Piedmont Triad Talent & Workforce Summit

WELCOME

PIEDMONT TRIAD PARTNERSHIP

PIEDMONT TRIAD REGIONAL COUNCIL

Piedmont Triad Talent & Workforce Summit

WELCOME

Matthew Dolge

Piedmont Triad Regional Council

PIEDMONT TRIAD PARTNERSHIP

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Regional Work-Based Learning

PIEDMONT TRIAD PARTNERSHIP

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Piedmont Triad
Talent & Workforce Summit

Piedmont Triad Talent & Workforce Summit

BREAK

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IT Talent Outlook

Ted Abernathy
Economic Leadership, LLC

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Triad Talent Trends & IT Talent Outlook

ECONOMIC LEADERSHIP

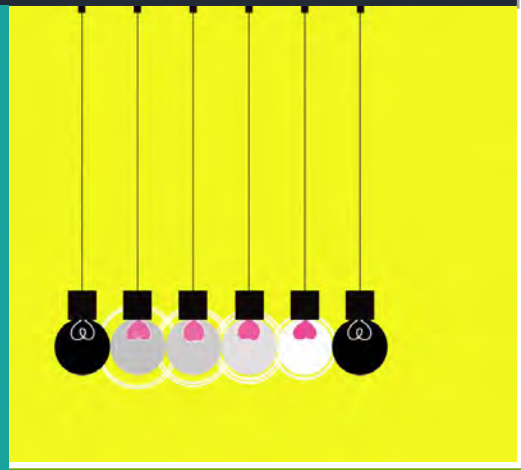
Place Comparisons Data Analytics

Collaborative (Group) Leadership

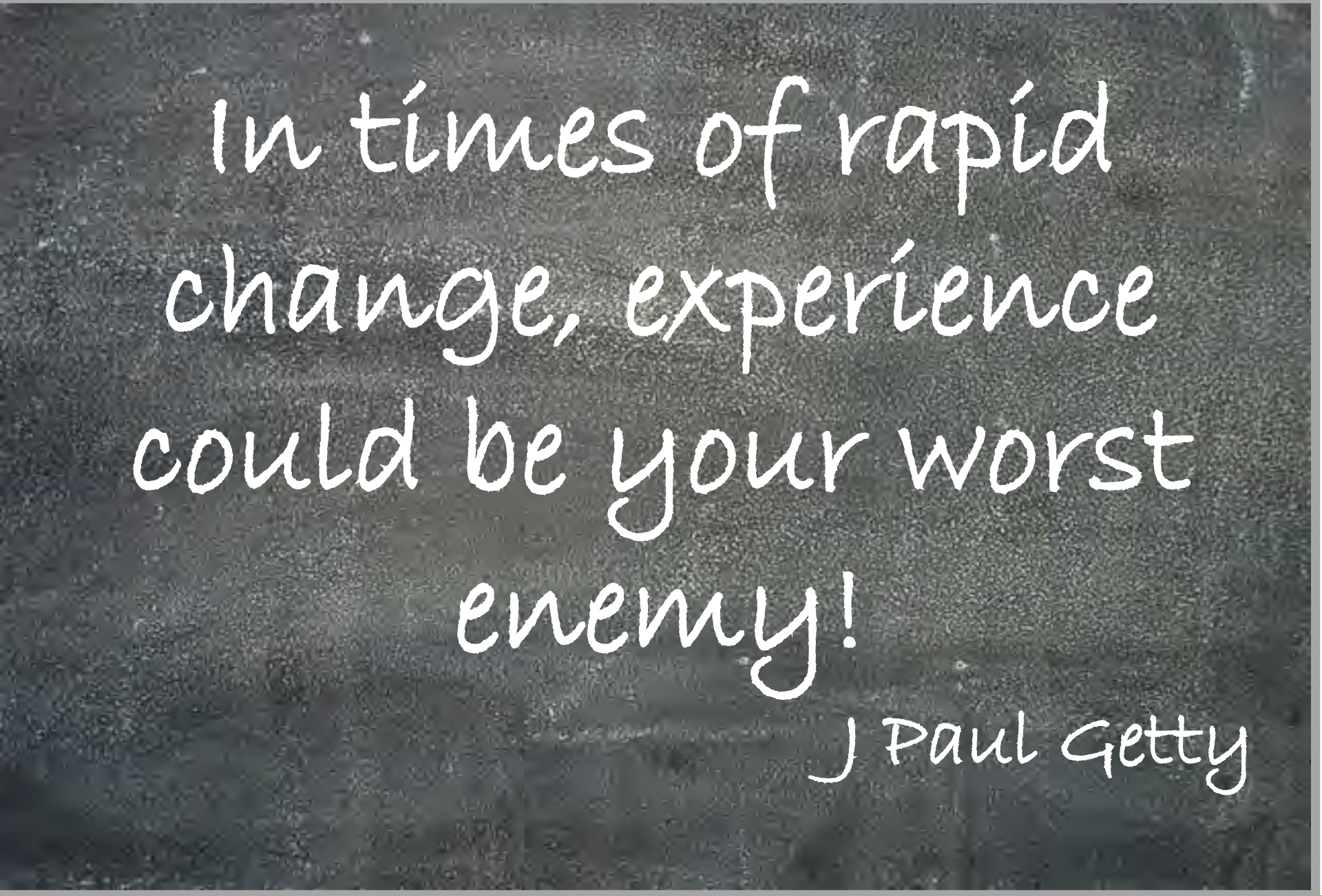
- ✓ Intentional
- ✓ Specific
- ✓ Measurable Actions

Best Practices

Trendspotting



ECONOMIC LEADERSHIP


In times of rapid change, experience could be your worst enemy!
J Paul Getty

ECONOMIC
LEADERSHIP

Certain Trends

The Overarching Trends

Hyper Connectivity
Acceleration
Constant Disruption

Hyper-Connectivity

- 4.1 billion people on the internet
- 2.5 billion people with smartphones
- 30 billion connected devices by next year
- By 2021, 2 billion people using digital assistants

Hyper-Connectivity

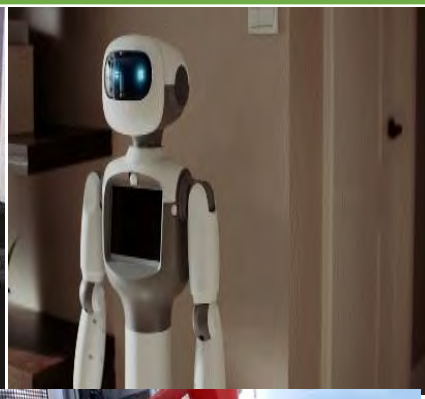
- Since I started talking, 4,000 new websites
- 228 million text messages
- 3 million tweets

Acceleration

- Response speed
- Speed to market
- Adaption speed
- Preference changes
- Expectations increase

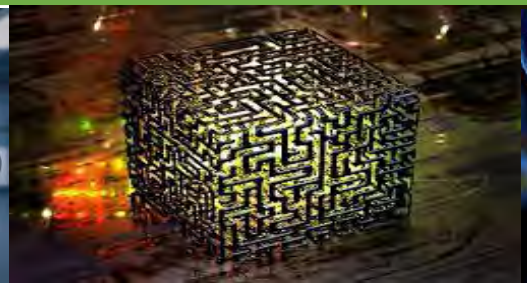
Is there anyone here today that believes the pace of change will slow over the next 10 years?

Tech Acceleration- The Next Big Things

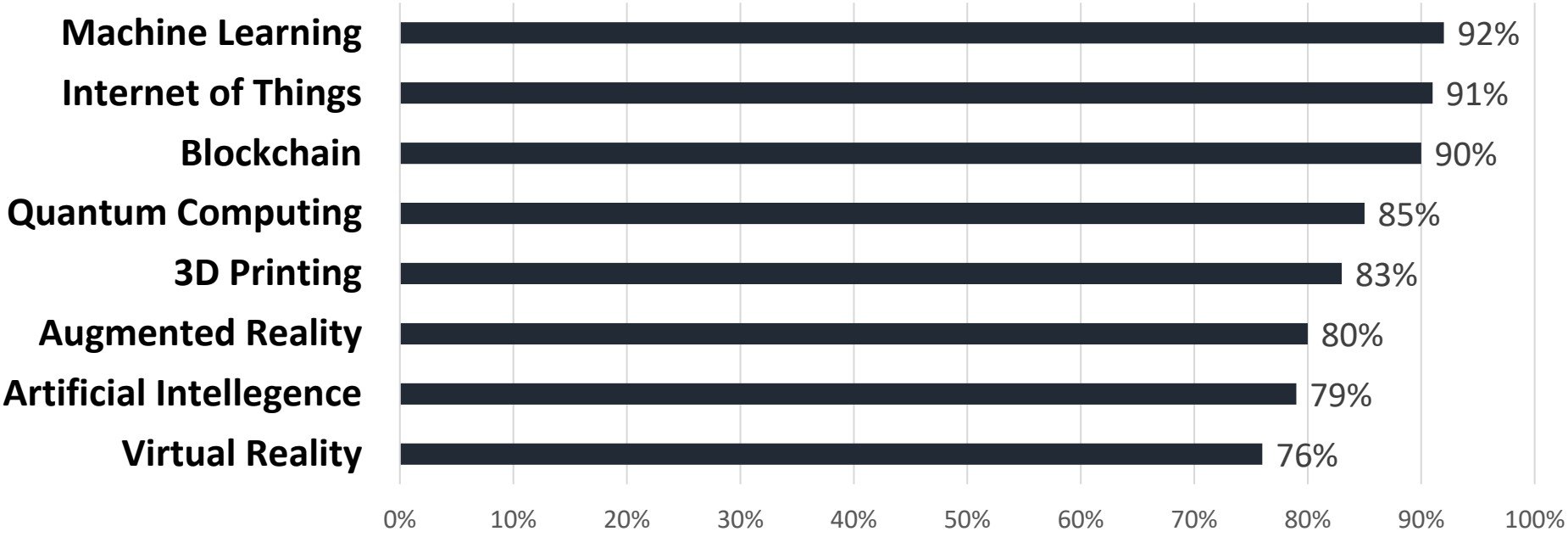


ECONOMIC LEADERSHIP

Technologies That Will Change Us Over the Next 10 Years - The Science of Certainty


Emerging Industries Will Have an Impact in the Next 4 Years



ECONOMIC LEADERSHIP

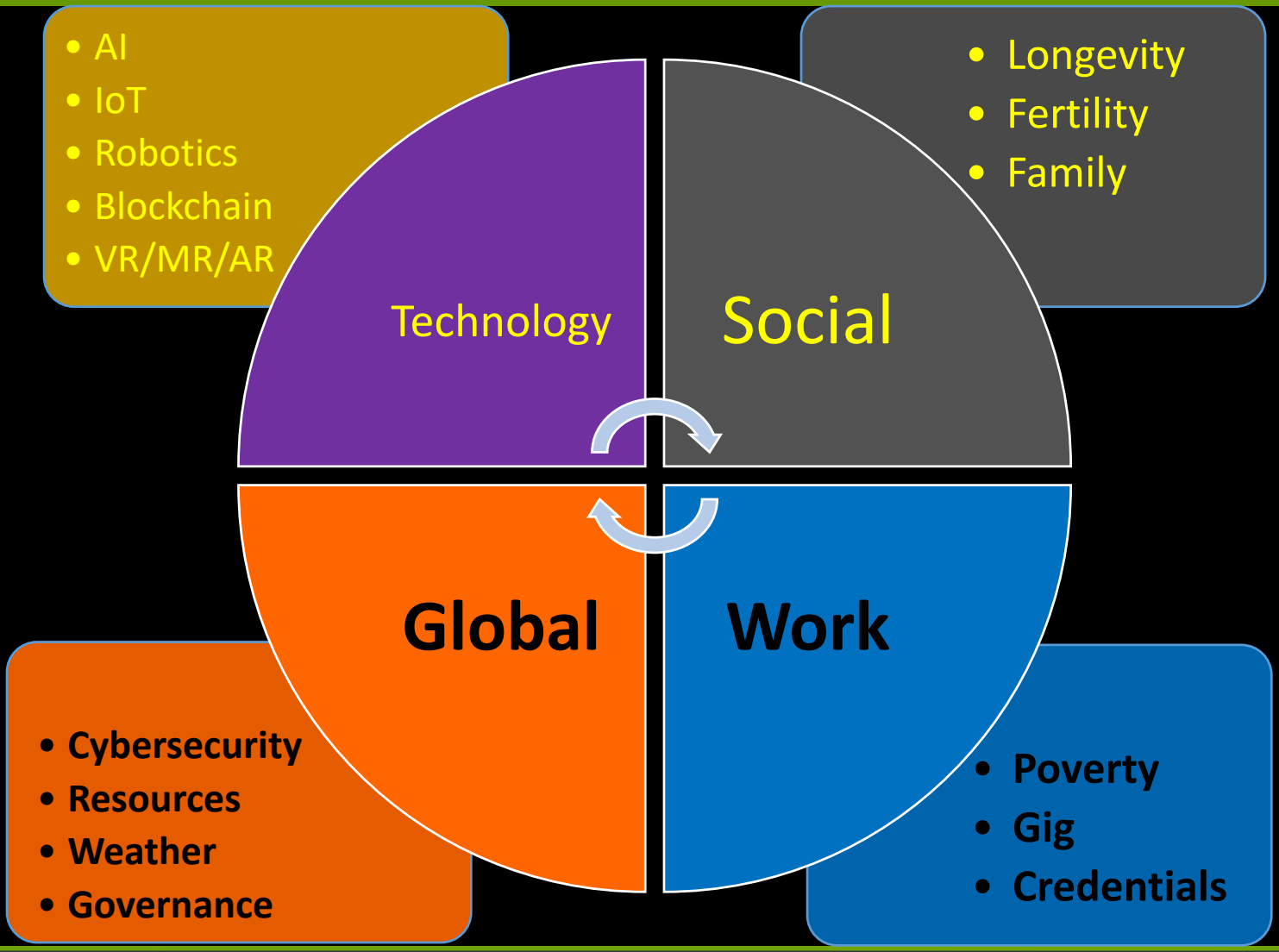
1,000 Business Tech Decision Makers, CompTIA, 2018

Source: Informed and adapted from Daniel Burrus, The Anticipatory Organization, 2018

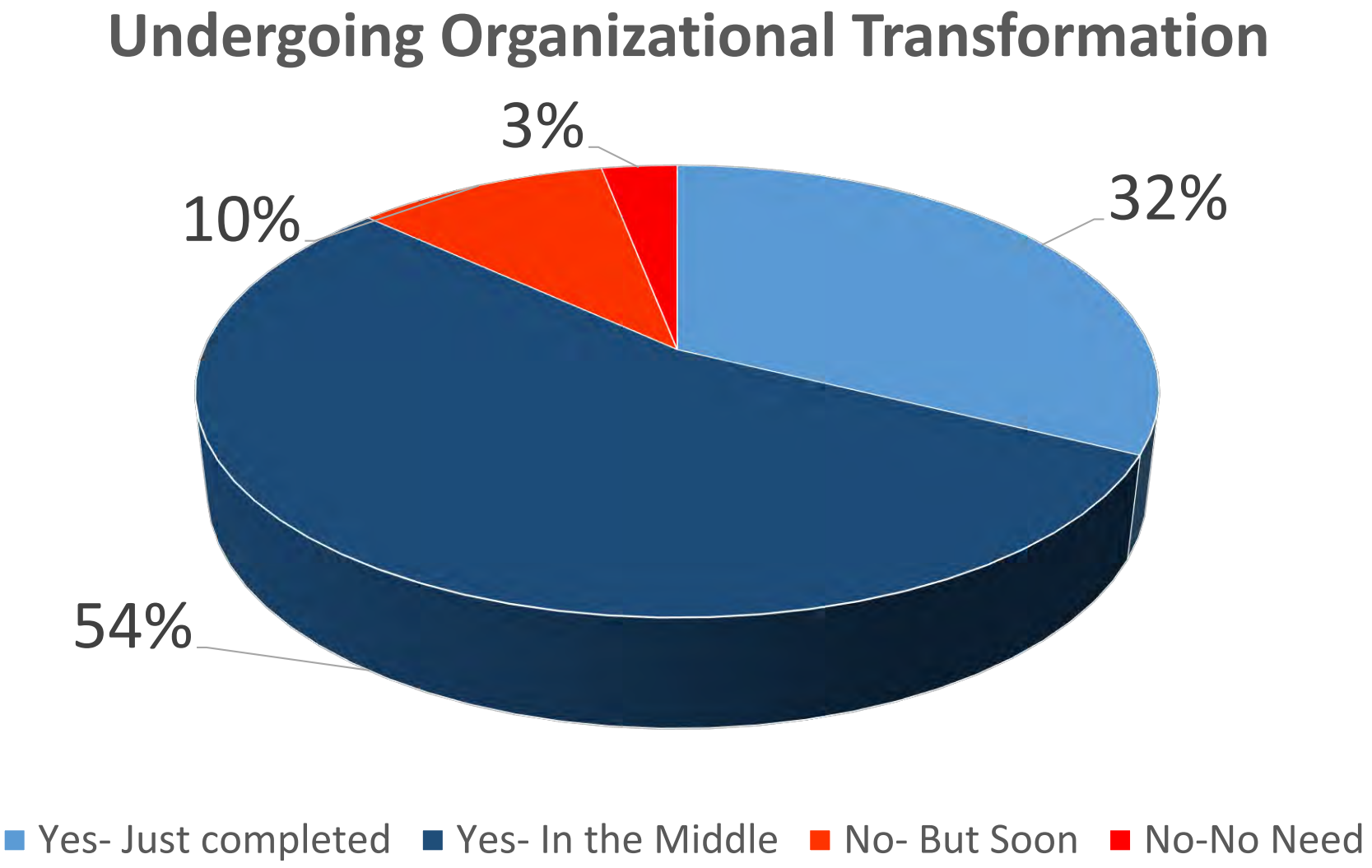
Constant Disruption

12 Years Ago There Was No…

Constant Disruption



Corporate Transformation



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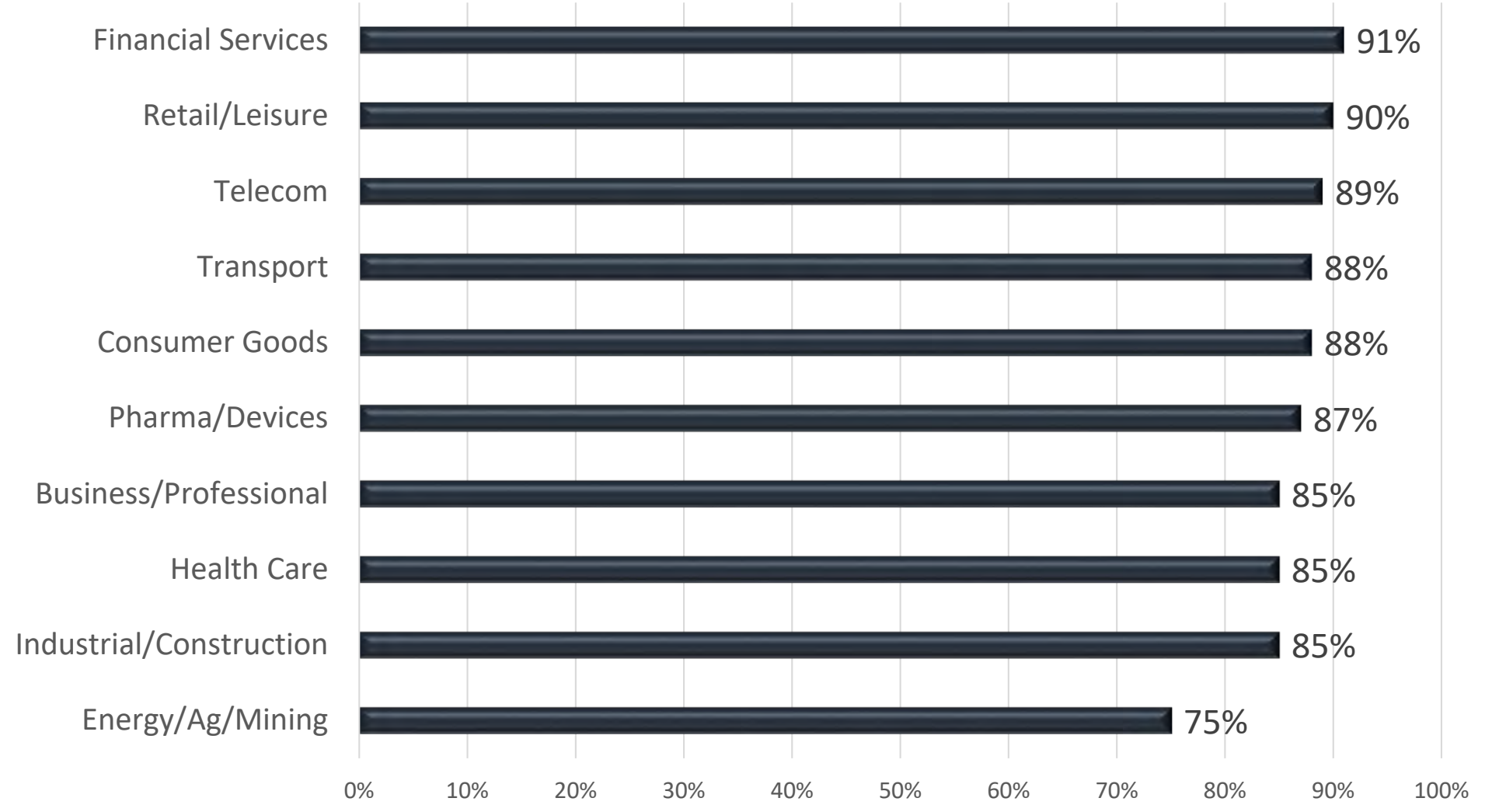
Source: Harvard Business Publishing Corporate Learning 2018

% of Companies Current/Recent Transformation



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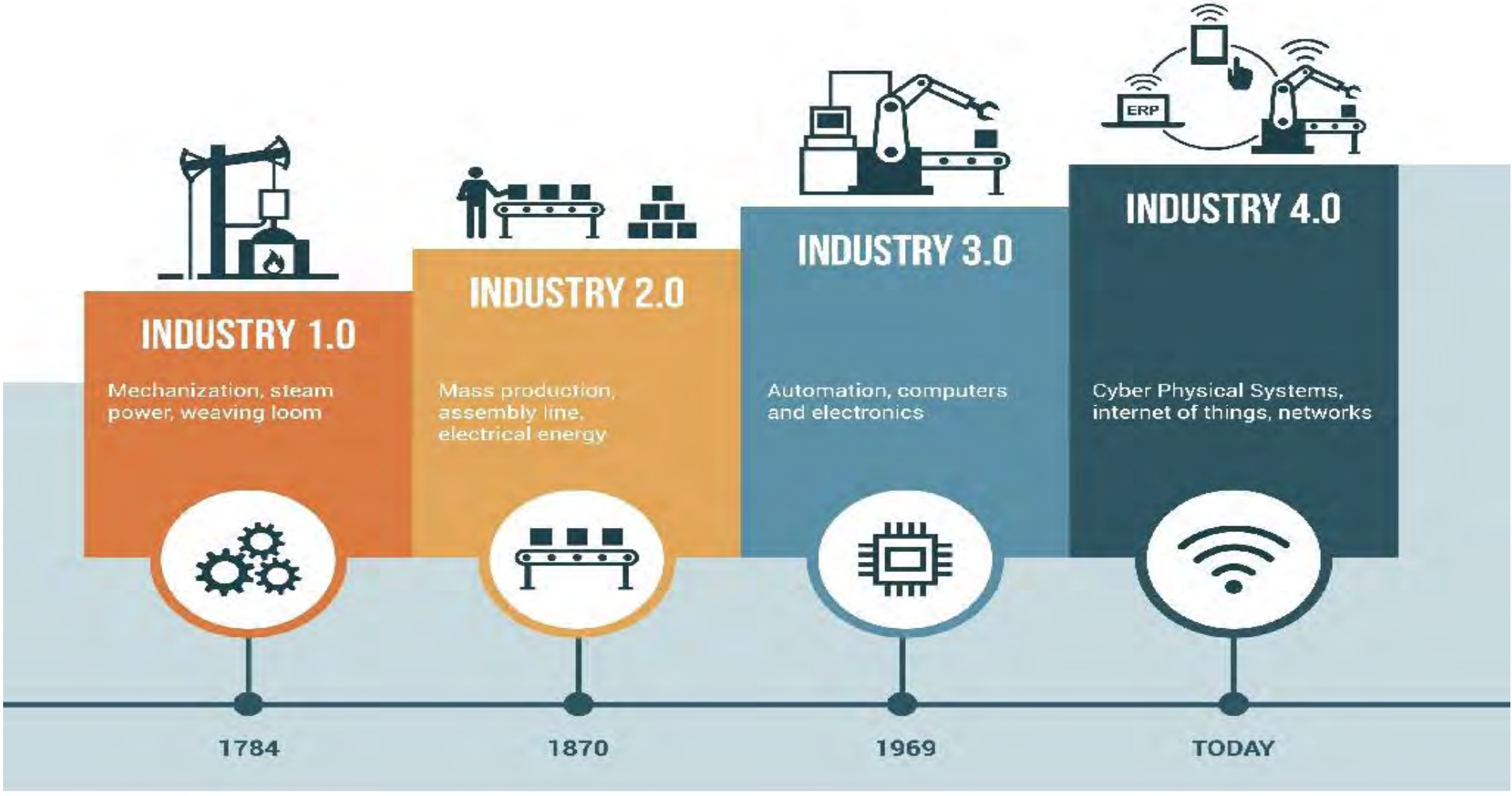
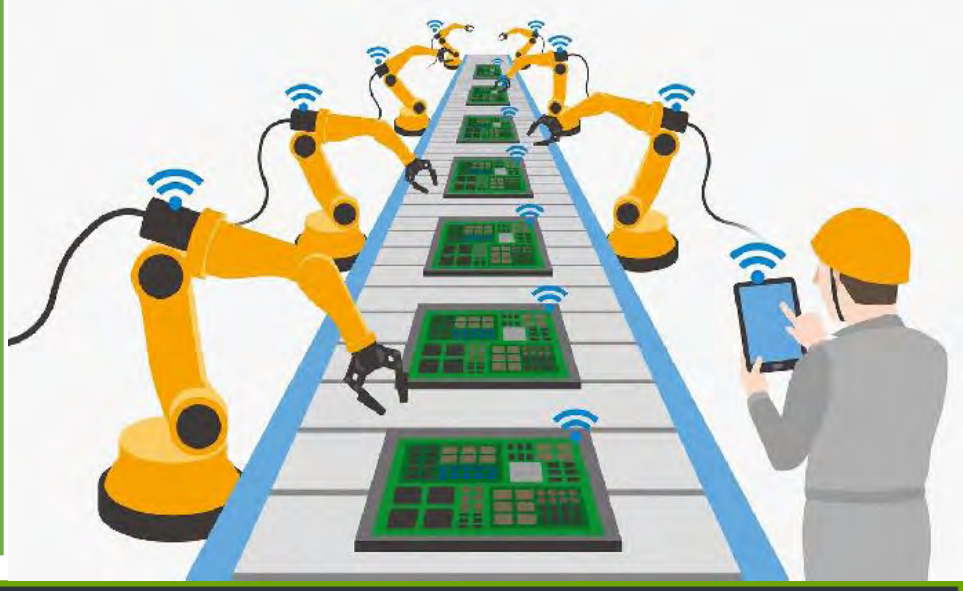
The Future of Manufacturing - Industry 4.0



The Future of Manufacturing - Industry 4.0

Rapid Robotics
Industrial 3-D printing
Virtual Reality
Artificial Intelligence
Internet of Things
Industrial Mobility

Interoperability
Information Transparency
Human-Machine Interface
Independent Decisions



The Future of Travel & Tourism

Alexa where should I eat…

Hey Siri…

Plan my family a quick, 3 day vacation, take care of all of the logistics and load it to my calendar.

