

NexGen Partnerships: Developing Aligned Relationships to Meet Economic Need & Growth

FTCC

FTCC Mission: “Serve our community as a learning-centered institution to build a globally competitive workforce supporting economic development”



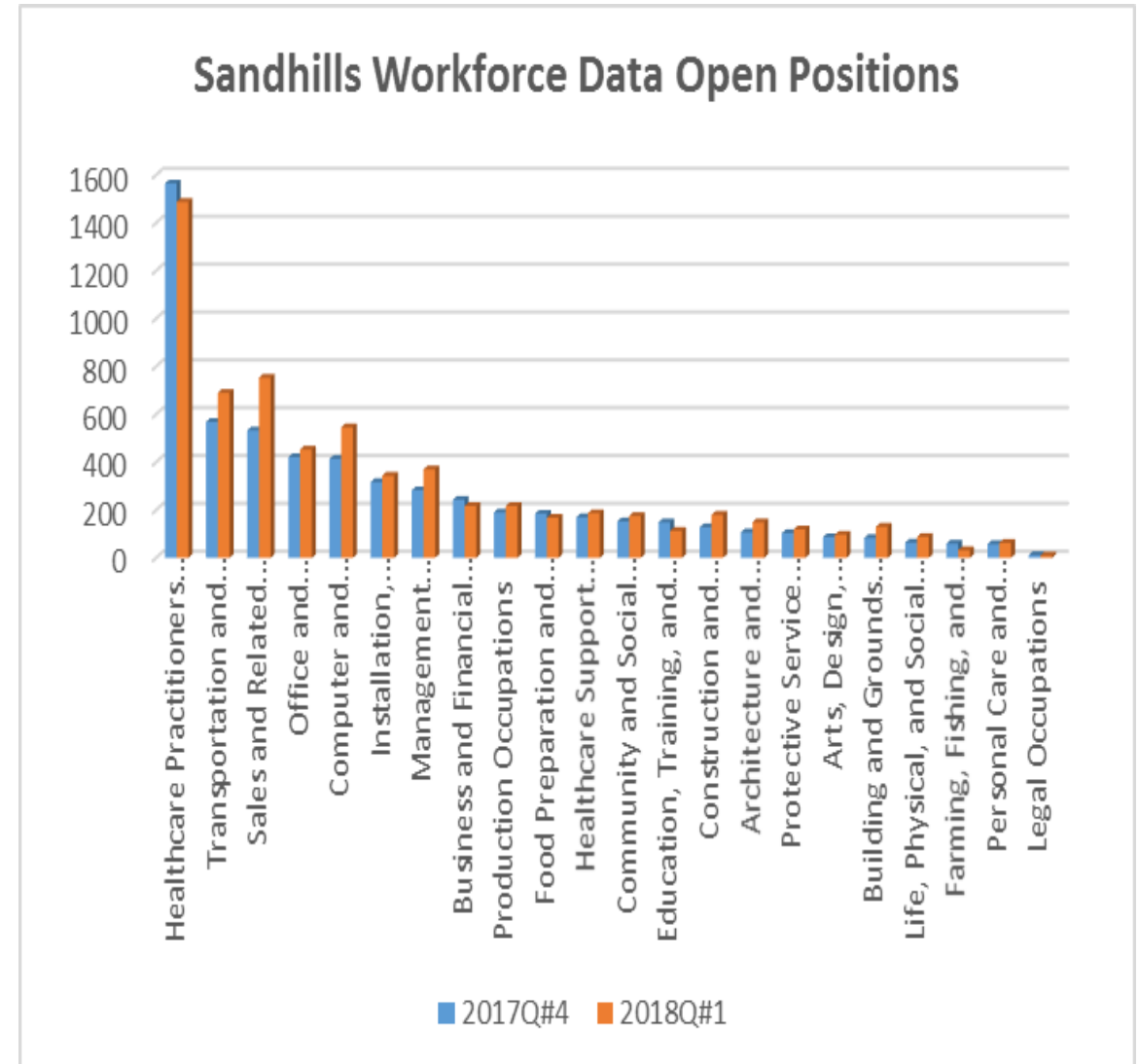
Why Partner?

