

NC WORKFORCE CREDENTIALS

Defining and Counting Non-degree Workforce Credentials for North Carolina

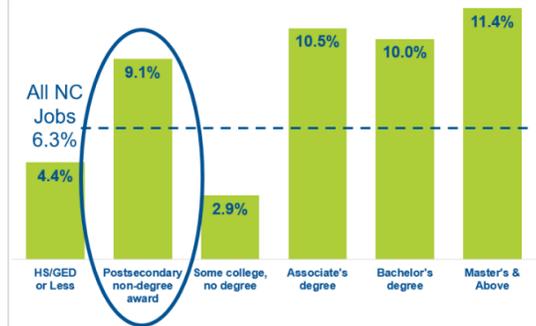
Background: Process for Defining Credentials of Value for NC

The overall purpose of *NC Workforce Credentials* is to identify non-degree credentials that lead to in-demand, high-skill, high-wage occupations and increase the number of learners who earn them. The NC Workforce Credentials initiative focuses on a research-based process to: 1) identify high-value non-degree credentials using data; 2) validate a preliminary list of priority non-degree credentials with industry; 3) incentivize priority non-degree credentials; and, 4) report on attainment of priority non-degree credentials. The process was developed using methodology North Carolina leaders learned through a multi-state, cross-sector Credentials of Value Institute.

The Problem: A Supply-Demand Gap

Employers need workers for high-skill jobs. Workers need training beyond a high school diploma to access those jobs. And state governments need a certifiably skilled workforce to meet their education goals, attract industry and contribute to their economies.

<p>67% Jobs in NC THAT ARE PROJECTED TO REQUIRE HIGH-QUALITY POSTSECONDARY DEGREE OR CREDENTIAL BY 2020</p> <p>49% North Carolinians [25 - 44] WHO'VE COMPLETED THAT LEVEL OF EDUCATION</p>	<p>56% NC EMPLOYERS REPORT DIFFICULTY HIRING QUALIFIED STAFF</p> 
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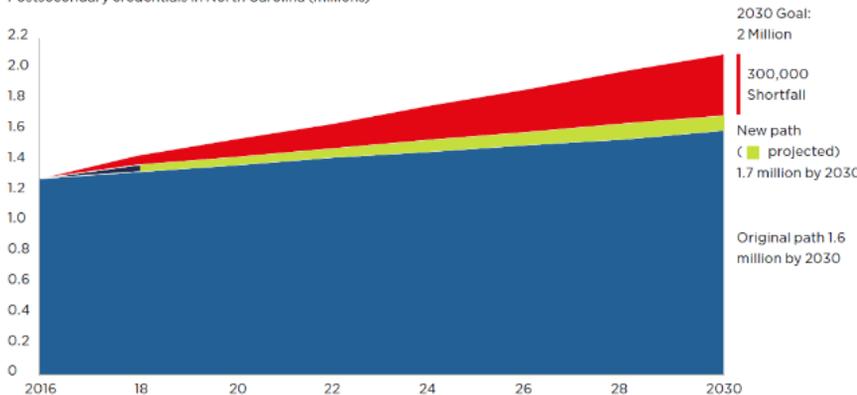


In North Carolina, the fastest-growing jobs require a postsecondary degree or non-degree credential. The growth of jobs requiring a non-degree credential or postsecondary degree is projected to outpace total job growth.

Source: NC Dept. of Commerce/Labor & Economic Analysis Division 2020

Updated projections indicate that North Carolina's new projected path puts the state 300,000 short of the 2 million by 2030 target

Progress Against the Deficit of Postsecondary Credentials in North Carolina
Postsecondary credentials in North Carolina (millions)



The Solution: Determining What Counts

myFutureNC Goal - 2M North Carolinians with a high-quality credential or post-secondary degree.

NC Workforce Credentials are high-quality, non-degree credentials recognized by employers that help workers obtain in-demand, living-wage jobs.

A partnership of the NC Office of the Governor, NC Community College System, NC Department of Public Instruction, NC Department of Commerce, NC Association of Workforce Development Boards, and myFutureNC

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The Solution: Determining What Counts

High Value

- ✓ Demand
- ✓ Wages

Types of Credentials

- ✓ State Agency
- ✓ Industry Developed
- ✓ Workforce Defined
- ✓ Apprenticeships

Credential Role

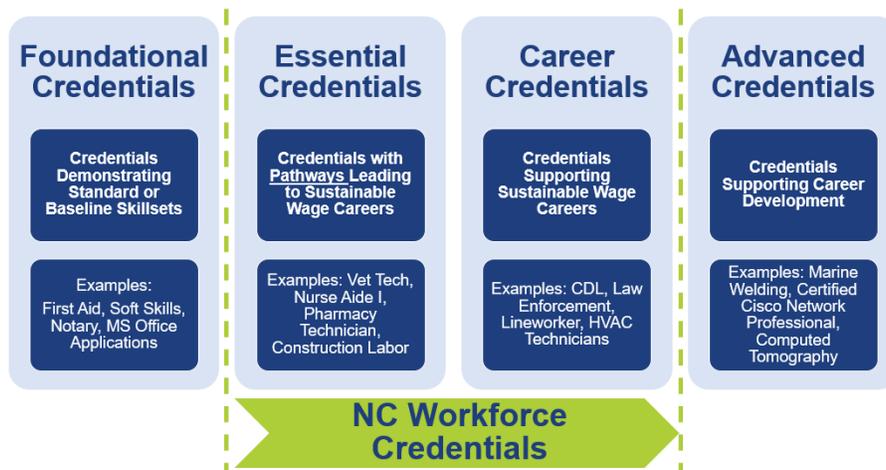
- ✓ Foundational
- ✓ Essential
- ✓ Career
- ✓ Advanced

Credentials must

- ✓ Build into our accountability systems
- ✓ Embed in career pathways and guided pathways
- ✓ Signal to learners what has a value to their careers

- **Workforce Sector Credentials** are awarded by an educational institution based on completion of all requirements as defined by a workforce sector advisory board, including coursework and tests. They are not time limited and do not need to be renewed.
- **Pre-Apprenticeships and Registered Apprenticeships** are credentials earned through work-based learning and earn-and-learn models. They are applicable to industry trades and professions and meet national standards, offering highly portable credentials.
- **Industry Certifications** are credentials awarded by a certification body (not an educational institution or government agency) based on an individual demonstrating, through an examination process, acquisition of the knowledge, skills, and abilities needed for an occupation or skillset. It is time-limited and may be renewed through a re-certification process.
- **State Certifications** are credentials that allow an individual to practice in a specified field. An occupational credential is awarded by a government credentialing agency based on pre-determined criteria. The criteria may include some combination of certifications, certificates, assessments, apprenticeship programs, or work experience. State certifications are time-limited and must be maintained based on criteria established by the credentialing agency.

Credential Categories



NC Workforce Credentials include “Career Credentials” and “Essential Credentials” – credentials supporting sustainable-wage careers or with pathways leading to sustainable-wage careers.

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