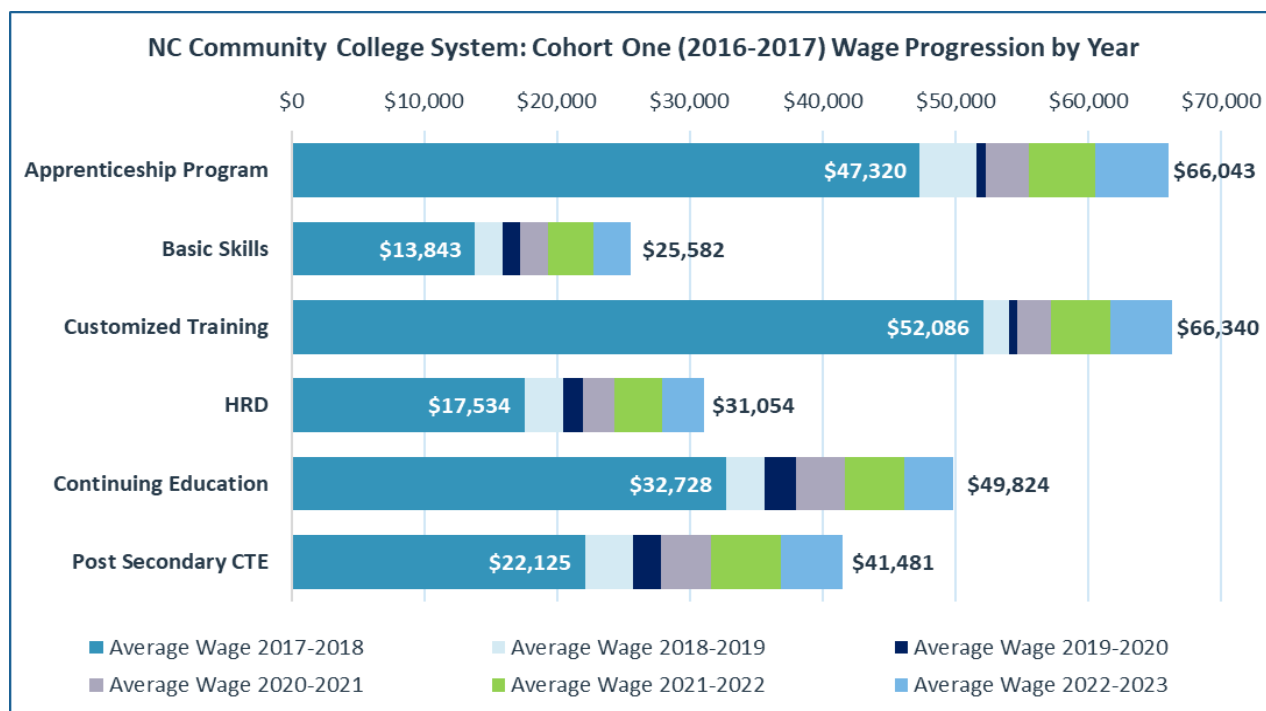


Exhibit 3. Cohort One (2016-2017) Wage Progression by Year (continued)

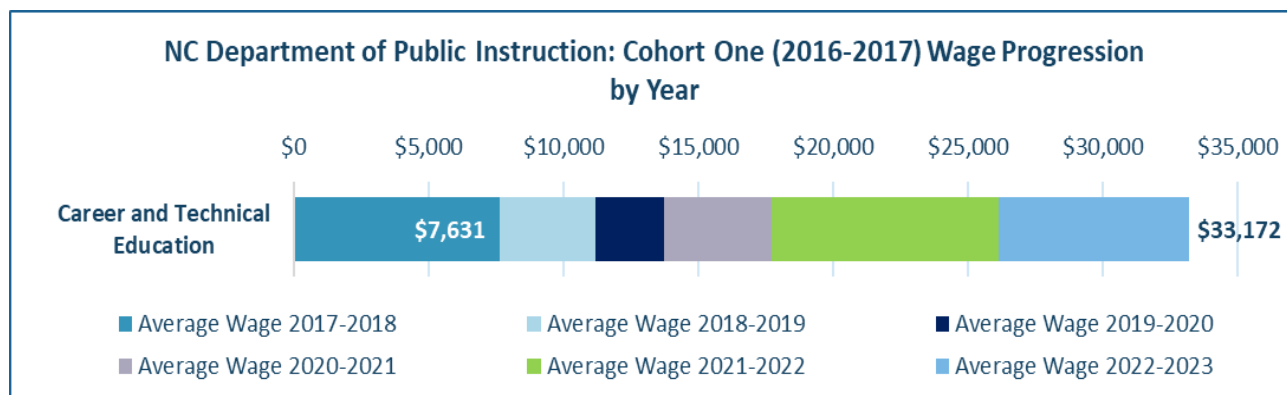
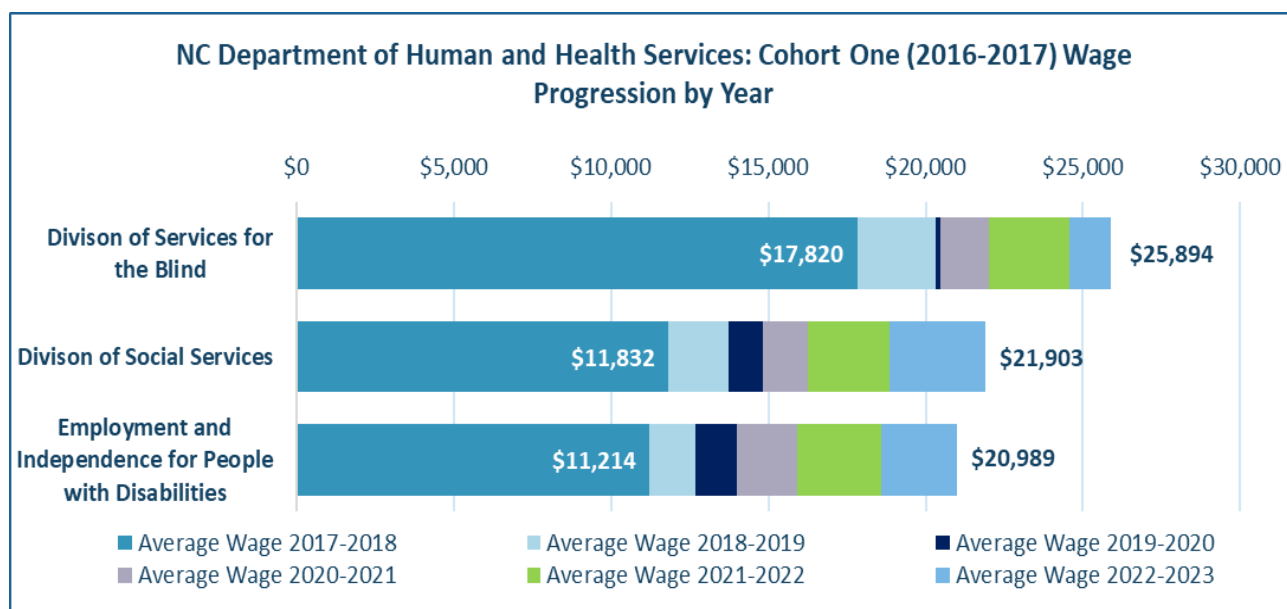
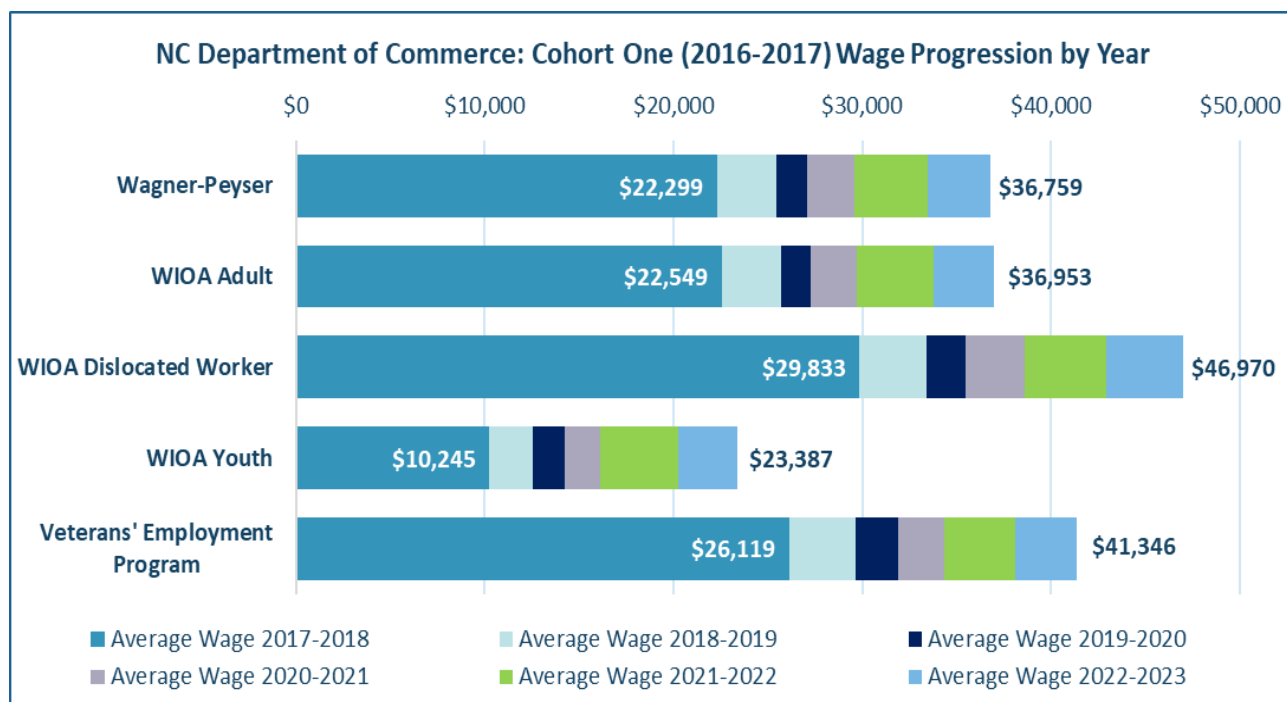