Challenging Head Winds

- Economic Opportunity
 - Nearing full employment
- Persistent Poverty
 - Access and affordability
 - Economic Mobility
 - Successful completion and transitions to work and/or advanced education
- Skills Gap & Talent Pipeline
 - Hollowing out of the middle
 - STEM and High Demand Occupations
- Demand Driven Learning
 - Stakeholder relationships
 - Work and project-based learning opportunities

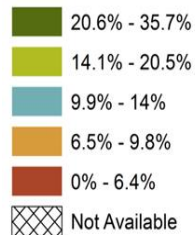
Regional Economic Opportunities

- The Sandhills Prosperity Zone is considered a healthcare desert
- Regional footprint of Cape Fear Valley Health Systems, VA, and Womack Hospital
- Key needs:
 - Nursing – 400 positions annually
 - EMT & Paramedic – 600+ Positions
 - Others: Medical Lab Tech, Pharmacy Tech, Surgical Tech, Radiology, CNA, LPN

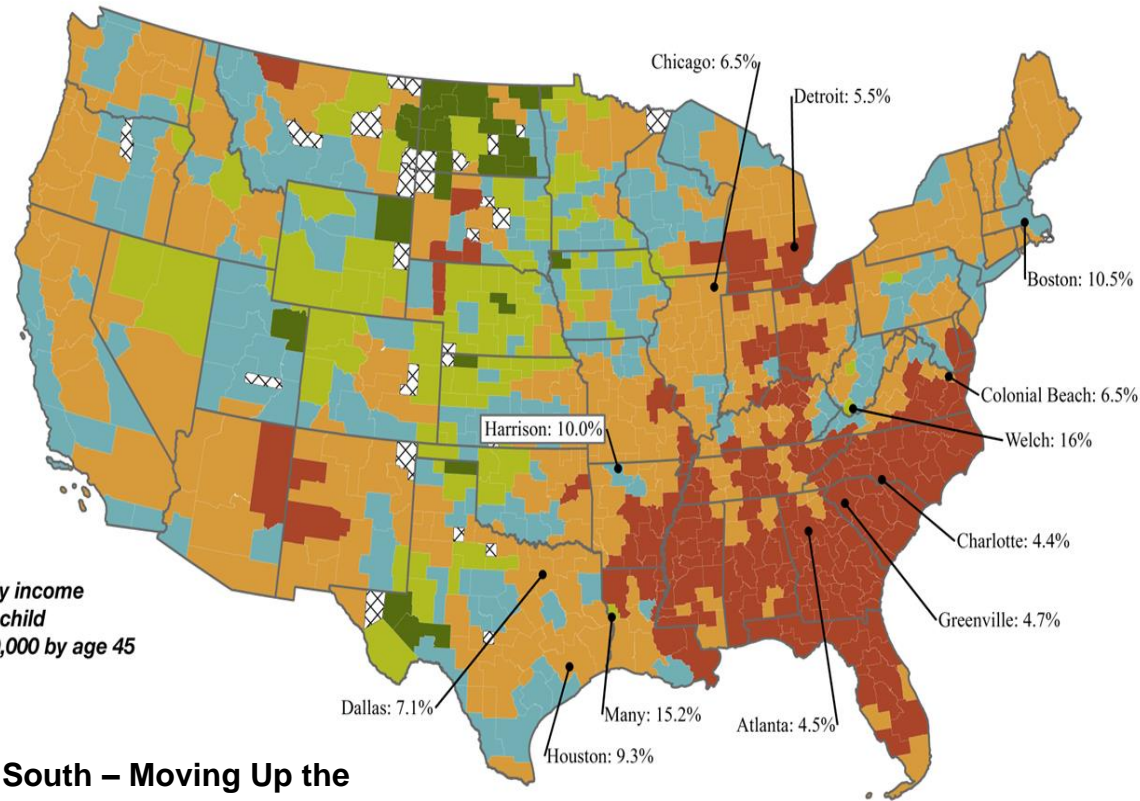


Lack of Economic Mobility

The chance a child raised in the bottom fifth rose to the top fifth



The top fifth is equal to family income of more than \$70,000 for the child by age 30, or more than \$100,000 by age 45



MDC State of the South – Moving Up the Opportunity Ladder: Postsecondary Education Crisis & the Mobility Crisis

Source: Equality of Opportunity Project data

NC Commerce LEED projects 68% of jobs created by 2030 will require an Associates Degree or higher degree or work-ready credential

- Top needs: Work experience, Education credentials, Technical skills
- 40% report vacancies as critical needs
- What Happens When the Boomers Bail?

