NC WORKFORCE CREDENTIALS

Defining and Counting Non-degree Workforce for North Carolina

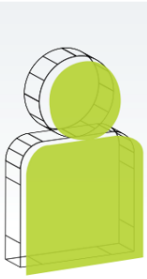
Through an increasing array of credentials—such as degrees, certificates, licenses, certifications, badges, and apprenticeships—job seekers, students, and workers have more options than ever. Yet, there has never been an efficient system to collect, search, and compare credentials in a way that keeps pace with the speed of change and is universally understood. With more than 730,000 confirmed credentials in the U.S. alone, this lack of information contributes to confusion and uninformed decision making.

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.

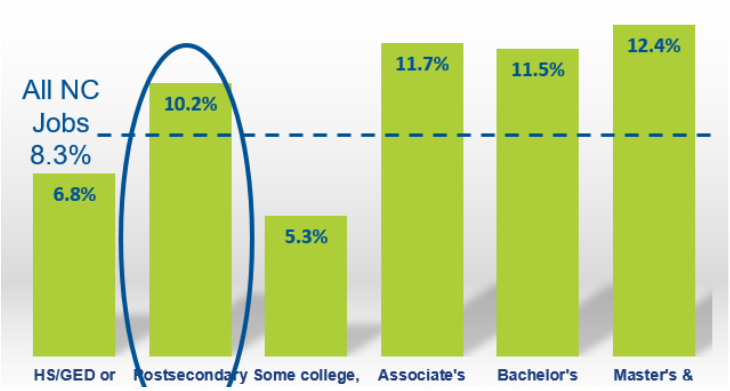
67% **Jobs in NC** THAT ARE PROJECTED TO REQUIRE HIGH-QUALITY POSTSECONDARY DEGREE OR CREDENTIAL BY 2020

49% **North Carolinians** [25 - 44] WHO'VE COMPLETED THAT LEVEL OF EDUCATION



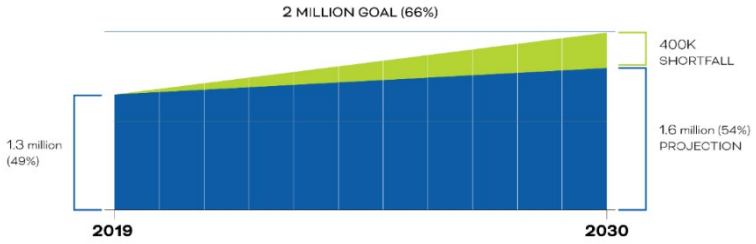
56%

NC EMPLOYERS REPORT DIFFICULTY HIRING QUALIFIED STAFF



NC DEGREES/ CREDENTIALS - INDIVIDUALS AGE 25-44

TODAY'S TRAJECTORY VS. 2030 NEEDS



In North Carolina, the fastest-growing jobs require a postsecondary degree or nondegree credential. The growth of jobs requiring a nondegree credential or postsecondary degree is projected to outpace total job growth. Source: NC Dept of Commerce, Labor and Economic Analysis Division, 2020

The Solution: Determining What Counts

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

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

A partnership between NC Governor's Office, NC Community College System, NC Department of Public Instruction, NC Department of Commerce, NC Workforce Development Boards, and myFutureNC

NC WORKFORCE CREDENTIALS

The Solution: Determining What Counts

High Value
- ✓ Demand
- ✓ Wages

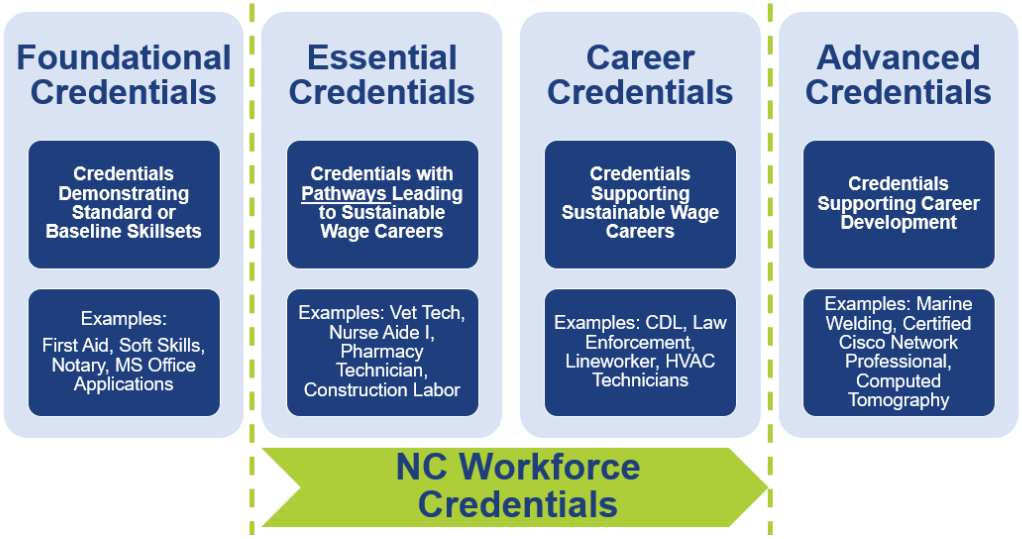
Types of Credentials
- ✓ State Agency
- ✓ Industry Developed
- ✓ Workforce Defined
- ✓ Apprenticeships

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** awarded by an education 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 postsecondary earn-and-learn models. They are applicable to industry trades and professions and meet national standards.
- **Industry Certifications** are credentials awarded by a certification body (not a school or government agency) based on an individual demonstrating, through an examination process, that he or she has acquired the designated knowledge, skills, and abilities to perform a specific occupation or skill. It is time-limited and may be renewed through a re-certification process.
- **State Certifications** are credentials that permit holder to practice in a specified field. An occupation credential is awarded by a government credentialing agency based on pre-determined criteria. The criteria may include some combination of certifications, certificate, assessment, apprenticeship programs, or work experience. State certifications are time-limited and must be maintained based on criteria established by the credentialing agency.

Credential Categories



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