Exhibit 4. Cohort Two (2017-2018) Wage Progression by Year

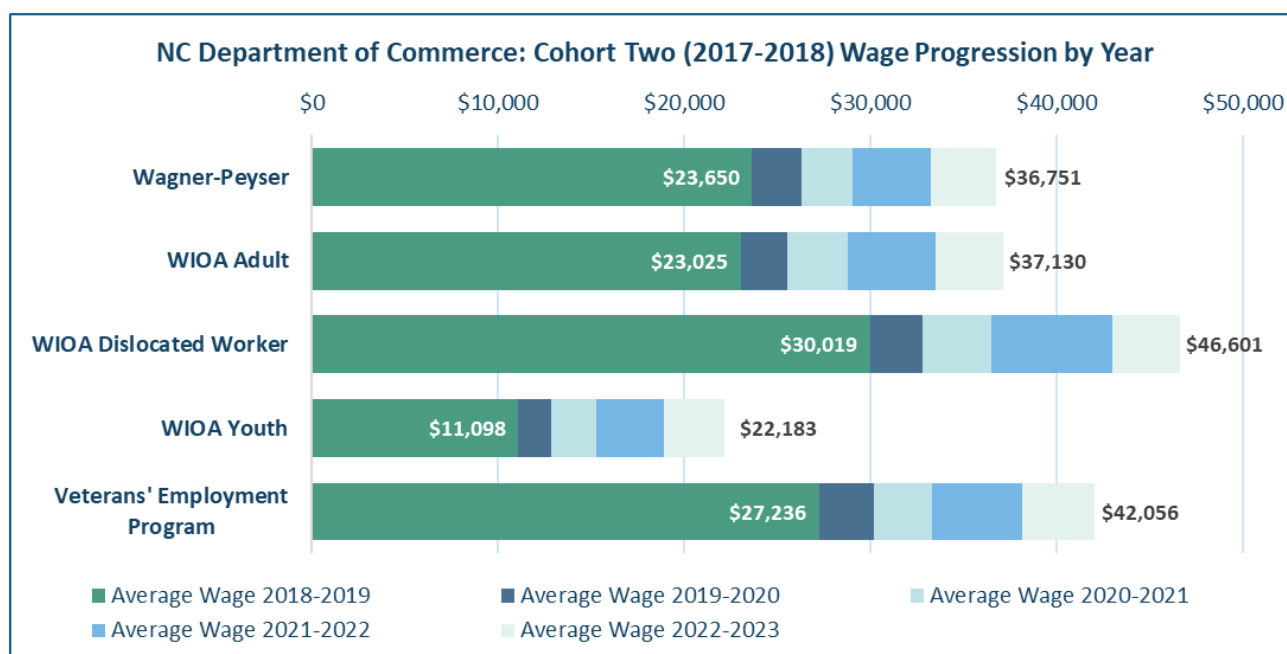
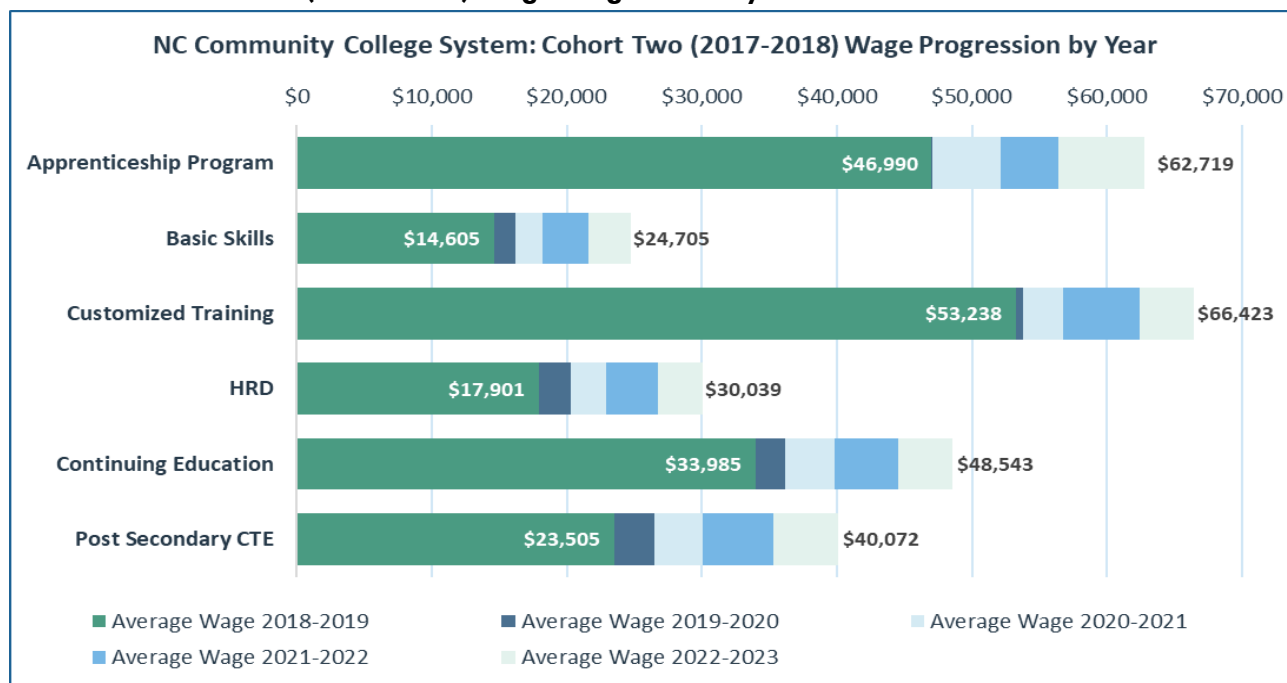
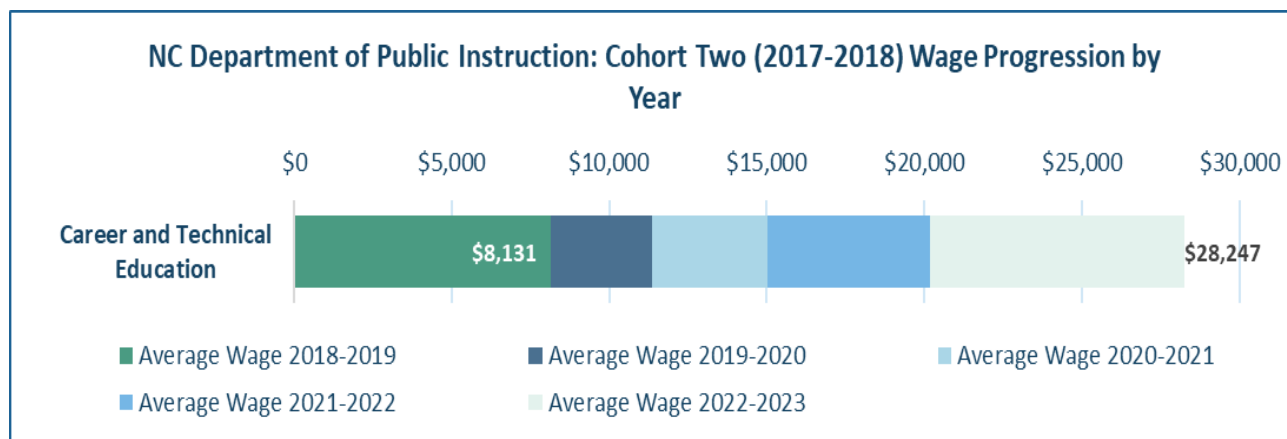
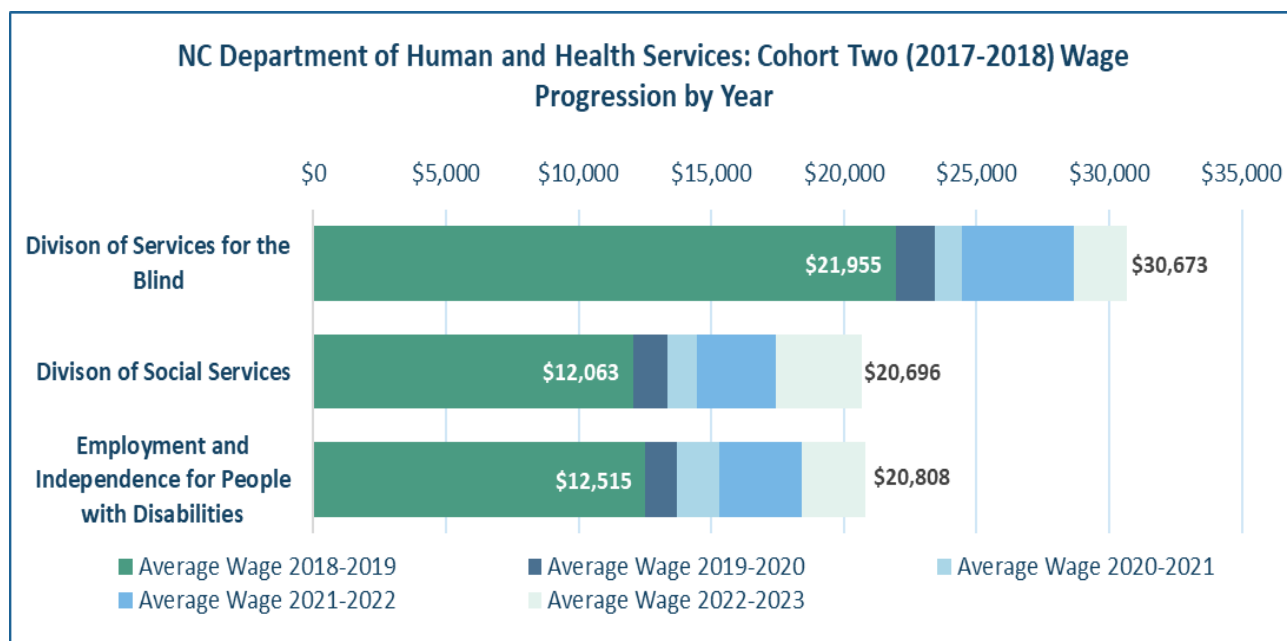


