

Align4NCWorks Strategic Plan

Implementation Process

- Communications Blitz/Outreach to College and Partner Stakeholders – more than 20 Align4NCWorks presentations to groups outside the System Office – spring to fall 2015
- Development of Align4NCWorks implementation teams – summer/fall 2015

Project Management Team

- Providing oversight: expectations, timeline, reporting, referral of issues to appropriate teams
- Two meetings held so far, next one to take place in January
- Helped identify the right representatives of other agencies to serve on Collective Impact Teams
- Smartsheet Project Management database to be developed in December/January

Boots on the Ground Teams (BOTG West & BOTG East)

- Regional, college-led interagency teams
- BOTG East: Teams are solidifying industry commitments to interview completers of a joint Pre-Hire Welding program in the region. Next step following industry commitments, is to schedule training and recruit students. BOTG East is also looking at a faculty development project called Instructors in Industry.
- BOTG West: Identified a collaborative project for their region, Manufacturing Summer Camps. Together, the region will market an event (actually three summer camps to be held at the partnering CC's). High and middle school teachers will join CC faculty during a week long manufacturing summer camp for middle or high school students. Next meeting is December 17th where the concept will be rolled out to local industry.
- Organic efforts occurring, such as Nov. 12 CPCC Align4NCWorks summit. BOTG West is also expanding the Extreme STEM tours to the High Country Workforce Development Region.

Collective Impact (CI) (“Goal-Driven”) Teams

- Two Goal Teams have met, the other two have meetings planned for December.
- Work-based Learning, Competencies, and Credentials CI Team: development of statewide work-based learning definition and framework through an iterative process. A recommended definition will be forwarded to Project Management team for next steps and vetting. The team will be addressing non-credit to credit issues next.
- Data, People, Policy and Protocols Team: comparing career analysis tools/data; collecting/comparing various agencies' performance measures and terminology; identifying networks and organic efforts related to demand-driven workforce development and workforce system “infrastructure” and talent

Innovations and “Ah-Ha’s”

- BOTG East's development of a pre-hire welding project serving multiple employers in region to build talent pool

- “Spidering” effect in scale-up of Align4NCWorks Learning Summit innovations, e.g., EXTREME STEM tours (which originated in Catawba County) replicated in Brunswick County, with the help of a BOTG West partner; Careers in College regional camps (hosted by community colleges/with public school involvement) under development
- Identification of factors pulling partners in different directions, e.g., data tools yielding different data estimates (Data, People, Protocols and Policies Collective Impact Team)

Achievements and Philosophy

- Workforce and education leaders and professionals working together=breaking down siloes
- Greater transparency and knowledge of each other’s goals and how system fits together
- Aligning with the field of practice: tapping community college/partner networks and initiatives

Action Steps Achieved and Underway

Action Step 2.A.ii. Increase the number of businesses that list job openings in NCWorks Online. *Staff has checked that community colleges as employers have their listings posted and are exploring biz/individual use of NCWorks Online via workforce program staff. BioNetwork requires this of businesses affiliated with it, and Customized Training strongly encourages its businesses to use NCWorks Online.*

Action Step 2.A.iii. Explore opportunities for increased collaboration between community college employability training/career services and NCWorks Career Centers. *--Referred to the HRD Advisory Board, which was briefed in September 2015 and will begin discussing ideas at its December meeting.*

Action Step 6.A.i. Promote Career and College Promise to give high school students a jump start on higher education and possible reduction in time/cost at higher education institutions. *The introduction of NCWorks Career Coaches in high schools this year is expected to boost interest in Career and College Promise, as well as greater overall knowledge of community colleges and available career pathways.*

Action Step 6.D.ii. Pursue braided funding solutions to meet the needs of students/prospective students. *With the help of a Duke graduate student, staff are exploring ways to connect with Social Services and SNAP (food stamp) Employment & Training resources to augment services for low-income students.*

Action Step 7.B.iii. Pilot data sharing between third-party industry certification providers and NC workforce development partners in order to determine the value of certifications to industry and students. *System Office staff co-leads the national CompTia Data Sharing Project that is connecting data from certification entities (--most recently ACT and ASE) with student data to gain a better view of student outcomes. Staff also plays a co-leadership role with the national Workforce Credentials Coalition, which has helped some states’ legislative and research efforts involving certifications. Work by NCCCS on Continuing Education data quality is important in helping NC connect to both national initiatives.*

Action Step 7.B.iv. Establish processes for education/workforce partners to access analysis of the employment and wage outcomes of their programs. *The System Office is developing an MOU with the Department of Commerce to obtain outcome data for students in certain workforce projects/programs.*

Action Step 7.C.i. In the short-term, work with partners to identify and use a set of aligned, business-vetted career information for career guidance and counseling that provides students, job-seekers and others with consistent information. *One of the collective impact teams is reviewing the use of career tools and the consistency of career data, as a first step toward a true state career information system.*

Action Step 8.B.i. With top-level partner support and in consultation with staff of similar strategic planning efforts, establish Align4NCWorks committees and project management protocols to ensure aligned follow-through on strategic plans. *Committees were established in summer/fall 2015, including liaisons to partner strategic plans. The System Office purchased Smartsheet (project management tracking tool) in late November to facilitate communication and follow-up.*

Action Step 8.B.vi. Actively participate in federal Workforce Innovation and Opportunity Act (WIOA) unified planning and other collaborative planning opportunities, and work with partners to pursue grant opportunities to support the NCWorks/Align4NCWorks vision. *NCCCS staff are co-chairing at least four of the WIOA work groups, three NCCCS leaders have participated on the Steering Council, and roughly 25 members of the WIOA Steering Council or its work groups are NCCCS or community college staff.*