

# 2024 Impact Report



Invest • Inspire • Innovate

**A Salute to Governor Cooper**



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# Our Mission



The **North Carolina Business Committee for Education (NCBCE)** works to make the critical connection between North Carolina employers and 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 valuable hands-on work experience.

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

Equipping teachers with opportunities to carry out the latest in instructional strategies, research-based techniques, and best practices results in more effective and engaging classrooms.

**Help NC businesses engage with students and educators.**

Connecting the business community with classrooms of local talent is at the core of NCBCE's work. When businesses and school systems collaborate and take advantage of the opportunities within their own community, its effects lead to a stronger workforce and economy.

**Support NC businesses to build their talent pipeline.**

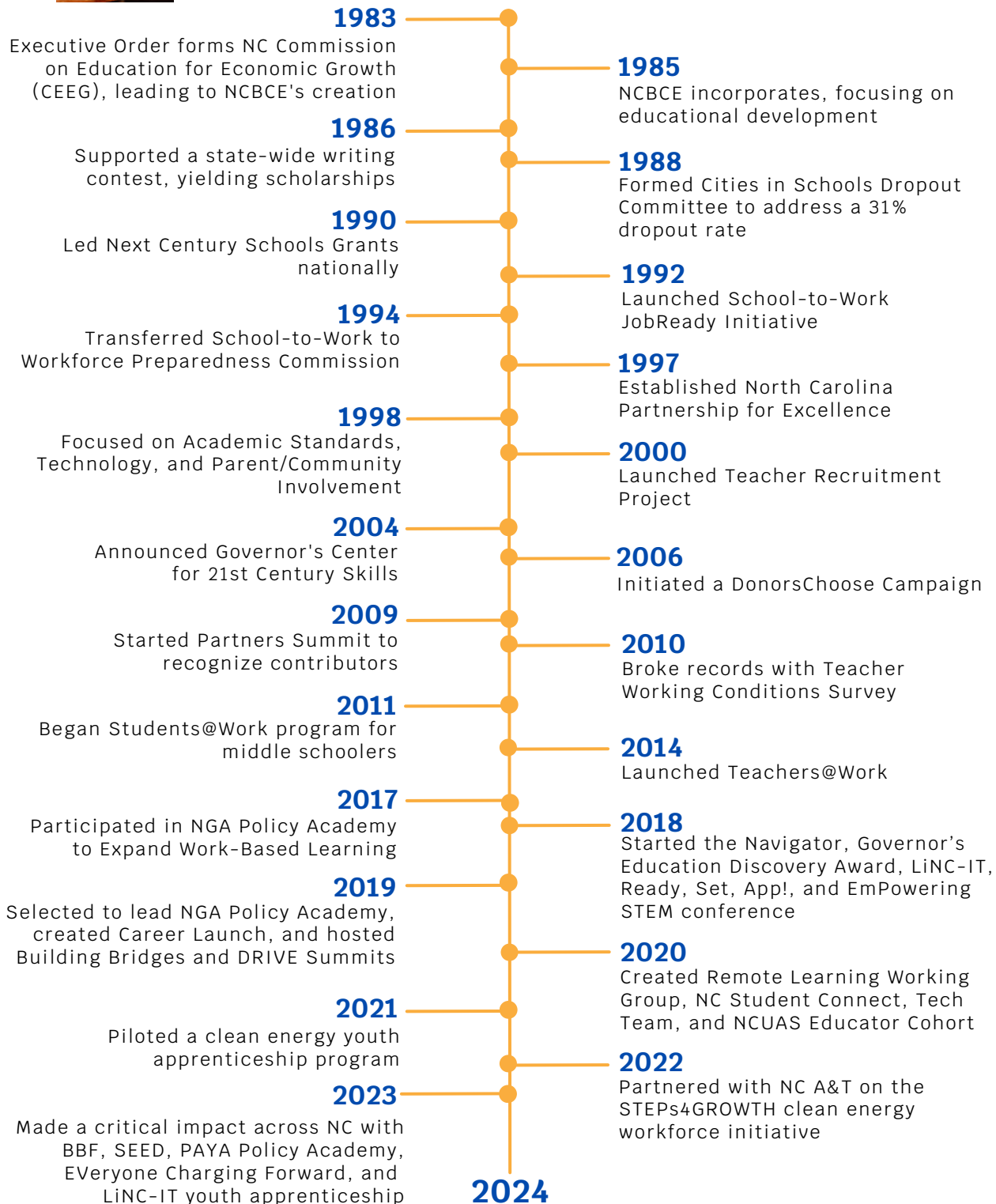
By engaging with local students, organizations can connect with youth who have an interest in their industry, creating a sustainable talent pipeline through programs like registered apprenticeships and internships.