Exhibit 4. Cohort Two (2017-2018) Wage Progression by Year (continued)



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North Carolina Community College System

ApprenticeshipNC Program

The **ApprenticeshipNC Program** provides on-the-job learning with job related education experience. Working with the community colleges, technical institutions, universities, and individual employers, registered apprentices are provided a structured training that enhances their skills on the job.

The program is designed to serve incumbent workers and business owners.

Cohort 1

During **Fiscal Year 2016-2017** the program served 6,937 individuals. In the following year, **Fiscal Year 2017-2018**, 5,058 individuals continued to receive services through the ApprenticeshipNC program. The remaining 1,879 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Apprenticeship 2016-2017								
		Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	N	6,937						
Number of Participants Enrolled in same program in the following year	N	5,058						
Number of Participants not Enrolled in same program in the following year	N	1,879						
Employed	%	62%	57%	56%	53%	51%	50%	48%
Average Wage		\$42,334	\$47,320	\$51,602	\$52,310	\$55,529	\$60,530	\$66,043
Enrolled in Public Higher Education and/or Workforce Development	%		19%	18%	17%	14%	13%	12%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		15%	14%	12%	10%	10%	10%
Enrolled in Other Workforce Program	%		4%	4%	5%	4%	3%	2%
Not Found	%		40%	41%	42%	44%	45%	46%

Notes: The Apprenticeship Program was transferred from the NC Department of Commerce to the North Carolina Community College System during the fall of 2018. The asterisks (*) shown in “Enrolled in University of North Carolina System” indicate that the data was suppressed to protect confidentiality as the participant record was less than 10.

North Carolina Community College System

ApprenticeshipNC Program

Cohort 2

During **Fiscal Year 2017-2018** the program served 7,743 individuals. In the following year, **Fiscal Year 2018-2019**, 6,880 individuals continued to receive services through the ApprenticeshipNC Program. The remaining 1,735 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Apprenticeship 2017-2018							
		Base Year 2017-2018	1 Year Later 2018-2019	2 Years Later 2019-2020	3 Years Later 2020-2021	4 Years Later 2021-2022	5 Years Later 2022-2023
Number of Participants	N	7,743					
Number of Participants Enrolled in same program in the following year	N	6,008					
Number of Participants not Enrolled in same program in the following year	N	1,735					
Employed	%	66%	62%	60%	56%	56%	54%
Average Wage		\$42,645	\$46,990	\$47,063	\$52,103	\$56,410	\$62,719
Enrolled in Public Higher Education and/or Workforce Development	%		24%	22%	18%	17%	14%
Enrolled in UNC	%		2%	2%	2%	1%	1%
Enrolled in NCCCS	%		20%	17%	12%	12%	11%
Enrolled in Other Workforce Program	%		4%	5%	5%	5%	3%
Not Found	%		34%	36%	38%	39%	41%

Note: The Apprenticeship Program was transferred from the NC Department of Commerce to the North Carolina Community College System during the fall of 2018.

North Carolina Community College System

Basic Skills

The **Basic Skills program** through the North Carolina Community Colleges provides adult education and literacy services to assist adults to complete a secondary school education and/or become literate and obtain the knowledge and skills necessary for employment and self-sufficiency.

The program is designed to serve individuals lacking basic literacy skills.

Cohort 1

During **Fiscal Year 2016-2017**, the program served 73,435 individuals. In the following year, **Fiscal Year 2017-2018**, 24,072 individuals continued to receive services through the Basic Skills program. The remaining 49,363 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Basic Skills 2016-2017								
		Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	N	73,435						
Number of Participants Enrolled in same program in the following year	N	24,072						
Number of Participants not Enrolled in same program in the following year	N	49,363						
Employed	%	42%	43%	41%	40%	38%	39%	38%
Average Wage		\$11,535	\$13,843	\$15,919	\$17,197	\$19,311	\$22,745	\$25,582
Enrolled in Public Higher Education and/or Workforce Development	%		17%	19%	16%	15%	13%	11%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		9%	13%	10%	8%	7%	7%
Enrolled in Other Workforce Program	%		9%	8%	7%	8%	7%	4%
Not Found	%		47%	48%	49%	51%	52%	53%

North Carolina Community College System

Basic Skills

Cohort 2

During **Fiscal Year 2017-2018** the program served 67,511 individuals. In the following year, **Fiscal Year 2018-2019**, 15,045 individuals continued to receive services through the Basic Skills program. The remaining 52,466 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Basic Skills 2017-2018							
		Base Year 2017-2018	1 Year Later 2018-2019	2 Years Later 2019-2020	3 Years Later 2020-2021	4 Years Later 2021-2022	5 Years Later 2022-2023
Number of Participants	N	67,511					
Number of Participants Enrolled in same program in the following year	N	15,045					
Number of Participants not Enrolled in same program in the following year	N	52,466					
Employed	%	37%	38%	36%	35%	35%	34%
Average Wage		\$12,128	\$14,605	\$16,231	\$18,218	\$21,639	\$24,705
Enrolled in Public Higher Education and/or Workforce Development	%		25%	20%	16%	14%	11%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		18%	14%	9%	8%	8%
Enrolled in Other Workforce Program	%		8%	7%	7%	6%	4%
Not Found	%		43%	49%	53%	55%	56%

North Carolina Community College System

Customized Training

The **Customized Training program** through the North Carolina Community Colleges supports the economic development efforts of the State by providing education and training opportunities for individuals at eligible businesses and industries.