Top Factors for Investment Decisions 33rd Annual Survey

1) Availability of skilled labor
2) Labor costs
3) Highway accessibility
4) Corporate tax rate
5) Tax exemptions
6) Quality of life
) State and local incentives
8) Energy availability & costs
9) Available buildings
10) Occupancy costs

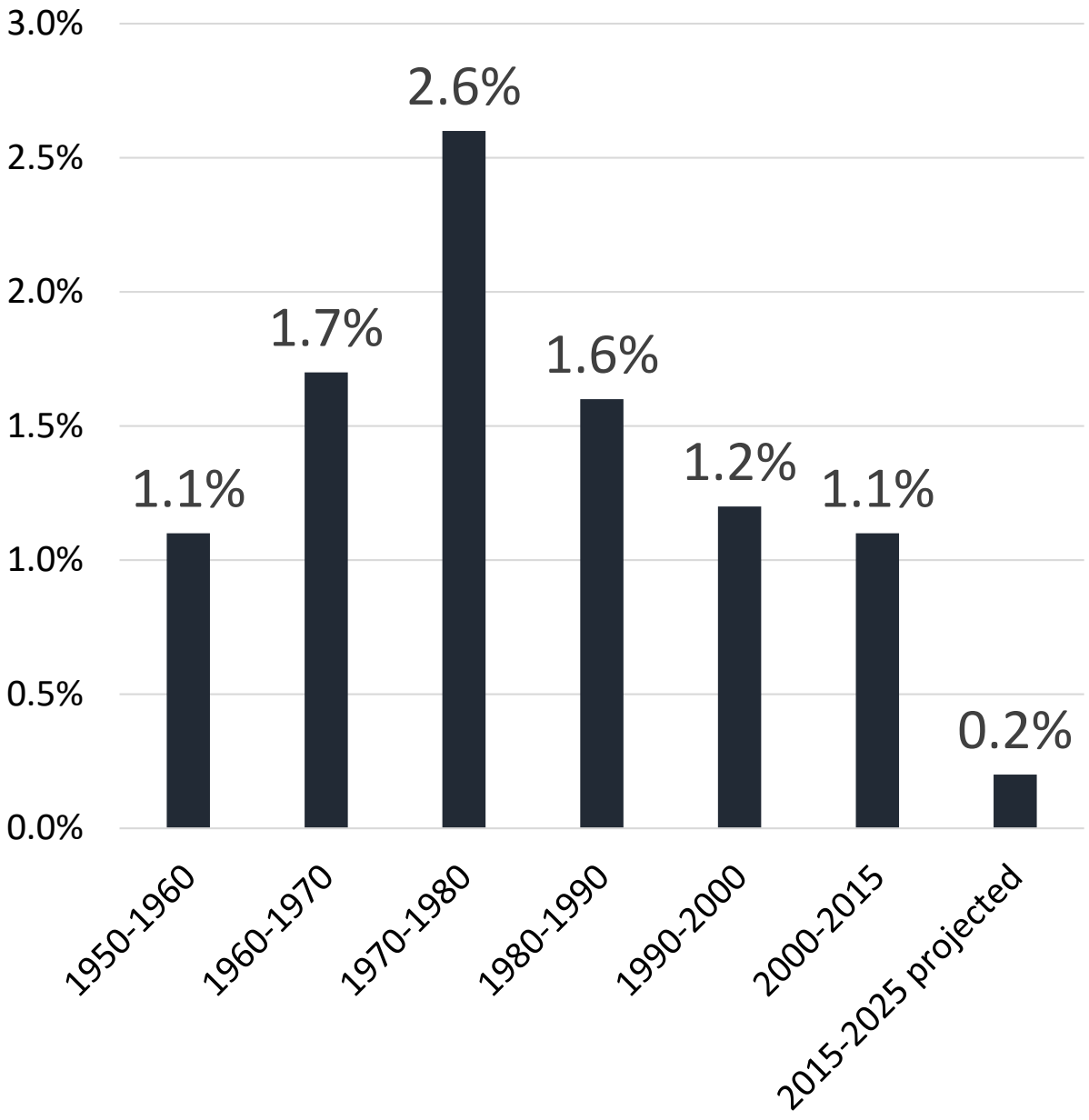
ECONOMIC LEADERSHIP

Source : Area Development

Winning the Talent Wars

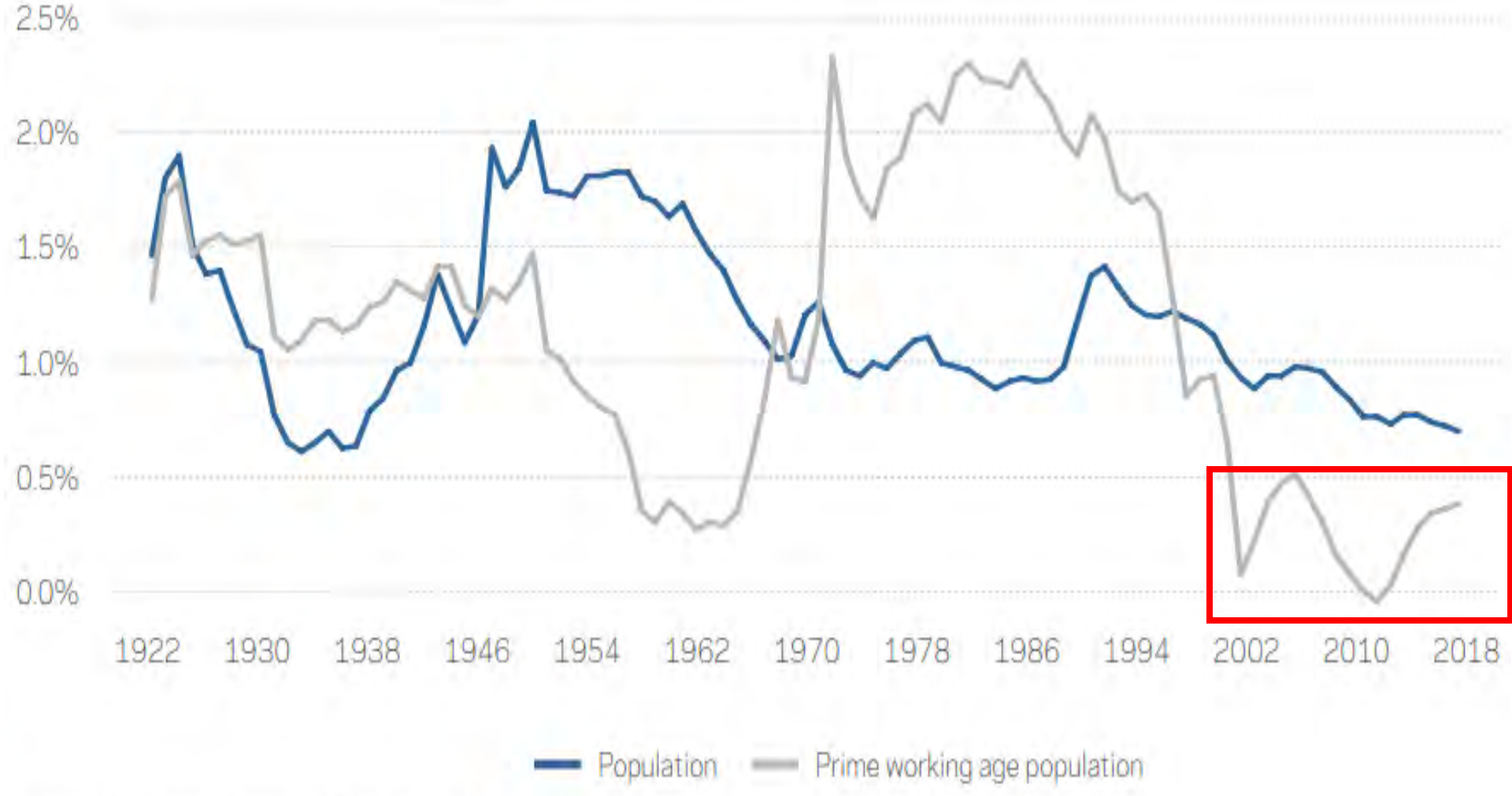
Rising Skill Demands and Mismatches, Automation, Robotics & Fear

ECONOMIC LEADERSHIP



U.S. Annual Rates of Labor Force Growth

US Population & Prime Working Age
Change from Previous Year



Source: U.S. Census Bureau, Moody's Analytics

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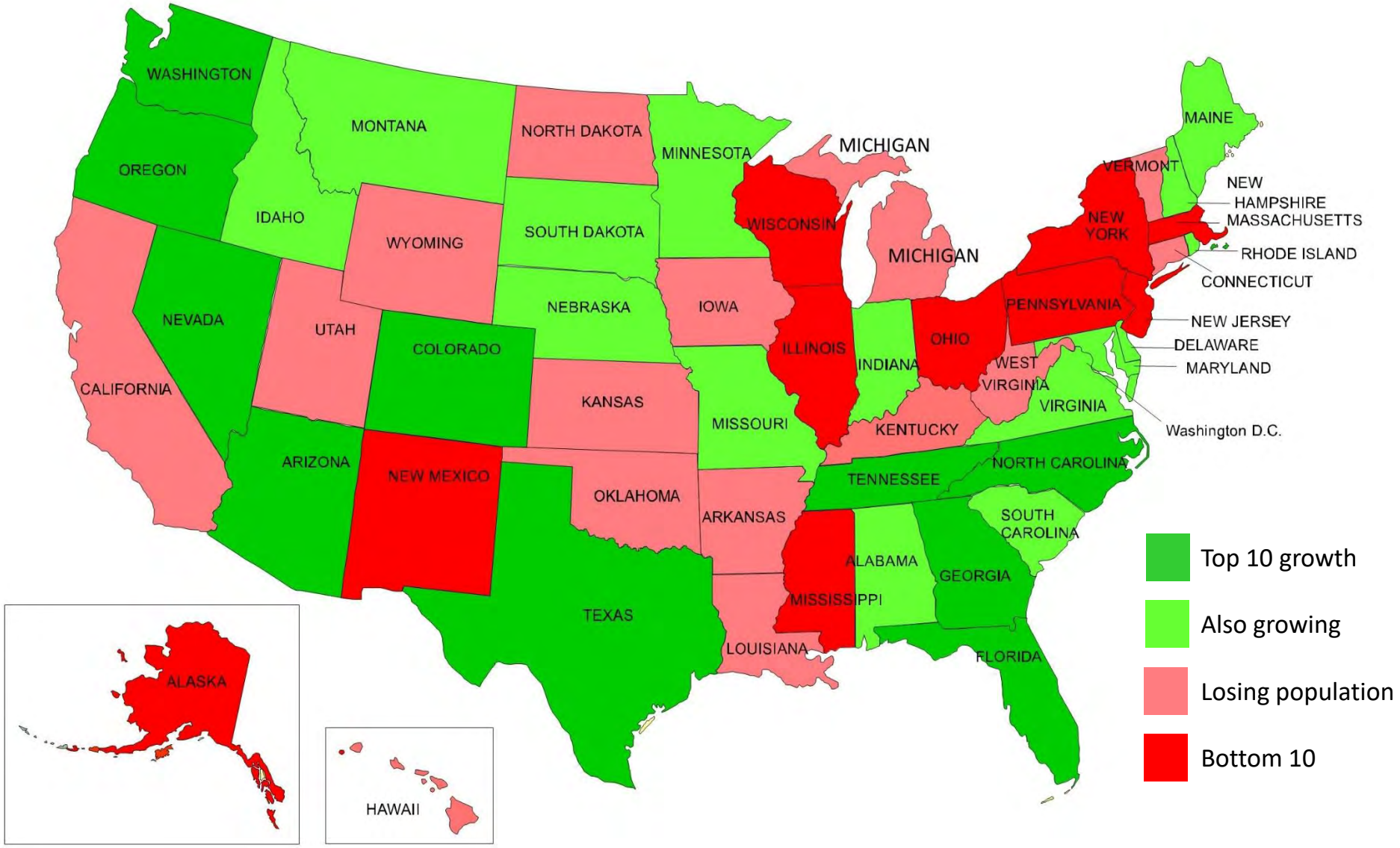
Age 25 – 34 Annual Net Migration 2012-2017



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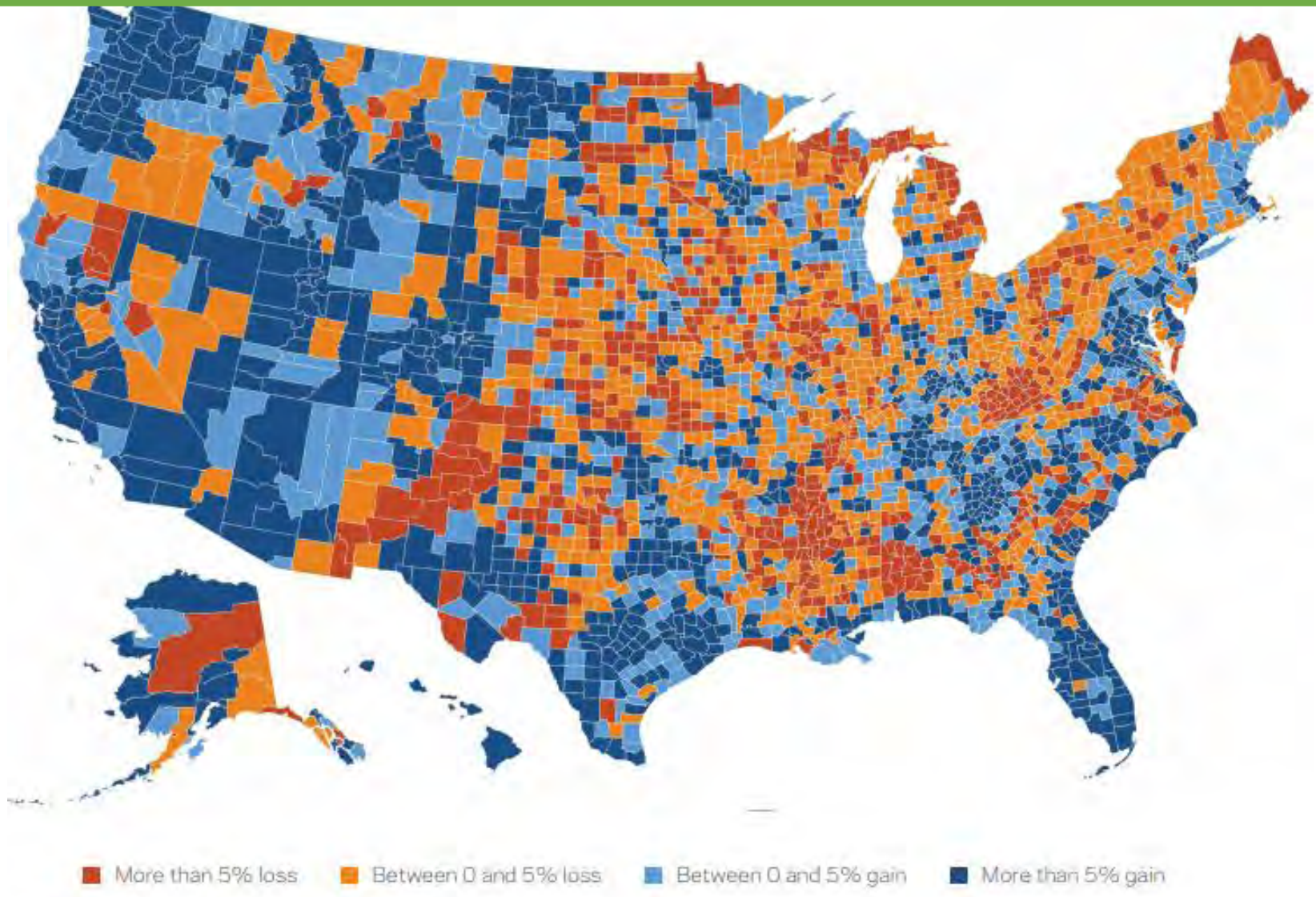
https://www.brookings.edu/research/how-migration-of-millennials-and-seniors-has-shifted-since-the-great-recession/

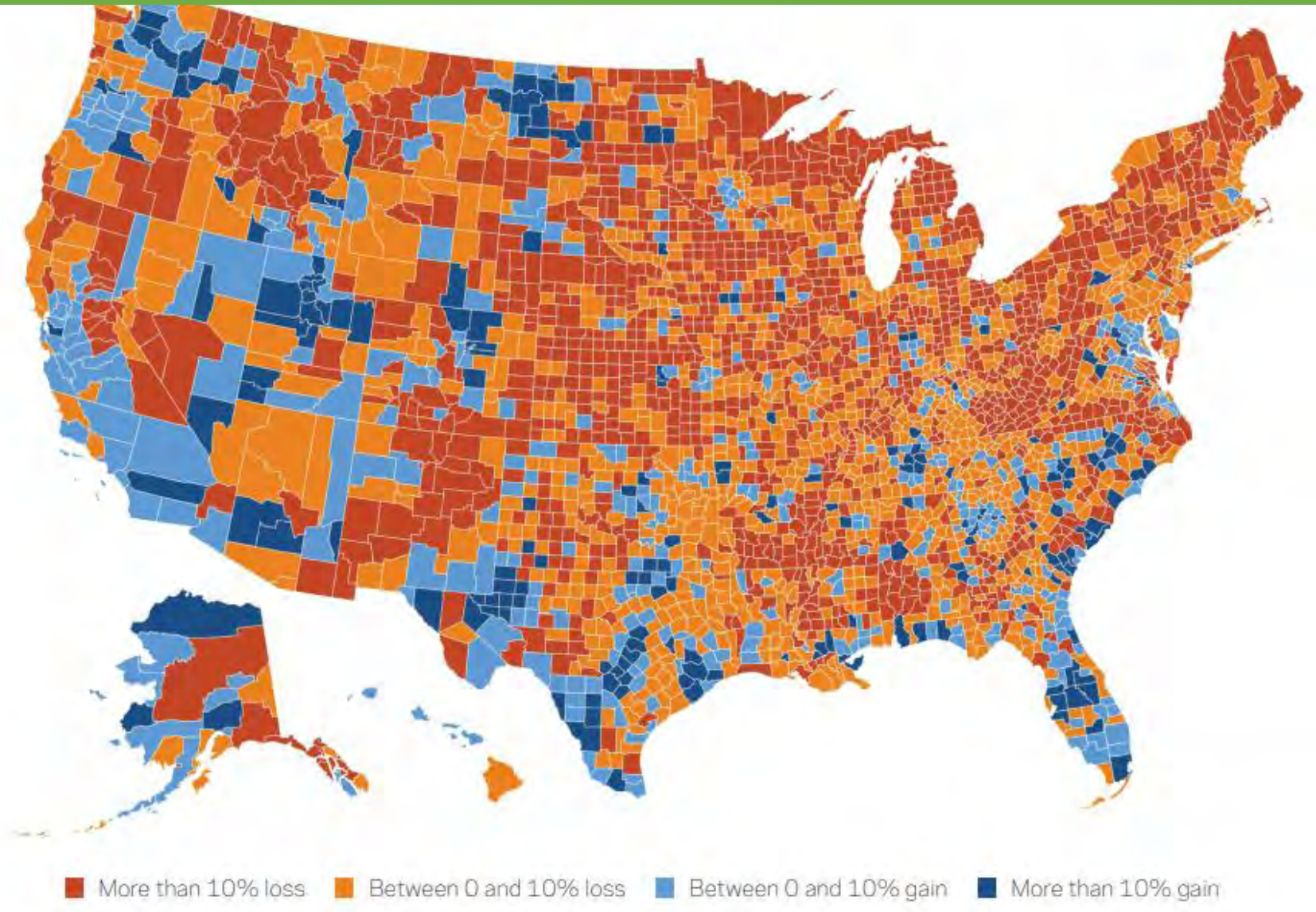
County Population Change 2007-2017



Source: U.S. Census Bureau, Moody's Analytics

ECONOMIC LEADERSHIP

Prime Working Age Population Change 2007-2017



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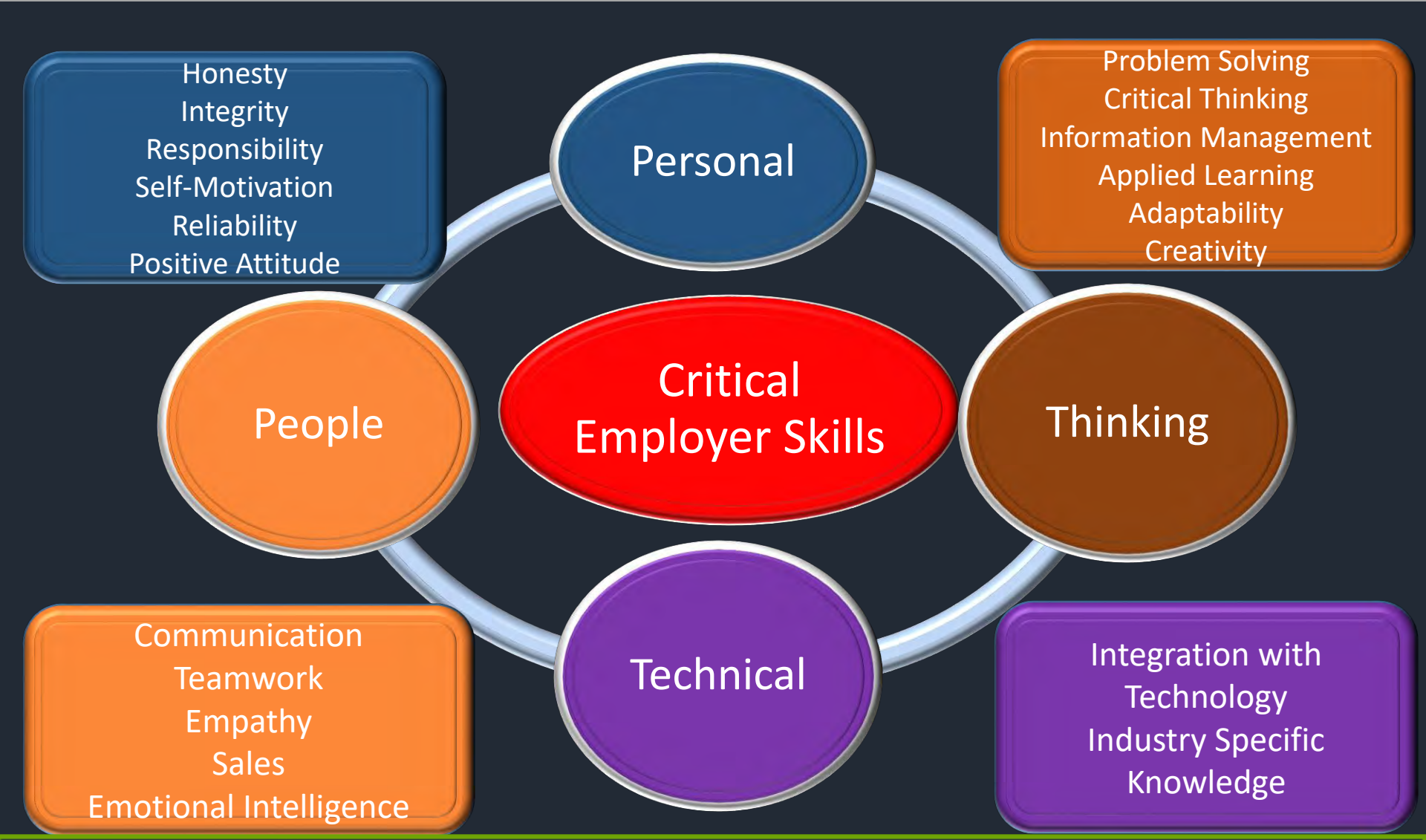
Focus on Valuable Skills



ECONOMIC LEADERSHIP

North Carolina

STATE OF TECHNOLOGY

2019 Industry Report

NCTECH Association

ECONOMIC LEADERSHIP

Methodology

- 87 separate 6-digit NAICS code sectors to characterize the Total Technology Sector

- The Total Technology Sector was further broken down into four sub-categories:
  - **Energy Technology**
  - **Environmental Technology**
  - **Life Sciences**
  - **IT, Telecom, Hardware & Software (Tech Core)**

- 65 separate 5-digit Standard Occupational Classification (SOC) codes

- Economic Modeling Specialists International (EMSI), based on the Bureau of Labor Statistics (BLS) Quarterly Census of Employment and Wages

The Difference Between Tech Industry Workers and Tech Occupational Workers

87 separate 6-digit NAICS

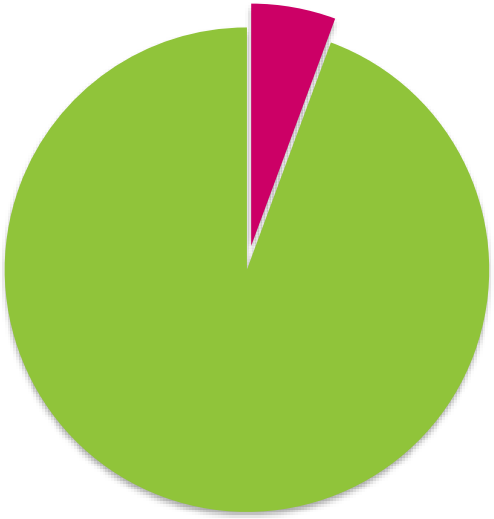
65 separate 5-digit (SOC) codes

Tech Industry in North Carolina - 2017

Percentage of Total North Carolina Economy

Employees

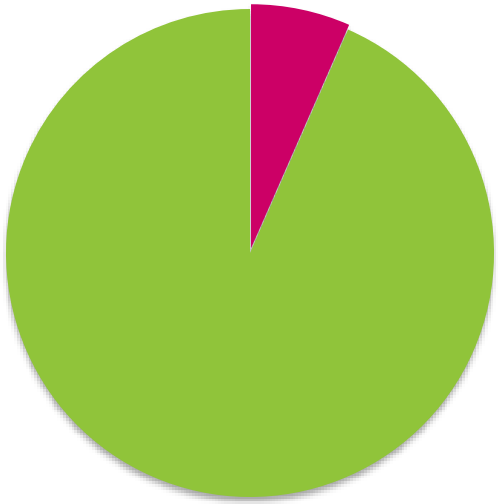
254,230



5.9%

Establishments

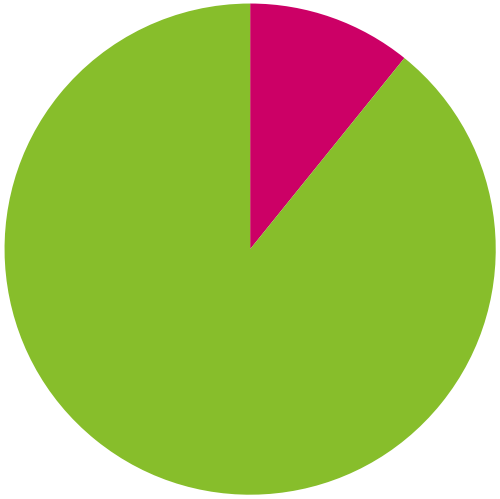
19,371



7.0%

Wages

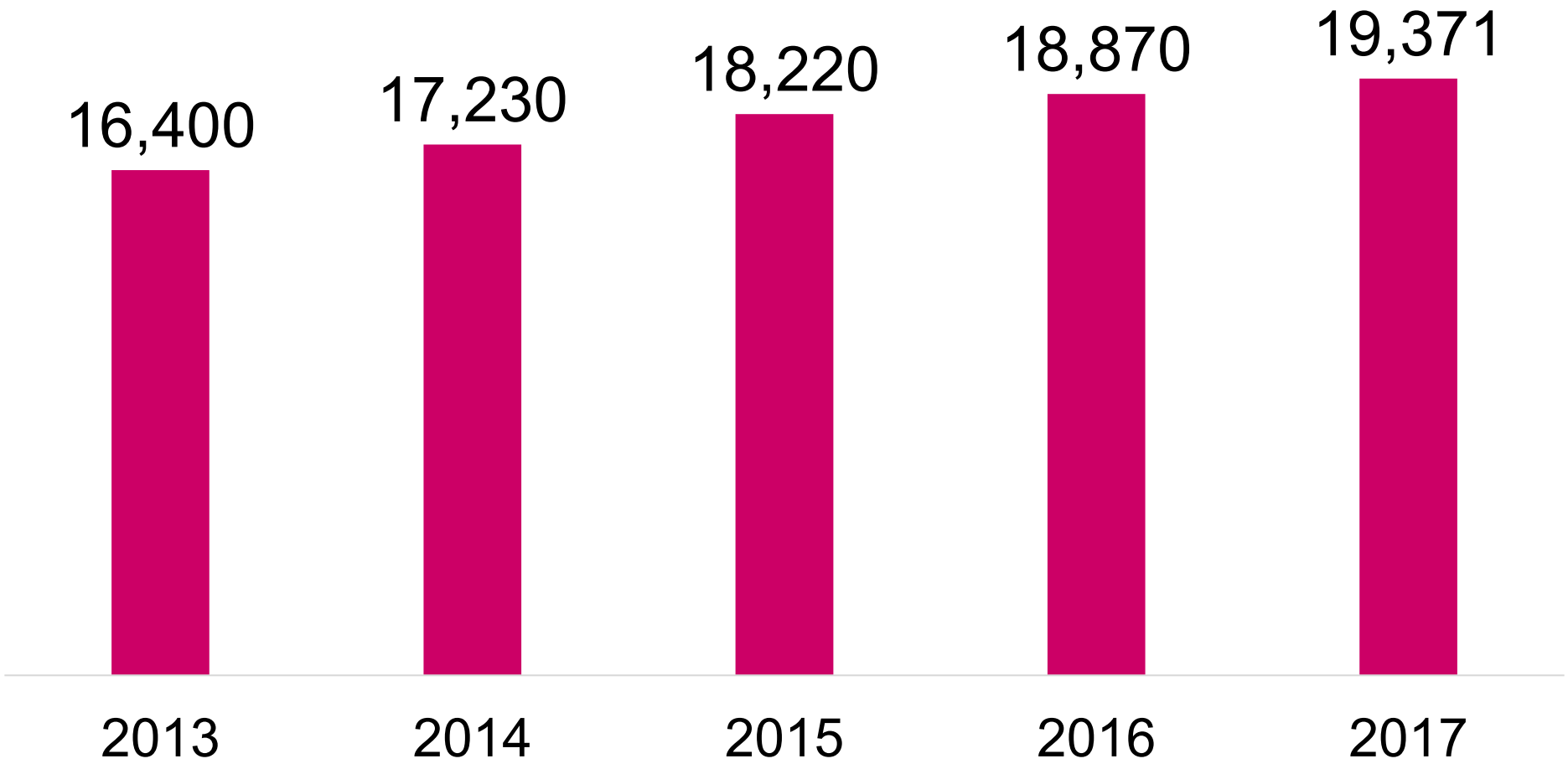
$26,557,000



11.1%

North Carolina Total Tech Establishments, 2013-2017

2,971 New Tech establishments Over the Past 5 Years



ECONOMIC LEADERSHIP

North Carolina's Technology Industry by Sub-Categories 2017

Tech Category	Employment 2017	Change 2016-2017	Change 2012-2017	Establishments 2017
Energy Tech	13,205	0.0%	12.3%	383
Environmental Tech	23,158	1.8%	17.0%	1,522
Life Sciences	80,409	4.1%	12.0%	4,681
IT	137,458	2.6%	21.1%	12,785