# NCBCE's 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



The U.S. Department of Labor awarded NCBCE funding to expand NC Career Launch and develop a statewide pre-apprenticeship system for high school students. NCBCE hosted the first SEED program and LiNC-IT camps for high schoolers.

# NCBCE Leadership

## Throughout the Years



### Executive Directors

### Board Chairs

<b>Governor Jim Hunt</b> 1977-1985	<b>NCBCE Established</b> 1983-1986	
<b>Governor Jim Martin</b> 1985-1993	<b>George Kahdy</b> 1986-1993	<b>Graeme M. Keith</b> <i>BarclaysAmerican</i> , 1986-1987
<b>Governor Jim Hunt</b> 1993-2001	<b>Thomas J. Williams, Jr.</b> 1993-2001	<b>Howard Haworth</b> <i>Haworth Group</i> , 1987-1988
<b>Governor Mike Easley</b> 2001-2009	<b>Joel Harper</b> 2001-2005	<b>Thomas D'Alonzo</b> <i>Glaxo</i> 1988-1993
<b>Governor Bev Perdue</b> 2009-2013	<b>Tricia Willoughby</b> 2005-2013	<b>J. Billie Ray, Jr.</b> <i>BellSouth NC</i> 1993-2001
<b>Governor Pat McCrory</b> 2013-2017	<b>Susan Breckenridge</b> 2013-2017	<b>Krista Tillman</b> <i>NC Public Schools</i> 2001-2005
<b>Governor Roy Cooper</b> 2017- Present	<b>Caroline Sullivan</b> 2017-Present	<b>Bill McAulay</b> <i>Dominion Energy</i> , 2005-2007
		<b>Mary Linda Andrews</b> <i>GlaxoSmithKline</i> , 2007-2009
		<b>Albert Eckel</b> <i>Corning, Inc.</i> 2009-2012
		<b>Dale Whitworth</b> <i>Golden Corral</i> , 2011-2012
		<b>André Peek</b> <i>IBM</i> , 2012-2015
		<b>Bo Somers</b> <i>Duke Energy</i> , 2015-2017
		<b>Albert Eckel</b> <i>Eckel &amp; Vaughn</i> , 2017-2019
		<b>Ann Ashley</b> <i>Biltmore</i> , 2019-2020
		<b>Lilyn Hester</b> <i>Google</i> , 2020-2023
		<b>Leslie Walden</b> <i>Fidelity Investments</i> , 2022-Present

# 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 registered early childhood education pre-apprenticeships and apprenticeships.

@NCBCEBBF



"The support of Building Bright Futures has allowed us to give our budding educators the attention, access, and motivations they need to go to school and dive deeper into the profession with confidence. We believe programs that focus on removing barriers for apprentices and empowering our teacher-leaders to become mentors is growing our school culture and individual teachers in the best ways!"

– Corrie Price, Director  
*Evolve Early Learning Center in Asheville*

- Wages
- Mentor Support Program and Stipends
- Enrichment Activities
- Materials & Supplies
- Wraparound Services

189

PARTICIPATING ORGANIZATIONS

400

APPRENTICES & PRE-APPRENTICES

66

COUNTIES SERVED

**Career Launch** programs are designed to increase statewide postsecondary credential attainment and connect students to high-demand jobs through youth pre-apprenticeships. The programs focus on high school youth, putting students on the path to a career with growth and a living wage. Programs have paid, supervised work blended with aligned classroom instruction, resulting in an industry-recognized credential or college credit. This program has served as a launching pad for NCBCE's newly expanded NC Career Launch program.



# NCBCE Today: Supporting Work-Based Learning

The Digital Ambassadors Program empowers high school students to lead digital literacy workshops for underserved and rural communities, focusing on older adults. Through hands-on training, Ambassadors help participants learn essential digital skills, such as internet navigation, email use, and online safety. This program promotes digital inclusion, enhances access to technology, and builds participant confidence. Additionally, Ambassadors gain valuable experience in the tech sector, developing skills that support future careers.



