



Moving From Isolation To Integration

Dr. Dion Clark, NCWorks Career Pathways Director
Raleigh, North Carolina

The Story

- Why NC integrated its workforce development system
- How NC integrated its workforce development system
- Who integrated NCs workforce development system
- Where NCs workforce development system integration stands today

The Why





The Why

The Why

- (WIOA) established sector partnerships as a **required** strategy at both the state and local levels.
- NC Governor's Economic Development Board required career pathways as a part of the state's workforce development strategy
- NCWorks Commission required career pathways as the key tenet of the state's sector strategy

The Why

- Prior to the development of our career pathways sector strategy, the state's partners had as needed, ad-hoc partnerships.
- These partnerships were rarely sector-wide or industry-wide or even region-wide.
- They were limited in scope, effectiveness and impact.
- Many worked well; many did not.
- Employers were rarely at the center of these.

The Why

A unified sector strategy changed all that.





Catherine Moga Bryant
Executive Director
NCWorks Commission

The How

The How

Catherine Moga Bryant
Executive Director
NCWorks Commission



Joanne Honeycutt
NCDPI

Lisa Chapman
NCCCS



The How



The How

- NCWorks Certification Process
- Eight Best-Practiced Criteria
- Statewide Career Pathways Tour
- Champions/Partners/Friends....and Enemies
- Carrots and Sticks
- SP NEG (US Department of Labor)



The Who

Who led the way on developing
NCWorks Certified Career Pathways?

The Who



Gov. Pat McCrory

The Who



Employers

The Who



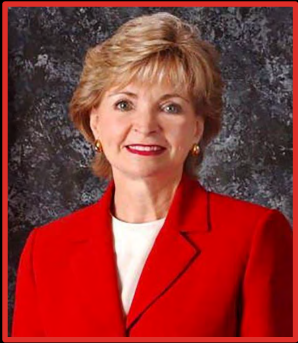
CC President Scott Ralls

The Who



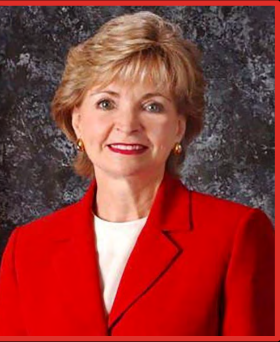
State Superintendent June Atkinson (K-12)

The Who



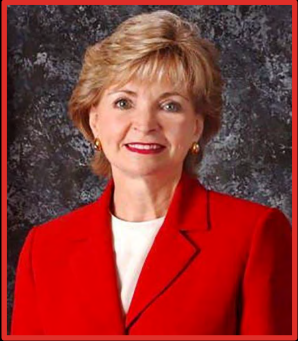
Commerce Secretary Sharon Decker

The Who



23 Local Workforce Development Boards

The Who



58 Autonomous Community Colleges

The Who



115 K-12 School Systems

The Who



70 Career Center Managers



The Who

A Strong Team Started Developing NCWorks
Certified Career Pathways in 2015
but then.....

The Who



CC President Scott Ralls

The Who



CC President Scott Ralls



CC President George Fouts

The Who



CC President Scott Ralls



CC President George Fouts



CC President Jimmie Williamson

The Who



CC President Scott Ralls



CC President George Fouts



CC President Jimmie Williamson



CC President Jennifer Haygood

The Who



CC President Scott Ralls



CC President George Fouts



CC President Jimmie Williamson



CC President Jennifer Haygood



CC President Peter Hans

and then....

The Who



Gov. Pat McCrory

The Who



Gov. Pat McCrory



Gov. Roy Cooper

The Who



State Superintendent June Atkinson

The Who



State Superintendent June Atkinson



State Superintendent Mark Johnson

The Who



Commerce Secretary Sharon Decker

The Who



Commerce Secretary Sharon Decker



Commerce Secretary John Skvarla

The Who



Commerce Secretary Sharon Decker



Commerce Secretary John Skvarla



Commerce Secretary Tony Copeland

and then...

The Who



and then...

The Who



and then...

The Who



and then...

The Who



Where We Stand

- 35 NCWorks Certified Career Pathways in High Wage, High Demand Industry Sectors (Advanced Manufacturing, Healthcare, Transportation, Hospitality & Tourism, IT, Energy and Business Systems)
- Developing a Teacher Training and Retention Pathway with the Governor's Office
- Working to Improve Career Pathway Service Delivery to Special Populations (Vocational Rehab, Corrections, Aging Workforce, etc.)
- Leveraging our sector partnerships to broaden our strategy beyond workforce – transportation, childcare, support service

Takeaways

- Build a system that puts career seekers first (b/c that's who its for)
- Build a system of champions (b/c you can't do it without them)
 - Build a system that can withstand attrition (b/c it's coming)
- Build a system that can overcome enemies (b/c you will have them)



- Breakdown of our Sector Strategy Process in Breakout Session



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