The program is designed to serve incumbent workers and business owners.

Cohort 1

During **Fiscal Year 2016-2017**, the program served 30,399 individuals. In the following year, **Fiscal Year 2017-2018** 7,588 individuals continued to receive services through the Customized Training program. The remaining 22,811 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Customized Training 2016-2017								
		Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	N	30,399						
Number of Participants Enrolled in same program in the following year	N	7,588						
Number of Participants not Enrolled in same program in the following year	N	22,811						
Employed	%	58%	57%	54%	52%	50%	48%	46%
Average Wage		\$51,225	\$52,086	\$54,075	\$54,707	\$57,238	\$61,694	\$66,340
Enrolled in Public Higher Education and/or Workforce Development	%		13%	21%	16%	12%	10%	9%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		9%	18%	12%	7%	6%	7%
Enrolled in Other Workforce Program	%		5%	4%	5%	5%	4%	2%
Not Found	%		41%	41%	44%	47%	49%	50%

North Carolina Community College System

Customized Training

Cohort 2

During **Fiscal Year 2017-2018** the program served 28,548 individuals. In the following year, **Fiscal Year 2018-2019**, 5,612 individuals continued to receive services through the Customized Training program. The remaining 22,936 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Customized Training 2017-2018							
		Base Year 2017-2018	1 Year Later 2018-2019	2 Years Later 2019-2020	3 Years Later 2020-2021	4 Years Later 2021-2022	5 Years Later 2022-2023
Number of Participants	N	28,548					
Number of Participants Enrolled in same program in the following year	N	5,612					
Number of Participants not Enrolled in same program in the following year	N	22,936					
Employed	%	58%	56%	53%	51%	49%	48%
Average Wage		\$52,166	\$53,238	\$53,736	\$56,708	\$62,373	\$66,423
Enrolled in Public Higher Education and/or Workforce Development	%		20%	19%	13%	11%	9%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		15%	14%	8%	7%	7%
Enrolled in Other Workforce Program	%		5%	5%	5%	4%	2%
Not Found	%		33%	41%	45%	47%	49%

North Carolina Community College System

Human Resources Development

The **Human Resource Development (HRD) program** through the North Carolina Community Colleges provides skill assessment services, employability skills training, and career development counseling to unemployed and underemployed adults based on six core components of assessment, positive self-concept, employability skills, communication skills, problem-solving skills, and awareness of the impact of information technology in the workplace.

The program is designed to serve low-income individuals and unemployed or underemployed job seekers.

Cohort 1

During **Fiscal Year 2016-2017** the program served 56,639 individuals. In the following year, **Fiscal Year 2017-2018**, 6,473 individuals continued to receive services through the HRD program. The remaining 50,166 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Human Resources Development 2016-2017								
		Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	N	56,639						
Number of Participants Enrolled in same program in the following year	N	6,473						
Number of Participants not Enrolled in same program in the following year	N	50,166						
Employed	%	62%	61%	59%	56%	52%	52%	50%
Average Wage		\$14,897	\$17,534	\$20,436	\$21,923	\$24,308	\$27,920	\$31,054
Enrolled in Public Higher Education and/or Workforce Development	%		34%	27%	23%	20%	18%	14%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		16%	14%	10%	7%	7%	7%
Enrolled in Other Workforce Program	%		23%	17%	15%	14%	12%	8%
Not Found	%		24%	28%	31%	32%	34%	36%

North Carolina Community College System

Human Resources Development

Cohort 2

During **Fiscal Year 2017-2018** the program served 46,462 individuals. In the following year, **Fiscal Year 2018-2019**, 4,982 individuals continued to receive services through the HRD program. The remaining 41,480 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Human Resources Development 2017-2018							
		Base Year 2017-2018	1 Year Later 2018-2019	2 Years Later 2019-2020	3 Years Later 2020-2021	4 Years Later 2021-2022	5 Years Later 2022-2023
Number of Participants	N	46,462					
Number of Participants Enrolled in same program in the following year	N	4,982					
Number of Participants not Enrolled in same program in the following year	N	41,480					
Employed	%	63%	62%	59%	55%	55%	53%
Average Wage		\$15,030	\$17,901	\$20,326	\$22,926	\$26,723	\$30,039
Enrolled in Public Higher Education and/or Workforce Development	%		36%	27%	23%	20%	16%
Enrolled in UNC	%		<1%	1%	1%	1%	<1%
Enrolled in NCCCS	%		17%	13%	9%	8%	8%
Enrolled in Other Workforce Program	%		24%	17%	15%	13%	9%
Not Found	%		22%	25%	28%	30%	31%

North Carolina Community College System

Postsecondary Career, Technical, and Vocational Education

The **Postsecondary Career, Technical, and Vocational Education program** through the North Carolina Community Colleges provides individuals the opportunity to expand their education in one of the 260 programs aligned with diverse industries across North Carolina. Currently included are Agricultural & Natural Resources, Biological & Chemical Technologies, Business Technologies, Commercial & Artistic Production, Construction Technologies, Engineering Technologies, Health Sciences, Industrial Technologies, Public Services Technologies, and Transportation System Technologies.

The program is designed to serve the general public, unemployed or underemployed job seekers, and incumbent workers.

Cohort 1

During **Fiscal Year 2016-2017** the program served 133,295 individuals. In the following year, **Fiscal Year 2017-2018**, 60,035 individuals continued to receive services through the Post-Secondary Career, Technical, and Vocational Education program. The remaining 73,260 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Post Secondary Career, Technical and Vocational Education 2016-2017								
		Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	N	133,295						
Number of Participants Enrolled in same program in the following year	N	60,035						
Number of Participants not Enrolled in same program in the following year	N	73,260						
Employed	%	73%	76%	74%	72%	69%	69%	67%
Average Wage		\$16,490	\$22,125	\$25,757	\$27,851	\$31,583	\$36,882	\$41,481
Enrolled in Public Higher Education and/or Workforce Development	%		33%	32%	30%	27%	22%	19%
Enrolled in UNC	%		6%	8%	7%	7%	5%	3%
Enrolled in NCCCS	%		20%	20%	17%	14%	13%	12%
Enrolled in Other Workforce Program	%		11%	8%	8%	9%	7%	5%
Not Found	%		17%	20%	21%	23%	25%	26%

North Carolina Community College System

Post-Secondary Career, Technical, and Vocational Education

Cohort 2

During **Fiscal Year 2017-2018** the program served 130,354 individuals. In the following year, **Fiscal Year 2018-2019**, 58,101 individuals continued to receive services through the Post-Secondary Career, Technical, and Vocational Education program. The remaining 72,253 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Post Secondary Career, Technical and Vocational Education 2017-2018							
		Base Year 2017-2018	1 Year Later 2018-2019	2 Years Later 2019-2020	3 Years Later 2020-2021	4 Years Later 2021-2022	5 Years Later 2022-2023
Number of Participants	N	130,354					
Number of Participants Enrolled in same program in the following year	N	58,101					
Number of Participants not Enrolled in same program in the following year	N	72,253					
Employed	%	73%	75%	72%	70%	69%	68%
Average Wage		\$17,162	\$23,505	\$26,504	\$30,032	\$35,259	\$40,072
Enrolled in Public Higher Education and/or Workforce Development	%		33%	33%	30%	26%	21%
Enrolled in UNC	%		7%	8%	8%	7%	5%
Enrolled in NCCCS	%		20%	20%	16%	15%	14%
Enrolled in Other Workforce Program	%		10%	8%	9%	7%	5%
Not Found	%		17%	20%	22%	24%	25%

North Carolina Community College System

Workforce Continuing Education

The **Workforce Continuing Education program** through the North Carolina Community Colleges provides post-secondary students the opportunity to attain education and training through participation in one of 800+ short-term training courses. These programs provide instruction around skill competencies that lead to a recognized credential (licensure, certification, renewal, registry listing) and/or meets local workforce labor needs.

