



February 2022

February SBE Update

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OFFICE OF THE STATE SUPERINTENDENT
North Carolina Department of Public Instruction

Superintendent Catherine Truitt State Board of Education Report

February 3, 2022

The Year of the Workforce



The Year of the Workforce: Why?

- Pandemic has accelerated the need to align K-12 with workforce requirements.
- Our work to address pandemic effects on our education system cannot come at the expense of other meaningful initiatives like this one.
- We must renew our focus on workforce development in the K-12 system.
- [National jobs reports](#) show us that hundreds of thousands of jobs are added to the market each month that often go unfilled. NC is not immune.
- Begs the question: How are we solving for this problem?



What we've learned?

- **Effect:** The future of work is here and now. Workforce needs are changing but are we adapting?
- **Trends:** New problems exacerbated by the pandemic and expressing urgency
 - The great resignation and labor participation rates trend toward a shrinking talent pipeline
 - The micro-credentials needed to compliment traditional degree paths
 - The effect of automation and AI driving changes, especially for lower wage job sectors
 - [Hechinger Report](#) (1/2022): “Another million adults ‘have stepped off the path to the middle class’”
- **Focus:**
 - How is K-12 preparing students for the post-secondary plans of their choice?

What we're seeing: *Numbers*

- North Carolina has a growing need for talent:
 - The fastest-growing jobs require a postsecondary degree or nondegree credential. ([2020 ENS](#))
 - The growth of jobs requiring a nondegree credential or postsecondary degree is projected to outpace total job growth. ([2020 ENS](#))
 - 2 of 3 of jobs in our state require education after high school, yet less than half of North Carolinians have the level of education required ([mFNC](#)).
 - Individuals with a credential or college degree make as much as 2-3 times more than someone with a high school diploma or with less within 15 years of graduation ([mFNC](#)).



What we're seeing: *Takeaways*

- We know that both a college degree AND non-degree credentials are key levers to economic mobility.
- Durable skills and additional educational attainment are vital to employers and continued economic/job growth
 - We need to ensure students are consistently introduced to and experience career pathways during their K-12 journey.
- Better alignment between the education system and top NC job sectors will lead to increased employability and student success post-graduation.



DPI's Approach:

Laying the Framework Throughout 2021

- Understanding what we are doing right: CTE and CIHS
- Observing national, state and regional workforce trends to identify gaps in our state's workforce/education alignment and work to fill them
- Visiting with districts in our state to see career exploration and student leadership firsthand
 - Halifax, Charlotte, McDowell, Burke, Surry, Brunswick DVV's
- Listening to superintendents, teachers, principals and students to help shape this Workforce strategy.
- **Finally:** cross-walking the goals with economic development, business and post-secondary school leaders to be sure we were on the right track



The Four Workforce Goals

Goal 1: Prepare the future workforce with the skills and experiences required to be successful productive citizens, providing a robust talent pipeline that powers the State's economic development efforts.

Goal 2: Ensure that all students have *access to post-secondary pathways* that align with growing, high wage careers that meet local, regional, and/or statewide industry demand for talent.

Goal 3: Assist all students and parents in making informed plans and decisions about future education and career opportunities.

Goal 4: Ensure that all students *engage in career exploration and real-world learning activities* throughout the K-12 journey.



Preparing North Carolina Students for Post-secondary Success:

Future focused. Career ready.



Developing a talent pipeline for a stronger North Carolina



GOAL 1

Prepare our future workforce with the skills and experiences required to be successful, productive citizens, providing a robust talent pipeline that powers the State's economic development efforts.



GOAL 2

Ensure that all students have access to post-secondary pathways that align with growing, high wage careers and meet local, regional, and/or statewide industry demand for talent.



GOAL 3

Assist all students and parents in making informed plans and decisions about future education and career opportunities.



GOAL 4

Ensure that all students engage in career exploration and real-world learning activities throughout their K-12 journey.



Launching the Goals: *Event Kickoff*

How K-12 Education Fuels NC's Competitive Success



Gary Salamido
President and CEO
NC Chamber of Commerce



Catherine Truitt,
State Superintendent of Public Instruction
NC Department of Public Instruction



Mebane Rash, Moderator
CEO and Editor-in-Chief
EdNC

Workforce Webinar
11 a.m., Jan. 26, 2022

NC Chamber

 North Carolina Department of
PUBLIC INSTRUCTION

EdNC



How K-12 Education Fuels NC's Competitive Success

- Joint Webinar with the NC Chamber of Commerce
 - Over 515+ registrations
 - School District involvement via CTE Directors: Chatham and Cabarrus
 - Hosted by EdNC's President + CEO Mebane Rash
- Thoughtful questions, like:
 - “Is there a business case for companies investing time and resources by offering more internships and work-based learning opportunities?”
 - “Can you provide 2-3 examples of companies who are out front of this career/K-12 education issue? 2-3 examples of school districts in NC closely linked to regional/local business?”
- Open Q&A at the end:
 - Fielded questions from registrants and media



Takeaways from the Event Kickoff

- Discussions on:
 - key partners to engage with to expose students to learn about career pathways, help students earn college credit, and existing business/education partnerships
 - [NC Careers.org](https://www.nccareers.org)
 - [College and Career Promise](https://www.collegeandcareerpromise.org)
 - [NC Business Committee for Education](https://www.ncbusinesscommittee.org)
 - the type of skills we should emphasize most in our K-12 classrooms and the benefit of durable skills in the workforce
 - Portrait of a Graduate
 - The work underway to align students with career opportunities
 - North Carolina school districts and charters offering Career Accelerators this summer, helping students build both technical and durable skill sets (OLR- ESSER II- PRC 177)



The Workforce Website

- Showcases why alignment with the workforce is a primary focus for 2022
- [Website](#) includes
 - Video
 - PDF
 - DPI links: CTE, CCP, CIHS
 - Resources including partner agencies
- Launched in January
- More to come...

Future Focused, Career Ready



#NowWhat: Portrait of a Graduate

- **Goal:** better define the skills students need for success after high school while creating a foundation for a competency-based accountability system
- A vendor is facilitating community stakeholder discussions throughout all eight state education regions.
 - The regionally held focus groups will help capture regional differences for the development of a statewide model.
- The focus group discussions will be scheduled over the next several months and will involve a variety of stakeholders:
 - Business owners, superintendents, church and community representatives, higher-education leaders, school administrators, parents, educators, and students



Accountability
& Testing



#NowWhat:

Reforming the School Accountability Model

- As part of COVID transition and recovery efforts, we will seek to change our current system of school accountability + student testing.
- The factors currently used to determine school ratings fail to paint a complete or accurate picture of school success.
 - The current factors used focus too heavily on individual student performance vs. overall student growth.
- By modifying the current system to include multiple measures, we can better reflect how schools are working to enact change and improve overall success.



#NowWhat

- January = Kickoff Month
 - Debuted the goals
 - Launched a website
- Next:
 - Public opportunities in the coming weeks to continue elevating this conversation around K-12 and workforce.
 - Engaging CTE Directors at upcoming Annual Conference
 - Portrait of a Graduate to determine key durable skills and mindsets required for the future of work
 - Survey to CTE Administrators, Superintendents, Principals and PIOs to solicit feedback on workforce/K12 alignment



Questions?

