



## **SHORT-TERM WORKFORCE TRAINING FUNDING IMPLEMENTATION**

A Report to the:

Joint Legislative Education Oversight Committee

House Appropriations Committee on Education

Senate Appropriations Committee on Education/Higher Education

Fiscal Research Division

Office of State Budget and Management

Submitted by The State Board of Community Colleges

Section 9.14(b) of S.L. 2017-57

April 1, 2018

## EXECUTIVE SUMMARY

Section 9.14(b) of S.L. 2017-57, Invest in Short-Term Workforce Training, appropriated \$2,000,000 in non-recurring funds to community colleges to support short-term workforce training courses leading to industry credentials.

Thirty-six colleges were awarded short-term training grant funds to support training impacting a broad range of industry sectors, including aviation, construction, healthcare, industrial/manufacturing, transportation and public safety. The proposed programs will allow an estimated 785 students gain access to training leading to industry credentials aligned with employer demand and community needs across the state.

Beginning in Spring 2018, the colleges began training programs impacting student access to in-demand credentials and supporting employers needs for a skilled workforce.

## BACKGROUND

Section 9.14(b) of S.L. 2017-57, Invest in Short-Term Workforce Training, appropriated non-recurring funds to community colleges to support short-term workforce training courses leading to industry credentials. The community colleges were provided an application process and these funds were allocated at the same full-time equivalent (FTE) value as curriculum courses.

These funds provide the North Carolina Community Colleges the opportunity to demonstrate the potential impact of this revised funding allocation for short-term workforce training supporting the employers and citizens of the State.

Short-term workforce training programs included in the application were required to meet an identified employer demand and be supported by business and industry partners within the community.

Institutions were also required to demonstrate how these additional funds would positively impact student access to in-demand short-term training programs as well as increase responsiveness to employer demands for a skilled workforce.

## IMPLEMENTATION

All colleges were invited to submit applications for consideration of funds to support short-term workforce training leading to industry credentials.

Programs submitted for funds were required to be Tier 1A, Tier 1B or Tier 2 eligible and to be closely aligned with local industry needs as demonstrated through support letters. Colleges also indicated their capability of providing the training in the Spring 2018.

Thirty-six community colleges submitted applications for use of the short-term workforce training funds. Total application requests equaled \$3.9 million in funds for training. Applications were reviewed for

alignment with requirements, including how the increased access to funds supports capacity growth, improved delivery, or positively impacted employer demand to student enrollment ratios.

Allocations were recommended for all 36 colleges to receive funding of priority needs. This allocation provides an opportunity for funds to impact a broad range of industry sectors, including aviation, construction, healthcare, industrial/manufacturing, transportation and public safety. The proposed programs will allow an estimated 785 students gain access to training leading to industry credentials aligned with employer demand and community needs across the state.

## IMPACT

Short-Term Workforce Training funds were awarded to the colleges at the State Board of Community College November 17, 2017 meeting. Beginning in the Spring 2018 term, colleges began utilizing funds to impact access to courses leading to industry credentials.

### **Course Sections Leading to Credentials Impacted by Grant Funds:**

Courses Begun as of March 1, 2018	28
Courses Anticipated through June 30, 2018	48

Immediate impact has been felt across the colleges and the targeted workforce. Examples include the following:

- Central Piedmont Community College’s program for truck driver training where fund allocations reduced a 6-month wait list for 30 students impacting the employment opportunities for the students and supporting the workforce demand for skilled drivers. Locally this effort responds to employers including EPES, Sysco, Schneider and Eagle who have all requested the college increase output.
- Craven Community College’s heating, ventilation and air conditioning (HVAC) program demonstrates the ability to impact local employer workforce demand. Within the program several students have obtained jobs while still completing their training programs. Student’s will enter the workforce while continuing training towards their National Center for Construction Education and Research (NCCER) credentials in HVAC.
- Fire Academy programs at Sandhills Community College and South Piedmont Community College are supporting the statewide initiative to increase the number of trained fire fighters in North Carolina. This manifests directly for local fire departments like Monroe Fire Department in filling their demand for professional fire fighters.
- Rowan-Cabarrus Community College’s building construction trades program has provided an opportunity to develop coordinated response with community partners including the City of

Salisbury to dually impact the workforce demand for skilled construction workers earning NCCER Core Construction credentials in addition to focusing on underserved communities experiencing elevated rates of unemployment.

- Montgomery Community College's Unmanned Aerial Vehicle (UAV) Academy has had a statewide impact ensuring that emergency responders have the training necessary to effectively deploy UAV devices when responding to emergency situations including law enforcement, fire movement and hazardous material operations. To date more than 40 emergency service members and first responders have benefited from short-term training supported through the grant funds.

The impact of training supported through these funds based on the amended FTE funding model will continue to impact students and the workforce through the grant cycle where an estimated 785 individuals will receive training leading to in-demand credentials to support the North Carolina employers and the workforce pipeline.

## **CONCLUSION**

The Short-Term Workforce Training allocation has provided colleges the occasion to access funding for short-term training at the same rate as curriculum programs. This funding model, which values the role of short-term training in supporting workforce demands, supports the colleges' ability to effectively respond to industry training requests.

Colleges have demonstrated their ability to impact access to training, improve delivery models to reach broader population groups and positively impact employer workforce pipelines. These efforts are possible due to the funding allocation model that presents colleges' the resources to consider how to most efficiently implement short-term training options for students and employers who are seeking to fulfill immediate needs.

<b>SECTOR/COLLEGE</b>	<b>COURSE</b>
<b>Aviation</b>	
Fayetteville Tech CC	Airframe Systems
<b>Construction</b>	
Asheville-Buncombe CC	Building Construction Trades
Beaufort CC	HVAC
Carteret CC	Masonry
Craven CC	HVAC
Davidson CCC	Carpentry
Rowan-Cabarrus CC	Building Construction Trades
Vance-Granville CC	Heavy Equipment Operator
<b>Healthcare</b>	
Brunswick CC	Medical Assisting
Gaston College	Paramedic
Johnston CC	Nurse Aide I
Piedmont CC	Paramedic
Pitt CC	Nurse Aide II
Rockingham CC	Paramedic
Southeastern CC	Nurse Aide I
Stanly CC	MRI Tech
Western Piedmont CC	Nurse Aide I
<b>Industrial / Manufacturing</b>	
Blue Ridge CC	Maintenance Mechanics
Cape Fear CC	Electrical Lineman
Durham Tech CC	Manufacturing Tech
Forsyth Tech CC	Biowork
Haywood CC	Welding
Lenoir CC	Certified Production Technician
Mayland CC	Manufacturing Technician
McDowell Tech CC	Manufacturing Technician
Mitchell CC	Certified Production Technician
Nash CC	Electrical Lineman
Randolph CC	Machining Technology
<b>Public Safety</b>	
Montgomery CC	Search and Rescue (Unmanned Aerial Vehicles)
Sandhills CC	Firefighter
South Piedmont CC	Firefighter
Southwestern CC	Basic Law Enforcement (BLET)
<b>Transportation</b>	
Caldwell CC & TI	Truck Driver Training
Central Piedmont CC	Truck Driver Training
Cleveland CC	Truck Driver Training
Isothermal CC	Truck Driver Training