The program is designed to serve the general population, unemployed or underemployed job seekers, and incumbent workers.

Cohort 1

During **Fiscal Year 2016-2017** the program served 197,839 individuals. In the following year, **Fiscal Year 2017-2018**, 85,512 individuals continued to receive services through the Workforce Continuing Education program. The remaining 112,327 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Workforce Continuing Education 2016-2017								
		Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	N	197,839						
Number of Participants Enrolled in same program in the following year	N	85,512						
Number of Participants not Enrolled in same program in the following year	N	112,327						
Employed	%	62%	62%	59%	57%	54%	54%	52%
Average Wage		\$31,557	\$32,728	\$35,672	\$38,009	\$41,684	\$46,126	\$49,824
Enrolled in Public Higher Education and/or Workforce Development	%		20%	28%	20%	20%	16%	15%
Enrolled in UNC	%		2%	3%	2%	2%	2%	1%
Enrolled in NCCCS	%		13%	22%	14%	14%	11%	12%
Enrolled in Other Workforce Program	%		7%	6%	6%	5%	5%	3%
Not Found	%		32%	33%	36%	38%	40%	41%

North Carolina Community College System

Workforce Continuing Education

Cohort 2

During **Fiscal Year 2017-2018** the program served 204,489 individuals. In the following year, **Fiscal Year 2018-2019**, 82,547 individuals continued to receive services through the Workforce Continuing Education program. The remaining 121,942 participants who did not participate in the program were tracked for employment, wage, and education status.

North Carolina Community College System Workforce Continuing Education 2017-2018							
		Base Year 2017-2018	1 Year Later 2018-2019	2 Years Later 2019-2020	3 Years Later 2020-2021	4 Years Later 2021-2022	5 Years Later 2022-2023
Number of Participants	N	204,489					
Number of Participants Enrolled in same program in the following year	N	82,547					
Number of Participants not Enrolled in same program in the following year	N	121,942					
Employed	%	62%	62%	59%	56%	56%	54%
Average Wage		\$32,005	\$33,985	\$36,166	\$39,820	\$44,557	\$48,543
Enrolled in Public Higher Education and/or Workforce Development	%		23%	27%	21%	21%	17%
Enrolled in UNC	%		3%	3%	3%	2%	2%
Enrolled in NCCCS	%		15%	20%	15%	15%	13%
Enrolled in Other Workforce Program	%		7%	6%	6%	5%	3%
Not Found	%		28%	31%	35%	36%	38%

North Carolina Department of Commerce

Veteran's Employment Program

The **Veteran's Employment program** through the Department of Commerce provides veterans, transitioning service members, and eligible spouses with resources to assist and prepare them to obtain meaningful careers and maximize their employment opportunities.

The program is designed to serve veterans, veterans with significant barriers to employment, transitioning service members, and eligible spouses.

Cohort 1

During **Fiscal Year 2016-2017** the program served 12,925 individuals. In the following year, **Fiscal Year 2017-2018**, 2,638 individuals continued to receive services through the Veteran's Employment program. The remaining 10,287 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Veteran's Employment Program 2016-2017								
		Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	N	12,925						
Number of Participants Enrolled in same program in the following year	N	2,638						
Number of Participants not Enrolled in same program in the following year	N	10,287						
Employed	%	82%	67%	62%	57%	52%	51%	49%
Average Wage		\$20,261	\$26,119	\$29,628	\$31,910	\$34,319	\$38,087	\$41,346
Enrolled in Public Higher Education and/or Workforce Development	%		14%	18%	15%	11%	9%	9%
Enrolled in UNC	%		1%	1%	1%	1%	<1%	<1%
Enrolled in NCCCS	%		11%	9%	7%	6%	5%	5%
Enrolled in Other Workforce Program	%		2%	10%	8%	5%	4%	4%
Not Found	%		22%	25%	28%	30%	32%	33%

North Carolina Department of Commerce

Veteran's Employment Program

Cohort 2

During **Fiscal Year 2017-2018** the program served 10,907 individuals. In the following year, **Fiscal Year 2018-2019**, 2,312 individuals continued to receive services through the Veteran's Employment program. The remaining 8,595 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Veteran's Employment Program 2017-2018							
		Base Year 2017-2018	1 Year Later 2018-2019	2 Years Later 2019-2020	3 Years Later 2020-2021	4 Years Later 2021-2022	5 Years Later 2022-2023
Number of Participants	N	10,907					
Number of Participants Enrolled in same program in the following year	N	2,312					
Number of Participants not Enrolled in same program in the following year	N	8,595					
Employed	%	80%	67%	60%	55%	53%	50%
Average Wage		\$21,463	\$27,236	\$30,199	\$33,311	\$38,175	\$42,056
Enrolled in Public Higher Education and/or Workforce Development	%		14%	18%	13%	11%	10%
Enrolled in UNC	%		2%	2%	1%	1%	1%
Enrolled in NCCCS	%		11%	8%	6%	6%	5%
Enrolled in Other Workforce Program	%		2%	10%	6%	5%	4%
Not Found	%		20%	23%	26%	28%	30%

North Carolina Department of Commerce

Wagner-Peyser

The **Wagner-Peyser program** through the Department of Commerce provides all job seekers access to self-service or staff-assisted job search preparation and placement assistance. Employers may receive general or specialized recruitment services through self-service or staff-assisted job referral and placement.

The program is designed to serve the general public, unemployed or underemployed job seekers, and business owners.

Cohort 1

During **Fiscal Year 2016-2017** the program served 204,642 individuals. In the following year, **Fiscal Year 2017-2018**, 43,166 individuals continued to receive services through the Wagner-Peyser program. The remaining 161,476 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Wagner Peyser 2016-2017								
		Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	N	204,642						
Number of Participants Enrolled in same program in the following year	N	43,166						
Number of Participants not Enrolled in same program in the following year	N	161,476						
Employed	%	86%	76%	73%	69%	65%	64%	62%
Average Wage		\$17,916	\$22,299	\$25,468	\$27,085	\$29,569	\$33,485	\$36,759
Enrolled in Public Higher Education and/or Workforce Development	%		13%	19%	15%	12%	11%	10%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		10%	9%	7%	6%	6%	6%
Enrolled in Other Workforce Program	%		2%	12%	9%	6%	5%	4%
Not Found	%		16%	18%	19%	21%	23%	24%

North Carolina Department of Commerce

Wagner-Peyser

Cohort 2

During **Fiscal Year 2017-2018** the program served 168,758 individuals. In the following year, **Fiscal Year 2018-2019** 35,900 individuals continued to receive services through the Wagner-Peyser program. The remaining 132,858 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Wagner Peyser 2017-2018							
		Base Year 2017-2018	1 Year Later 2018-2019	2 Years Later 2019-2020	3 Years Later 2020-2021	4 Years Later 2021-2022	5 Years Later 2022-2023
Number of Participants	N	168,758					
Number of Participants Enrolled in same program in the following year	N	35,900					
Number of Participants not Enrolled in same program in the following year	N	132,858					
Employed	%	86%	76%	72%	67%	66%	64%
Average Wage		\$18,478	\$23,650	\$26,325	\$29,019	\$33,280	\$36,751
Enrolled in Public Higher Education and/or Workforce Development	%		13%	18%	14%	12%	11%
Enrolled in UNC	%		1%	1%	1%	<1%	<1%
Enrolled in NCCCS	%		10%	8%	6%	6%	6%
Enrolled in Other Workforce Program	%		3%	11%	7%	6%	5%
Not Found	%		15%	16%	18%	20%	22%

North Carolina Department of Commerce

Workforce Investment Act and Workforce Innovation and Opportunity Act - Adult

The **Workforce Investment Act and Workforce Innovation and Opportunity Act Adult program** through the Department of Commerce prepares individuals for participation in the labor force by providing access to employment planning, job training, and workforce services ranging from skill assessment, labor market information, consumer reports on training programs, job search, placement assistance, and literacy activities.

The program is designed to serve the general public and unemployed or underemployed jobseekers.

