

## KEY INDICATORS

**47%**

Eligible students enrolled in North Carolina's high-quality Pre-K system. *Our goal: 75%*

*National Institute for Early Education Research*

**22<sup>nd</sup> Best State**

For high school graduation.

*NC Department of Public Instruction*

**50%**

North Carolina employers can't find the talent they need.

*myFutureNC*

**2 Million**

North Carolinians with high-quality postsecondary degrees or credentials by 2030.

*myFutureNC*

**11,399**

Apprentices engaged in work-based learning in North Carolina.

*ApprenticeshipNC*

**9.4%**

2019 increase in NC Community Colleges continuing education programs.

*NC Community Colleges*

# Education & Talent Supply

## WHAT WILL IT TAKE FOR NORTH CAROLINA'S EMPLOYERS TO GET THE TALENT THEY NEED?

Today, nearly half of North Carolina's employers say they're struggling to find the talent they need to fill open positions. By 2030, nearly two million jobs will require high-quality postsecondary degrees or credentials. Without change, however, the state's current efforts will only meet 54% of that need, according to My Future NC. Leaders from business and education want to solve the problem, but existing systems are not always aligned to match talent supply with demand.

A one-size-fits-all solution will not work for a complex problem like the skills gap. That is why the NC Chamber Foundation developed **North Carolina Vision 2030**. Using this business-led framework, we work with regional leaders across the state to tackle solutions at every stage of the talent pipeline.

## PRIMARY AREAS OF FOCUS

### Building a Demand-Driven Talent Pipeline through Regional Efforts:

Businesses and community leaders, empowered through training with the NC Chamber Foundation, will use supply-chain principles and assess the data behind their most in-demand workforce needs. **Collaborating** with local education providers, business will **convene** to lead the charge to build partnerships and transform talent pipelines to meet those needs. This employer-led approach will help communities better recruit and fill available jobs. The first class of facilitators graduated from the **Talent Pipeline Management (TPM) Academy** in January 2020 and is beginning their work across the state.

### Launch Technology-Enabled Career Education:

Students often overlook or discount the value of a credentialing program due to misinformation or lack of exposure. **Collaborating** with business partners, the Foundation is developing leading-edge *virtual reality (VR)* experiences that enable middle and high school students, as well as adults in transition, to experience a day-in-the-life of potential careers. The NC Chamber Foundation will work with partners in our schools and community colleges to provide these VR tools to more effectively introduce students and parents to vocational possibilities.

### Providing the Voice of Leadership

As the beneficiaries of strong school systems, community colleges, universities and workforce training programs, businesses have a clear understanding of the strengths and weaknesses of education in North Carolina. Incentivized to engage and encourage excellence, the business community must serve as a **convener** and thoughtful voice in an often contentious arena. The NC Chamber Foundation will serve as a **convener, collaborator** and leader in that effort.