



Impact Report

40th Anniversary Edition



2023

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Letter from the Governor



STATE OF NORTH CAROLINA OFFICE OF THE GOVERNOR

ROY COOPER
GOVERNOR

December 7, 2023

Dear NCBCE Members:

Congratulations on 40 years of strategic leadership to champion our public schools!

Since its founding by Governor Hunt, NCBCE has worked to nurture and strengthen North Carolina's future workforce. Uniquely positioned as a non-profit operating out of the Office of the Governor, NCBCE is at the forefront of helping the business community partner with educators and public schools across the state.

NCBCE members continue to support our educators and provide opportunities for our students, just as they've done for four decades. NCBCE members know that their future employees are today's students and it is critical for them to work with our schools to develop that talent.

Today, NCBCE is helping lead innovative workforce development strategies in some of our most important fields including clean energy, early childhood education, and agriculture. I commend the current NCBCE team and members for their relentless push to expand work-based learning opportunities for students and educators.

Earlier this year, North Carolina was once again selected as the number one state for business. To maintain our economic competitiveness, we must ensure public schools have the resources they need to prepare students for the jobs of today and tomorrow. NCBCE members are critical to keeping our public schools strong.

Thank you for your continued support and I hope you enjoy celebrating 40 years of great work.

With kind regards, I am

Very truly yours,

A handwritten signature in black ink that reads "Roy Cooper".

Roy Cooper

Our Mission

The **North Carolina Business Committee for Education (NCBCE)** works to make the critical connection between North Carolina employers and the NC education systems through work-based learning.

What We Do

Provide work-based learning opportunities for students across the state.

Through our numerous initiatives, we help students gain knowledge and hands-on experience in various industries.

Support NC teachers with high-quality and innovative professional development.

Help NC businesses engage with students and educators.

Students are often not aware of local job industries, where they can learn more about them, or how to ready themselves to be a part of them. Businesses don't always know how to engage with or have access to local talent. With NCBCE as a connector, businesses and school systems work together, leading to more community awareness and engagement.

Support NC businesses to create their talent pipeline.

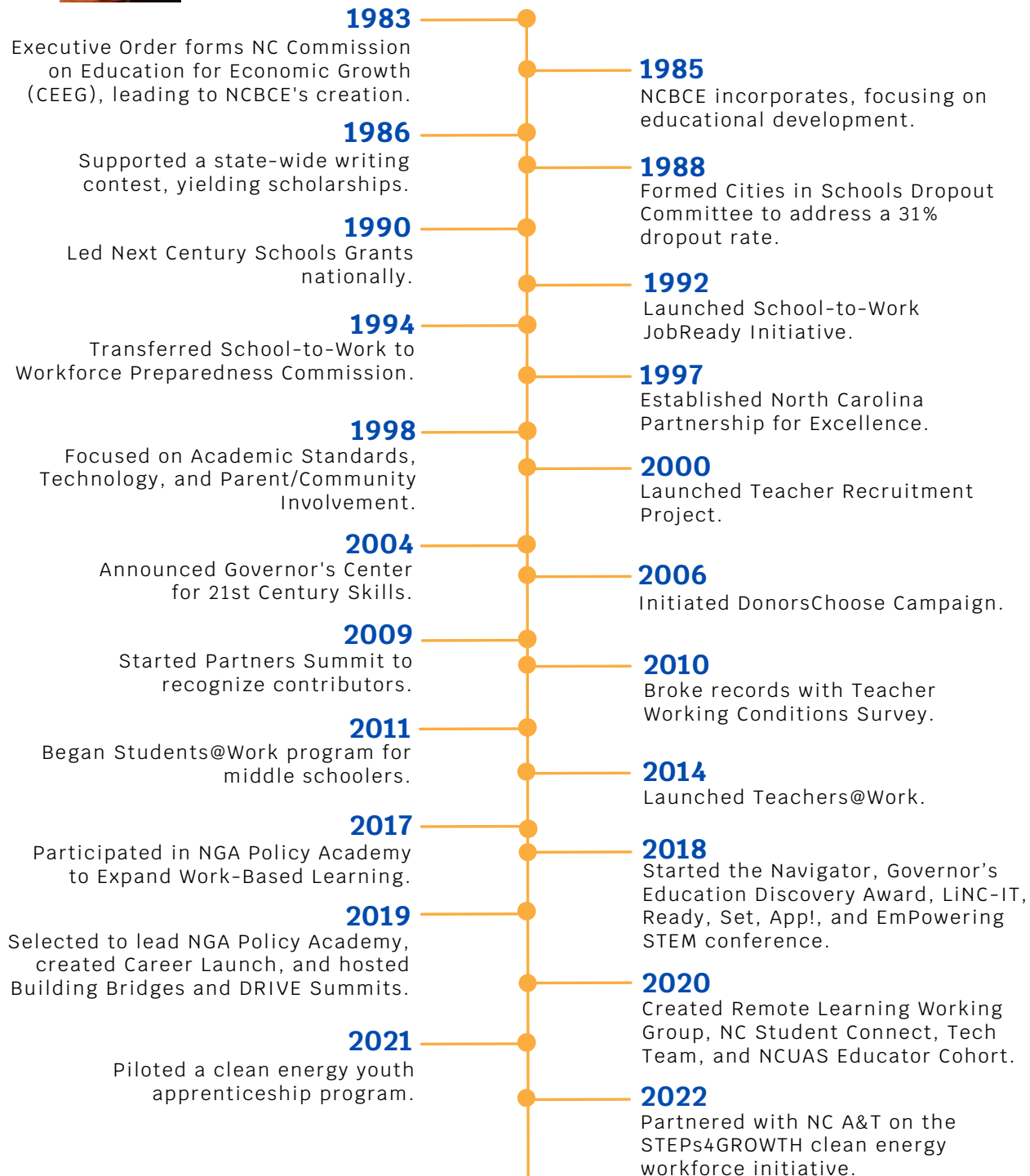
By engaging with local students, organizations can connect with youth who have an interest in their industry, creating a sustainable talent pipeline through programs like apprenticeships and internships.