Cohort 1

During **Fiscal Year 2016-2017** the program served 63,331 individuals. In the following year, **Fiscal Year 2017-2018**, 1,999 individuals continued to receive services through the Workforce Investment Act Adult program. The remaining 61,332 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Workforce Innovation and Opportunity Act - Adult 2016-2017								
		Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	N	63,331						
Number of Participants Enrolled in same program in the following year	N	1,999						
Number of Participants not Enrolled in same program in the following year	N	61,332						
Employed	%	89%	79%	76%	72%	67%	66%	64%
Average Wage		\$16,102	\$22,549	\$25,692	\$27,256	\$29,710	\$33,771	\$36,953
Enrolled in Public Higher Education and/or Workforce Development	%		27%	24%	18%	13%	13%	12%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		11%	10%	7%	6%	6%	6%
Enrolled in Other Workforce Program	%		19%	16%	12%	8%	7%	6%
Not Found	%		14%	16%	18%	20%	21%	23%

Note: WIOA was enacted in July 2014 and implemented in July 2015, therefore post-exit wage and employment outcomes for the first WIOA exit cohort were included in the 2016-2017 period.

North Carolina Department of Commerce

Workforce Investment Act and Workforce Innovation and Opportunity Act- Adult

Cohort 2

During **Fiscal Year 2017-2018** the program served 6,852 individuals. In the following year, **Fiscal Year 2018-2019**, 1,868 individuals continued to receive services through the Workforce Investment Act Adult program. The remaining 4,984 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Workforce Innovation and Opportunity Act - Adult 2017-2018							
		Base Year 2017-2018	1 Year Later 2018-2019	2 Years Later 2019-2020	3 Years Later 2020-2021	4 Years Later 2021-2022	5 Years Later 2022-2023
Number of Participants	N	6,852					
Number of Participants Enrolled in same program in the following year	N	1,868					
Number of Participants not Enrolled in same program in the following year	N	4,984					
Employed	%	85%	82%	80%	74%	74%	72%
Average Wage		\$16,503	\$23,025	\$25,524	\$28,810	\$33,499	\$37,130
Enrolled in Public Higher Education and/or Workforce Development	%		37%	32%	25%	22%	19%
Enrolled in UNC	%		2%	2%	3%	2%	2%
Enrolled in NCCCS	%		24%	17%	15%	14%	12%
Enrolled in Other Workforce Program	%		15%	19%	11%	9%	7%
Not Found	%		3%	5%	6%	8%	9%

Note: WIOA was enacted in July 2014 and implemented in July 2015, therefore post-exit wage and employment outcomes for the first WIOA exit cohort were included in the 2016-2017 period.

Workforce Investment Act and Workforce Innovation and Opportunity Act – Dislocated Worker

The **Workforce Investment Act and Workforce Innovation and Opportunity Act Dislocated Worker program** through the Department of Commerce prepares those dislocated from employment for participation in the labor force by providing access to employment planning, job training, and workforce services ranging from skill assessment, labor market information, consumer reports on training programs, job search, placement assistance, and literacy activities.

The program is designed to serve individuals dislocated from employment or those who received notification of pending dislocation.

Cohort 1

During **Fiscal Year 2016-2017** the program served 3,200 individuals. In the following year, **Fiscal Year 2017-2018**, 802 individuals continued to receive services through the Workforce Investment Act Dislocated Worker program. The remaining 2,398 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Workforce Innovation and Opportunity Act - Dislocated Worker 2016-2017								
		Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	N	3,200						
Number of Participants Enrolled in same program in the following year	N	802						
Number of Participants not Enrolled in same program in the following year	N	2,398						
Employed	%	79%	75%	74%	71%	67%	67%	65%
Average Wage		\$22,554	\$29,833	\$33,404	\$35,473	\$38,600	\$42,902	\$46,970
Enrolled in Public Higher Education and/or Workforce Development	%		28%	25%	19%	14%	13%	11%
Enrolled in UNC	%		2%	2%	2%	1%	2%	1%
Enrolled in NCCCS	%		17%	13%	10%	8%	7%	7%
Enrolled in Other Workforce Program	%		13%	15%	11%	7%	6%	4%
Not Found	%		14%	16%	18%	20%	21%	22%

Note: WIOA was enacted in July 2014 and implemented in July 2015, therefore post-exit wage and employment outcomes for the first WIOA exit cohort were included in the 2016-2017 period.

North Carolina Department of Commerce

Workforce Investment Act and Workforce Innovation and Opportunity Act – Dislocated Worker

Cohort 2

During **Fiscal Year 2017-2018** the program served 3,345 individuals. In the following year, **Fiscal Year 2018-2019**, 829 individuals continued to receive services through the Workforce Investment Act Dislocated Worker program. The remaining 2,516 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Workforce Innovation and Opportunity Act - Dislocated Worker 2017-2018							
		Base Year 2017-2018	1 Year Later 2018-2019	2 Years Later 2019-2020	3 Years Later 2020-2021	4 Years Later 2021-2022	5 Years Later 2022-2023
Number of Participants	N	3,345					
Number of Participants Enrolled in same program in the following year	N	829					
Number of Participants not Enrolled in same program in the following year	N	2,516					
Employed	%	80%	76%	75%	70%	68%	66%
Average Wage		\$21,941	\$30,019	\$32,795	\$36,481	\$42,992	\$46,601
Enrolled in Public Higher Education and/or Workforce Development	%		31%	27%	18%	16%	13%
Enrolled in UNC	%		2%	2%	2%	2%	1%
Enrolled in NCCCS	%		18%	13%	9%	9%	8%
Enrolled in Other Workforce Program	%		14%	16%	9%	7%	5%
Not Found	%		7%	8%	10%	12%	13%

Note: WIOA was enacted in July 2014 and implemented in July 2015, therefore post-exit wage and employment outcomes for the first WIOA exit cohort were included in the 2016-2017 period.

North Carolina Department of Health and Human Services
Division of Services for the Blind, Employment and Training

The **Division of Services for the Blind, Employment and Training program** through the Department of Health and Human Services provides counseling, training, education, transportation, job placement, assistive technology, and other support services for blind and visually impaired people as well as people with vision and hearing loss to assist them with living independently and with finding and maintaining employment.

The program is designed to serve job seekers who are blind or have low vision.

Cohort 1

During **Fiscal Year 2016-2017** the program served 2,952 individuals. In the following year, **Fiscal Year 2017-2018**, 1,713 individuals continued to receive services through the Services for the Blind, Employment and Training program. The remaining 1,239 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Health and Human Services Services for the Blind - Employment and Training 2016-2017								
		Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	N	2,952						
Number of Participants Enrolled in same program in the following year	N	1,713						
Number of Participants not Enrolled in same program in the following year	N	1,239						
Employed	%	39%	38%	34%	32%	28%	28%	27%
Average Wage		\$16,735	\$17,820	\$20,330	\$20,468	\$22,025	\$24,559	\$25,894
Enrolled in Public Higher Education and/or Workforce Development	%		13%	33%	29%	23%	19%	17%
Enrolled in UNC	%		<1%	1%	<1%	1%	1%	*
Enrolled in NCCCS	%		5%	4%	3%	3%	2%	2%
Enrolled in Other Workforce Program	%		7%	30%	27%	21%	17%	15%
Not Found	%		38%	44%	46%	53%	57%	58%

Note: The asterisks (*) shown in "Enrolled in University of North Carolina System" indicate that the data was suppressed to protect confidentiality as the participant record was less than 10.

North Carolina Department of Health and Human Services
Division of Services for the Blind, Employment and Training
Cohort 2

During **Fiscal Year 2017-2018** the program served 2,162 individuals. In the following year, **Fiscal Year 2018-2019**, 1,821 individuals continued to receive services through the Services for the Blind, Employment and Training program. The remaining 341 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Health and Human Services Services for the Blind - Employment and Training 2017-2018							
		Base Year 2017-2018	1 Year Later 2018-2019	2 Years Later 2019-2020	3 Years Later 2020-2021	4 Years Later 2021-2022	5 Years Later 2022-2023
Number of Participants	N	2,162					
Number of Participants Enrolled in same program in the following year	N	1,821					
Number of Participants not Enrolled in same program in the following year	N	341					
Employed	%	65%	60%	53%	48%	47%	42%
Average Wage		\$21,205	\$21,955	\$23,421	\$24,445	\$28,674	\$30,673
Enrolled in Public Higher Education and/or Workforce Development	%		9%	13%	16%	14%	13%
Enrolled in UNC	%		*	*	*	*	*
Enrolled in NCCCS	%		2%	*	*	*	3%
Enrolled in Other Workforce Program	%		7%	12%	15%	13%	11%
Not Found	%		34%	39%	43%	42%	47%

Note: The asterisks (*) shown in “Enrolled in University of North Carolina System” indicate that the data was suppressed to protect confidentiality as the participant record was less than 10.