North Carolina's Technology Industry by Sub-Categories 2017

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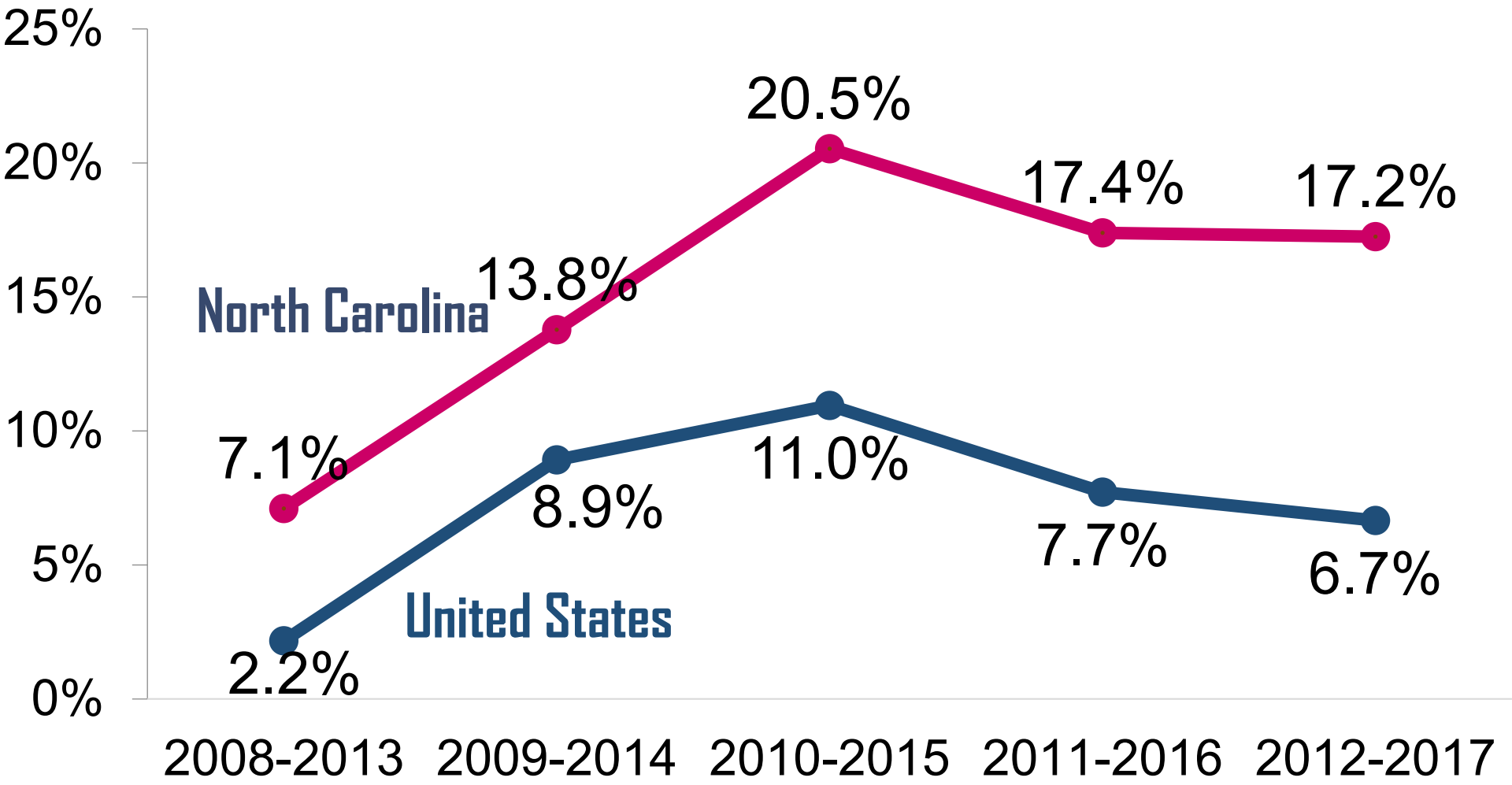
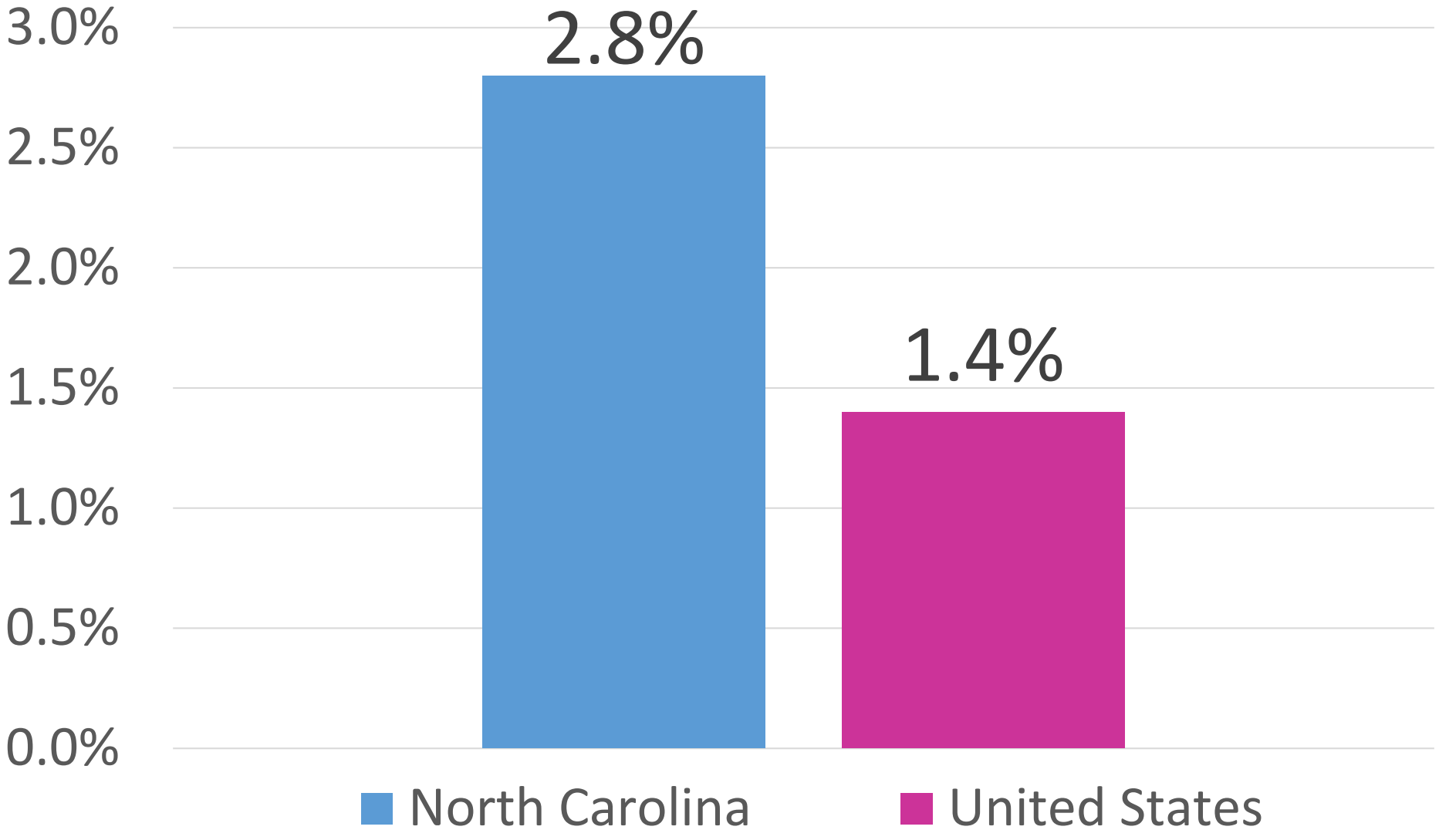
North Carolina's Technology Industry by Sub-Categories 2016

Tech Category	Employment, 2017	Change, 2016-2017	Change 2012-2017	Establishments 2017
Tech Services	190,373	3.5%	24.6%	18,608
Tech Manufacturing	63,857	0.9%	-0.3%	763
Total Tech	**254,230**	**2.8%**	**17.2%**	**19,371**

5-Year Growth Rates for North Carolina's Total Tech Sector, 2012-2017



Total Tech Sector Growth Rate 2017

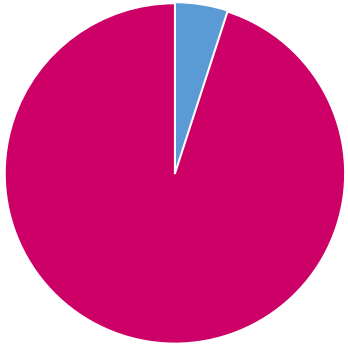


Makeup of Tech Industry

Percentage of Total North Carolina Tech Sector

Energy Tech

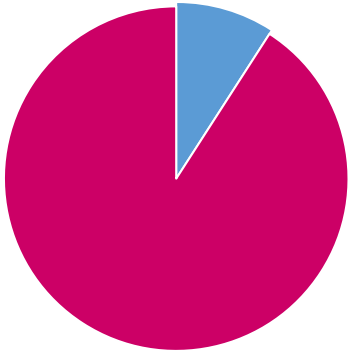
13,205



5%

Environmental Tech

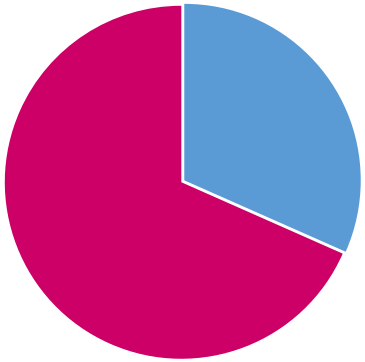
23,158



9%

Life Sciences

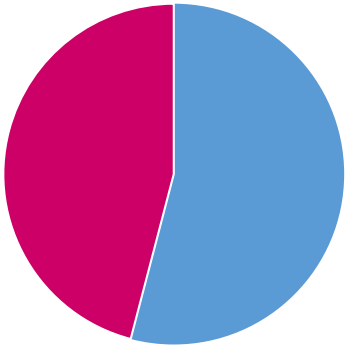
80,409



32%

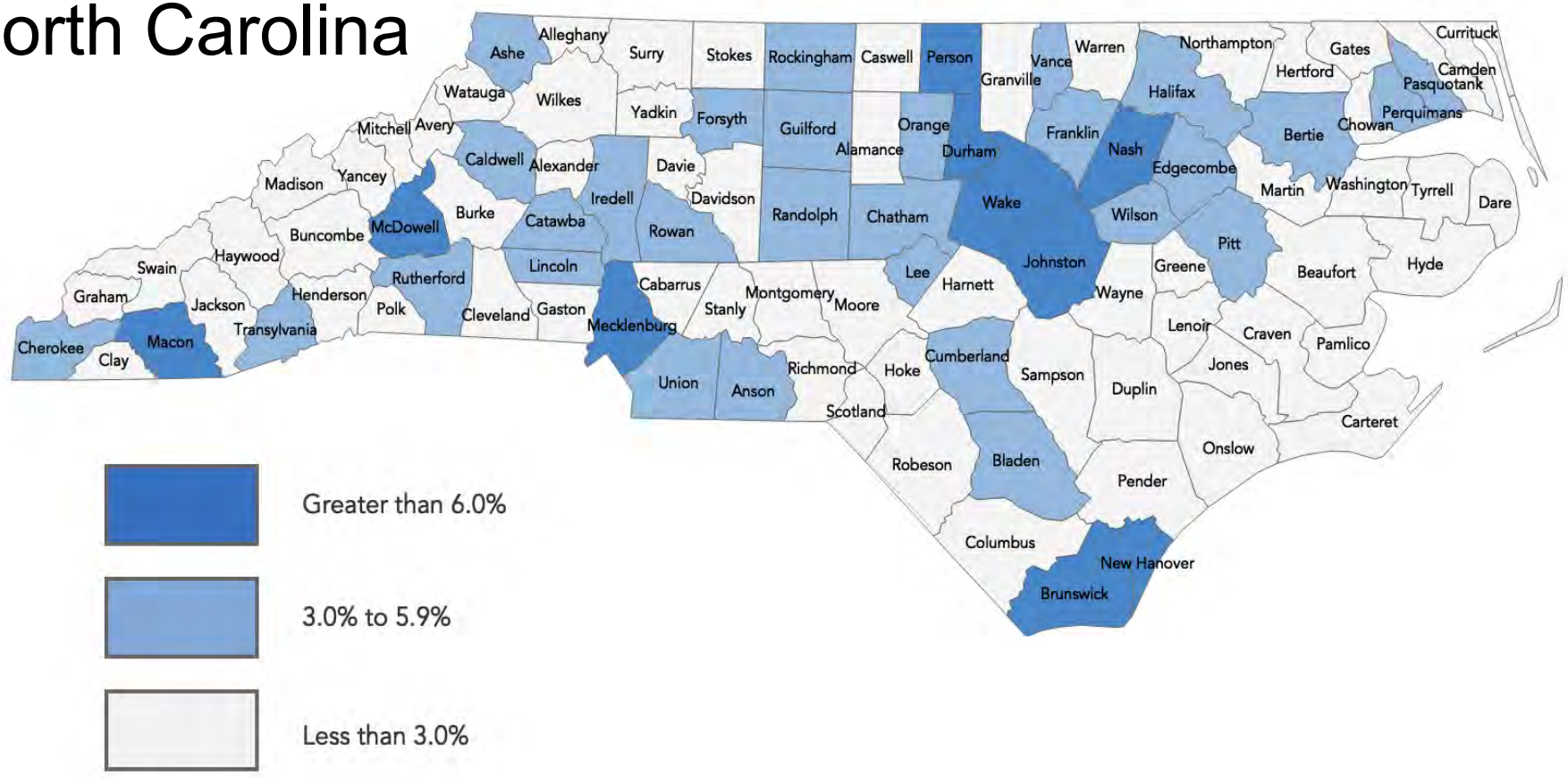
IT

137,458



54%

Tech Industry Jobs by County in North Carolina



Average Annual Earnings per Worker by Subsector, 2017

Tech Category	North Carolina	North Carolina (With Purchasing Power)	National Average
Energy Tech	$130,200	$143,200	$147,200
Environmental Tech	$96,600	$106,200	$78,900
Life Sciences	$113,900	$125,300	$124,000
IT	$112,000	$123,200	$138,500

Average Annual Earnings per Worker by Subsector, 2017

Tech Category	North Carolina	North Carolina (With Purchasing Power)	National Average
Tech Services	$107,800	$118,600	$129,300
Tech Manufacturing	$125,100	$137,600	$137,300
Total Tech	$112,100	$123,400	$130,800

Economic Impact of Technology Sector on State Economy, 2017

Impact	Employees	Earnings (Millions)	Sales (Millions)
Direct Impact	254,230	$26,600	$86,300
Multiplier	3.24	1.99	1.90
Indirect & Induced Impact	569,300	$26,400	$78,000
Total Impact	**823,530**	**$52,957**	**$164,272**

Economic Impact of Technology Sector on State Economy, 2017

Impact	Employees	Earnings (Millions)	Sales (Millions)
Direct Impact	254,230	$26,600	$86,300
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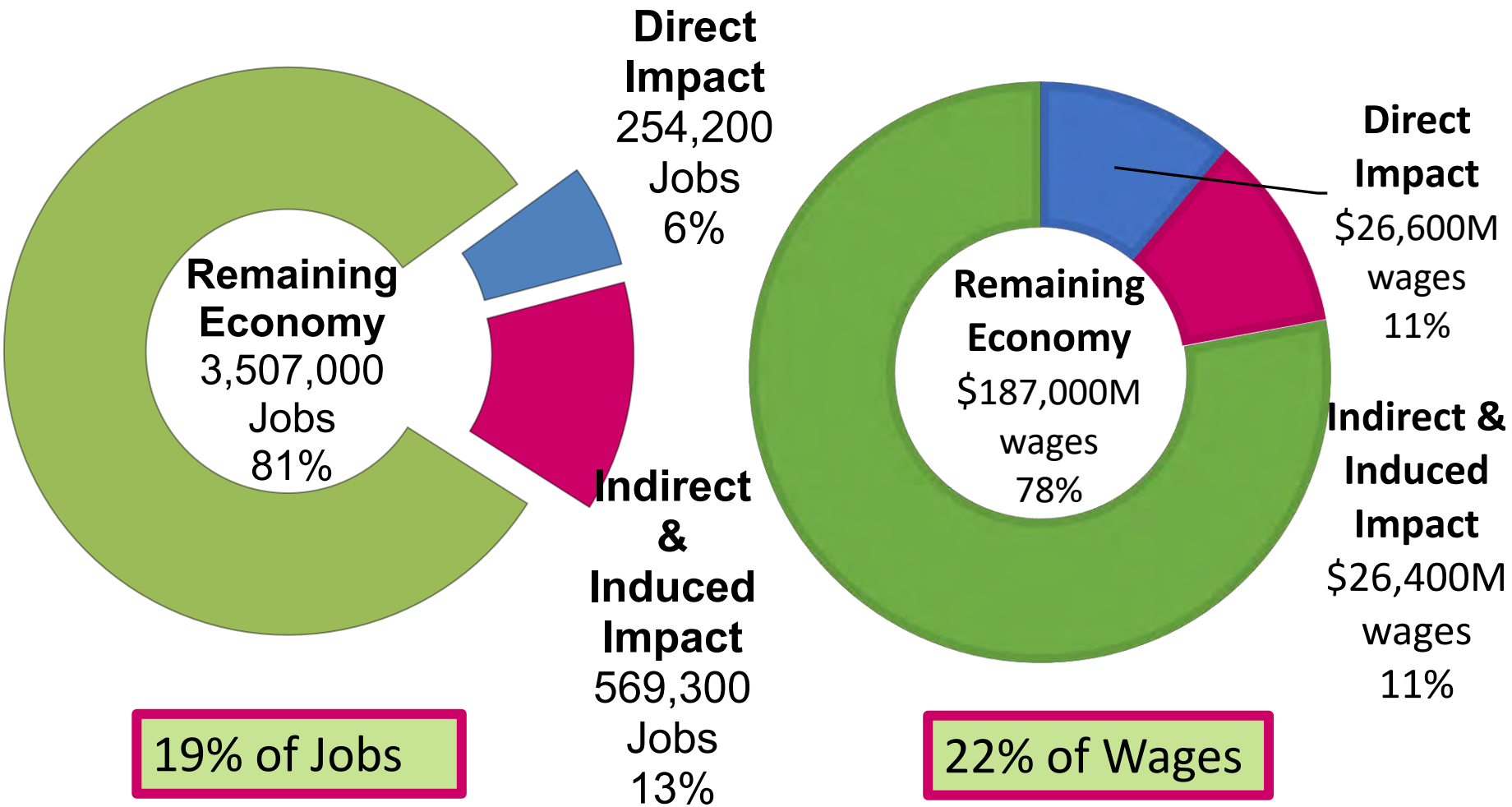
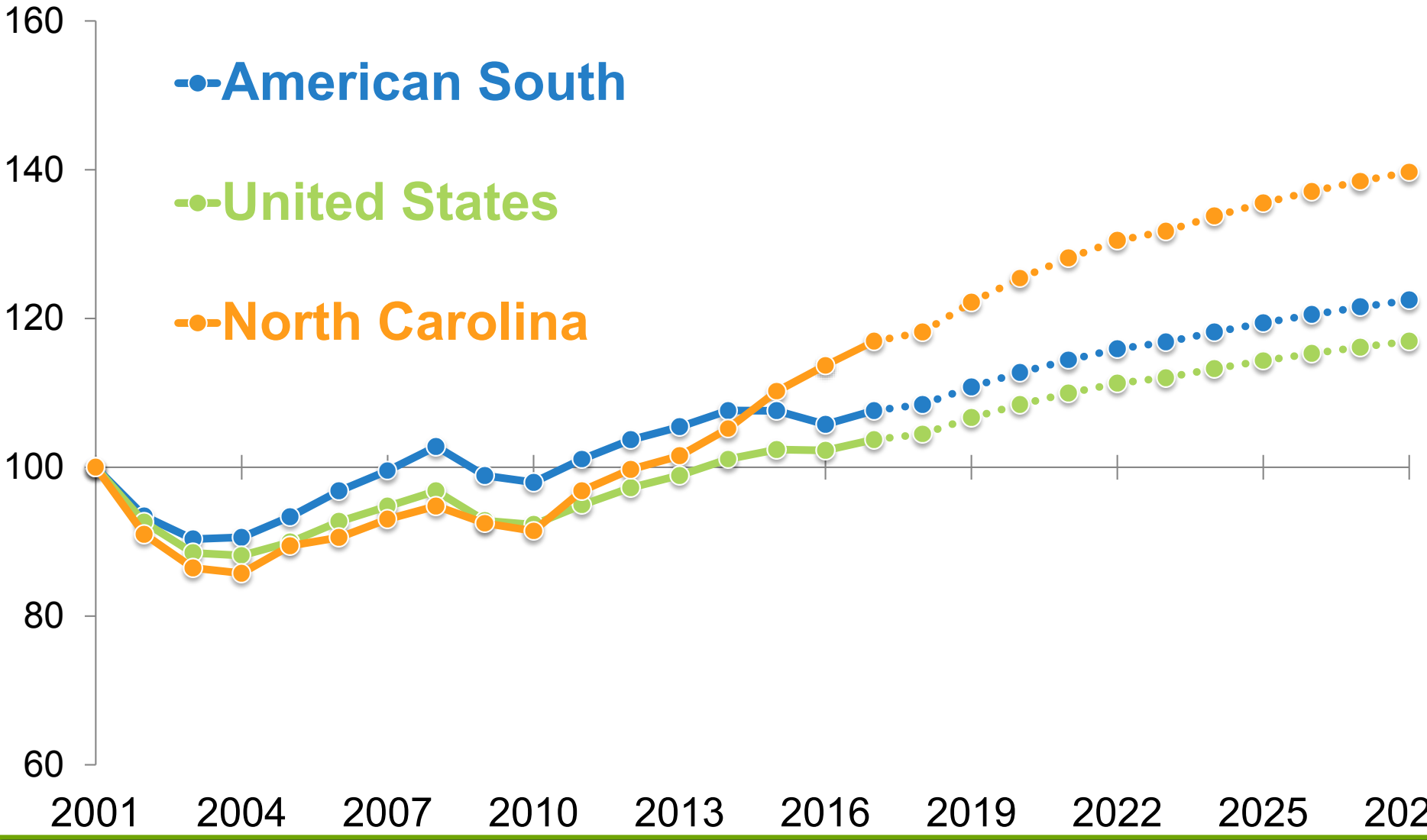
Tech Sector Contribution to State Economy, 2017

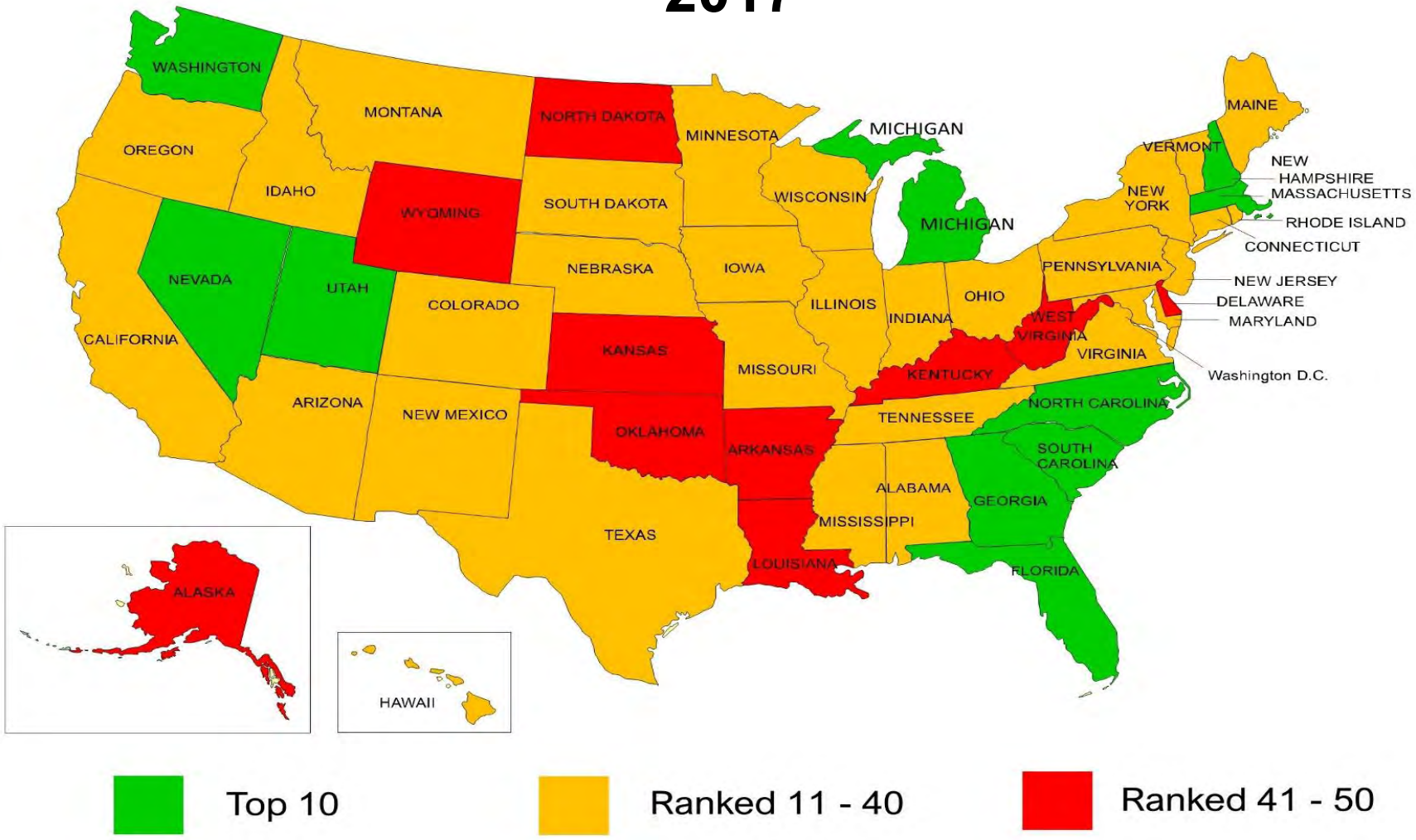


Long Term Technology Sector Trends
(Percentage Change in Employment Post 2001)



ECONOMIC LEADERSHIP

Tech Sector Employment Growth, 2012-2017



ECONOMIC LEADERSHIP

Tech Sector Employment Growth, 2012-2017

Nevada
Washington
North Carolina
Utah
New Hampshire
Florida
Michigan
Georgia
Massachusetts
South Carolina
Oregon
Missouri
California
New York
District of Columbia
Arizona
Idaho
Tennessee
Maine
South Dakota
Colorado
Wisconsin
Nebraska
United States
Minnesota
Ohio
Illinois
Indiana
Maryland
Iowa
Pennsylvania
Hawaii
Texas
Alabama
Connecticut
Virginia
New Jersey
Montana
Mississippi
New Mexico
Rhode Island
Vermont
Kansas
Delaware
Arkansas
Oklahoma
Kentucky
Louisiana
North Dakota
Alaska
West Virginia
Wyoming

17.2%

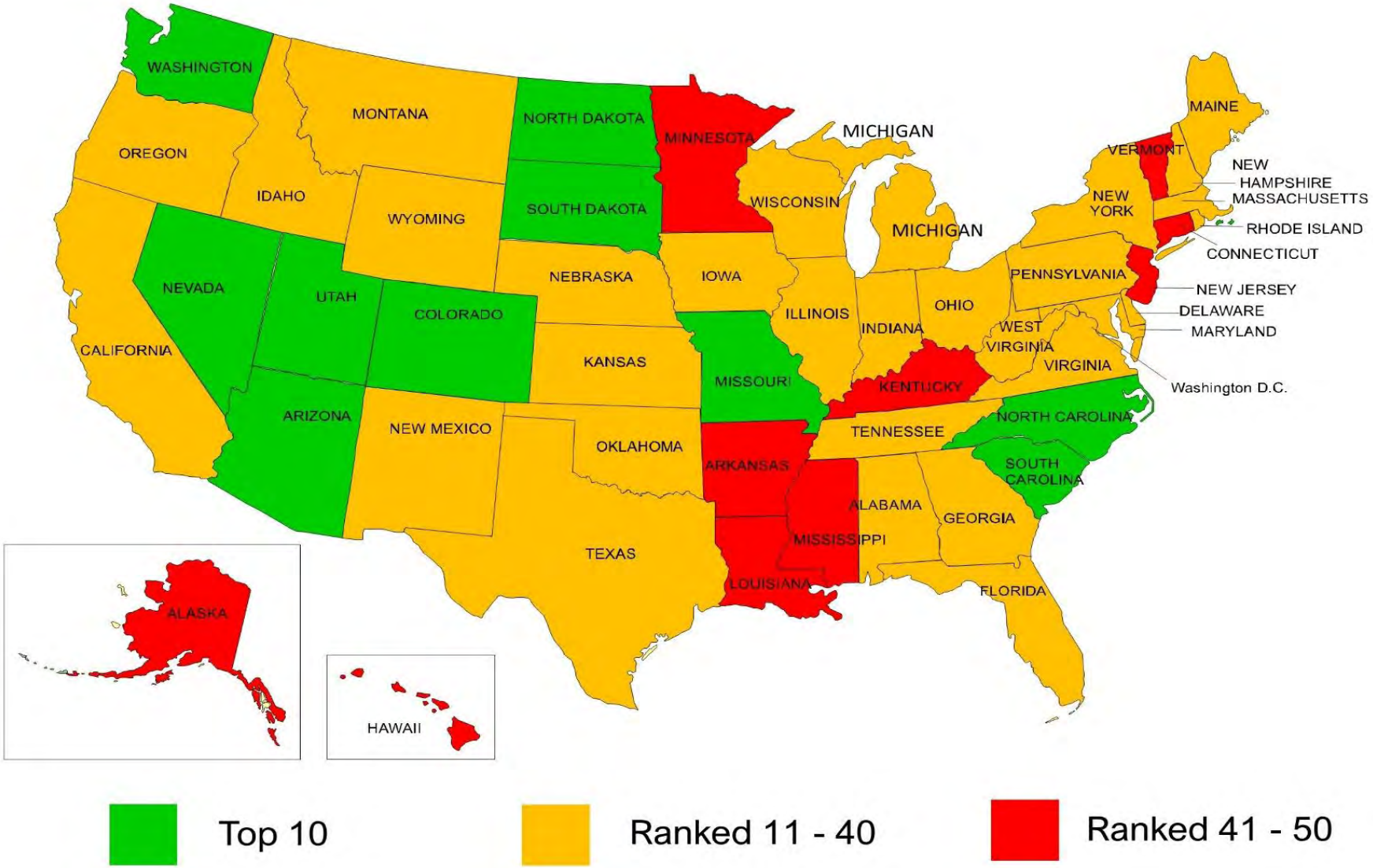
6.7%

-30% -20% -10% 0% 10% 20% 30%

NC Ranks
3rd
Growing more than twice as fast as the national average

ECONOMIC LEADERSHIP

Expected Tech Sector Employment Growth 2018-2023

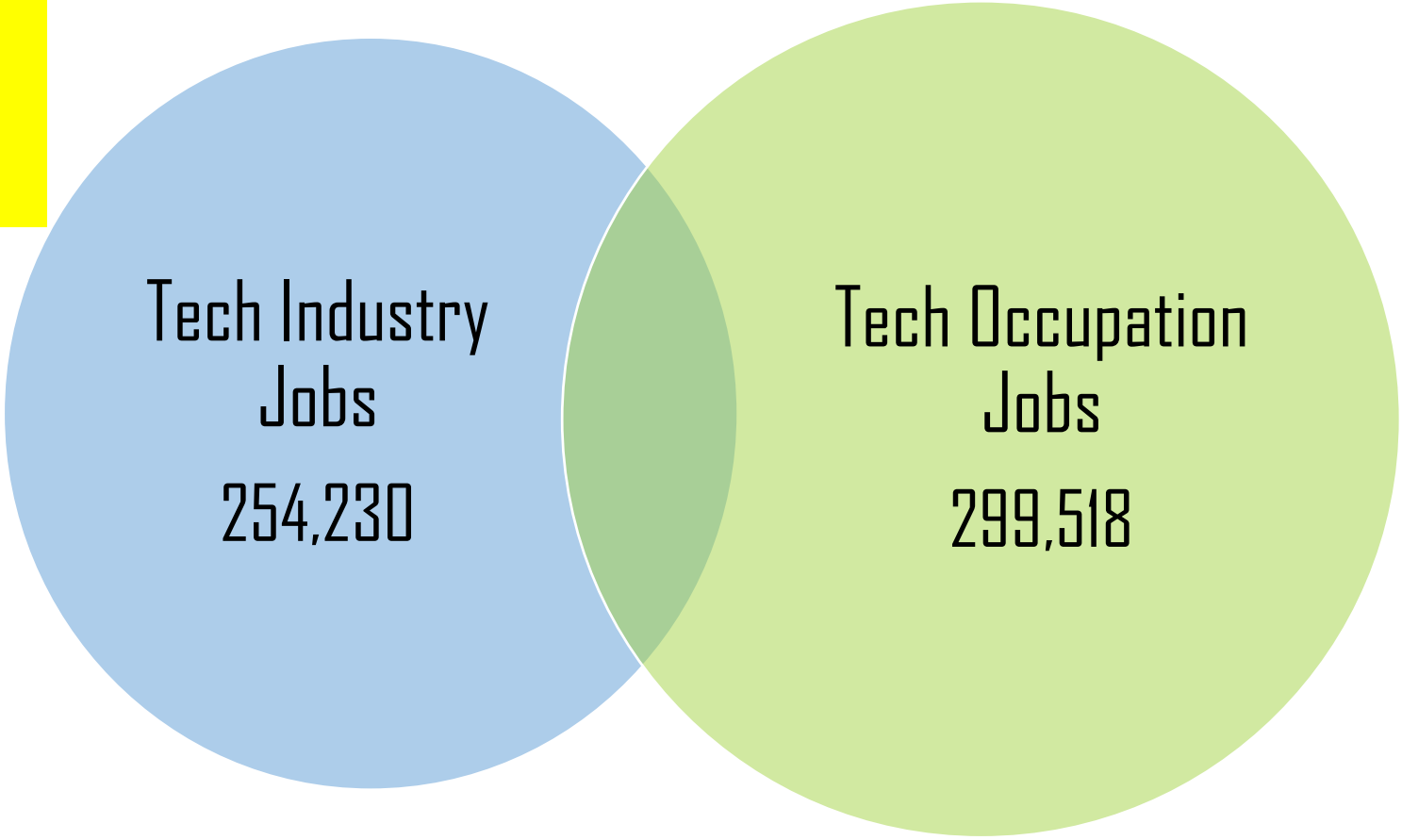


Tech Occupations in North Carolina 2017

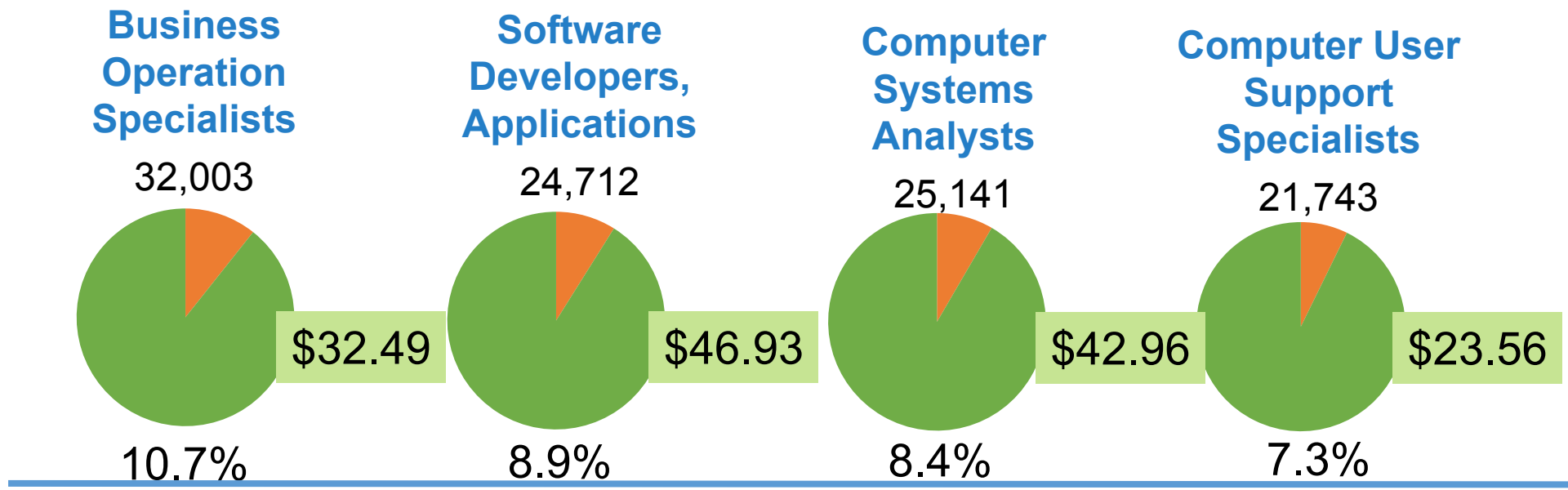
Total Tech Occupation Jobs	**299,518**
Median Hourly Wage	**$38.58**
2012-2017 Employment Change	**21.6%**