NCBCE' 40-Year History



"Education is the foundation for all we do in life; it shapes who we are and what we aspire to be. Creativity fuels innovation, and it's what all states should strive to instill in the next generations."

—Jim Hunt



2023

Continue to make a critical impact across North Carolina with Building Bright Futures, Southeastern Education & Economic Development (SEED), Partnership for the Advancement of Youth Apprenticeships (PAYA) Policy Academy, EVeryone Moving Forward, and LiNC-IT youth apprenticeship.

NCBCE Leadership

Throughout the Years

	Executive Directors	Board Chairs
Governor Jim Hunt 1977-1985	NCBCE Established 1983-1986	Graeme M. Keith <i>BarclaysAmerican</i> , 1986-1987
Governor Jim Martin 1985-1993	George Kahdy 1986-1993	Howard Haworth <i>Haworth Group</i> , 1987-1988
Governor Jim Hunt 1993-2001	Thomas J. Williams, Jr. 1993-2001	Thomas D'Alonzo <i>Glaxo</i> 1988-1993
Governor Mike Easley 2001-2009	Joel Harper 2001-2005	J. Billie Ray, Jr. <i>BellSouth NC</i> 1993-2001
Governor Bev Perdue 2009-2013	Tricia Willoughby 2005-2013	Krista Tillman <i>NC Public Schools</i> 2001-2005
Governor Pat McCrory 2013-2017	Susan Breckenridge 2013-2017	Bill McAulay <i>Dominion Energy</i> , 2005-2007
Governor Roy Cooper 2017- Present	Caroline Sullivan 2017-Present	Mary Linda Andrews <i>GlaxoSmithKline</i> , 2007-2009
		Albert Eckel <i>Corning, Inc.</i> 2009-2012
		Dale Whitworth <i>Golden Corral</i> , 2011-2012
		André Peek <i>IBM</i> , 2012-2015
		Bo Somers <i>Duke Energy</i> , 2015-2017
		Albert Eckel <i>Eckel & Vaughn</i> , 2017-2019
		Ann Ashley <i>Biltmore</i> , 2019-2020
		Lilyn Hester <i>Google</i> , 2020-2023
		Leslie Walden <i>Fidelity Investments</i> , 2023

NCBCE Today: Supporting Work-Based Learning



NC Apprenticeships in Early Childhood

Bringing together government, education, and industry partners, NCBCE's **Building Bright Futures** is helping to rebuild and grow NC's vital child care workforce through early childhood education apprenticeships.