North Carolina Department of Health and Human Services

WorkFirst - Employment and Training

The **WorkFirst - Employment and Training program** through the Department of Health and Human Services provides work experience opportunities for recipients to gain skills for employment, become employed, keep a job, and become self-sufficient.

The program is designed to serve low-income job seekers.

Cohort 1

During **Fiscal Year 2016-2017** the program served 12,952 individuals. In the following year, **Fiscal Year 2017-2018**, 3,967 individuals continued to receive services through the WorkFirst - Employment and Training program. The remaining 8,985 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Health and Human Services WorkFirst - Employment and Training 2016-2017								
		Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	N	12,952						
Number of Participants Enrolled in same program in the following year	N	3,967						
Number of Participants not Enrolled in same program in the following year	N	8,985						
Employed	%	73%	70%	67%	65%	60%	62%	62%
Average Wage		\$7,925	\$11,832	\$13,722	\$14,821	\$16,269	\$18,871	\$21,903
Enrolled in Public Higher Education and/or Workforce Development	%		30%	29%	28%	30%	28%	21%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		12%	11%	9%	8%	9%	9%
Enrolled in Other Workforce Program	%		22%	23%	22%	25%	22%	14%
Not Found	%		21%	23%	22%	23%	24%	24%

North Carolina Department of Health and Human Services

WorkFirst - Employment and Training

Cohort 2

During **Fiscal Year 2017-2018** the program served 10,730 individuals. In the following year, **Fiscal Year 2018-2019**, 4,763 individuals continued to receive services through the WorkFirst - Employment and Training program. The remaining 5,967 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Health and Human Services WorkFirst - Employment and Training 2017-2018							
		Base Year 2017-2018	1 Year Later 2018-2019	2 Years Later 2019-2020	3 Years Later 2020-2021	4 Years Later 2021-2022	5 Years Later 2022-2023
Number of Participants	N	10,730					
Number of Participants Enrolled in same program in the following year	N	4,763					
Number of Participants not Enrolled in same program in the following year	N	5,967					
Employed	%	76%	73%	68%	62%	64%	63%
Average Wage		\$7,954	\$12,063	\$13,334	\$14,478	\$17,439	\$20,696
Enrolled in Public Higher Education and/or Workforce Development	%		32%	32%	35%	31%	22%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		12%	10%	9%	9%	10%
Enrolled in Other Workforce Program	%		25%	26%	29%	25%	15%
Not Found	%		8%	17%	18%	19%	20%

North Carolina Department of Health and Human Services Employment and Independence for People with Disabilities

The **Employment and Independence for People with Disabilities** through the Department of Health and Human Services provides counseling, training, education, transportation, job placement, assistive technology, and other support services for people with physical, psychiatric, or intellectual disabilities as well as those who are deaf or hard of hearing or have other communicative disorders to assist them with living independently and with finding and maintaining employment. The program is designed to serve job seekers with disabilities.

Cohort 1

During **Fiscal Year 2016-2017** the program served 46,744 individuals. In the following year, **Fiscal Year 2017-2018**, 24,561 individuals continued to receive services through the Employment and Independence for People with Disabilities program. The remaining 22,183 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Health and Human Services Employment and Independence for People with Disabilities 2016-2017								
		Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	N	46,744						
Number of Participants Enrolled in same program in the following year	N	24,561						
Number of Participants not Enrolled in same program in the following year	N	22,183						
Employed	%	52%	51%	50%	47%	44%	46%	44%
Average Wage		\$9,021	\$11,214	\$12,695	\$13,990	\$15,915	\$18,601	\$20,989
Enrolled in Public Higher Education and/or Workforce Development	%		21%	30%	26%	22%	19%	16%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		11%	9%	7%	5%	5%	5%
Enrolled in Other Workforce Program	%		12%	25%	21%	18%	15%	12%
Not Found	%		31%	34%	37%	39%	41%	42%

North Carolina Department of Health and Human Services

Employment and Independence for People with Disabilities

Cohort 2

During **Fiscal Year 2017-2018** the program served 35,707 individuals. In the following year, **Fiscal Year 2018-2019**, 24,026 individuals continued to receive services through the Employment and Independence for People with Disabilities program. The remaining 11,681 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Health and Human Services Employment and Independence for People with Disabilities 2017-2018							
		Base Year 2017-2018	1 Year Later 2018-2019	2 Years Later 2019-2020	3 Years Later 2020-2021	4 Years Later 2021-2022	5 Years Later 2022-2023
Number of Participants	N	35,707					
Number of Participants Enrolled in same program in the following year	N	24,026					
Number of Participants not Enrolled in same program in the following year	N	11,681					
Employed	%	59%	54%	50%	47%	48%	46%
Average Wage		\$9,724	\$12,515	\$13,724	\$15,315	\$18,400	\$20,808
Enrolled in Public Higher Education and/or Workforce Development	%		20%	21%	20%	18%	15%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		10%	8%	6%	5%	5%
Enrolled in Other Workforce Program	%		11%	14%	15%	14%	11%
Not Found	%		34%	35%	37%	38%	40%

Youth Program Tables

Of the 15 workforce development programs, two are specifically designed to serve North Carolina's young adult population between the ages of 14-21 years old. Youth participants may be enrolled in a high school or community college, or they may have left the education system.

Employment rates for this subset of participants were lower than the rates for adults. Many youth do not work or may work only part-time while enrolled in high school, training, or post-secondary education. Also, employment rates are typically lower for youth who have left the education system prior to completion, due to lack of skills or experience required to obtain employment, especially in a tough economy. In addition to employment, positive outcomes for youth participants include continuing in education and training programs through the workforce system or in higher education.

Furthermore, many high school students who participate in the Career and Technical Education (CTE) program through the Department of Public Instruction in their sophomore and/or junior year of school may not take CTE classes in subsequent years, but still be enrolled in school. This data analysis does not include information for all high school enrollments, but just those in the CTE program. Therefore, some students may not be found in records but could still be enrolled in school.

North Carolina Department of Public Instruction

Career and Technical Education

The **Career and Technical Education program** through the Department of Public Instruction provides middle and high school students the opportunity to take Career and Technical Education courses which are aligned with the 16 National Career Clusters. In addition to classroom and lab instruction, students participate in work-based learning experiences and in student organization activities.

The program is designed to serve students in grades 6th through 12th, many of whom have a barrier to employment.

Cohort 1

During **Fiscal Year 2016-2017** the program served 99,104 individuals. In the following year, **Fiscal Year 2017-2018**, 62,727 individuals continued to receive services through the Career and Technical Education program. The remaining 36,377 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Public Instruction Career and Technical Education 2016-2017								
		Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	N	99,104						
Number of Participants Enrolled in same program in the following year	N	62,727						
Number of Participants not Enrolled in same program in the following year	N	36,377						
Employed	%	61%	74%	76%	74%	73%	75%	73%
Average Wage		\$4,716	\$7,631	\$11,161	\$13,714	\$17,730	\$26,122	\$33,172
Enrolled in Public Higher Education and/or Workforce Development	%		58%	53%	47%	41%	29%	21%
Enrolled in UNC	%		23%	21%	22%	22%	13%	7%
Enrolled in NCCCS	%		37%	31%	23%	16%	13%	12%
Enrolled in Other Workforce Program	%		5%	6%	6%	7%	5%	4%
Not Found	%		13%	14%	16%	17%	20%	22%

North Carolina Department of Public Instruction

Career and Technical Education

Cohort 2

During **Fiscal Year 2017-2018** the program served 63,664 individuals. In the following year, **Fiscal Year 2018-2019**, 24,729 individuals continued to receive services through the Career and Technical Education program. The remaining 38,935 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Public Instruction Career and Technical Education 2017-2018							
		Base Year 2017-2018	1 Year Later 2018-2019	2 Years Later 2019-2020	3 Years Later 2020-2021	4 Years Later 2021-2022	5 Years Later 2022-2023
Number of Participants	N	63,664					
Number of Participants Enrolled in same program in the following year	N	24,729					
Number of Participants not Enrolled in same program in the following year	N	38,935					
Employed	%	62%	74%	75%	74%	75%	74%
Average Wage		\$4,872	\$8,131	\$11,342	\$15,008	\$20,167	\$28,247
Enrolled in Public Higher Education and/or Workforce Development	%		58%	53%	46%	40%	29%
Enrolled in UNC	%		23%	23%	24%	23%	13%
Enrolled in NCCCS	%		36%	30%	21%	16%	14%
Enrolled in Other Workforce Program	%		5%	5%	6%	5%	4%
Not Found	%		13%	14%	15%	17%	20%

North Carolina Department of Commerce

Workforce Investment Act (WIA) and Workforce Innovation and Opportunity Act - Youth

The **Workforce Investment Act and Workforce Innovation and Opportunity Act Youth program** through the Department of Commerce prepares low-income youth, ages 14 to 21, with barriers to success for academic and employment success. Eligible youth may receive counseling, tutoring, job training, mentoring, and/or work experience opportunities.