Staffing Patterns of Tech Industries & Tech Occupations, 2017

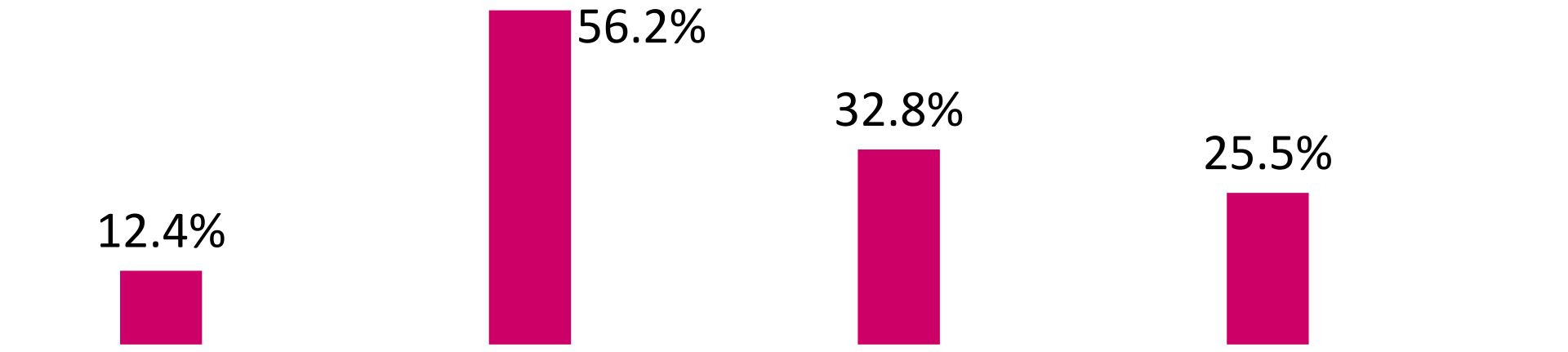
37% of tech occupation jobs are employed in tech industries.



Top Four Tech Occupations

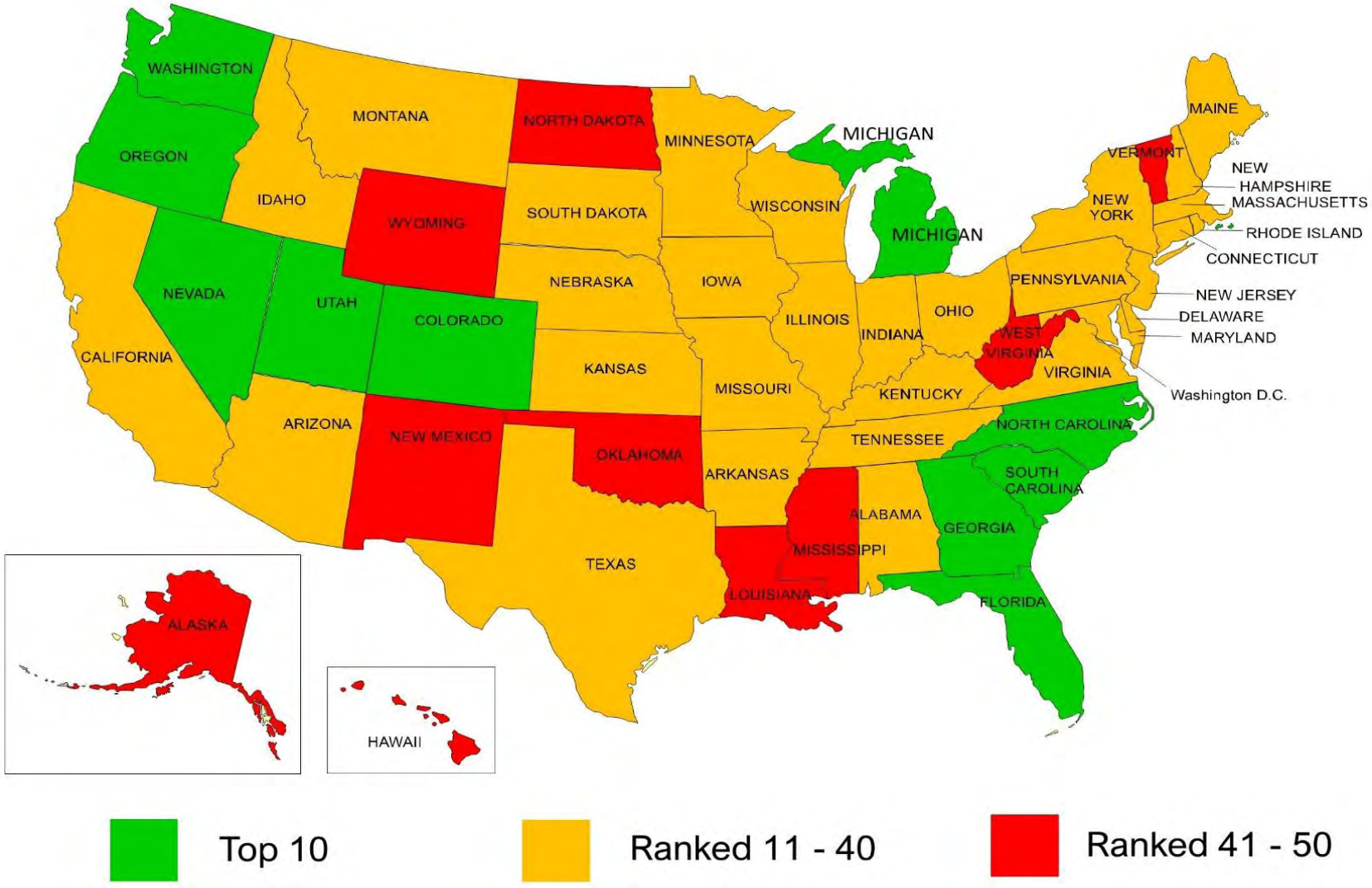


Employment Growth Rate, 2012-2017



ECONOMIC LEADERSHIP

Tech Occupations Growth, 2012-2017



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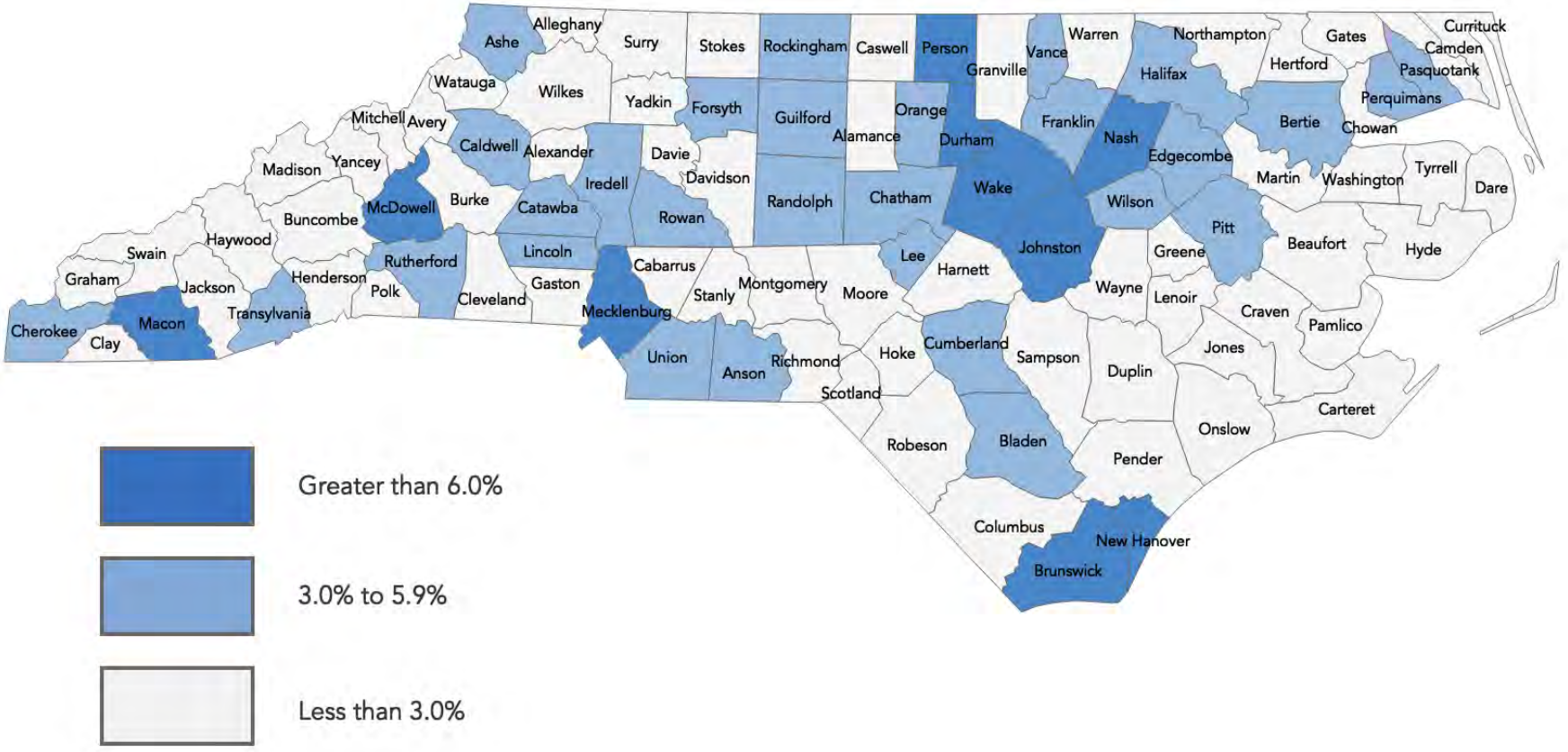
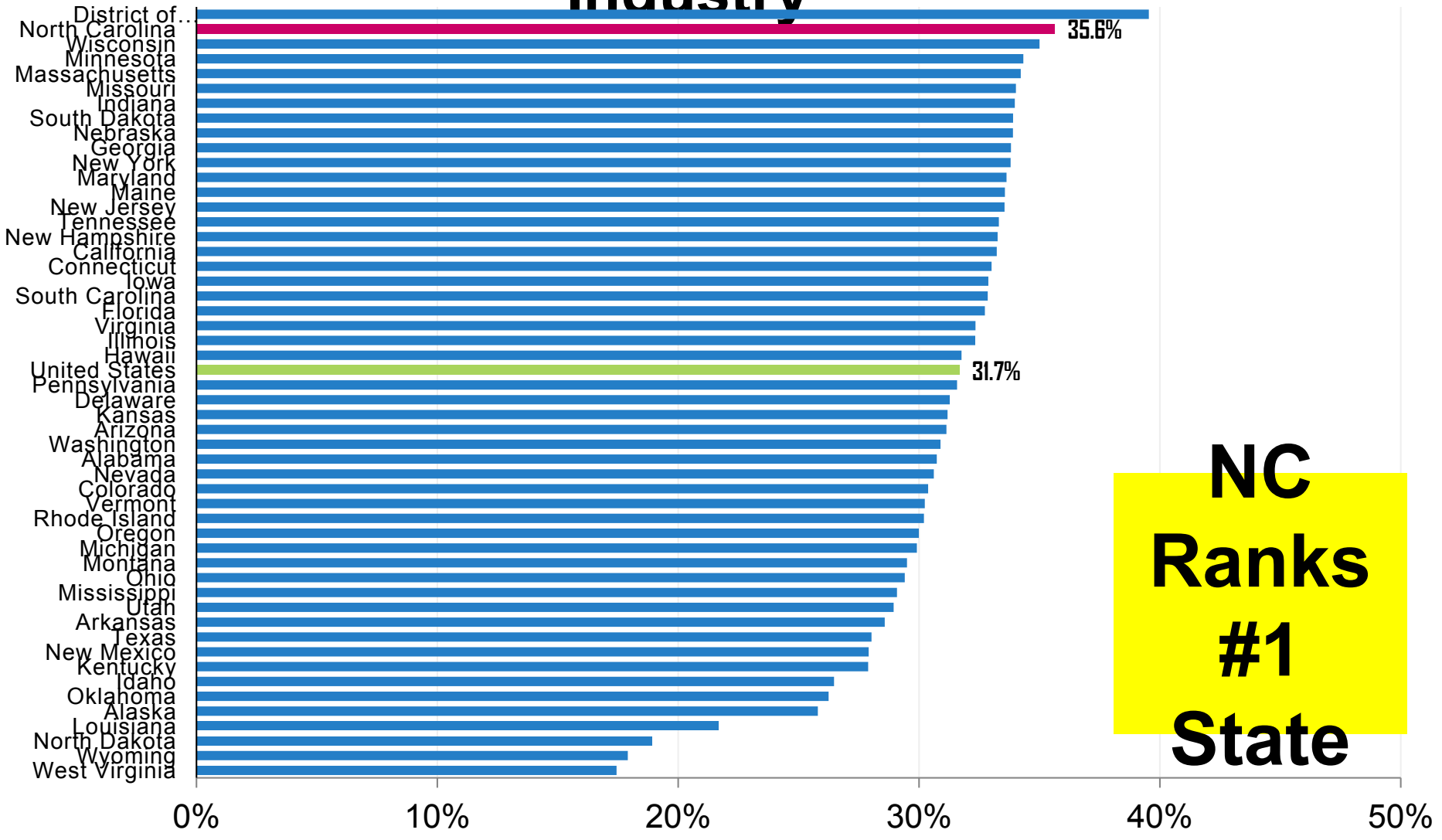
Tech Occupations by County in North Carolina



How Competitive Is North Carolina?

Percentage of Women Working in the Tech Industry

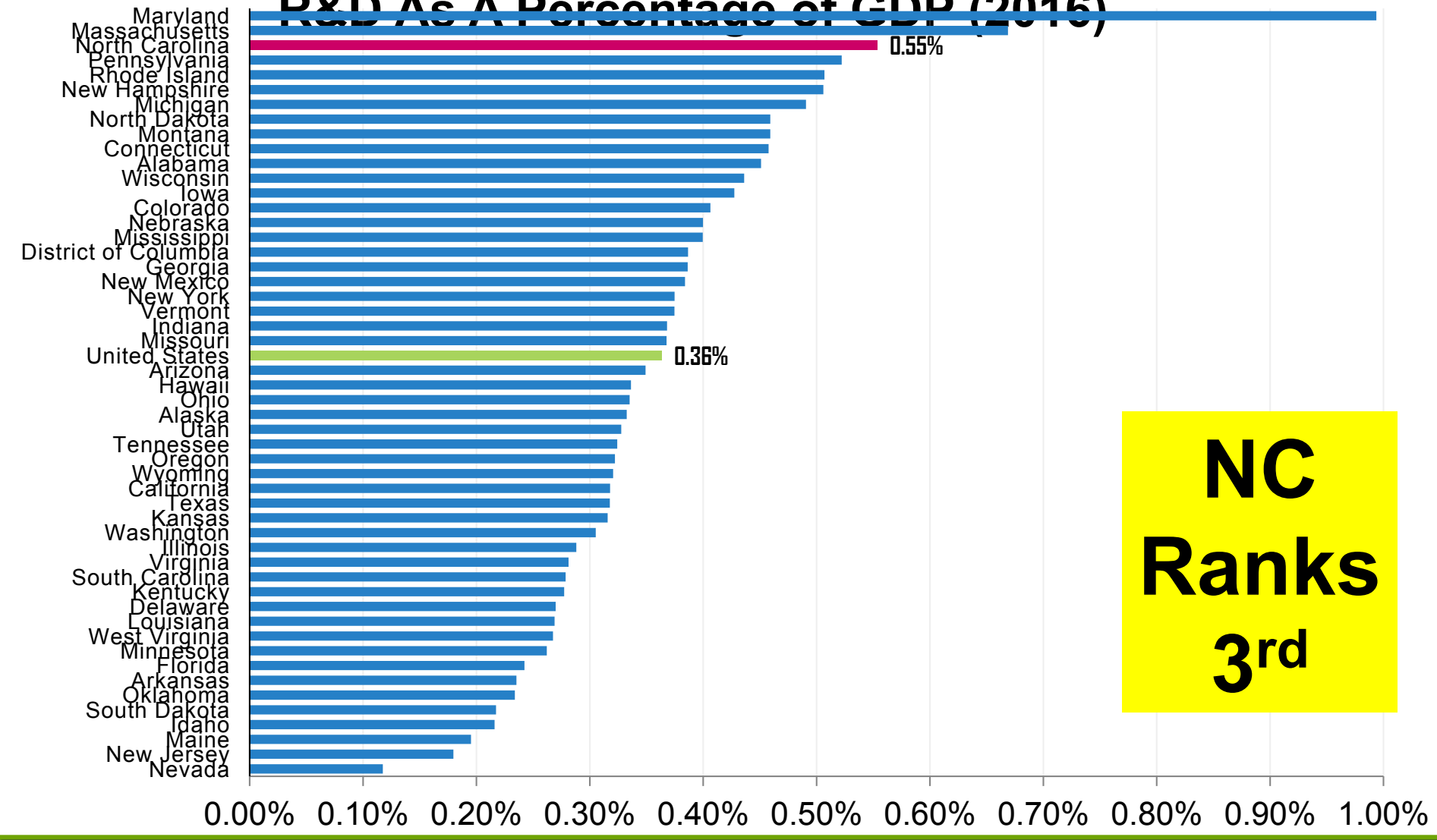


NC Ranks #1 State

ECONOMIC LEADERSHIP

Higher Education R&D in Science & Engineering Fields Intensity

R&D As A Percentage of GDP (2016)



NC Ranks 3rd

ECONOMIC LEADERSHIP

PTP Tech Sector Summary

Indicator	PTP Counties' Tech Sector 2017	PTP Tech Sector Percent of PTP Total	North Carolina's Tech Sector 2017	PTP Counties Percent of North Carolina Tech Sector
Employees	23,525	3.0%	254,230	9.3%
Establishments	1,688	4.4%	19,371	8.7%
Wages (millions)	$2,379	5.1%	$26,557	9.0%
Sales (millions)	$8,700	5.8%	$86,280	10.1%

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Source: EMSI 2019.2

PTP Tech Sector

Technology Categories	PTP Employment 2017	PTP Employment Change 2012-2017	NC Employment 2017	NC Employment Change 2012-2017
Energy Tech	1,215	1.7%	13,205	12.3%
Environmental Tech	3,082	1.1%	23,158	17.0%
Life Sciences	6,675	-10.8%	80,409	12.0%
IT	12,553	8.5%	137,458	21.1%
All Tech Categories	PTP Employment 2017	PTP Employment Change 2012-2017	NC Employment 2017	NC Employment Change 2012-2017
Tech Services	15,976	0.0%	190,373	24.6%
Tech Manufacturing	7,549	3.3%	63,857	-0.3%
TOTAL TECH SECTOR	23,525	1.0%	254,230	17.2%

Source: EMSI 2019.2

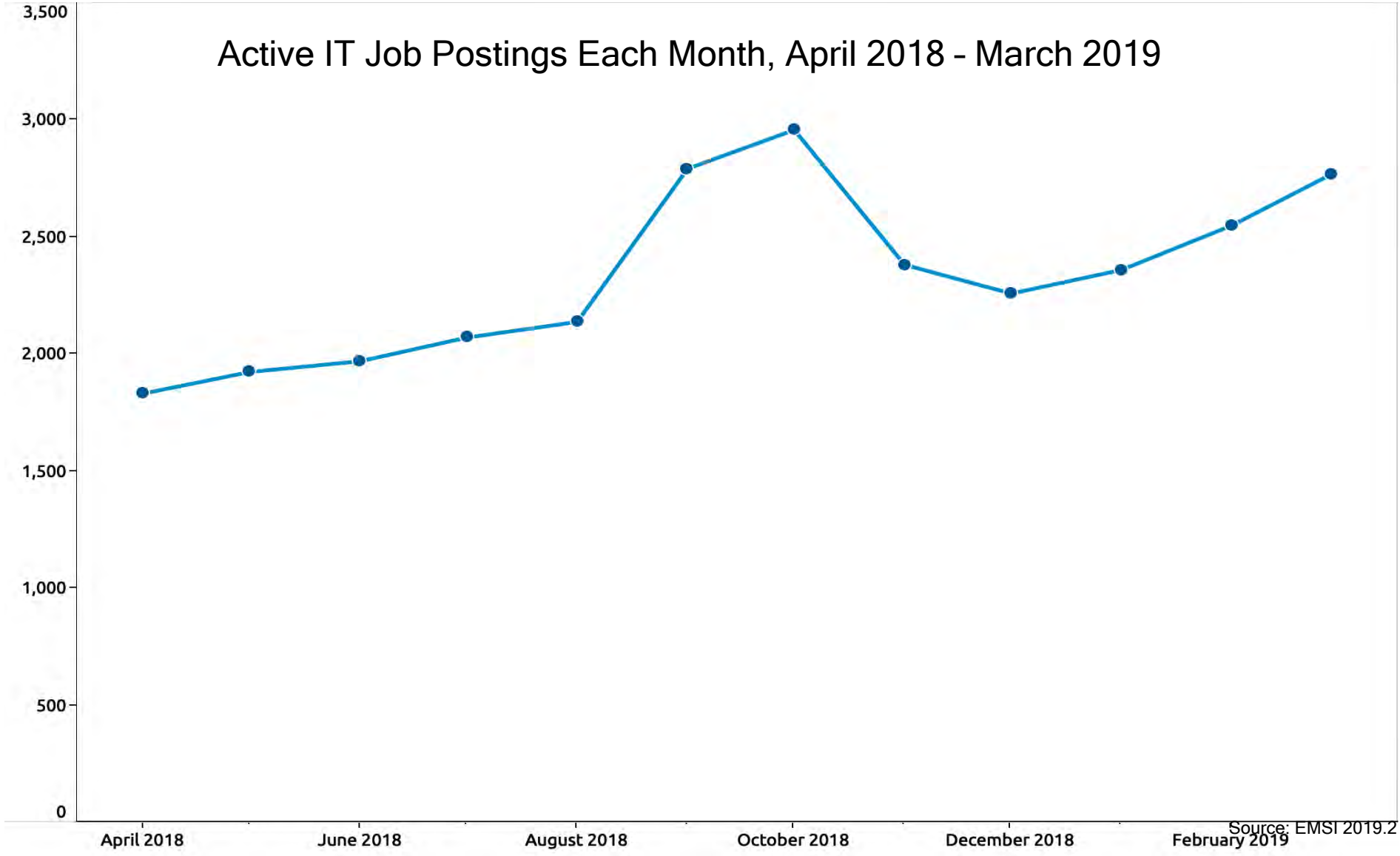
Average Annual Earnings per Worker 2017

Technology Categories	PTP Counties	PTP Counties (purchasing power)	North Carolina	North Carolina (purchasing power)	National Average
Energy Tech	$119,700	$131,680	$130,200	$143,200	$147,200
Environmental Tech	$68,430	$75,280	$96,200	$106,200	$78,900
Life Sciences	$81,810	$90,000	$113,900	$125,300	$124,900
IT	$97,690	$104,460	$112,000	$123,200	$138,500
All Tech Categories	PTP Counties	PTP Counties (purchasing power)	North Carolina	North Carolina (purchasing power)	National Average
Tech Services	$86,000	$94,620	$107,800	$118,600	$129,300
Tech Manufacturing	$100,550	$110,610	$125,100	$137,600	$137,300
TOTAL TECH SECTOR	$90,500	$99,560	$112,100	$123,400	$130,800

ECONOMIC LEADERSHIP

Source: EMSI 2019.2

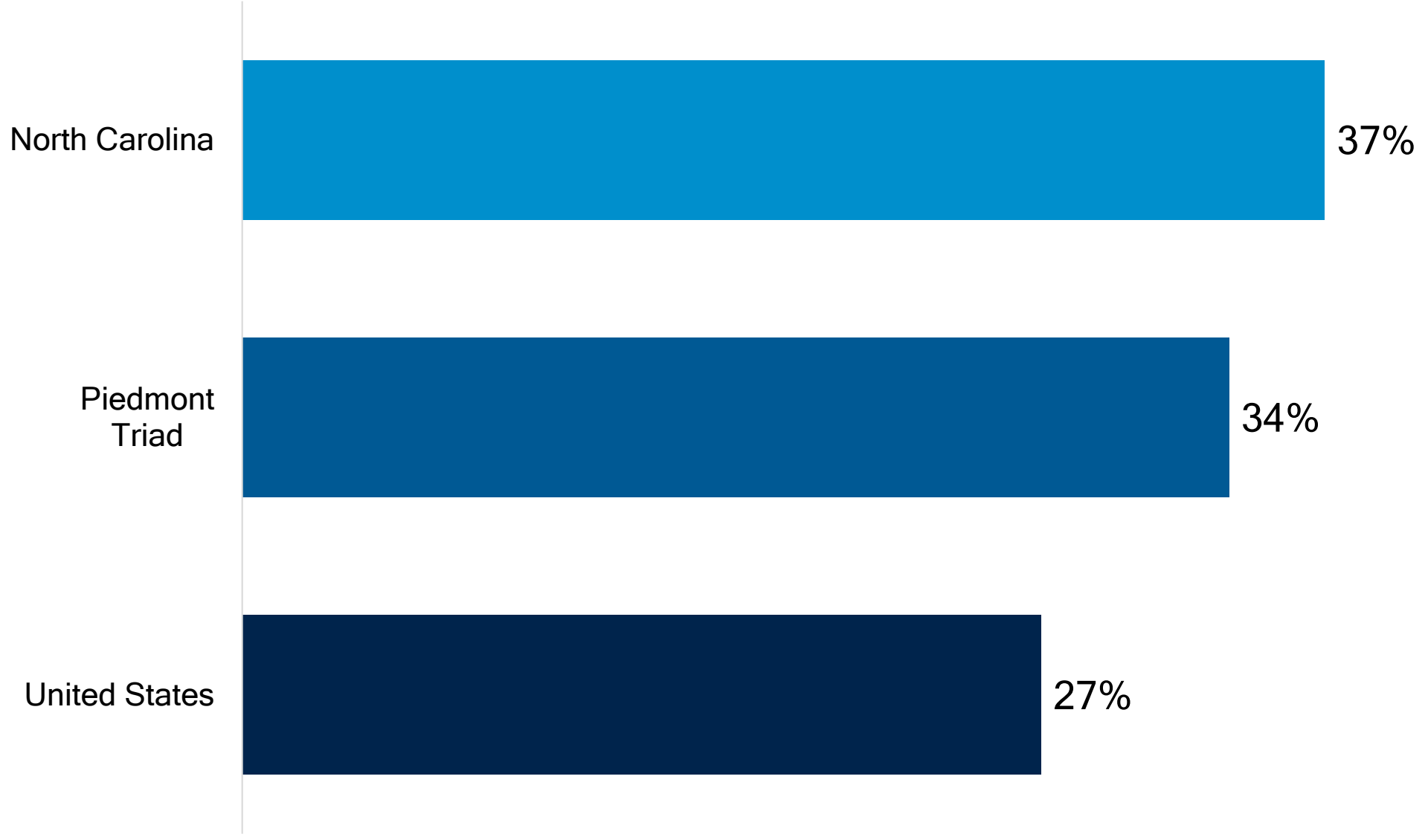
Online IT Job Postings for the Piedmont Triad