Educational Attainment – Sandhills

Bladen 26.6%	Columbus 23.9%
Cumberland 36%	Harnett 31.9%
Hoke 33%	Moore 45.6%
Montgomery 25.5%	Robeson 21.9%
Richmond 24.8%	Sampson 21.8%
Scotland 25.1%	

State Average 46.7%

Jobs by Skills Groups 1980 to 2040

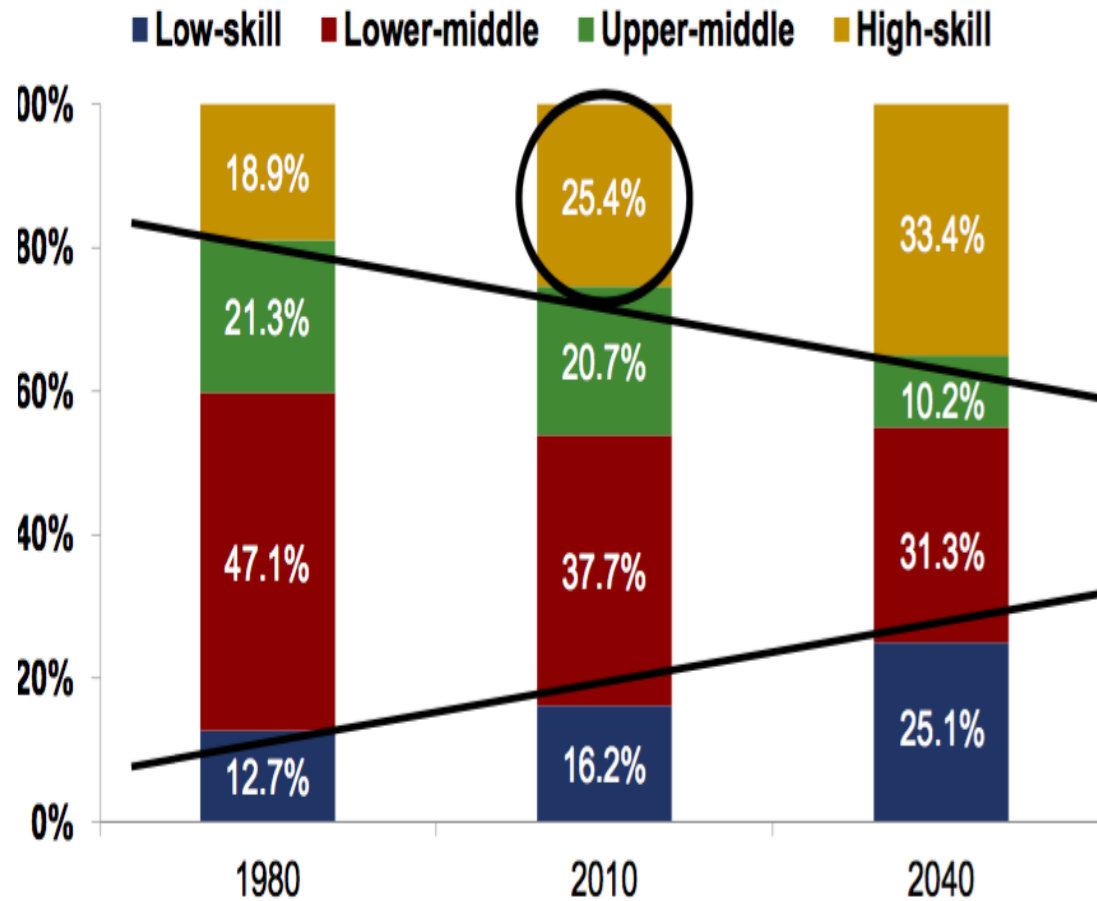
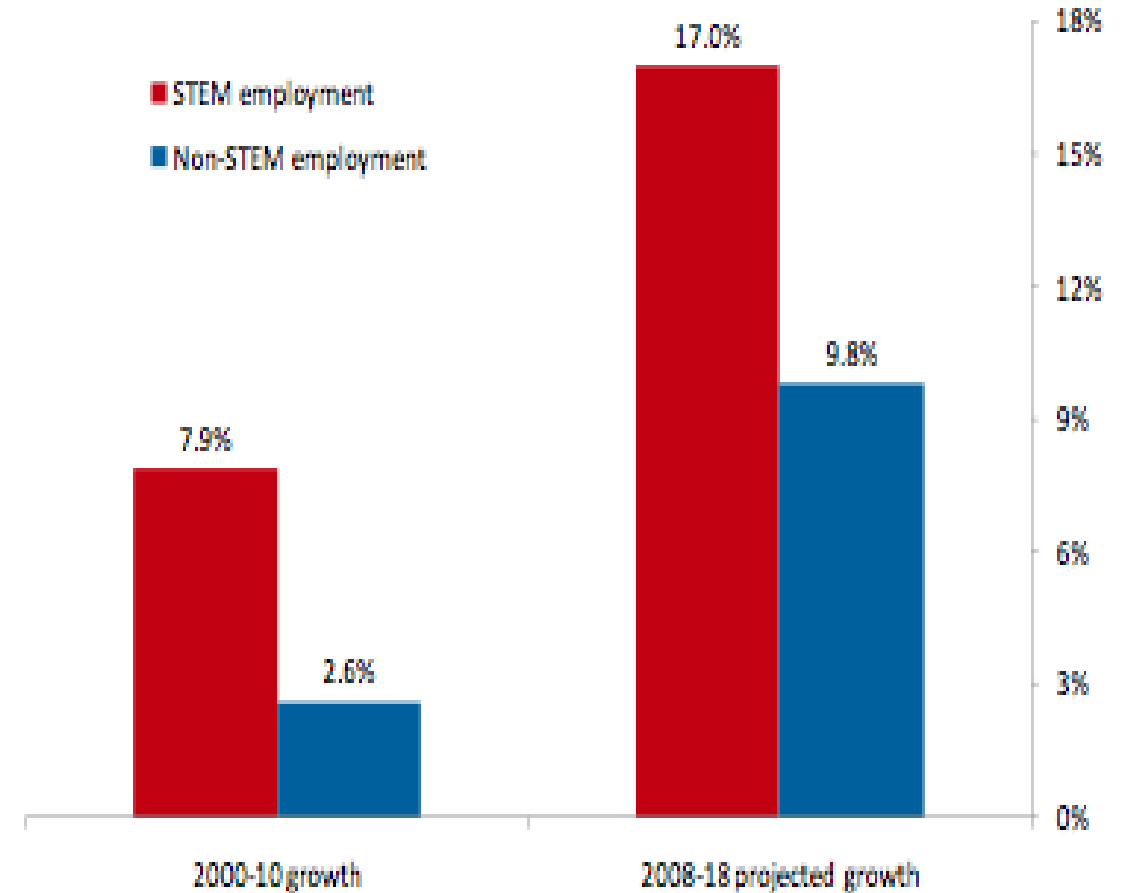


