

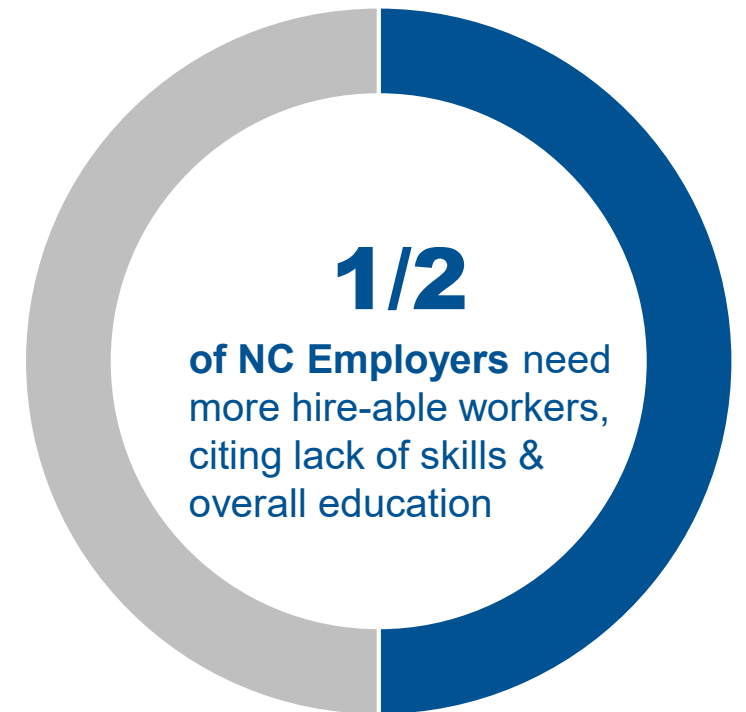
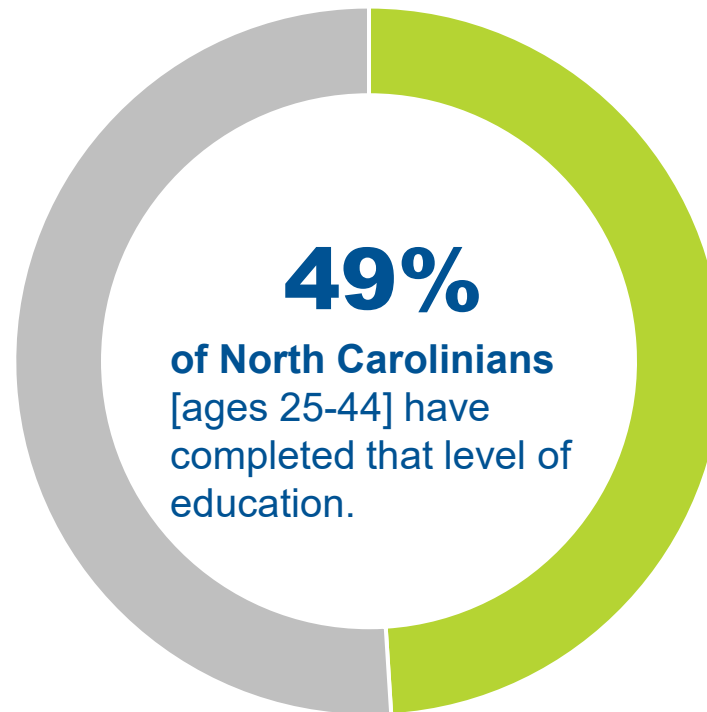
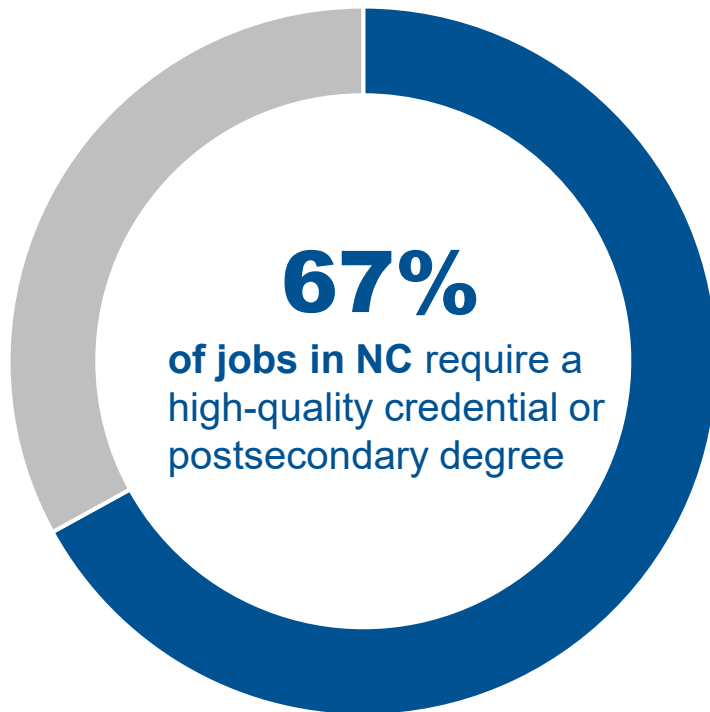
*my*FUTURENC

Leadership North Carolina

December 3, 2020

North Carolina's Skills Gap Problem

Projected growth in NC occupations requiring a postsecondary credential or above is expected to outpace growth in occupations requiring only a High School degree by 2x between 2018 and 2028.