Source: EMSI 2019.2

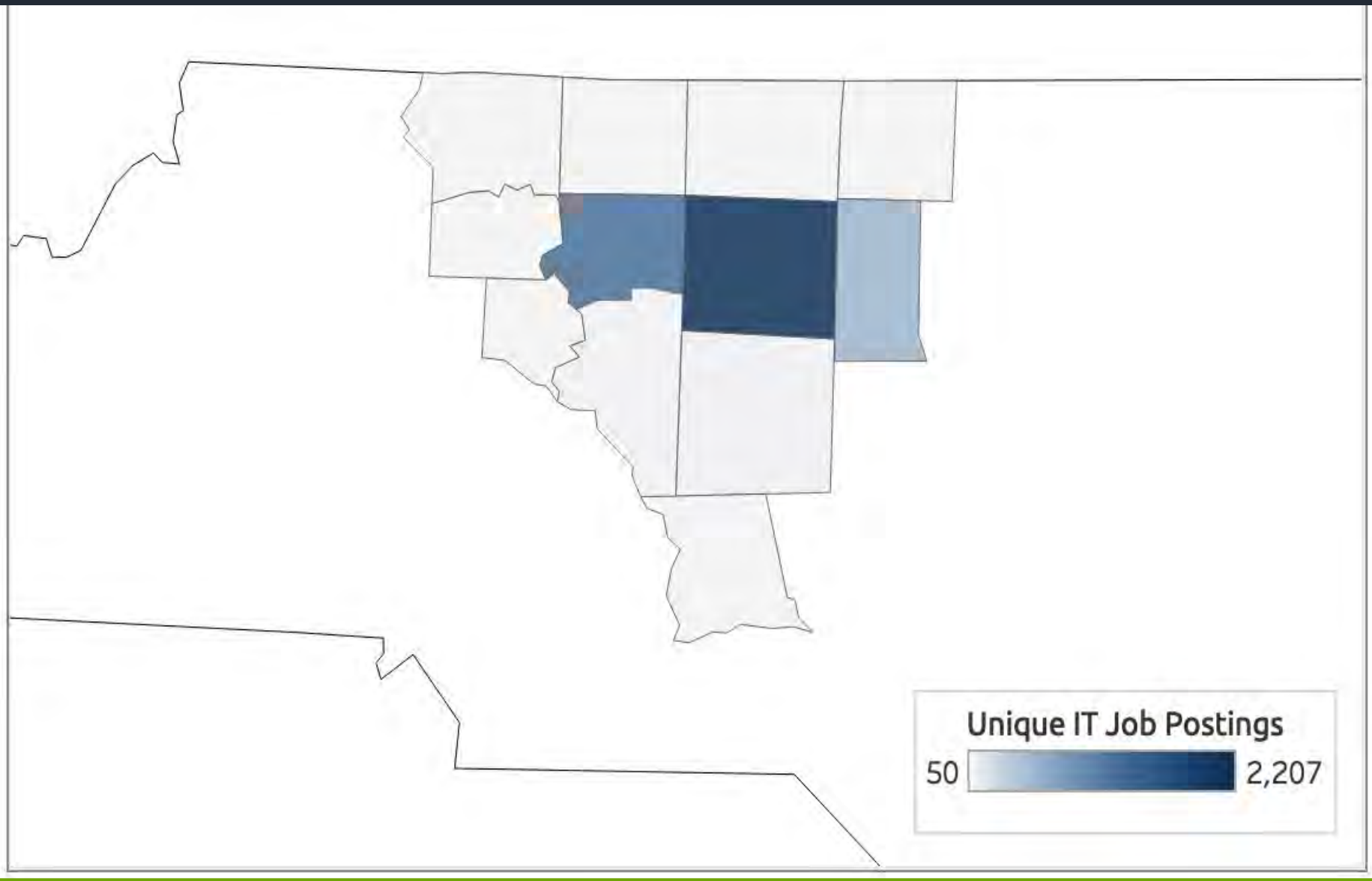
ECONOMIC LEADERSHIP

Year to Year Change in Q1 IT Job Postings, 2018-2019



Source: EMSI 2019.2

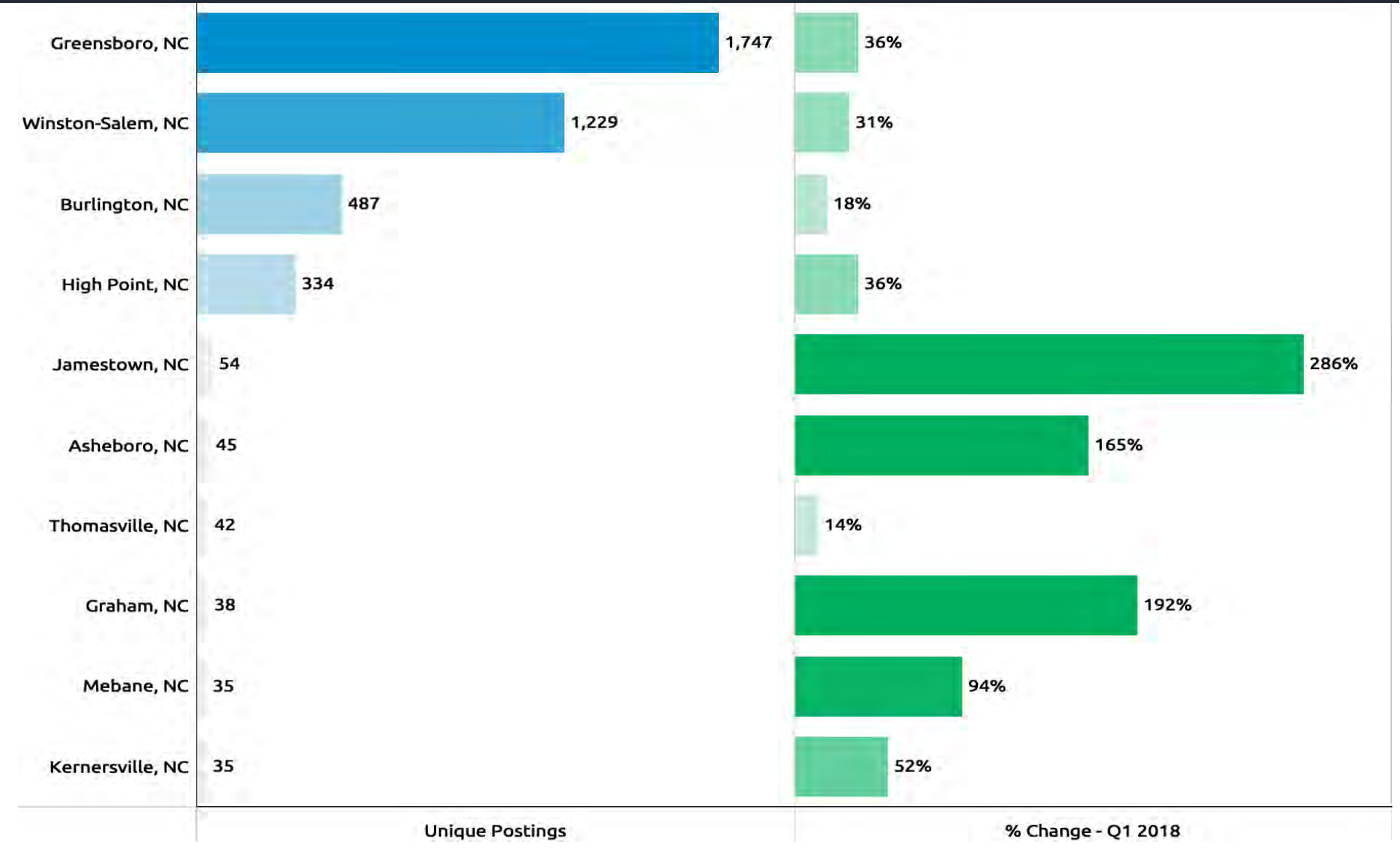
Number of IT Job Postings by County, Q1



ECONOMIC LEADERSHIP

Source: EMSI 2019.2

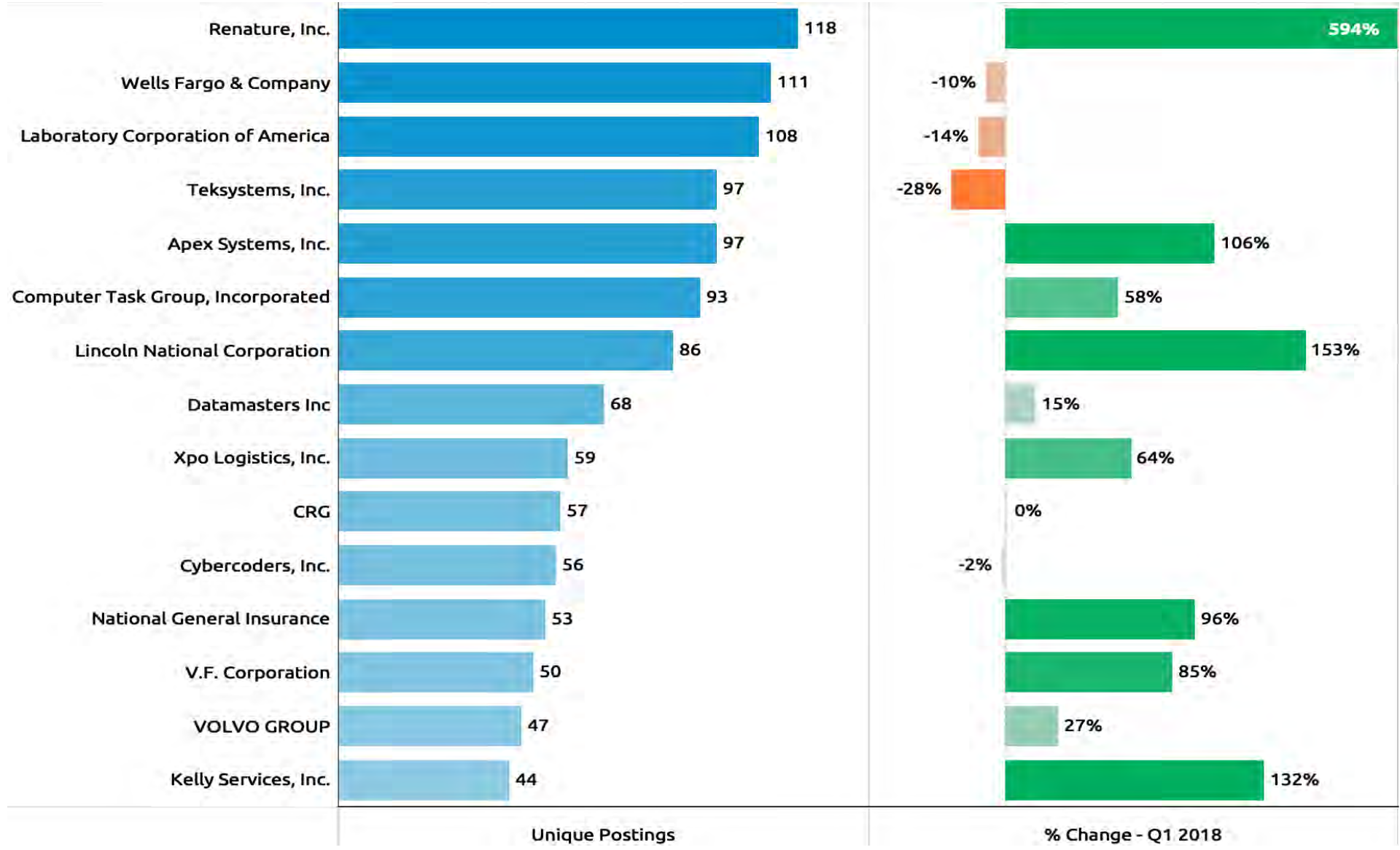
IT Job Postings by City, Q1 2019



ECONOMIC LEADERSHIP

Source: EMSI 2019.2

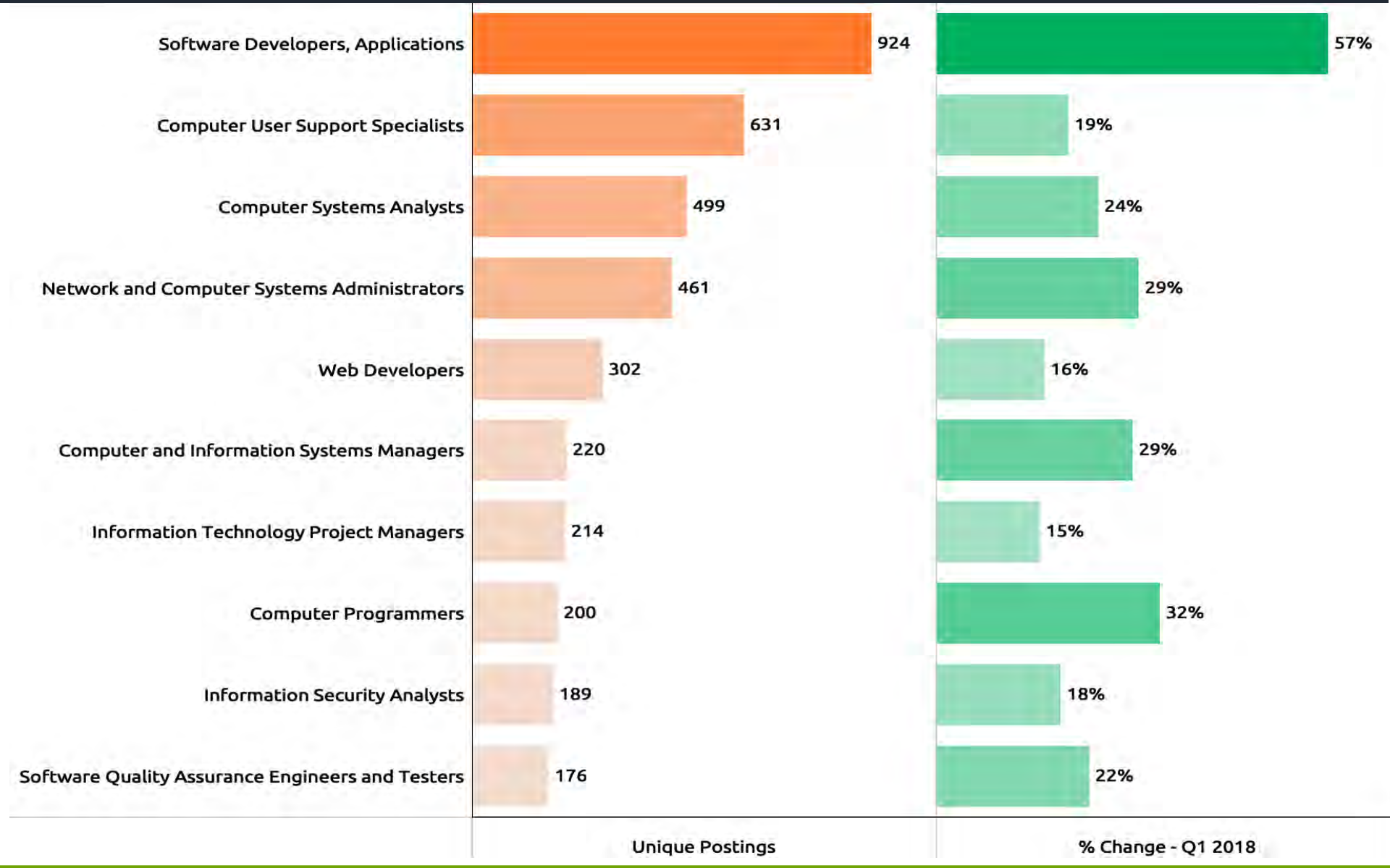
Top Companies for IT Job Postings, Q1 2019



ECONOMIC LEADERSHIP

Source: EMSI 2019.2

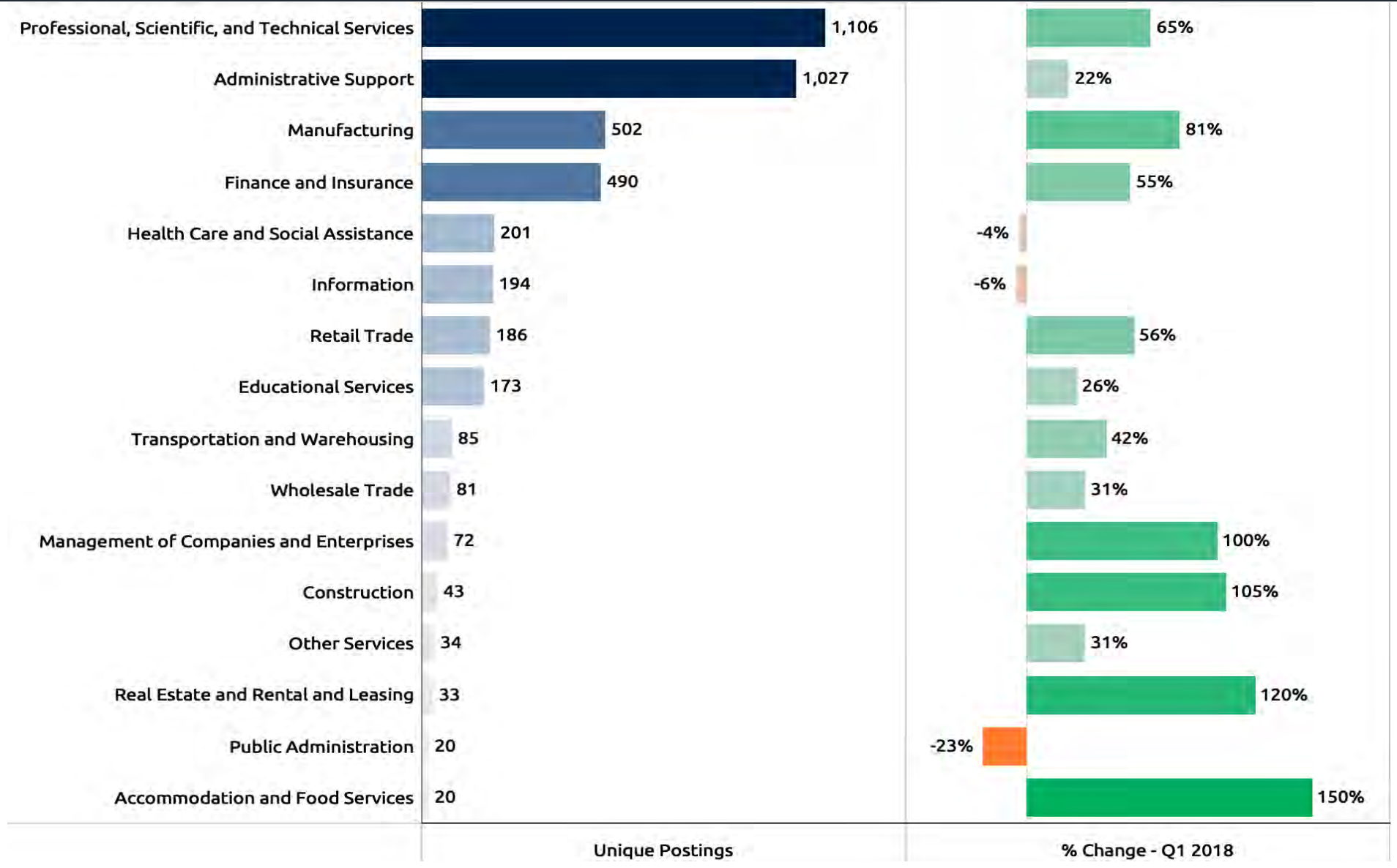
Top Occupations for IT Job Postings, Q1 2019



ECONOMIC LEADERSHIP

Source: EMSI 2019.2

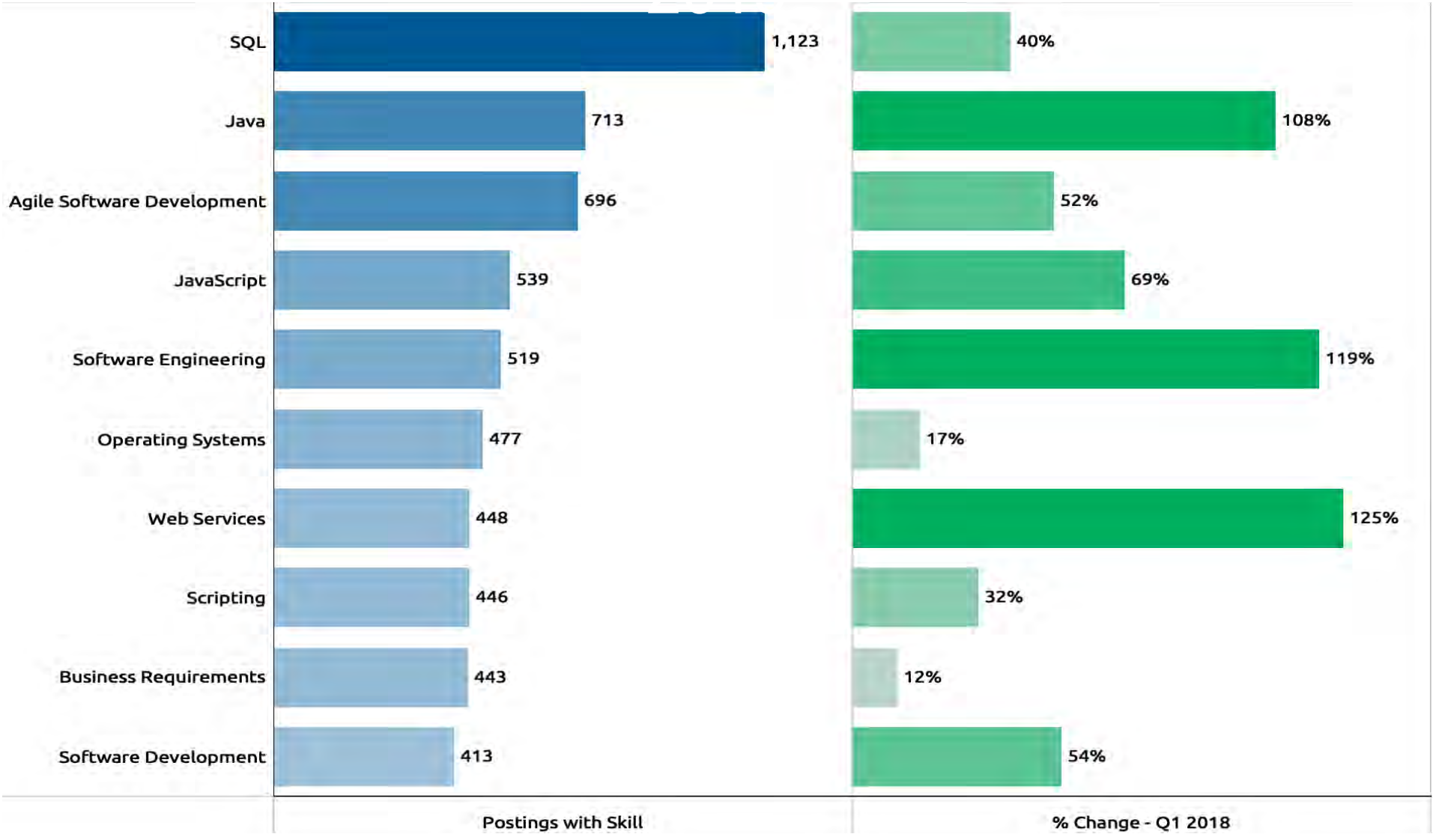
Top Industries for IT Job Postings, Q1 2019



ECONOMIC LEADERSHIP

Source: EMSI 2019.2

Top Hard Skills Listed in IT Job Postings, Q1



ECONOMIC LEADERSHIP

Source: EMSI 2019.2

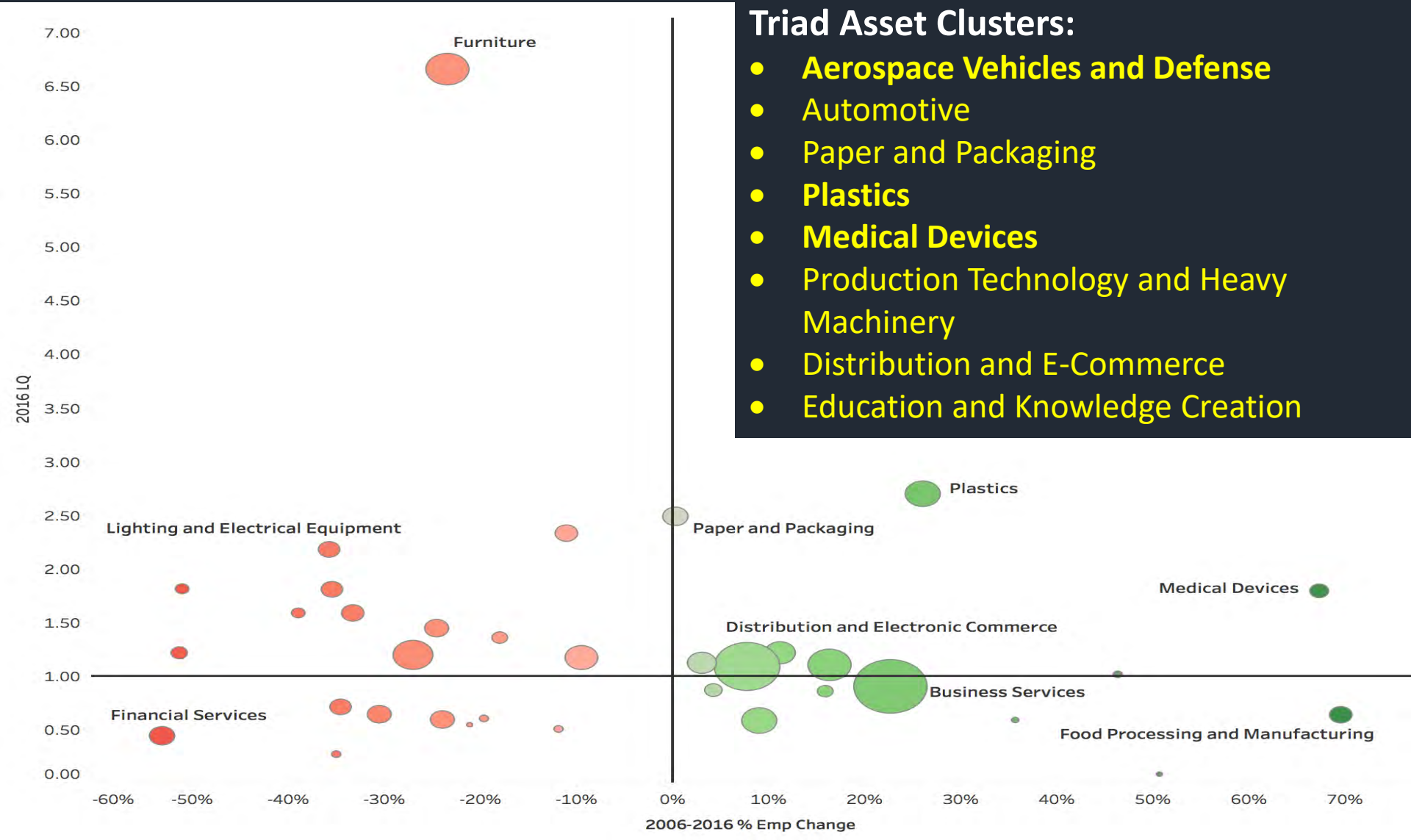
Advanced Industries for the Triad's Future

Current Sectors Employing More than 2,000 in the Triad

- Medical and Diagnostic Laboratories
- Scientific & Technical Consulting
- Computer Systems Design
- Electric Equipment Manufacturing
- Architectural & Engineering
- Medical Equipment Manufacturing
- Motor Vehicle Body & Trailer Manufacturing
- Semiconductor/Component Manufacturing
- General Purpose Machinery Manufacturing

Source: EMSI

The Triad Cluster Map



Triad Asset Clusters:

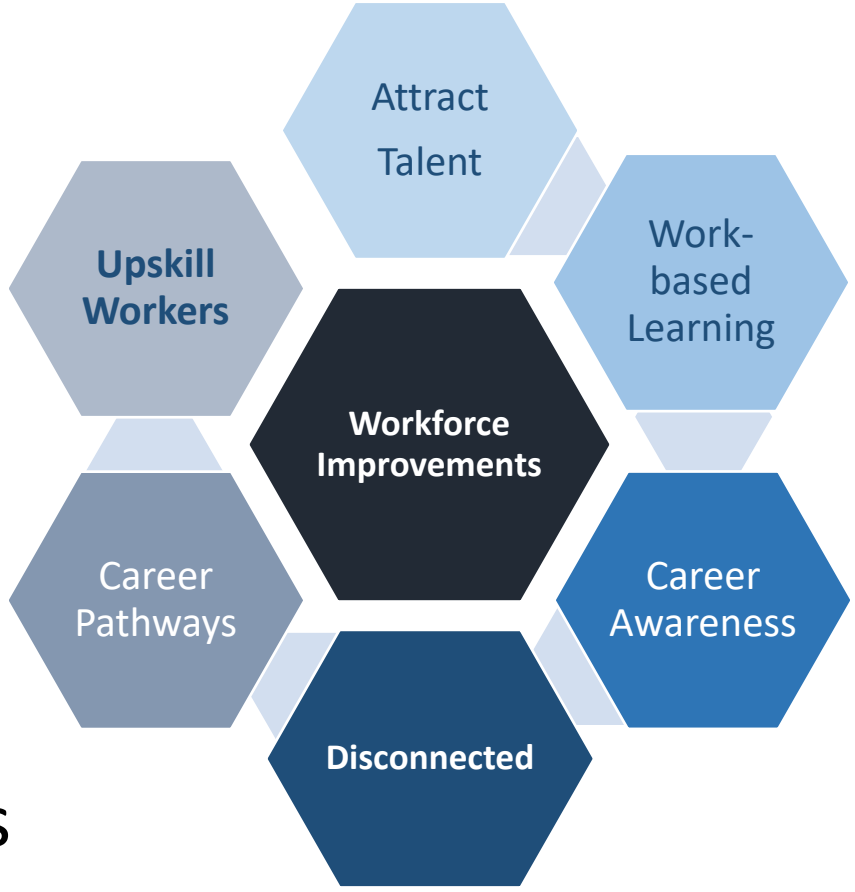
- **Aerospace Vehicles and Defense**
- Automotive
- Paper and Packaging
- **Plastics**
- **Medical Devices**
- Production Technology and Heavy Machinery
- Distribution and E-Commerce
- Education and Knowledge Creation

ECONOMIC LEADERSHIP

Source: EMSI

Improving the Workforce Pipeline & Workforce Quality- Trends We See Nationally

1. Attract and Retain Talent
2. Upskill Existing Workers
3. Improve Career Pathways
4. Promote Apprenticeships, Youth Apprenticeships, Internships and Other Work-Based Learning for Students
5. Promote Career Awareness
6. Reach Disconnected Groups



IT Talent Outlook

Paris Wilford

Goler Development Corporation's Tech Careers

GOLER COMMUNITY DEVELOPMENT CORPORATION

techcareers

Helping You Navigate the Future

An innovative workforce development program designed by Goler Community Development Corporation in an effort to increase employability in residents of Forsyth and surrounding counties. Our mission is to strengthen the community by fostering economic growth, job creation and increased wealth while improving quality of life for the residents.