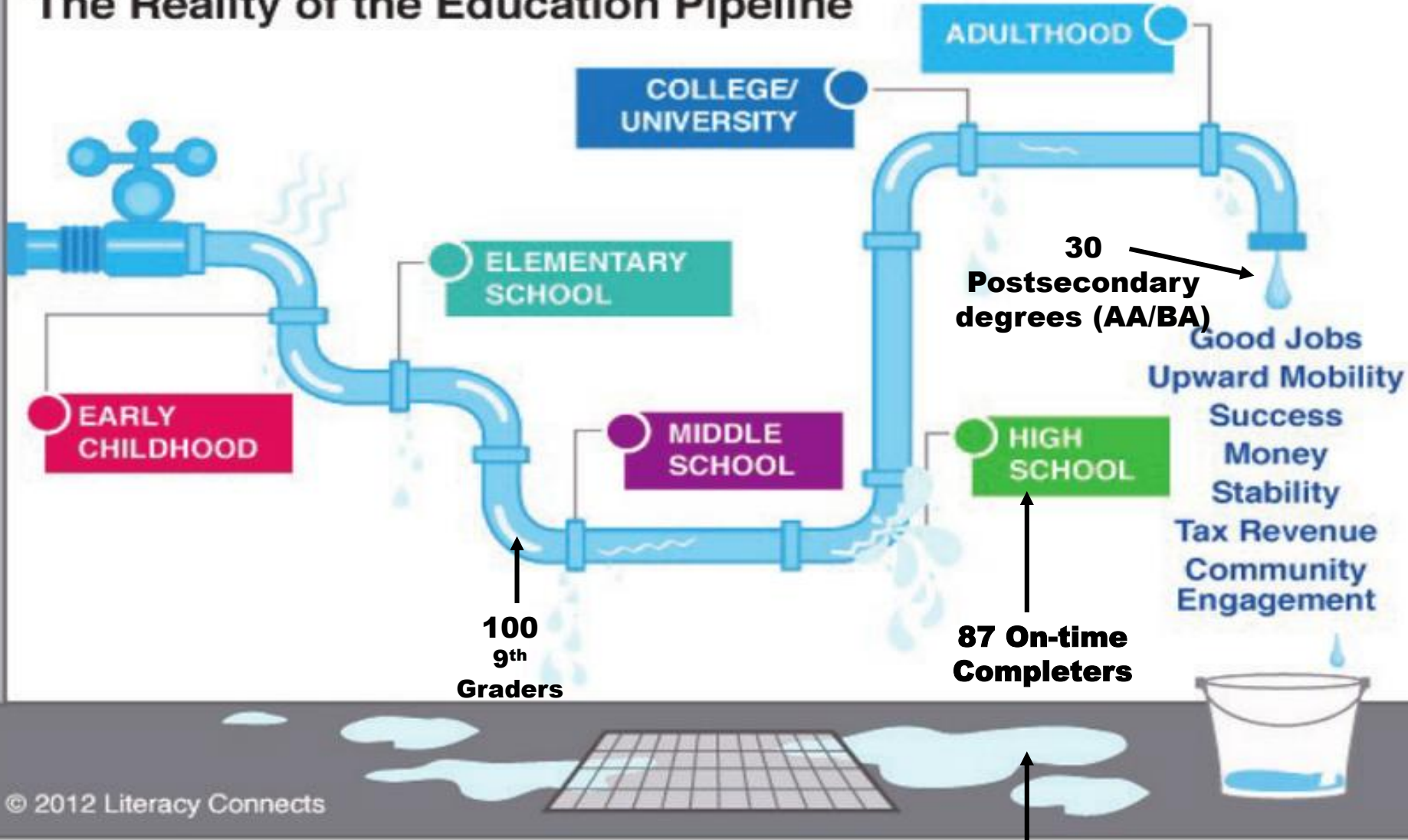
Figure 1. Recent and Projected Growth in STEM and Non-STEM Employment