@NCBCEBBF



"I have been able to hire young, enthusiastic staff ready to begin a career without the stress of college tuition and other costs, instilling a solid foundation for this generation of educators." - *Heather Fidler, Director, Partners in Learning*

88

ORGANIZATIONS

193

APPRENTICES &
PRE-APPRENTICES

42+

COUNTIES SERVED

- Wages
- Mentoring
- Training
- Professional Development
- Career Awareness
- Materials & Supplies
- Technology
- Transportation & Wraparound Services

NC Career Launch is a multi-system initiative to provide students with work-based learning and education or credential attainment to prepare them for the workforce.



NCBCE works with partners to expand these programs, launching innovative pilots that provide unique opportunities for students and a pipeline of future team members for employers.



NCBCE Today: Supporting Work-Based Learning



LiNC-IT (Linking North Carolina with Innovative Talent) addresses the high unemployment rate (86%) of individuals with autism spectrum disorder (ASD) and employers' need for educated, loyal, and detail-oriented workers.

"The LiNC-IT program has established North Carolina as an example of best practices as it relates to the development and support of neurodiverse individuals, while helping employers gain more access to qualified talent."

- Toya Crichlow, Dept. of Commerce

LiNC-IT provides job coaching for participants and their managers to support success. To date, this program has had over 100 participants and 43 employer partners, with more than 85% of interns getting full-time employment.



"Most of society would like to count me out, but LiNC-IT stepped up and counted me in. Because of this program, I have a job and can support myself. Because of this partnership, my story has changed."

-LiNC-IT Participant



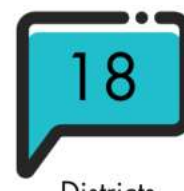
ready, set, app!

an NCBCE initiative sponsored by Lenovo

The **Ready, Set, App!** Competition is a statewide initiative that challenges NC high school students to create a mobile app to address a problem in their school or community.



Students
Participated
in 2023



Districts
Represented
in 2023



"I not only learned to create an app, but the in-depth experience of taking a community problem, coming up with a solution, and implementing it has definitely strengthened my creativity and confidence."

-Siddharth, RSA Intern

Ready, Set, App! focuses on three primary pillars: mobile app development, professional and personal development, and interpersonal and soft skills development. This competition also seeks to expand and diversify the STEM industry by providing opportunities and resources to students across the state.

NCBCE Today: Supporting Work-Based Learning



SOUTHEASTERN EDUCATION & ECONOMIC DEVELOPMENT

“Our goal is to develop the next generation of leaders through supporting education in our communities, and the SEED program is a great way to help these students jump-start their early career development.” -Steve Evans, VP of Community Development for Smithfield Foods

Southeastern Education and Economic Development (SEED) is focused on growing the advanced manufacturing and agriculture workforce through work-based learning and apprenticeships. SEED will begin its focus with pathways in Industrial Systems and Mechatronics, two industries in high demand in southeastern North Carolina, and expand to include more career pathways each year.



STEPS4GROWTH works with employers to train students and adults to fill well-paying jobs in energy efficiency, renewable energy, clean vehicles, and grid & resiliency.

STEPS4GROWTH is a comprehensive clean energy workforce development project funded by a grant from the US Department of Commerce. It is led by NC A&T State University, with support from NCBCE and other partners.



“With the apprenticeship, it’s just the perfect blend of on-the-job training and also classroom instruction. So we get theoretical also with the practical, and that really helps you kind of keep your lessons in your head, because everything I learned in the class, I can directly apply to what I was doing at work.”

-Chad Robinson, Training Specialist, Siemens Energy



NCBCE Today: Supporting Work-Based Learning



Students@WorkSM, a career awareness program held by Gubernatorial Proclamation, introduces NC middle school students to businesses and careers. Students are hosted by employers (on-site or virtually) and learn about career pathways in real-world business environments.

270
Participating
Businesses



25,500
Participating
Students



"Being able to secure an internship with STEP through the Students@Work program has been instrumental in my journey towards success. I am forever grateful for this program, which provides aspiring professionals like me with invaluable opportunities." -Areina Harris

Career Awareness is a critical first step in adding relevancy to academics and positioning students to successfully navigate career pathways. Many students are unaware of the multitude of careers available within their state, and Students@Work helps bridge this gap.



Learn how to
adopt a Tech Team today!



27

Districts to date

619

Students to date

"The students are doing a wonderful job. They are learning so much and the teachers love the extra help from the student tech team members. I am so impressed at how fast they are learning."