House Bill 664

To ensure that the State remains economically competitive,
the State shall ensure that by the year 2030:

2 MILLION

**25- to 44-year-olds will have completed a high-quality
credential or postsecondary degree**

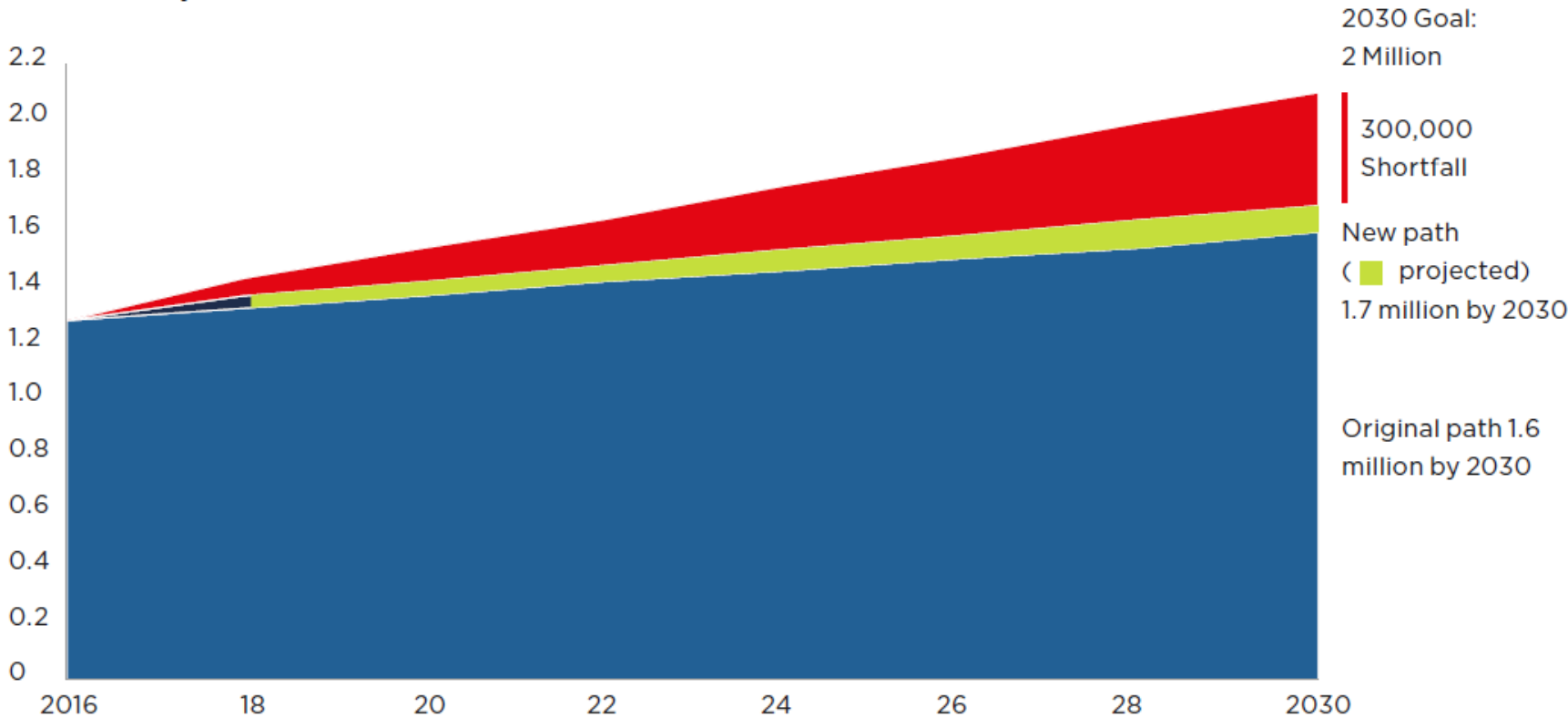


Measuring Our Progress

Updated projections indicate that North Carolina's new projected path puts the state 300,000 short of the 2 million by 2030 target