TechCareers serves as a connector, linking participants to the education, career readiness training and community resources needed to secure a rewarding position in the Information & Technology industry all while providing intensive case management and support.

KEY COMPONENTS | SERVICES PROVIDED

techcareers
Helping You Navigate the Future

HARD SKILLS | IT FUNDAMENTALS TRAINING

Participants have the opportunity to receive training for the industry-recognized CompTIA IT Fundamentals Certification, which can lead to positions in Data Entry, Technical Support, Networking & Security.

COMMUNITY PARTNERS: FORSYTH TECHNICAL COMMUNITY COLLEGE, BEE GEEK ACADEMY

SOFT SKILLS | CAREER READINESS, RESUME BUILDING & INTERVIEW PREPARATION

We work with our community partners to provide soft skills trainings that prepare participants to ace the interview using proven methods for success.

COMMUNITY PARTNERS: THE PROFESSIONAL CENTER BY GOODWILL,
TECH COUNCIL OF THE WINSTON SALEM CHAMBER OF COMMERCE

INTENSIVE CASE MANAGEMENT | SOCIAL SUPPORT

In addition to preparing participants with the hard and soft skills they need, TechCareers also focuses on assisting them in the job search and placement process. An Intensive Case Manager and staff provide additional personal support. Even after a participant gains employment, TechCareers remains diligent in support and encourages upward mobility.

techcareers
Helping You Navigate the Future

BARRIER RESOLUTION

By facilitating non-credit courses through community partners (Forsyth Tech & Bee Geek Academy), TechCareers can offer a training schedule that is more practical for the population we serve, as well as alleviate barriers related to affordability, childcare and transportation arrangements.

OUR RESULTS

- To date, eight (8) participants have gained at least part - time / contractual employment within the IT field.
- All participants who complete the IT Fundamentals course receive a competency-based certificate.
- To date, eleven (11) participants have earned the industry-recognized CompTIA IT Fundamentals certification.
- Our participants have been employed with companies such as Inmar (Data Entry), Talon Healthy IT Services (Help Desk) and Sightsource (Software Development).

DEMOGRAPHICS

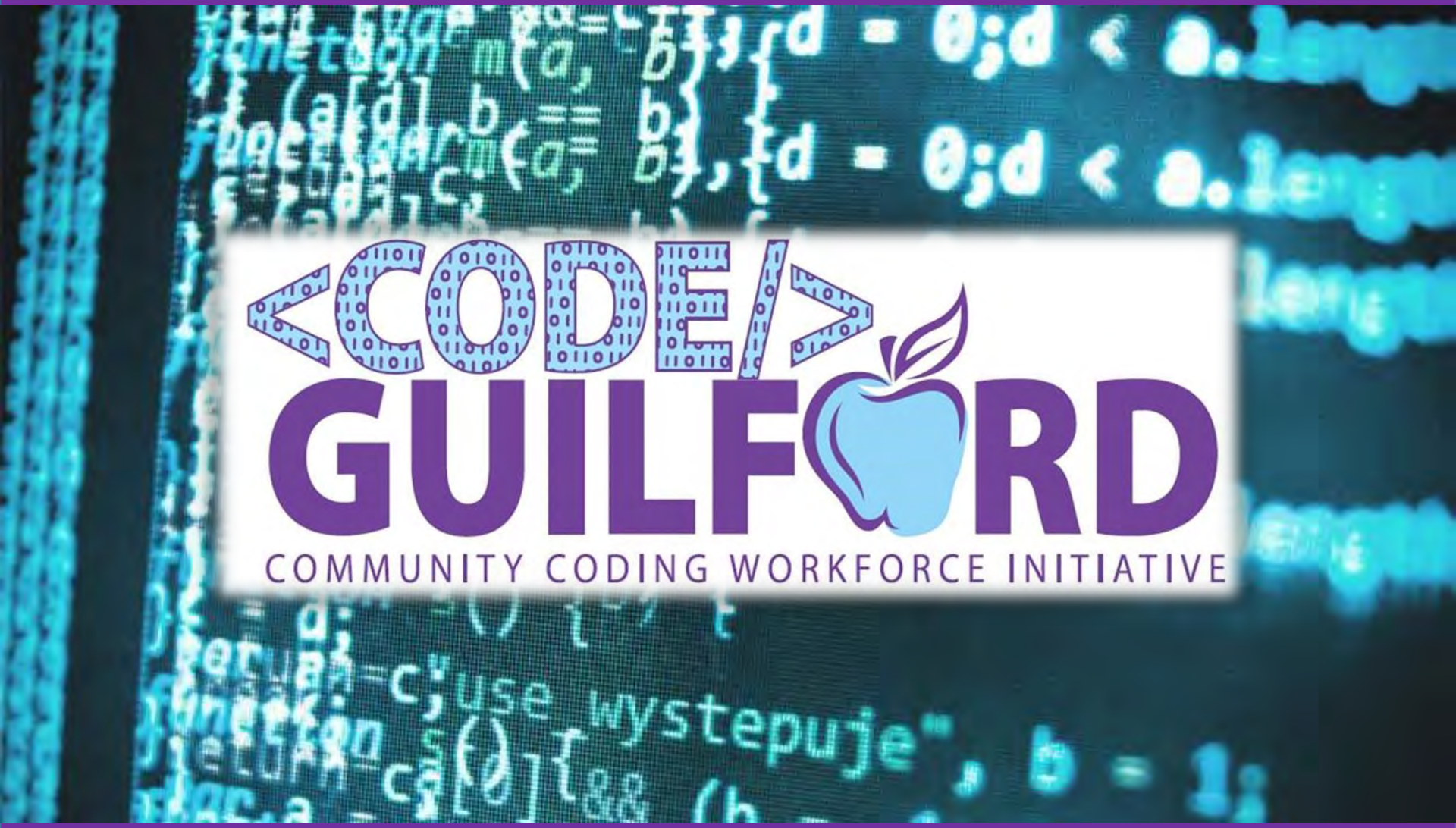
- 86.4% African American / Black
- 9.1% Caucasian / White
- 4.5% Other / Minority

- 63.6% Female
- 36.4% Male

IT Talent Outlook

Chris Rivera

Guilford Works' Code Guilford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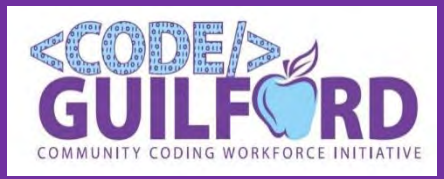
GUILFORD
COMMUNITY CODING WORKFORCE INITIATIVE

- "***Code Guilford***" is a Community Coding Workforce Initiative that addresses the growing need to expose our workforce to technology; and technology-based careers.
- Pilot initiative provides a unique educational opportunity to cohorts of underrepresented populations, to include:
  - Students attending targeted Title I (Elementary, Middle and High) Schools;
  - Out-of-school youth; and
  - Underemployed or Unemployed Adults
- Participants gain exposure into the exciting world of Coding and App development through 1-week, hands-on and interactive summer camps.
  - Grouped by age/grade, campers spend four days pushing the boundaries of their imaginations learning app development in structured modules provided by Apple, Inc. and their "Everyone Can Code" program.

The "app economy" drives job creation, growth and new opportunities. Just last year the app economy saw a growing shift from consumer-facing apps to enterprise apps to the tune of 4.7 million jobs nationwide, with an average salary of $86,000 per year.



- Cohorts are facilitated by leveraging Apple's Swift Playgrounds app
  - The platform allows for individuals to learn the basic programming coding language using common terminology/characters that progressively allows individuals to build apps.
  - This allows the participants to learn the basics in the fundamentals of Swift using real code through a 3D world.
  - Coding environments are portable across iOS and open-source (Android) platforms
- Participants gain a wide-range of skills focused on critical thinking and problem solving.

- Initiative leads to increased awareness of technology and careers associated with it; across all industries.
  - Awareness leads to interest in computer science related careers which can be supported through credentialed short term training options at post secondary institutions.

Statewide, there are currently 17,500 unfiled computing jobs available and this the industry is projecting a 6.55% growth by 2024.

The job market is extremely lucrative and we have to start exposing our community at a much younger age to be able to fill and keep up with the growing demand.

<CODE/> GUILFORD
COMMUNITY CODING WORKFORCE INITIATIVE

Partners

GUILFORD COUNTY workforce development board

WRLP Welfare Reform Liaison Project, Inc.

Guilford County Schools

Targeted Title I Schools

	Greensboro	High Point
Title I Elementary Schools	Washington Elementary	Fairview Elementary
	Gillespie Elementary	Kirkman Park Elementary
	Bessemer Elementary	Montlieu Academy of Tech.
Title I Middle Schools	Swann Middle School	Welbourn Academy
	Hairston Middle School	Ferndale Middle School
	Lincoln Middle School	
Title I High Schools	Dudley High School	High Point Central High School
	STEM Early College @ A&T	Andrews High Schools

IT Talent Outlook

Jessica Gallins
Inmar

IT Talent Outlook

Ted Abernathy
Economic Leadership, LLC

PIEDMONT TRIAD PARTNERSHIP
PIEDMONT TRIAD REGIONAL COUNCIL
Piedmont Triad Talent & Workforce Summit

How Are We Doing? Metrics to Gauge Triad Talent Progress

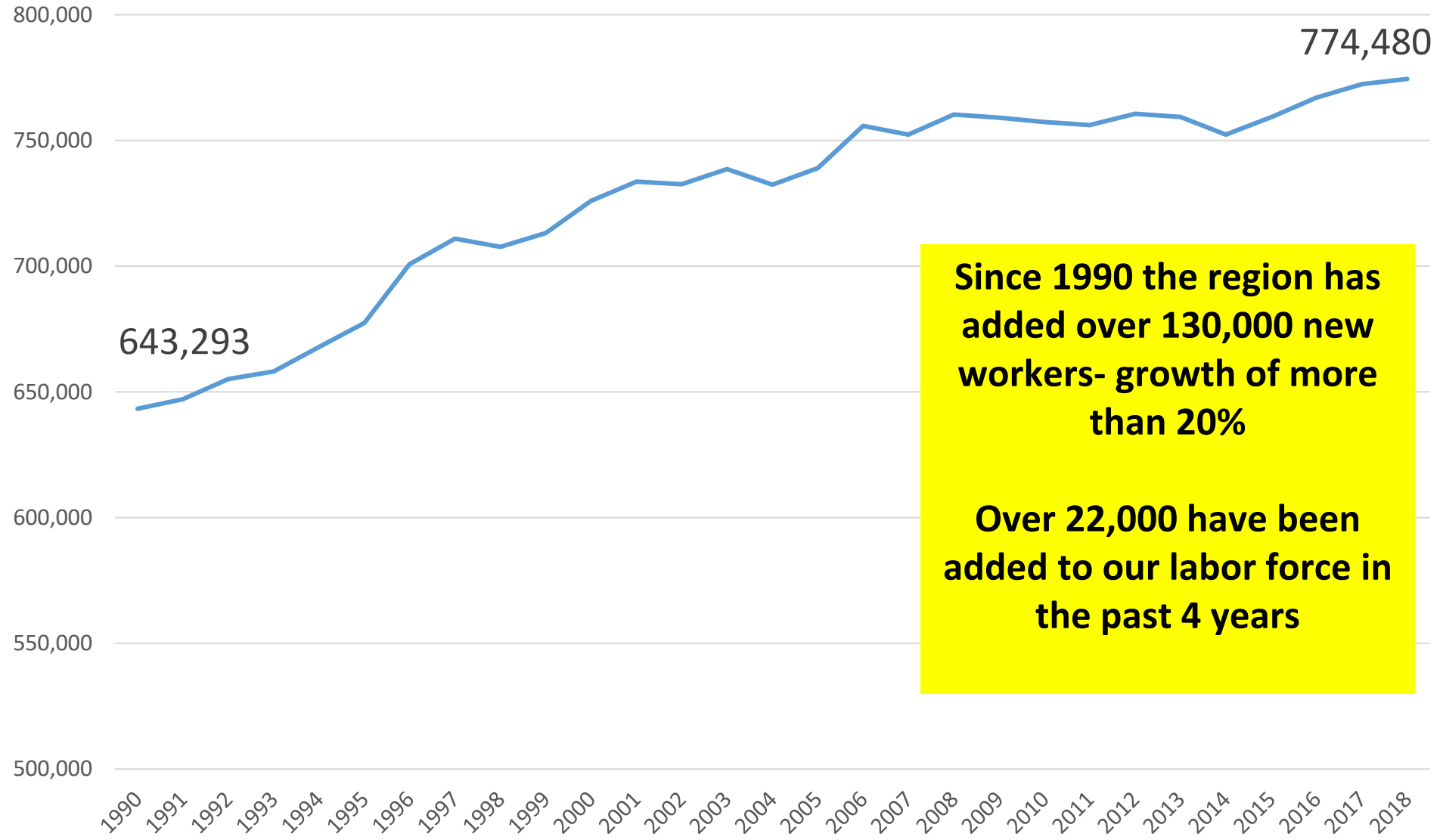
Stan Kelly
Piedmont Triad Partnership

How are we doing?

Metrics and Measures of the Triad Talent Pipeline

Stan Kelly
Piedmont Triad Partnership

Triad Region Labor Force Growth 1990 - 2018

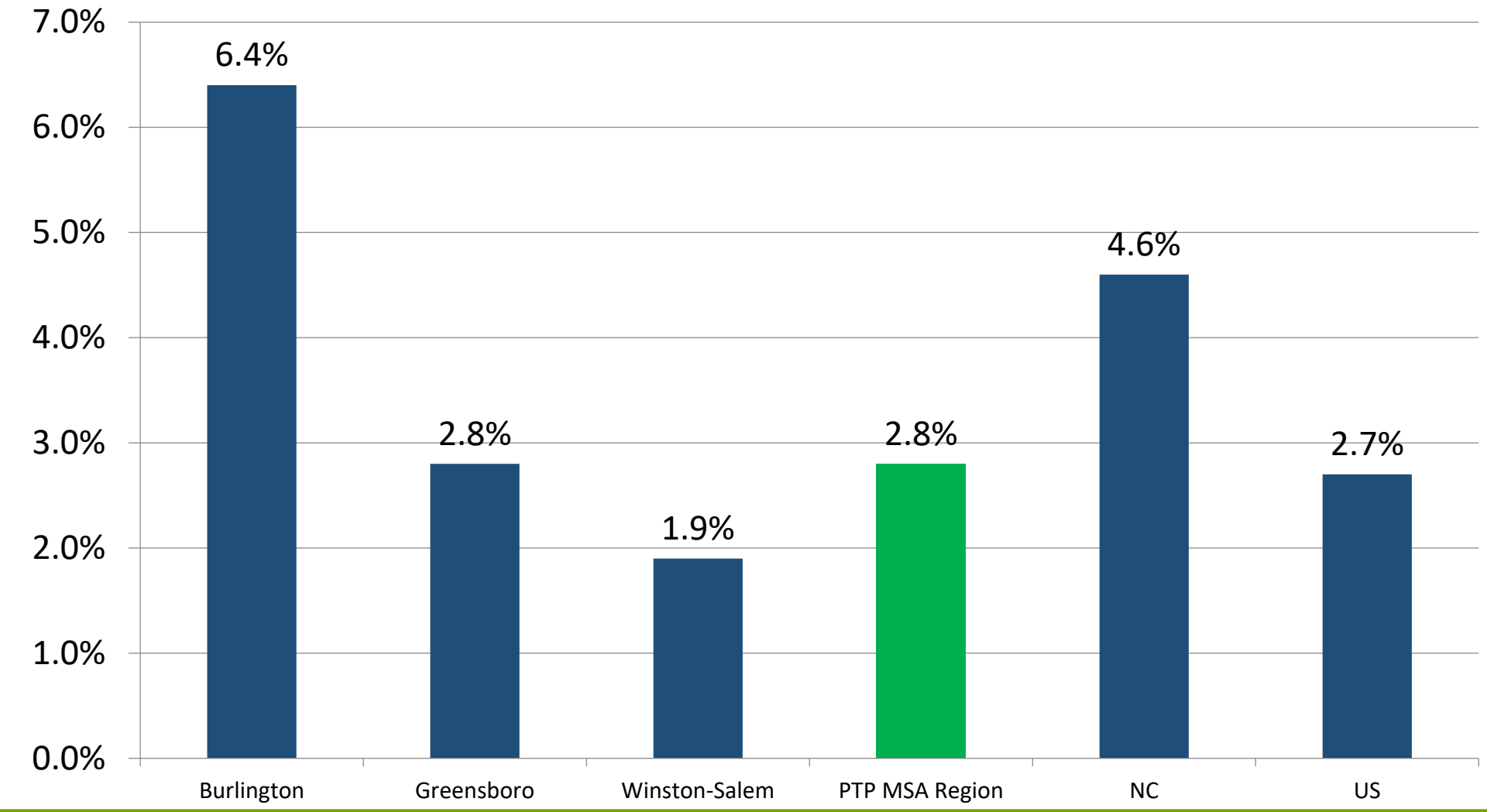


Since 1990 the region has added over 130,000 new workers- growth of more than 20%

Over 22,000 have been added to our labor force in the past 4 years

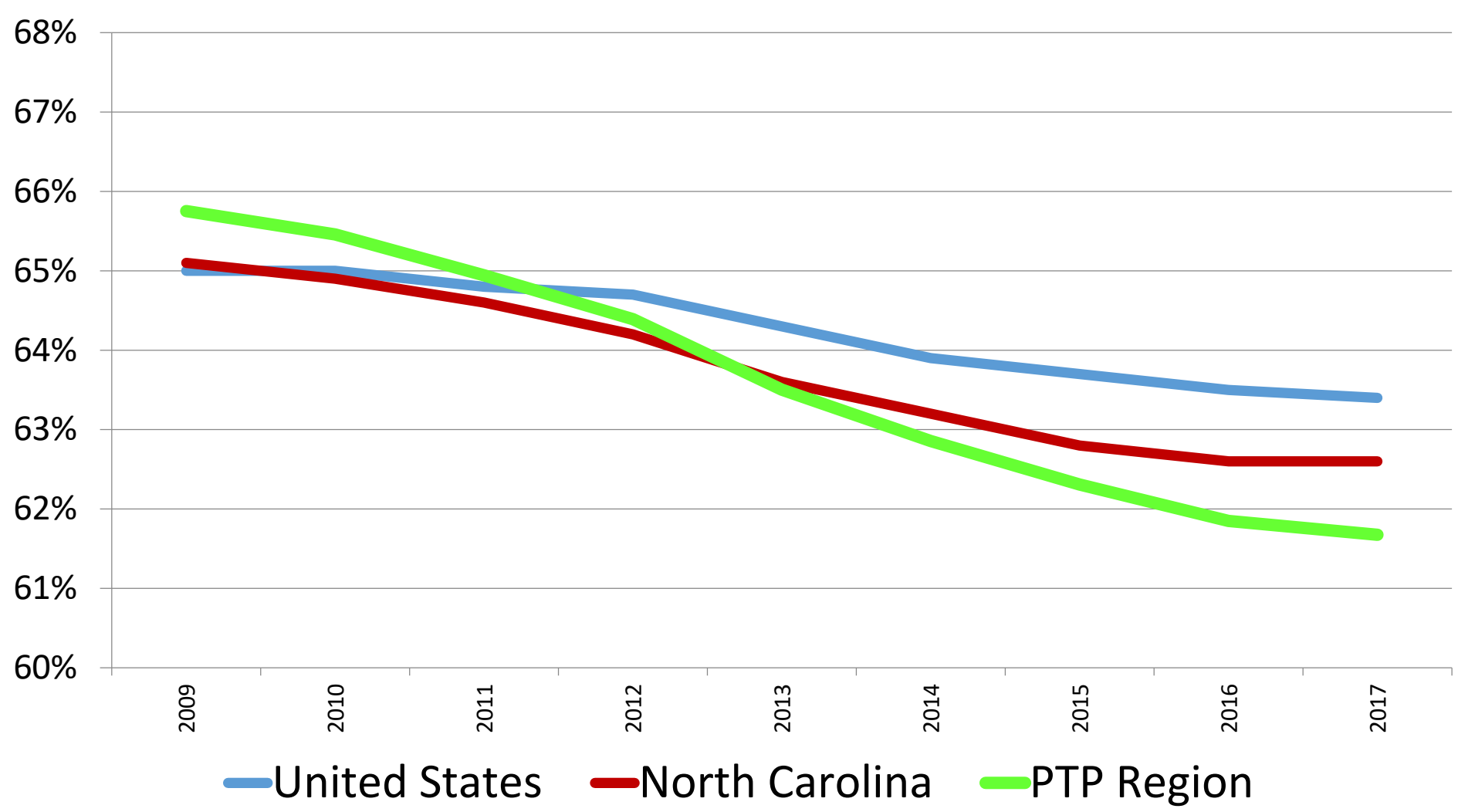
Source: NC Commerce - LAUS

Metros Working Age Population Growth
Ages 25 – 54 5 Years 2013 - 2018



Source: EMSI 2019.2

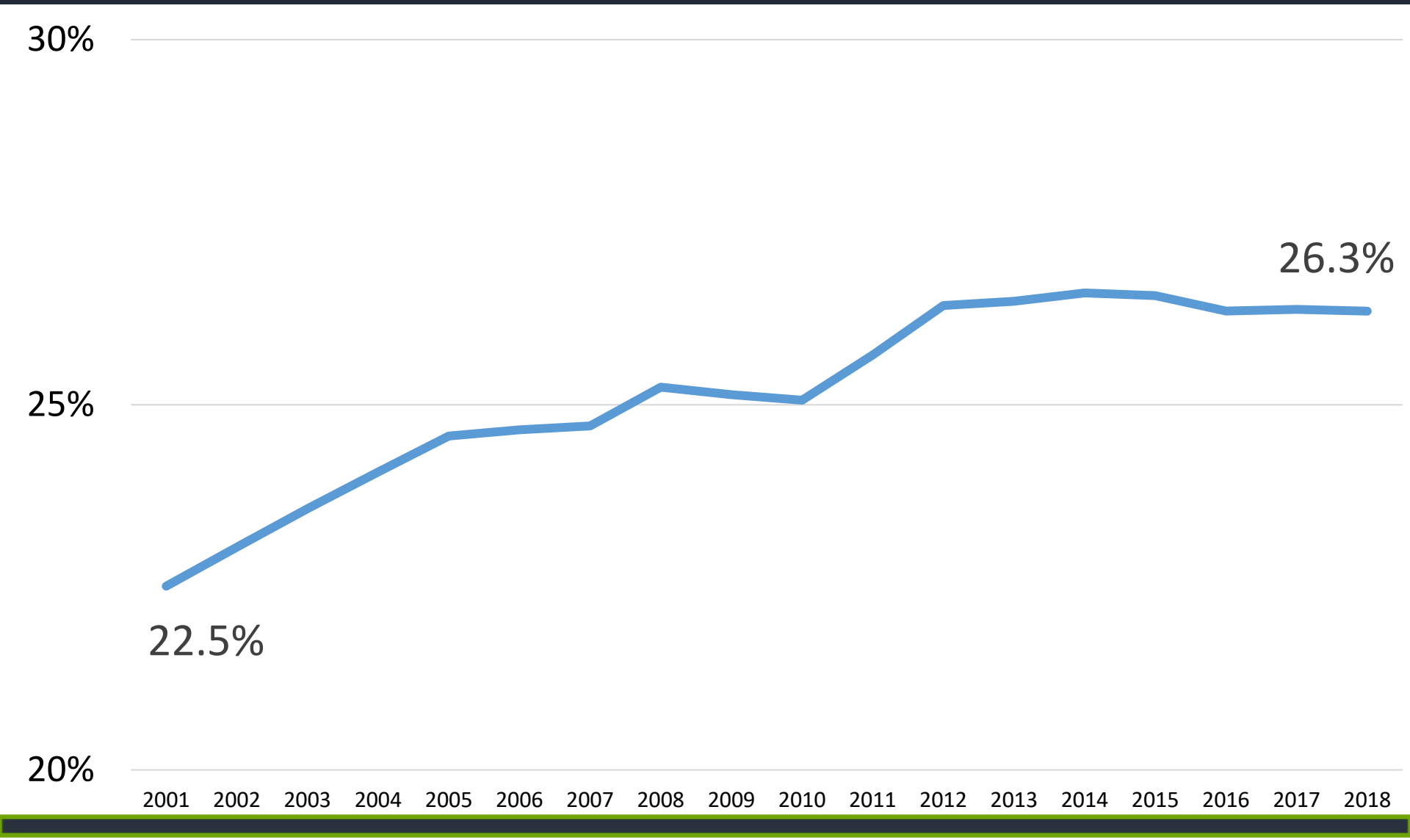
Labor Force Participation Rate 2009-2017



Source: US Census Bureau

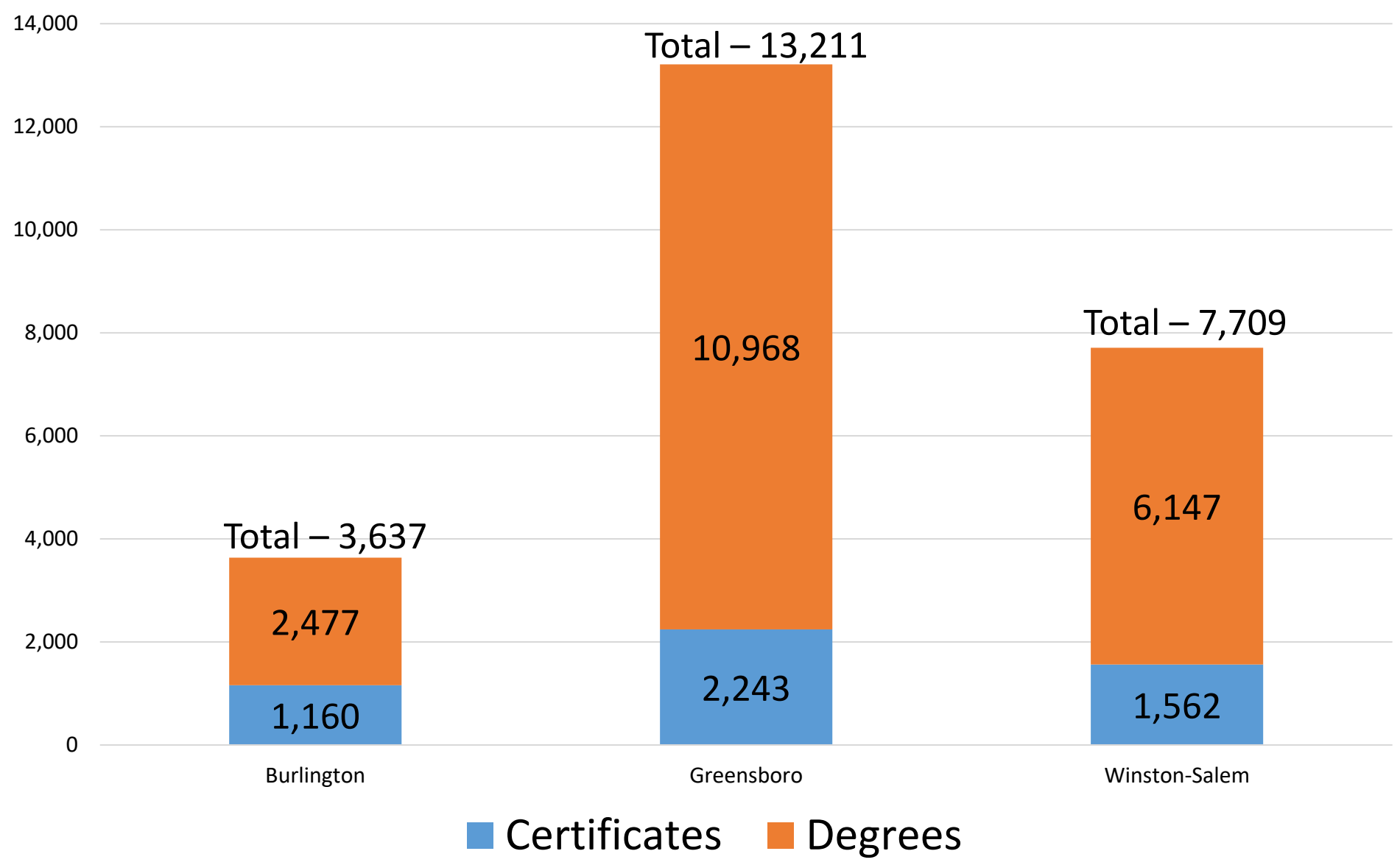
Triad Educational Attainment 2001 – 2018