-Robin Wilson, NC Teacher

The **NC Student Connect Tech Team** is a comprehensive framework for North Carolina schools and districts to access resources for starting, implementing, and scaling a student technology support desk. Since its launch in 2020, twenty-seven pilot districts have developed programs to support Tech Team programs, which give students valuable work-based learning and credential attainment.



NCBCE Today: Supporting NC Educators

Professional development is critical to supporting educators. ***The Governor's Educator Discovery Award*** recognizes exemplary and innovative teachers and provides them with a monetary stipend of \$1,000 to cover the costs associated with their selected professional development opportunities.



Governor's Educator Discovery Award



17

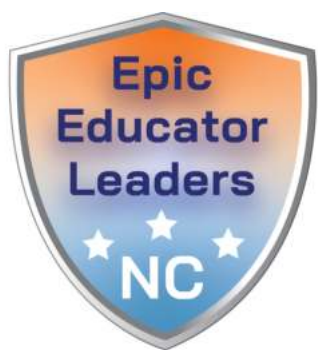
2023 WINNERS

46

RECIPIENTS TO
DATE

“Teachers are the most important factor in improving student success in our public schools. We want to give them more ways to get the training and professional development they need to connect their classroom to future career opportunities for their students.”

— GOVERNOR ROY COOPER



The ***North Carolina Epic Educator Leaders (NC EELs)*** program equipped educators with advanced skills in animation and 3-D modeling. Educators explored Twinmotion, Unreal Engine, and Fortnite Creative, getting hands-on experience with building 3-D worlds. These skills can be used in various industries from game design to architecture.

With their newfound knowledge, teachers are able to turn students from gaming enthusiasts into creators and producers, fostering engagement and education in the classroom. NC EELs is a transformative pipeline for educators and students alike, bridging the gap between consumption and creation.

83

Educators
Participated

20

Hours of
Professional
Development



NCBCE Today: Supporting NC Educators

Teachers@Work, a collaboration between NCBCE and the North Carolina Department of Public Instruction, offers educators statewide immersive, hands-on experiences in local businesses, non-profits, and state entities.



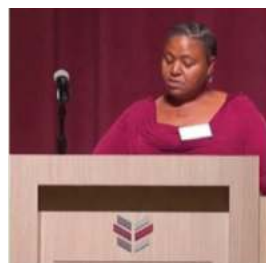
"This opportunity gave me knowledge about the multiple pathways that students have for their future that are growing strong in our communities. Now I will be an advocate for many diverse careers." -LaTonya Eley



11
Teacher Externs

8
Hosting Employers

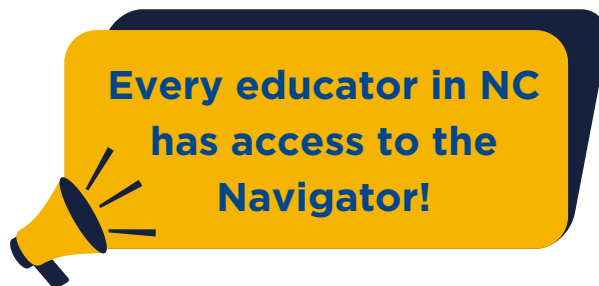
1,200
Students Impacted



The **Navigator**, developed in partnership with Fidelity Investments, is an online marketplace that brings together employers, educators, and workforce development communities.

"The Navigator is a resource for state-wide connections between business professionals in a vast array of industries. I have found guest speakers and off-site learning experiences for students. Making connections between curriculum and the larger world of careers is made easy with the Navigator." - Wendy Gressett, Moore Square Magnet Middle School

Whether it is through activities that enable students and job seekers to learn about work (e.g., guest speakers), learn through work (e.g., career competitions), or learn for work (e.g., apprenticeships), this platform makes accessing work-based learning easy, consistent, and scalable.



193
Career Spotlights Posted

1,313
Resources Posted

309
Businesses

NCBCE: Providing Thought Leadership



Work-based learning has the power to improve the trajectory of students, businesses, and the future of our entire state. That's why it's so important North Carolinians get involved in experiences that connect learners with real-world career opportunities.

The **Experience More** site provides toolkits, information, examples, and strategies to support work-based learning.



Since 2017, NCBCE has been leading the state's efforts to expand, pilot, and promote work-based learning, and to provide technical assistance to employers and local education and workforce partners.