Source: ESA calculations using Current Population Survey public-use microdata and estimates from the Employment Projections Program of the Bureau of Labor Statistics.

Source: U.S. Department of Commerce

The Reality of the Education Pipeline



23 some college
19 College intent no immediate transition
15 Work or Military
13 Dropout or delay

Key Elements for success

- **Focus on the Why?** Increase the number of jobs paying at or above average county wage & grow the pool of skilled workers through a more highly educated population;
- Develop a **comprehensive talent development** plan for the county and region;
- Use labor market data to **Align** with regional employment opportunities;
- **Partner** – Develop meaningful relationships with downstream (K-12) and upstream (4-Yr. & Business) stakeholders to leverage expertise and existing resources and avoid duplication of effort.
- Transition from a fixed to **growth culture**
- **Systems approach** with focus on continuous improvement
- **Inclusive leadership** to build capacity and momentum; succession planning
- **Sustainability** - Sustain momentum

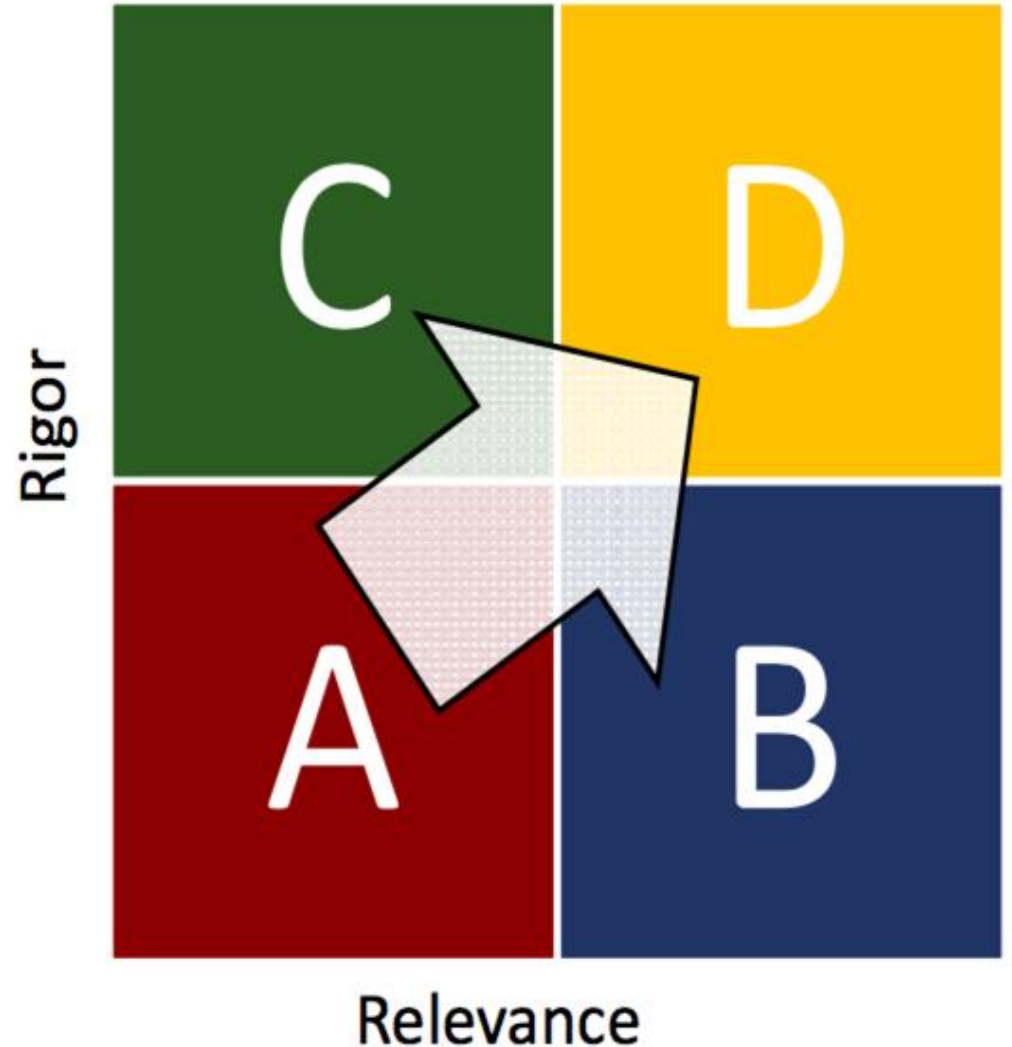
What strategies make up FTCC's comprehensive plan?

- **Aligned to FTCC's Strategic Plan**
 - Increase graduation rates to 25% by 2025
 - Increase enrollment (headcount) by 3% annually
 - Increase the number of students transferring to 4-yr. colleges & Universities
- **Faculty Talent Development Framework** – on-boarding and growing talent – Instructional Coaches
- **Nursing** – Retention strategies:
 - ATI Resources – course resources; test-taking strategies workshops for students; optional testing banks; remediation for skills, didactic, and clinical; and a variety of PD opportunities for faculty
 - Pearson: textbook & resources aligned to NC curriculum improvement plan (CIP), which is a concept-based model; multiple remediation options for faculty & students to facilitate student success
 - More consistent and deliberate interaction with key business partners
 - Focused remediation to plug the leaks – dedicated simulation suite
- **Capacity Building** – Data & Assessment tools to inform decisions

Continued

- **QEP: FTCC Cares** - being developed as component of SACS reaffirmation
 - Success Coaches – Career & academic planning, support throughout educational journey
 - Technology enabled, appreciative advising
 - Advisor training
- **Contextualized learning** – math, biology, anatomy, physiology – applied learning

Career Ready



How does the work get done?

- FTCC – 15 current healthcare programs and growing more to meet local needs
- CFVHS – Funds a nursing position, clinical rotation and scholarships, employs graduates
- Womack – Clinical rotation, grant opportunities, employs graduates
- VA Hospital – Clinical rotation, employs graduates
- NC Works: Cumberland County Workforce Board –
 - Finish Line grants,
 - Regional coordination: PD, job & career fairs
 - Increasing the flow into the pipeline

Questions?