The program is designed to serve low-income youth ages 14-21 with barriers to employment.

Cohort 1

During **Fiscal Year 2016-2017** the program served 4,378 individuals. In the following year, **Fiscal Year 2017-2018**, 1,289 individuals continued to receive services through the Workforce Investment Act Youth program. The remaining 3,089 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Workforce Innovation and Opportunity Act - Youth 2016-2017								
		Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	N	4,378						
Number of Participants Enrolled in same program in the following year	N	1,289						
Number of Participants not Enrolled in same program in the following year	N	3,089						
Employed	%	80%	80%	78%	75%	73%	73%	72%
Average Wage		\$7,843	\$10,245	\$12,568	\$14,240	\$16,112	\$20,248	\$23,387
Enrolled in Public Higher Education and/or Workforce Development	%		40%	41%	29%	24%	20%	20%
Enrolled in UNC	%		3%	3%	4%	3%	2%	2%
Enrolled in NCCCS	%		25%	21%	16%	14%	12%	13%
Enrolled in Other Workforce Program	%		16%	25%	15%	9%	7%	6%
Not Found	%		6%	7%	9%	9%	11%	11%

Note: WIOA was enacted and implemented in July 2015, therefore post-exit wage and employment outcomes for the first WIOA exit cohort were included in the 2016-2017 period.

North Carolina Department of Commerce

Workforce Investment Act (WIA) and Workforce Innovation and Opportunity Act - Youth Cohort 2

During **Fiscal Year 2017-2018** the program served 4,538 individuals. In the following year, **Fiscal Year 2018-2019**, 1,109 individuals continued to receive services through the Workforce Investment Act Youth program. The remaining 3,429 participants who did not participate in the program were tracked for employment, wage, and education status.

Department of Commerce Workforce Innovation and Opportunity Act - Youth 2017-2018							
		Base Year 2017-2018	1 Year Later 2018-2019	2 Years Later 2019-2020	3 Years Later 2020-2021	4 Years Later 2021-2022	5 Years Later 2022-2023
Number of Participants	N	4,538					
Number of Participants Enrolled in same program in the following year	N	1,109					
Number of Participants not Enrolled in same program in the following year	N	3,429					
Employed	%	83%	81%	78%	75%	75%	73%
Average Wage		\$7,871	\$11,098	\$12,869	\$15,304	\$18,913	\$22,183
Enrolled in Public Higher Education and/or Workforce Development	%		40%	39%	28%	23%	22%
Enrolled in UNC	%		4%	4%	3%	3%	2%
Enrolled in NCCCS	%		26%	20%	16%	14%	14%
Enrolled in Other Workforce Program	%		16%	22%	12%	10%	8%
Not Found	%		3%	4%	5%	7%	7%

Note: WIOA was enacted and implemented in July 2015, therefore post-exit wage and employment outcomes for the first WIOA exit cohort were included in the 2016-2017 period.

Definitions

Participant	Individual participating in any of the identified workforce development programs during the 2016-17 fiscal year (Cohort 1: July 1, 2016, through June 30, 2017) or the 2017-2018 fiscal year (Cohort 2: July 1, 2017 through June 30, 2018). Participants were tracked from year to year to determine their workforce participation, employment, and education status.
Adult	An individual participating in a workforce development program with the exception of the Department of Public Instruction, Career and Technical Education and the Department of Commerce, Workforce Investment Act and Workforce Innovation and Opportunity Act -Youth.
Youth	An individual participating in the Department of Public Instruction, Career and Technical Education or the Department of Commerce, Workforce Investment Act and Workforce Innovation and Opportunity Act -Youth program (typically 9 th grade and/or at least 14 years of age).
Covered Employment	As determined by Chapter 96, Article 2 of the NC General Statutes: 1. A general business employer with at least one worker in 20 different calendar weeks during a calendar year, or with a payroll of at least \$1,500 in any calendar quarter; 2. An employer who acquires all or any portion of a liable business in North Carolina; 3. If approved by DES, an employer voluntarily choosing coverage not required by law; 4. An employer subject to the Federal Unemployment Tax Act, 26 U.S.C. § 3301 et seq.; 5. A 501(c)(3) non-profit organization with at least four workers in 20 different calendar weeks during a calendar year; 6. An employer with agricultural labor of 10 or more workers on any day during 20 different weeks in a calendar year, or with \$20,000 or more in gross payroll for any calendar quarter; 7. An employer with domestic employment in a private home, college club, fraternity or sorority with a payroll of at least \$1,000 in any calendar quarter; 8. A state or local government agency or department; 9. An employee leasing company or temporary help company that, under contract, supplies individuals to perform services for clients or customers; and 10. Any Indian Tribe as defined in FUTA.
Former Program Participant	Individual participating in one of the identified workforce programs during the 2016-2017 fiscal year (Cohort 1: July 1, 2016 through June 30, 2017) or the 2017-2018 fiscal year (Cohort 2: July 1, 2017 through June 30, 2018) and not found to participate in the same program in the following fiscal year. These former participants are tracked across years in order to determine their workforce participation, employment, and education status.

Employed	Every employer in the state who is covered by the state's Unemployment Insurance Law (see covered employment above) is required to report on a quarterly basis the total wages paid to employees on their payrolls. Information from these reports is referred to as wage record data. For this report, an individual with wages listed in the wage record data during any quarter of the applicable fiscal year is considered to be employed. <i>Employment</i> was determined by taking the cohort of former workforce program participants and matching them to the wage record data to determine the number of individuals in each cohort who had wages reported in the base fiscal year and subsequent fiscal years. An individual was counted as employed if they had any reported wages in any of the four quarters of the corresponding fiscal year.
Earning Wages	The average (mean) wage earned by individuals with the available wage records in the applicable program year. The average earned wage of those employed was derived by summing the total wages of individuals with wages in the corresponding fiscal years and dividing that by the number of individuals found to have wages in the corresponding fiscal year.
Enrolled in North Carolina Public Higher Education and/or Workforce Development	Enrollment in any academic or workforce development program of the NC Community College System and/or enrollment in a degree program in the University of North Carolina System, and/or enrollment in a workforce development program as defined in this report at any time in an applicable fiscal year.
Enrolled in the University of North Carolina System	Enrolled in the University of North Carolina System was derived by taking the two cohorts of former workforce program participants and matching them through CFS to information from the University of North Carolina System in subsequent fiscal years.
Enrolled in the NC Community College System	Enrolled in the North Carolina Community College System was derived by taking the two cohorts of former workforce program participants and matching them through CFS to information from the Community College System in subsequent fiscal years.
Enrolled in Other Workforce Development Program	Enrolled in Other Workforce Development Programs was derived by taking the two cohorts of former workforce program participants and matching them through CFS to information from the Other Workforce Development programs in subsequent fiscal years.

Not found in
available records/
No Record

Individual that had no matching record within the Common Follow-up System programmatic data during the specified program year and no matching wage record for the specified wage quarters. Individuals with “no record” could include:

- Individuals employed by companies that are not covered by North Carolina’s Unemployment Insurance Laws (e.g., individuals working in other states and individuals working for the federal government, including VA hospitals and the military)
 - Individuals who are self-employed
 - Individuals who are incarcerated in federal jails and prisons
 - Students enrolled full- or part-time in private higher education colleges and universities
 - Students enrolled in an out-of-state public or private college or university
 - Individuals who are not employed in jobs covered by North Carolina’s Unemployment Insurance Laws and not participating in publicly supported education, employment or training programs.
 - Individuals who are no longer seeking work (e.g., retirees).
 - Individuals who have left North Carolina
 - Individuals who have died
-