Surry-Yadkin Works Playbook

A Regional Cross-Sector Approach to Driving Your Future Workforce



NCBCE partnered with the NC Department of Commerce, Office of the Governor, Jobs for the Future, and myFutureNC to create the **Surry-Yadkin Works Playbook**. Others will be able to learn more about and implement this successful model for work-based learning, credential attainment, and employer engagement in their own communities.



"Today was an inspirational reminder that intentional planning with educational partners, businesses, and students can produce unbelievable results that change lives."

- Crystal Folger-Hawks
Surry-Yadkin Works Director



Board Members 2023



Invest • Inspire • Innovate

**Andrew
Benton**

Smith Anderson Law Firm

**Creighton
Blackwell**

Coastal Credit Union

**Geoffrey
Coltrane**

Office of the Governor

**Hillary
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Atrium Health

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**Indira
Everett**

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**Lilyn
Hester**

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**Milanka
Muecke**

Lenovo

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NC Business Committee for Education

**Will
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**Leslie
Walden**

Fidelity Investments

**Mike
Walker**

AT&T

**Cornel
van der Watt**

Caterpillar, Inc.

**Julia
Wright**

Dominion Energy

**Teross
Young**

Ahold Delhaize USA

**Emily
Ziegler**

UNC Health

NCBCE Executive Committee 2023

Leslie Walden, Fidelity Investments, Chair

Julia Wright, Dominion Energy, Vice Chair

Cornel van der Watt, Caterpillar, Inc., Treasurer

Albert Eckel, Eckel & Vaughn

Emily Ziegler, UNC Health

Lilyn Hester, Google, Immediate Past Chair

Current NCBCE Staff

**Caroline
Sullivan**

Executive Director

**Morgan
Crawford**

Deputy Director

**Morgan
Ford**

Program Director - Building Bright Futures

**Emma
Friesen**

Program Assistant - LINC-IT & STEP54GROWTH

**Brianna
Green**

Project Manager

**Lindley
Hille**

Data Manager - Building Bright Futures

**Christina
Hutchinson**

Data Manager - Building Bright Futures

**Bryer
Jewell**

Web Support Intern

**Megan
Johnson**

Program Manager - Building Bright Futures

**Emily
McNeill**

Communications & Marketing Manager

**Kathy
Miles**

Program Manager

**Holly
Obermiller**

Communications & Marketing Intern

**Adam
Pence**

Reconciliation & Data Specialist

**Joanne
Sullivan**

Program Manager - STEP54GROWTH

**Ciera
Tucker**

Program Manager

Thank You Sponsors!



Actions Speak Louder



NCBCE: Participants Speak

"To date, five of our student interns have been hired either full-time or part-time by our IT Department."

- Scotland County Schools



My best Tech Team interns have often been the mid-level student who has been overlooked. Working with this program gives them a spot to do well and to feel proud of themselves."

- Beaufort County Schools

"The SEED initiative and the youth apprenticeship program has almost unlimited potential to help all of us to move forward in achieving our essential purpose and our essential mission."

-Brent Williams, Lenoir County Schools



"While I've not only learned immense leadership skills in planning and designing an app, but also mentoring teams throughout the app development process, I've also learned how to collaborate with other students and my own team members to solve a problem in our community."



- Pranathi Gorty, RSA Intern

"Building Bright Futures has been a great resource for the Charlotte Bilingual Preschool. Our apprentices have enjoyed the education and exposure to early childhood education the quarterly field trips have provided, and, of course, counting on financial support for our apprenticeship program is what has given the Charlotte Bilingual Preschool confidence to employ four additional apprentices starting in January of 2024."

-Jennifer De La Jara, Workforce Development Director
Charlotte Bilingual Preschool



"Not only has this award helped me prepare my students for future careers in the field of sustainable energy and electrification, but it has also helped build a framework for future decision-making in an uncertain climate-driven world...One of the best parts of teaching is being able to follow your passion and create and innovate in the classroom. The Governor's Discovery Award is the door you step through to make that happen."

- Denise Weinhoeft Renfro
Douglas Byrd High School
Cumberland



"We have no regrets; we've kept everybody we've hired. Our LiNC-IT participants have enriched our company, so I think it was good for everybody."

- Jack Nestor, Technical Editorial



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Fidelity Investments
100 New Millenium Way
Durham, NC

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