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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,

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.
“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

1983 Executive Order forms NC Commission on Education for Economic Growth (CEEG), leading to NCBCE’s creation.

1986 Supported a state-wide writing contest, yielding scholarships.

1990 Led Next Century Schools Grants nationally.


2004 Announced Governor’s Center for 21st Century Skills.

2009 Started Partners Summit to recognize contributors.

2011 Began Students@Work program for middle schools.

2017 Participated in NGA Policy Academy to Expand Work-Based Learning.

2019 Selected to lead NGA Policy Academy, created Career Launch, and hosted Building Bridges and DRIVE Summits.

2021 Piloted a clean energy youth apprenticeship program.

2006 Initiated DonorsChoose Campaign.

2010 Broke records with Teacher Working Conditions Survey.

2014 Launched Teachers@Work.

2017 Started the Navigator, Governor’s Education Discovery Award, LiNC-IT, Ready, Set, Appl, and EmPowering STEM conference.

2022 Partnered with NC A&T on the STEPs4GROWTH clean energy workforce initiative.

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

<table>
<thead>
<tr>
<th>Governor</th>
<th>Duration</th>
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<tbody>
<tr>
<td>Jim Hunt</td>
<td>1977-1985</td>
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<td>Jim Martin</td>
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<td>Jim Hunt</td>
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<td>Mike Easley</td>
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<td>Bev Perdue</td>
<td>2009-2013</td>
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<td>Pat McCrory</td>
<td>2013-2017</td>
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<td>Roy Cooper</td>
<td>2017- Present</td>
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### Board Chairs

| Graeme M. Keith   | BarclaysAmerican, 1986-1987 |
| Howard Haworth    | Haworth Group, 1987-1988    |
| Thomas D’Alonzo   | Glaxo, 1988-1993            |
| Krista Tillman    | NC Public Schools, 2001-2005|
| Bill McAulay      | Dominion Energy, 2005-2007  |
| Mary Linda Andrews| GlaxoSmithKline, 2007-2009 |
| Albert Eckel      | Corning, Inc. 2009-2012     |
| Dale Whitworth    | Golden Corral, 2011-2012    |
| André Peek        | IBM, 2012-2015             |
| Albert Eckel      | Eckel & Vaughn, 2017-2019  |
| Ann Ashley        | Biltmore, 2019-2020         |
| Lilyn Hester      | Google, 2020-2023           |
| Leslie Walden     | Fidelity Investments, 2023  |
NCBCE Today: Supporting Work-Based Learning

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

NC Apprenticeships in Early Childhood

“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+ COUNTRIES SERVED

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.
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.

“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

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.

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

**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.

“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! 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.

“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

**NCBCE Today: Supporting Work-Based Learning**

43 Employers to date
110 Participants to date

250+ Students Participated in 2023
18 Districts Represented in 2023
“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.

NC A&T STATE UNIVERSITY

STEPS4GROWTH

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

“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
Students@Work℠, 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.

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.

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.

“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

“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

NCBCE Today: Supporting Work-Based Learning
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.

“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.
**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**

**Navigator**

Real-world learning for real-life success

“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

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

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.

**Every educator in NC has access to the Navigator!**

- **1,313 Resources Posted**
- **309 Businesses**
- **193 Career Spotlights Posted**

NCBCE Today: Supporting NC Educators
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

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.

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.
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 & STEPs4GROWTH
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 - STEPs4GROWTH
Ciera Tucker, Program Manager

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Thank You Sponsors!

Fidelity Investments

Google

Dominion Energy

Actions Speak Louder

DUKE ENERGY

SECU

AT&T

iNCBCE

Invest • Inspire • Innovate
NCBCE: Participants Speak

“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

“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

“No only have I 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
North Carolina Business Committee for Education (NCBCE)
Impact Report
40th Anniversary Edition

Prepared for the NCBCE Annual Meeting
December 7, 2023
Fidelity Investments
100 New Millennium Way
Durham, NC

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