Percent of population 25 and older with a BA or More



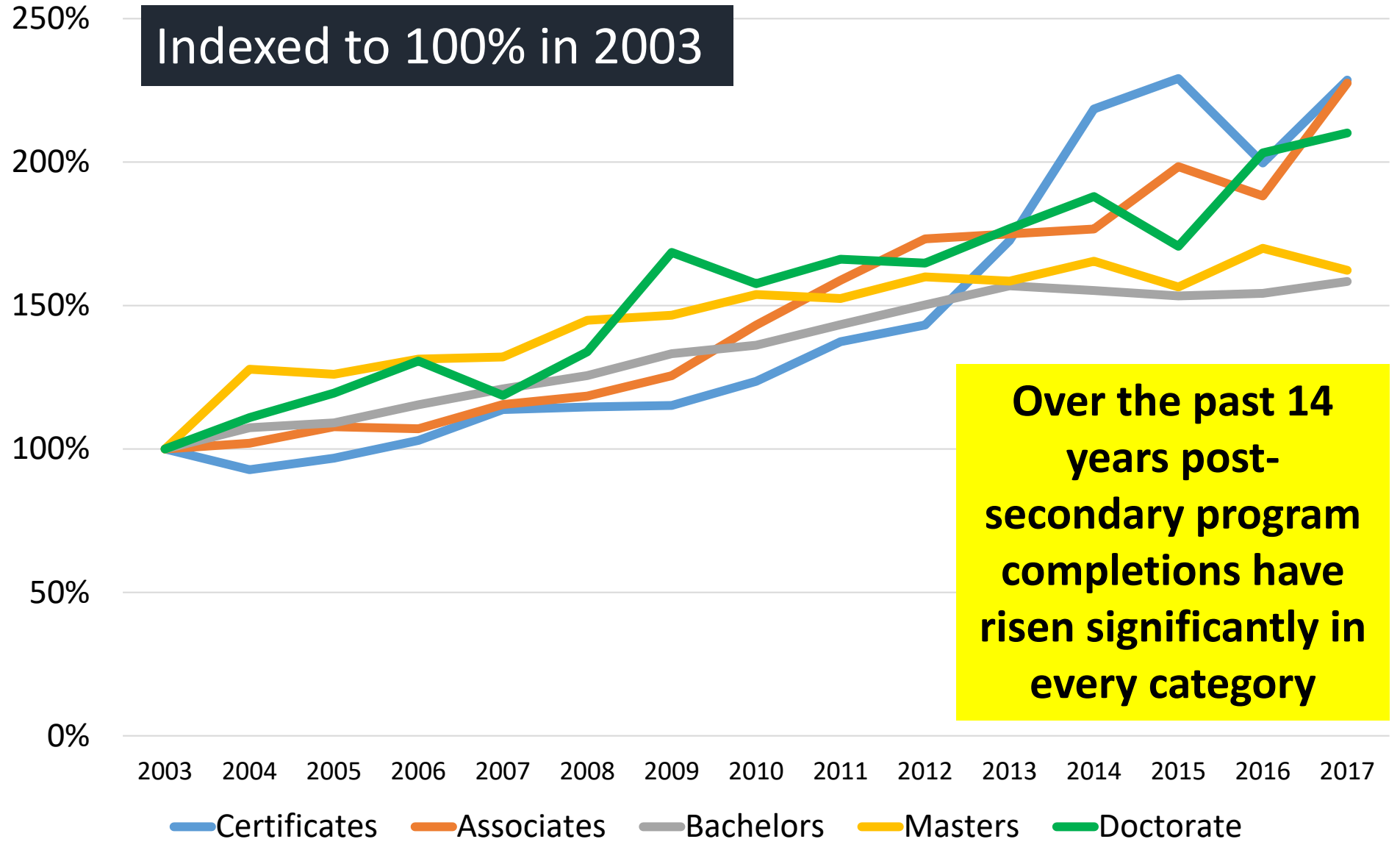
Source: EMSI 2019.2

Metros Educational Completions 2018



Source: EMSI 2019.2

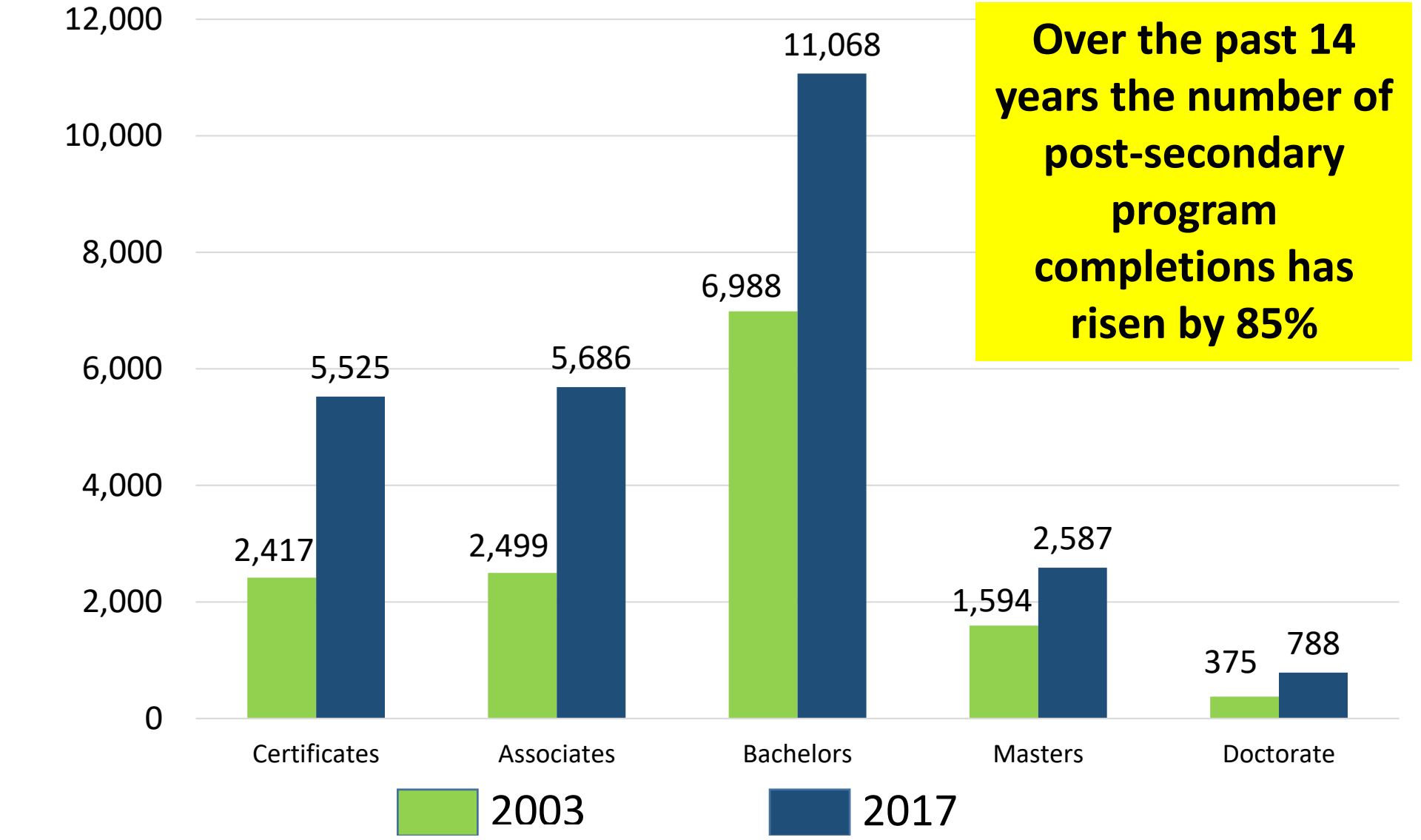
Educational Program Completions by Degree Type



ECONOMIC LEADERSHIP

Source: EMSI 2019.2

PTP Region Educational Program Completions by Degree Type



Over the past 14 years the number of post-secondary program completions has risen by 85%

ECONOMIC LEADERSHIP

Source: EMSI 2019.2

The Future Isn't Far Away

Ron Painter, CEO

National Association of Workforce Boards
Washington, DC

PIEDMONT TRIAD PARTNERSHIP

PIEDMONT TRIAD REGIONAL COUNCIL

Piedmont Triad
Talent & Workforce Summit

Who We Are

NAWB is the national advocate for America's workforce development boards and job centers, where employers, job seekers, community leaders, and policymakers converge to turn investment opportunity and promise into sustainable job creation and economic growth.

From the largest multinational biotechnology company to the family-owned restaurant on your corner, the American economy relies on a capable workforce.

And who do companies, people, and federal, state, and local government rely on?

As the hub of the entire workforce development system, **workforce boards** help provide the analysis on trends in **skills needed now**, and what might **lie ahead**.

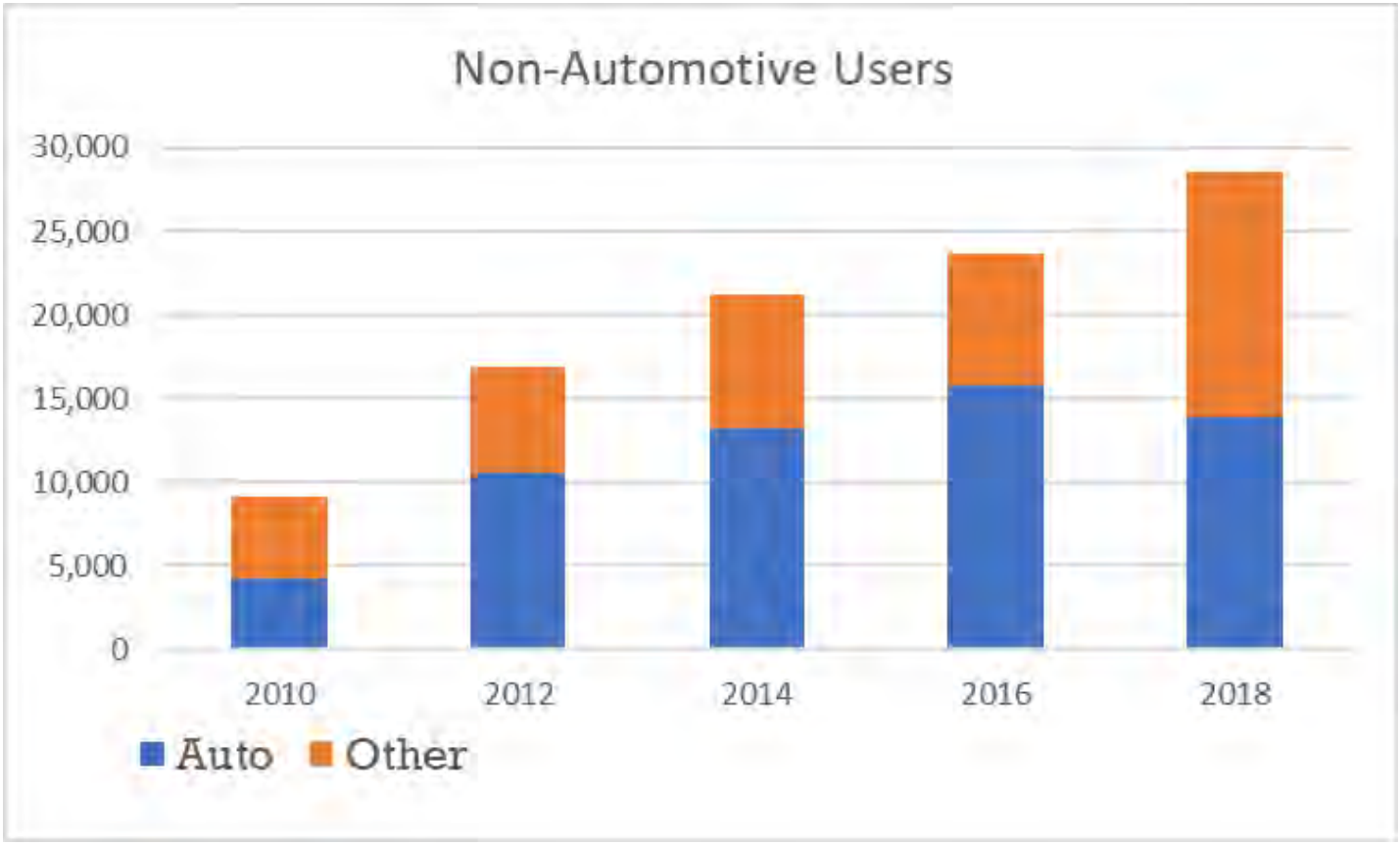
What might lie ahead?

- Forrester, predicts by 2025: Loss of 24M jobs and a gain of 13.6M jobs
- World Economic Forum suggests by 2020: Loss of 7M jobs and a gain of 2M
- McKenzie estimates that over 40% of our work will be disrupted by new technology
- IBM CEO Ginni Rometty says, "I expect AI to change 100 percent of jobs within the next five to 10 years,"
- How about the 32M already at a disadvantage in the workforce?

They are here, now!

Shipments hit **28,478**, nearly 16 percent more than in 2017, according to data seen by the Association for Advancing Automation, an industry group based in Ann Arbor, Michigan.

The Trend…obvious?



The Market Turbulence

Chart 1. Job openings rate, seasonally adjusted, February 2016 - February 2019

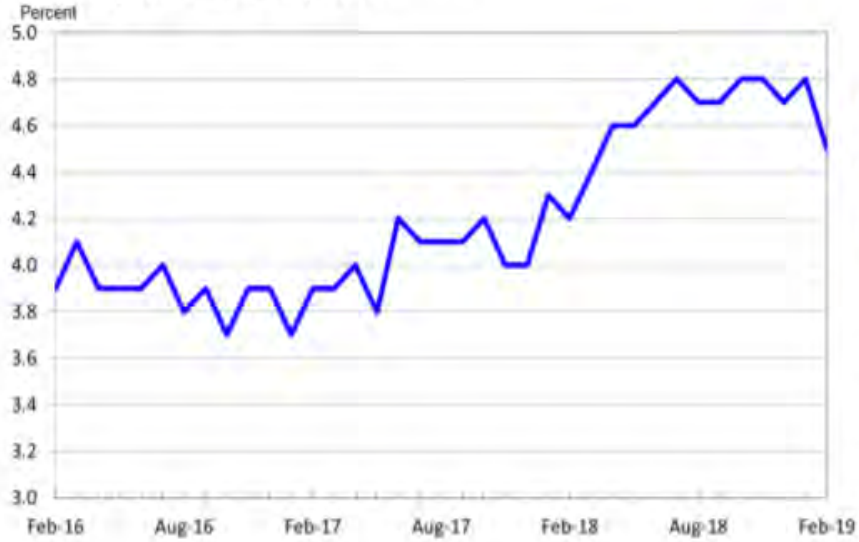
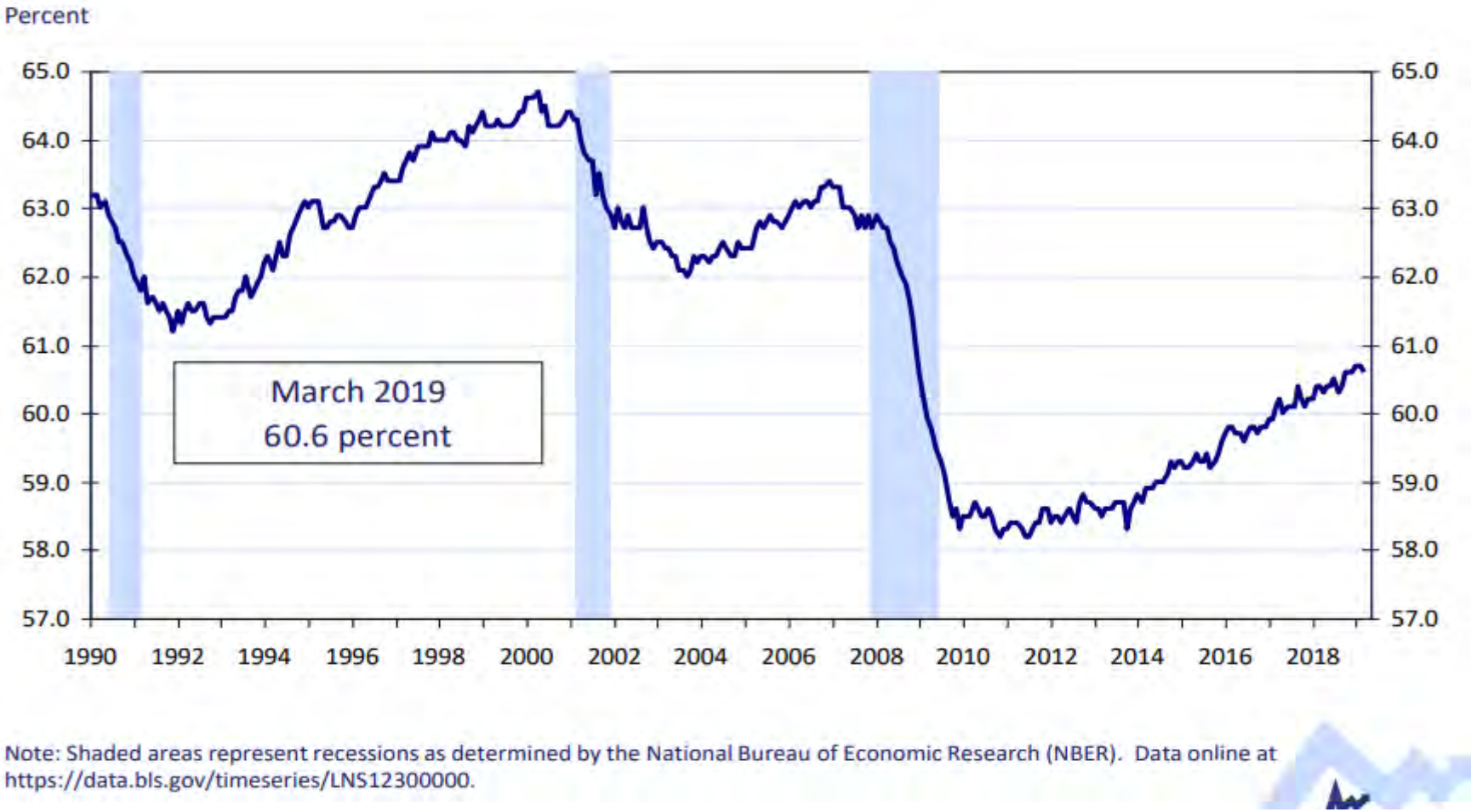
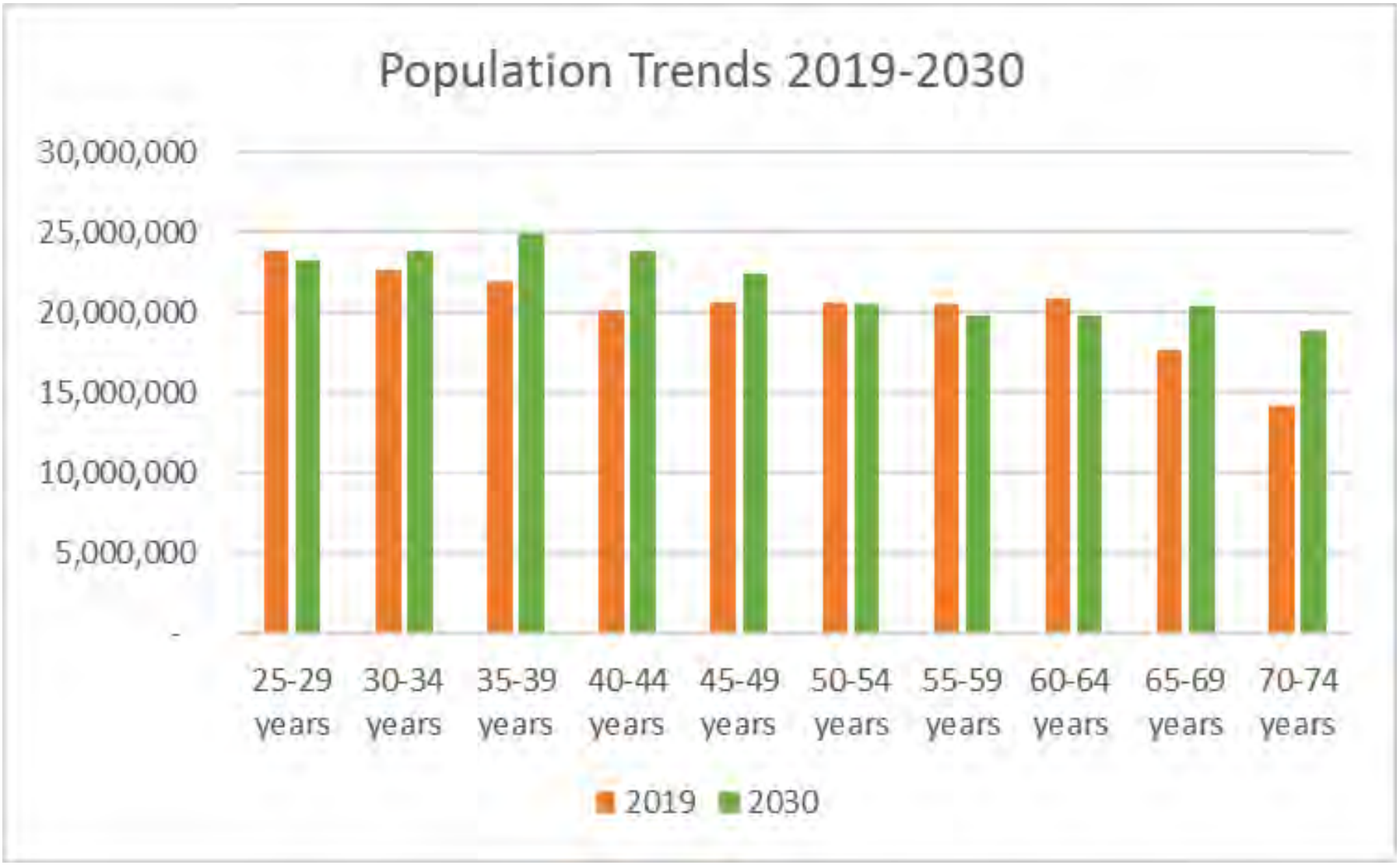


Chart 2. Hires and total separations rates, seasonally adjusted, February 2016 - February 2019

Employment to Population Ratio



Note: Shaded areas represent recessions as determined by the National Bureau of Economic Research (NBER). Data online at https://data.bls.gov/timeseries/LNS12300000.


Population Trends 2019-2030
30,000,000
25,000,000
20,000,000
15,000,000
10,000,000
5,000,000
-
25-29 years
30-34 years
35-39 years
40-44 years
45-49 years
50-54 years
55-59 years
60-64 years
65-69 years
70-74 years
2019
2030

Who We Touch

1 in 12

American workers will touch our system

1.2 mil+

People received personalized services

95,000

Youth received career counseling and mentoring

72%

of job seekers we work with will be employed within 6 months

Early WIOA Stats

Percentage Served through WIOA by Education Level at Entry

- No High School Degree or Equivalent: 9.6%
- High School Degree or Equivalent: 42%
- Post-Secondary Technical or Vocational Certification: 3.6%
- One or more Year of College: 17.3%
- Associates Degree: 8.7%
- Bachelor's Degree: 13.4%
- Degree Beyond Bachelors: 5%

Historically	WIOA
Social Policy	Economic Policy
Partnership	Leadership

BIG Questions

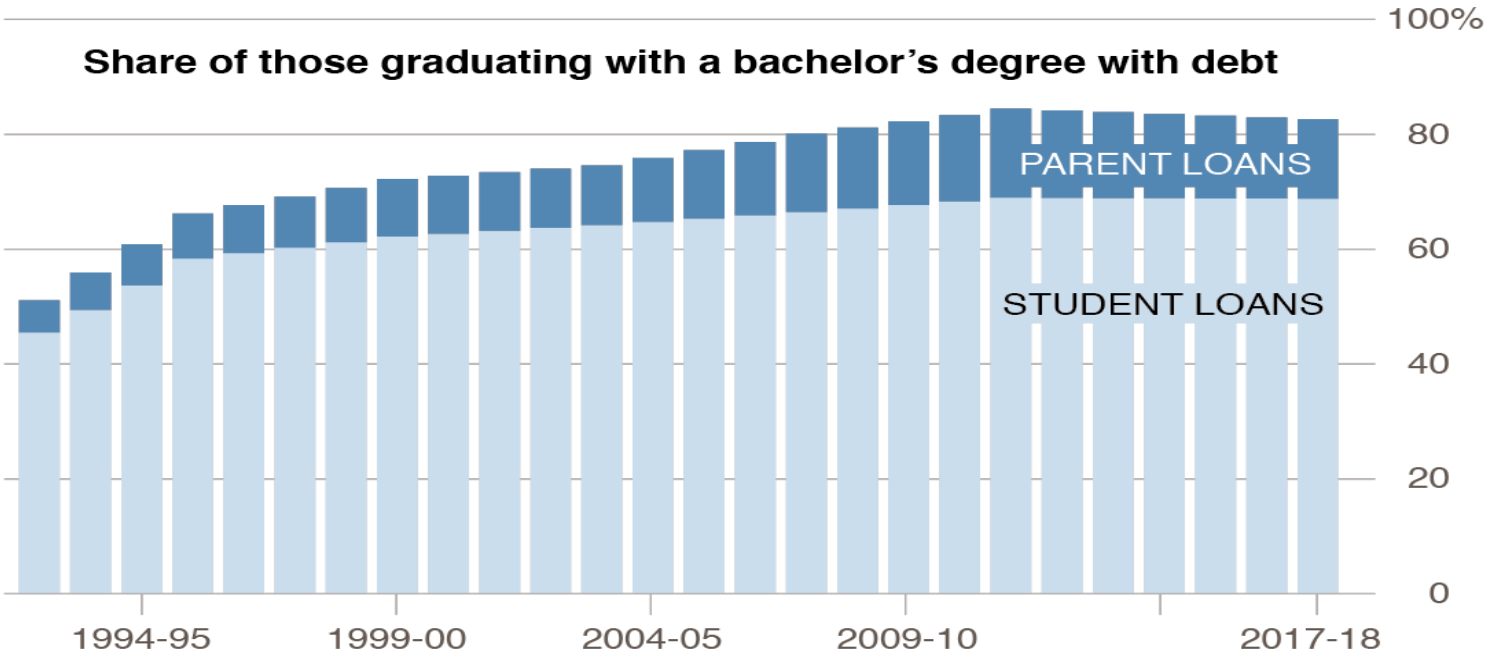
- Should the workforce system focus on career advising and career readiness for students as well as for WIOA participants?
  - Career Navigation
  - Skills Assessments, Matching, Identifying Skills Gaps
  - Testing for Credentials and Credit for Prior Learning
  - Support Services
  - Employment Assistance

BIG Questions

- Who should be educated and by whom?
- What should be taught, and who decides this?
- Where and when should students be educated?
- How much should education cost and who should pay for it?
- What are the standards for measuring success?

Spreading the Financial Pain

The overall percentage of parents borrowing alongside their children has dropped slightly, but those who are borrowing are taking on significantly more debt.



Source: Mark Kantrowitz (SavingForCollege.com)

THE NEW YORK TIMES

BIG Questions

- What should we do about public benefits and work?
- What will technology impact and how can we be ready to respond?
- What didn't we get "right" in WIOA?

Deserving Mention…

- A number of Federal bills are in the works that will speak to work-based learning
- There continues to talk about an infrastructure bill(s)
- More work requirements in regulations
- Funding

We Need to Do Better

- Reporting is one of the most effective ways legislators can track and adequately fund workforce development, it needs to be more uniform and effective
- Public awareness of the local workforce system
- Digital presence – a consumer perspective
- Metrics for what we value

UpSkill America
Business to Business Toolkit

www.nawb.org/publications

Business and Industry Partners

NATIONAL
ASSOCIATION OF
LANDSCAPE
PROFESSIONALS

More Info in Workforce Development?

Interviews with public and private sector leaders in workforce development, education, business and economic development on key workforce issues and investment strategies to help America compete globally.