**8 Teams**

**7 Counties**

**40 Student Participants**

“

It has been a great opportunity to learn different skills which include communication skills, professional skills, build self-confidence, and organization. Digital Ambassadors gives us a new perspective [when it comes] to educating elderly people. It might be a simple thing [to us], but we are able to practice patience with them.”



“Our intern brought new skills and approaches that allowed them to contribute meaningfully to numerous policy initiatives, and as a manager, I received excellent training through the UNC TEACCH Autism Program that better prepared me to support our intern.”

- Dr. Andrea DeSantis

**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.

**59**

Organizations to Date

**129**

Experiences to Date

**362**

Clients in the Talent Pipeline to Date



Youth Pre-Apprenticeships for Autistic Students  
Unlocking Potential, Shaping Success

This program offers autistic high school students a platform for career development. Participants gain industry-recognized credentials, hands-on work-based learning, and insights into local industries.



**3 Camps**

**23 Campers**

# NCBCE Today: Supporting Work-Based Learning



## 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.

372

Students  
Participated  
in 2024

26

Districts  
Represented  
in 2024



**“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.



SOUTHEASTERN EDUCATION & ECONOMIC DEVELOPMENT

**“Apprenticeships are important because a lot of people don't have the opportunity to get an education and make money at the same time. They give you the chance to go to school, earn money, and open many doors for you.”**

*-Nicholas Brown, SEED Student*

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



**35** Students  
Participated  
in 2024



**7** Counties  
Represented  
in 2024





# NCBCE Today: Supporting Work-Based Learning



## Everyone Charging Forward



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

"In my opinion, I feel better learning hands-on than just watching it happen and trying to process it on my own. I feel like when I do it hands-on, I can understand it better since I'm the one doing it."

- *Corynne Martinez-Franco, Nash Community College, S4G Youth Pre-Apprentice*



## 2024 STATS

**5** EV Sectoral Partnership Meetings (Charlotte, Raleigh, Winston-Salem)

**50+** Attendees per Meeting

**200+** Employer and Industry partners

**EVSE Technician Pilot Course** (June 2024)

**6** Weeks of Class

**9** Graduates



**Students@Work<sup>SM</sup>**, 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  
To Date



**25,500**  
Participating  
Students  
To Date

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.

# 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



**10**  
2024 WINNERS

**51**  
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.”

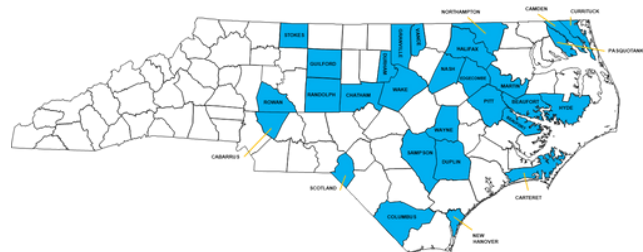
— GOVERNOR ROY COOPER

## TECH TEAM NC STUDENT CONNECT

**33** Districts to date

**754** Students to date

Learn how to  
adopt a Tech Team today!



“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

**NC Student Connect Tech Team** is an initiative for North Carolina schools and districts to access resources for starting, implementing, and scaling a student technology support desk. Since its launch in 2020, 33 pilot districts have developed programs to support a Tech Team within their schools, giving students valuable work-based learning and credential attainment.



# 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*



12

2024 Teacher Externs

9

2024 Hosting Employers



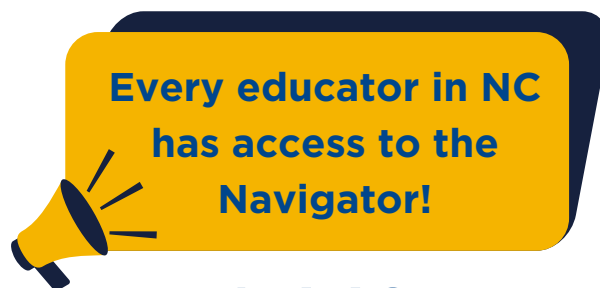
## Navigator™

Real-world learning for real-life success

The **Navigator**, is an online marketplace that brings together employers, educators, and workforce development communities.