Check us out in iTunes or Google Play & talk to us on twitter @podcastwfc

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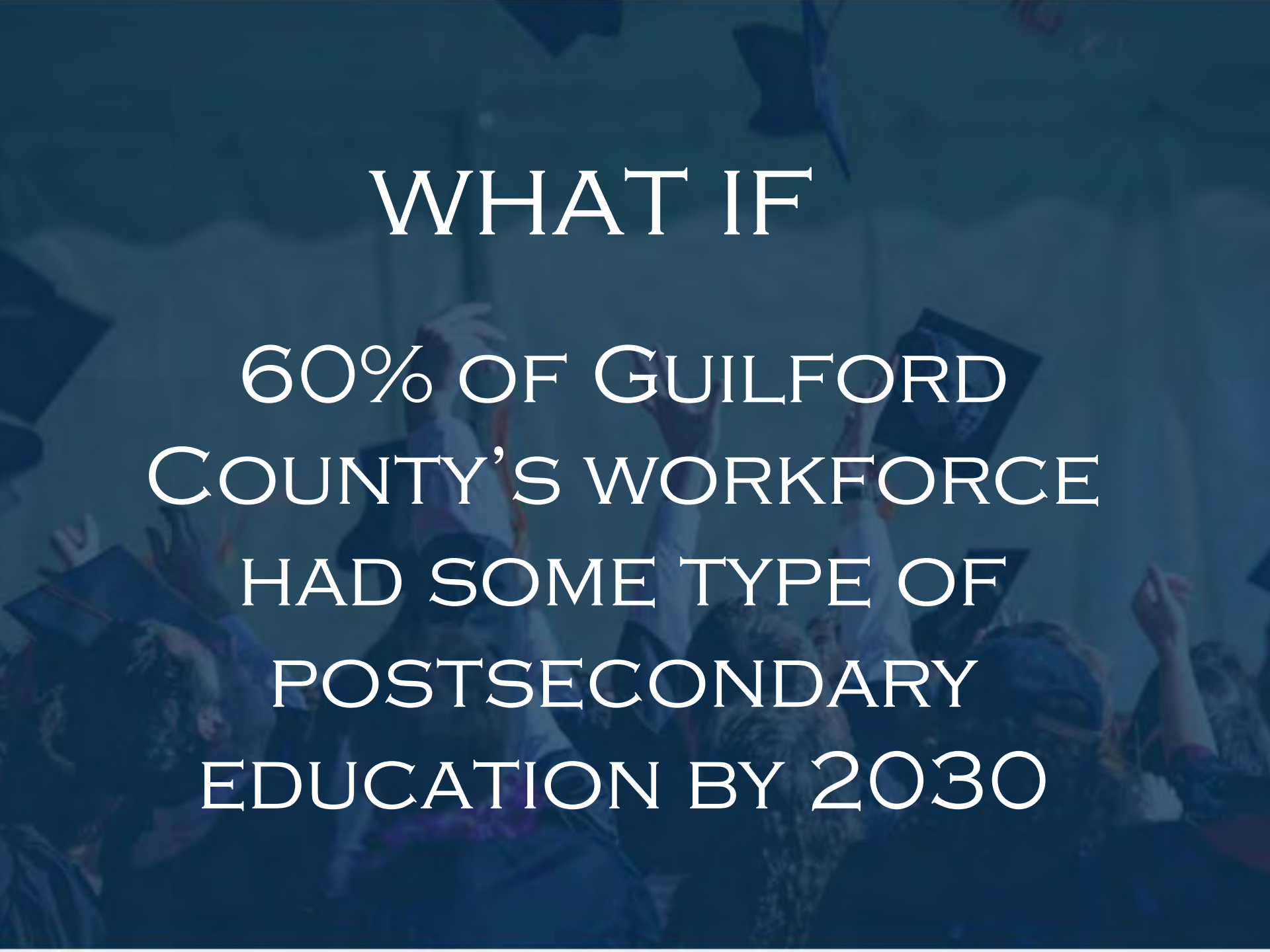
BREAK

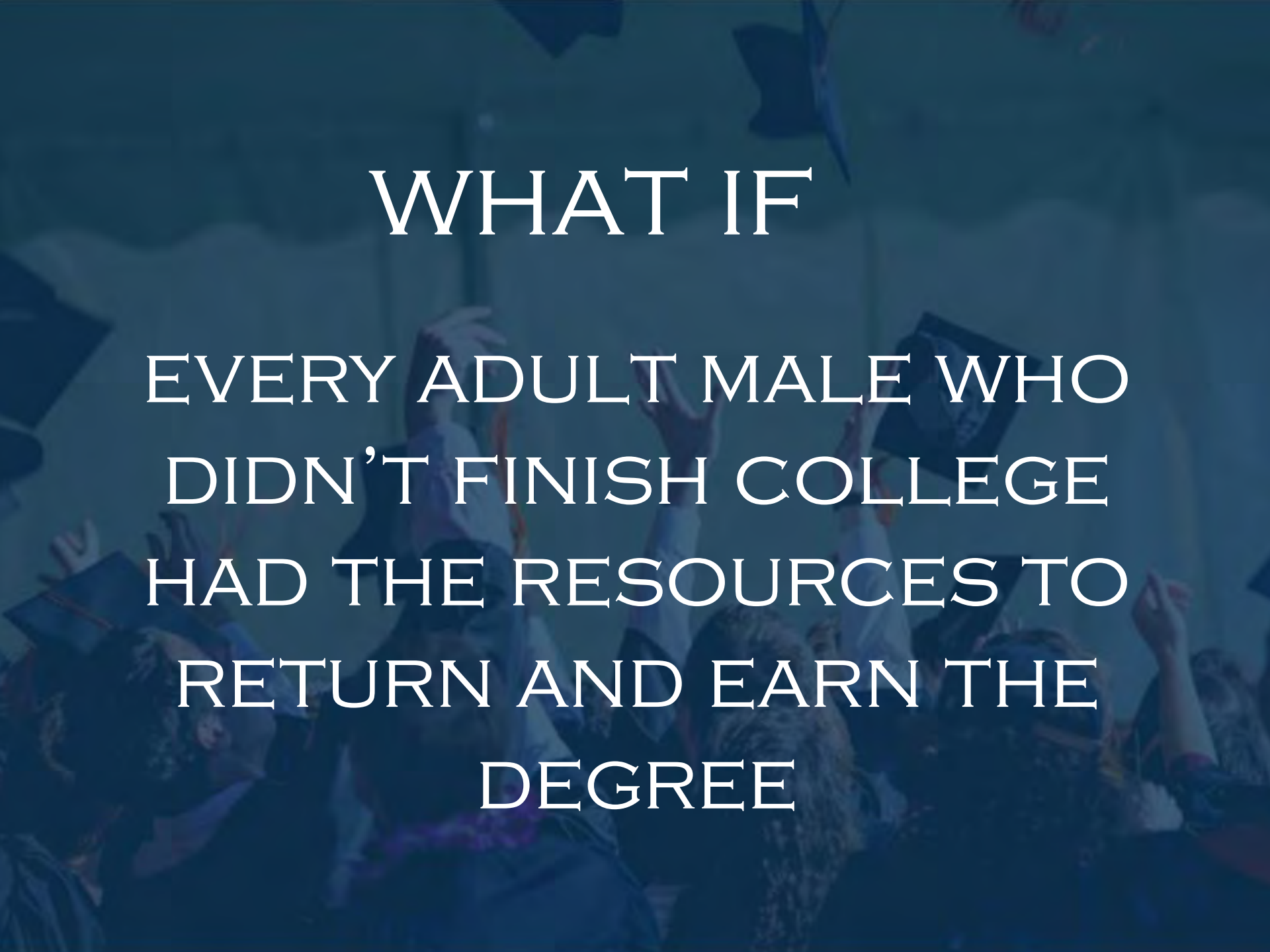
PIEDMONT TRIAD PARTNERSHIP

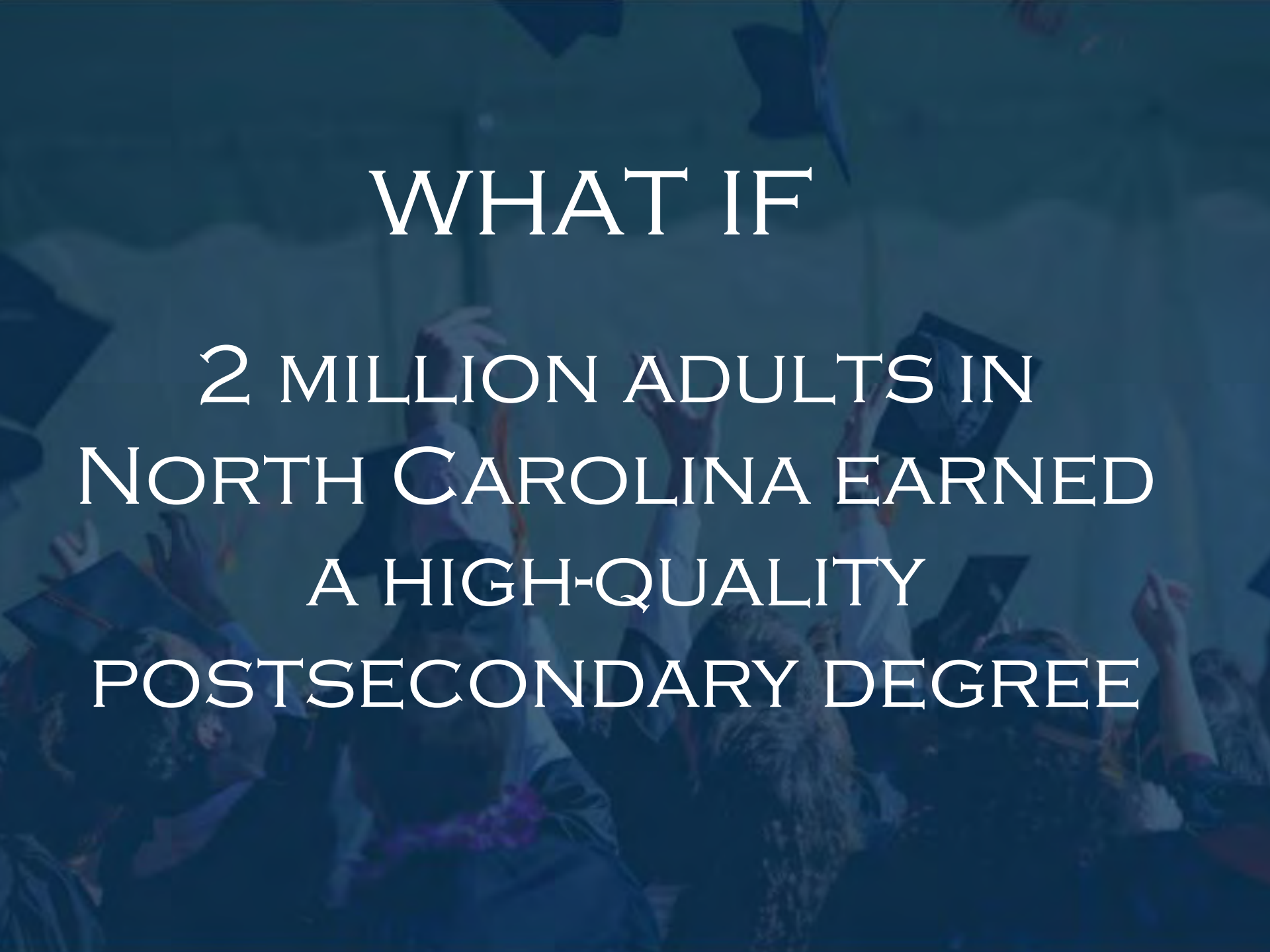
PIEDMONT TRIAD REGIONAL COUNCIL



WHAT IF

60% of Guilford County's workforce had some type of postsecondary education by 2030


WHAT IF
EVERY ADULT MALE WHO DIDN'T FINISH COLLEGE HAD THE RESOURCES TO RETURN AND EARN THE DEGREE


WHAT IF
2 million adults in North Carolina earned a high-quality postsecondary degree

Education Attainment

Local and Statewide Programs

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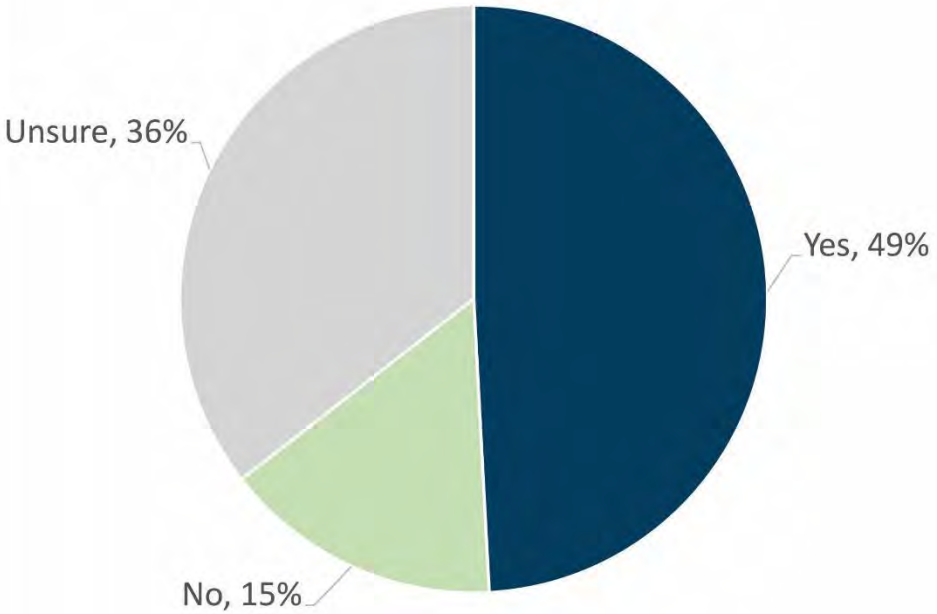
Talent & Workforce Summit

Regional Update on Triad Talent Portal

Matthew Dolge

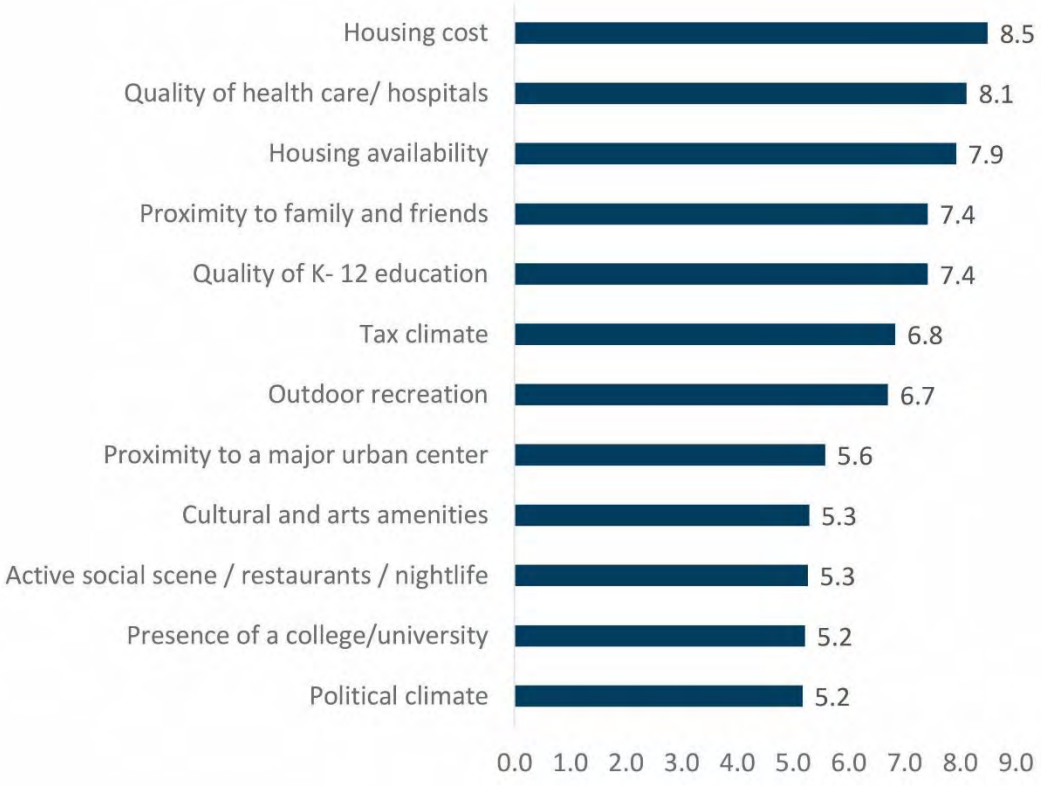
Piedmont Triad Regional Council

Willingness to Relocate



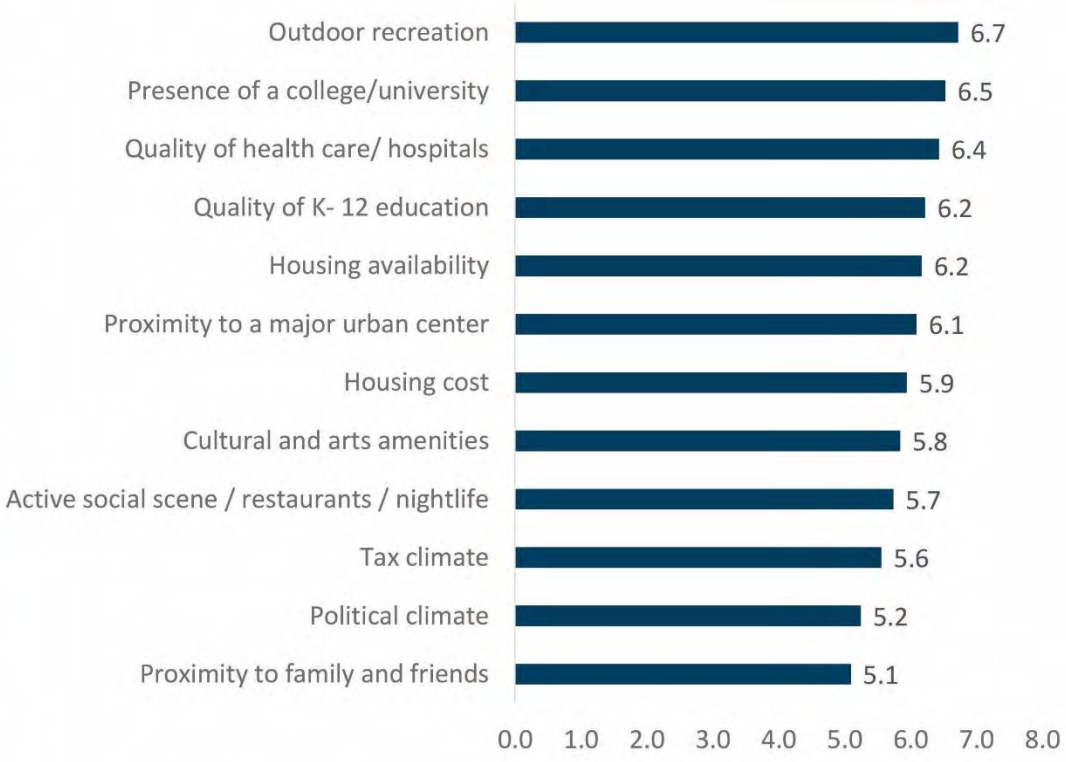
Q: If a job opportunity that matched your skill and salary requirements was offered to you in the Piedmont Triad region, North Carolina, would you relocate there?

Importance of Lifestyle Factors



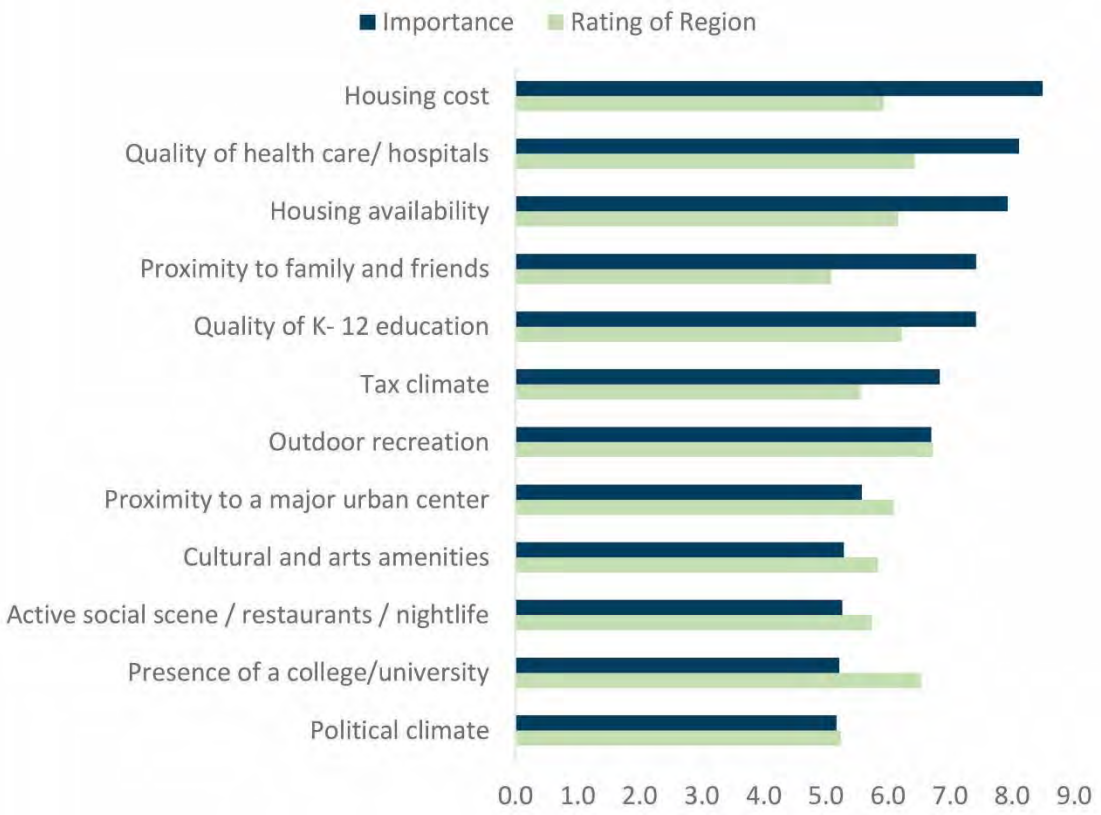
Q: Please rate the following quality of life factors on their importance in your decision to relocate for a new job opportunity (1=not important and 10=extremely important)

Rating of Region



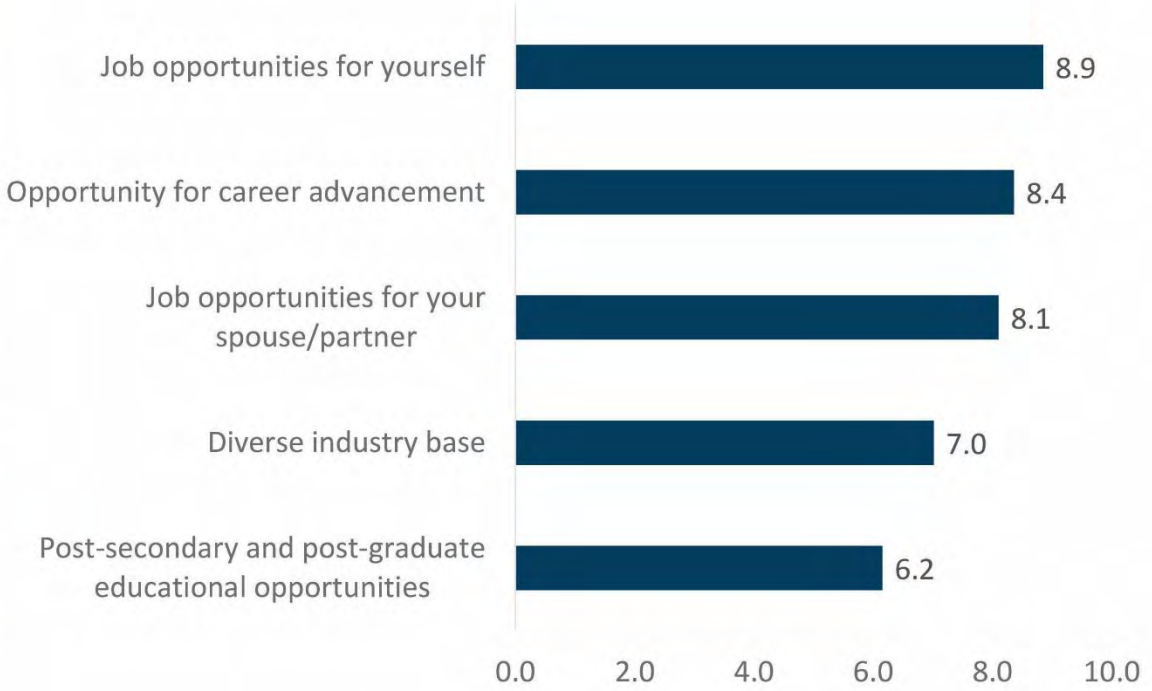
Q: To the best of your ability, please rate the Piedmont Triad region, North Carolina on a scale of 1 (poor) to 10 (excellent) on each of the following factors:

Rating of Region versus Importance



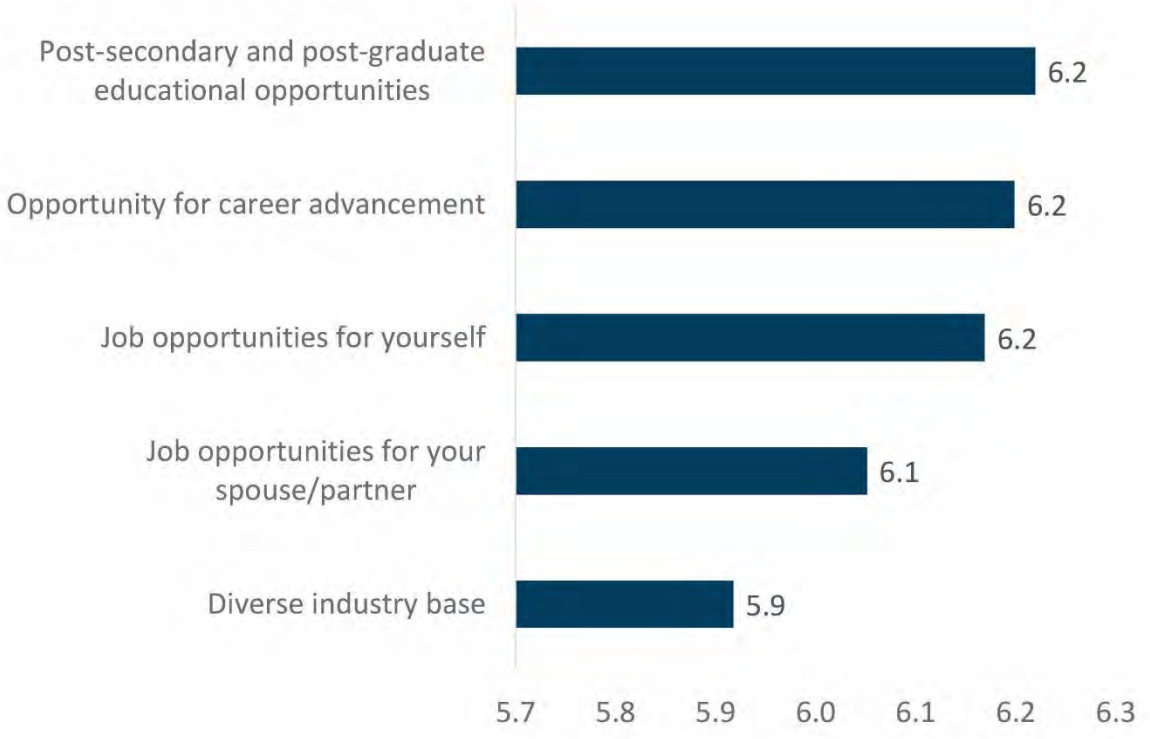
Q: Please rate the following quality of life factors on their importance in your decision to relocate for a new job opportunity (1=not important and 10=extremely important)
Q: To the best of your ability, please rate the Piedmont Triad region, North Carolina on a scale of 1 (poor) to 10 (excellent) on each of the following factors:

Importance of Career Factors



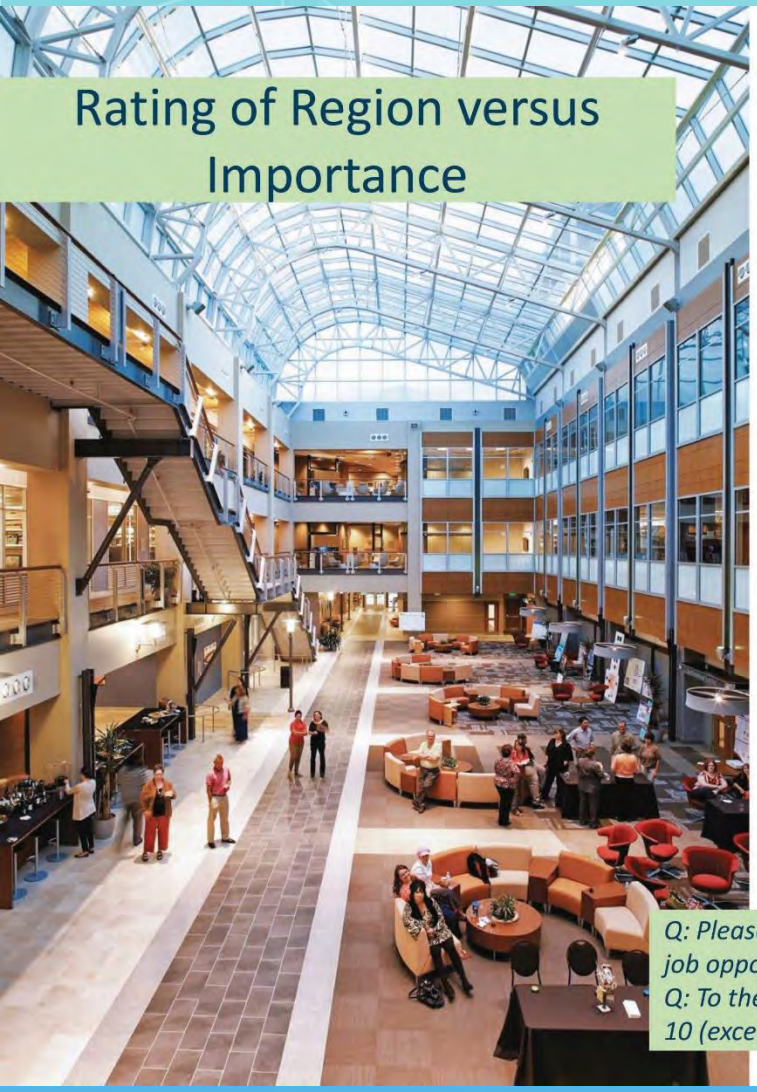
Q: Please rate the following career-related factors on their importance in your decision to relocate for a new job opportunity (1=not important and 10=extremely important)

Rating of Region on Career Factors



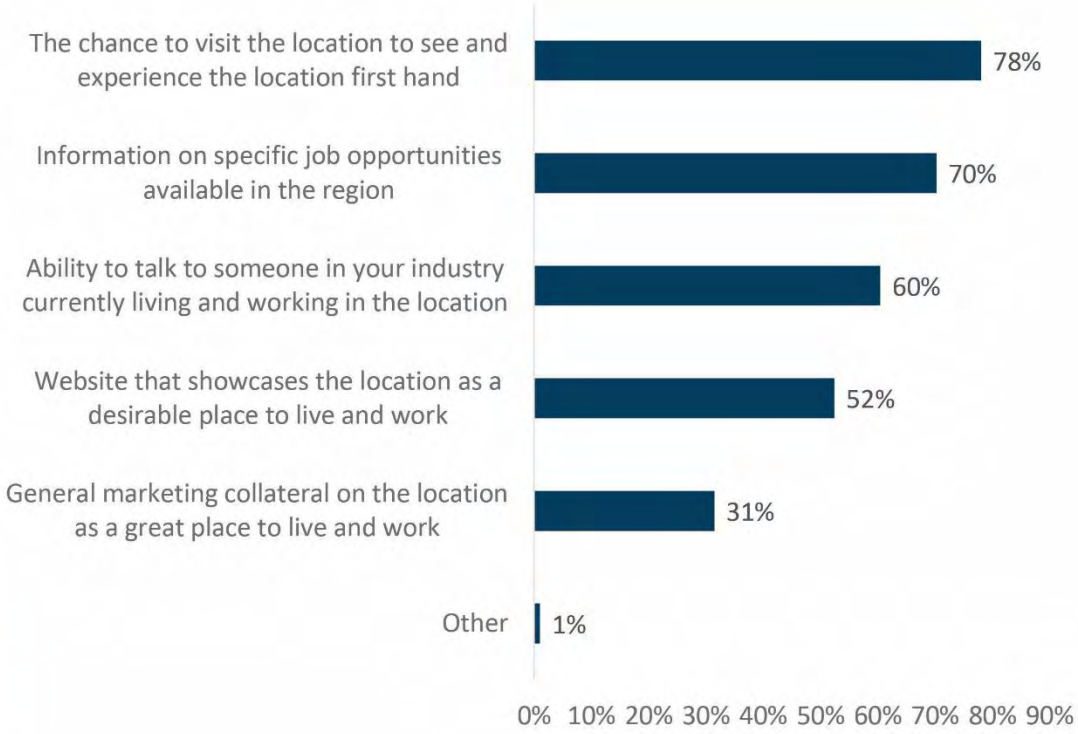
Q:To the best of your ability, please rate the Piedmont Triad region, North Carolina on a scale of 1 (poor) to 10 (excellent) on each of the following factors:

Rating of Region versus Importance



Q: Please rate the following career-related factors on their importance in your decision to relocate for a new job opportunity (1=not important and 10=extremely important)
Q: To the best of your ability, please rate the Piedmont Triad region, North Carolina on a scale of 1 (poor) to 10 (excellent) on each of the following factors:

Useful Tools



Q:What tools would be most helpful to you when considering a move to a new location (check all that apply):

Piedmont Triad Talent & Workforce Summit

THANK YOU

PIEDMONT TRIAD PARTNERSHIP

PIEDMONT TRIAD REGIONAL COUNCIL