“The Navigator is a resource for statewide 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 in Raleigh*

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.



**310** Career Spotlights posted to date

**1,448** Resources posted to date

**361** Businesses participating to date

# NC Career Launch

## PREPARE FOR TAKEOFF!

## EARN AND LEARN STARTING IN HIGH SCHOOL



In 2024, the U.S. Department of Labor awarded NCBCE funding to develop and scale a statewide youth pre-apprenticeship system for high school students. In collaboration with both national and statewide stakeholders, NCBCE's North Carolina Career Launch (NCCL) will put students on the path to careers with growth and a living wage. These youth pre-apprenticeship programs will have paid, supervised work blended with aligned classroom instruction, resulting in an industry-recognized credential or college credit.

# Board Members 2024

- **Andrew Benton** - Smith Anderson Law
- **Creighton Blackwell** - Coastal Credit Union
- **Jena Collins** - Apple
- **Geoffrey Coltrane** - Office of the Governor
- **Hillary Crittendon** - Atrium Health
- **Albert Eckel** - Eckel & Vaughan
- **Steve Evans** - Smithfield Foods
- **Indira Everett** - Duke Energy
- **Sarah Gaskill** - Fujifilm
- **Erica Henderson** - GSK
- **Lilyn Hester** - Google
- **Mike Hogan** - Siemens
- **Suzie Koonce** - Wells Fargo
- **Chris Maslin** - Biltmore
- **Adri Maisonet-Morales** - Blue Cross Blue Shield of NC
- **Milanka Muecke** - Lenovo
- **Steve McGlothlin** - Gerber Collision
- **Nicole Ramsdell** - Belk
- **Will Sutton** - Truist
- **Rebecca Quinn-Wolf** - PNC
- **Cornel van der Watt** - Caterpillar
- **Leslie Walden** - Fidelity
- **Mike Walker** - AT&T
- **Clarence Williams** - Dell
- **Julia Wright** - Enbridge Gas North Carolina
- **Teross Young** - Food Lion
- **Emily Ziegler** - UNC Health

## NCBCE Executive Committee

**Leslie Walden**, *Fidelity Investments*, Chair

**Julia Wright**, *Enbridge Gas NC*, Vice Chair

**Cornel van der Watt**, *Caterpillar*, Treasurer

**Lilyn Hester**, *Google*, Immediate Past Chair

**Albert Eckel**, *Eckel & Vaughan*

**Emily Ziegler**, *UNC Health*

# NCBCE Staff

**Caroline Sullivan** - Executive Director

**Morgan Crawford** - Deputy Director

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- **Lilly Fine** - Communications & Marketing Intern
- **Morgan Ford** - Program Director, Building Bright Futures
- **Emma Friesen** - Program Coordinator, LiNC-IT
- **Lindley Hille** - Data Manager, Building Bright Futures
- **Christina Hutchinson** - Data Manager, Building Bright Futures
- **Bryer Jewell** - Web Support
- **Megan Johnson** - Program Manager, Building Bright Futures
- **Emily McNeill** - Communications & Marketing Manager
- **Sofia Meyer** - Communications & Marketing Intern
- **Kathy Miles** - Program Manager, LiNC-IT
- **Dominique Ormond** - NC State University Kenan Fellow
- **Joanne Sullivan** - Program Manager, STEPs4GROWTH
- **Ciera Tucker** - Program Manager, SEED, RSA & GEDA

# 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*



SOUTHEASTERN EDUCATION & ECONOMIC DEVELOPMENT

“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*



“We are immensely grateful for the unwavering support Building Bright Futures has provided in helping us grow our team and shape the next generation of educators at A Safe Place. Their dedication to excellence and commitment to empowering future educators have been instrumental in creating a nurturing, inspiring environment for our staff and children alike. Through their guidance and resources, we've been able to foster meaningful professional development and enhance our ability to make a positive, lasting impact on young learners.”

- *Charmaine Winston*

*Program Administrator*

*A Safe Place, Raleigh*



“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 Weinhoft Renfro*

*Douglas Byrd High School*

*Cumberland County*



“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*



***Thank you to our event sponsor!***



**North Carolina Business Committee for Education (NCBCE)  
2024 Impact Report**

Prepared for the NCBCE Annual Meeting  
November 21, 2024  
RTI International

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