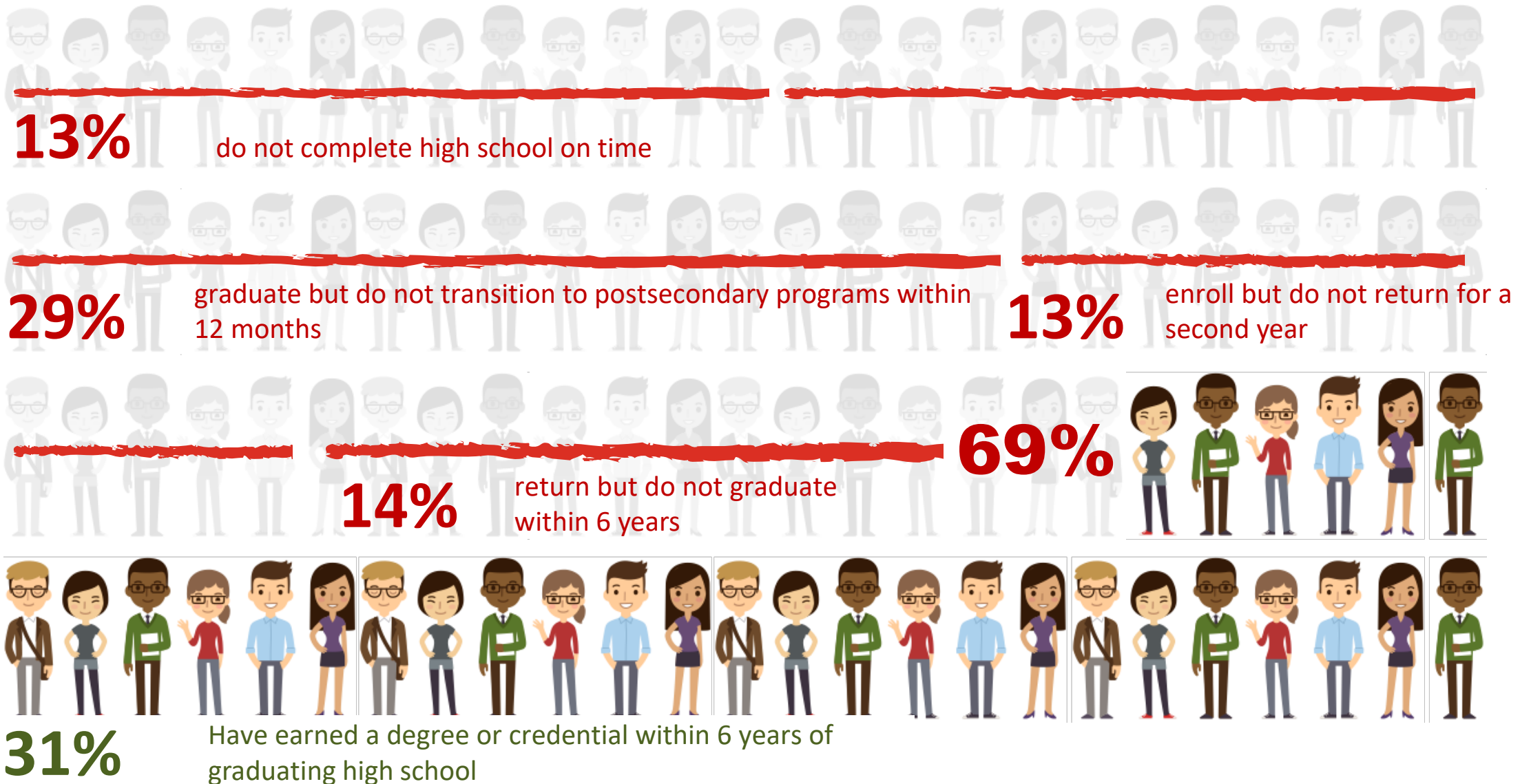
Progress Against the Deficit of Postsecondary Credentials in North Carolina

Postsecondary credentials in North Carolina (millions)



Pictured: East Bladen High School

THE PROBLEM: A LEAKY EDUCATION PIPELINE



myFutureNC Board of Directors

myFutureNC is governed by a **cross-sector** board of directors composed of North Carolina education sector heads as well as business, philanthropic, legislative and executive branch leadership.

| | |
|----------------------|-----------------------|
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| Vice-Chair: | Peter Hans |
| Secretary-Treasurer: | MC Belk Pilon |
| President & CEO: | Cecilia Holden |



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Senate President Pro Tem
Phil Berger's Designee



Kathryn Black
Major Markets
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Interim President of the
NC Community College
System



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President & CEO,
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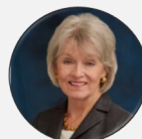
Eric Davis
NC State Board of
Education Chair



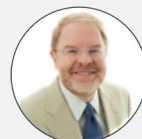
Representative
John Fraley
House Speaker Tim
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Ann Goodnight
Senior Director of
Community
Relations, SAS



Peter Hans
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Vice Chancellor for External
Affairs, Partnerships, and
Economic Development,
NC State University



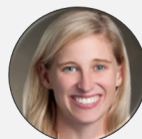
A. Dale Jenkins
Chief Executive
Officer, Curi



Mark Johnson
State Superintendent



David Mounts
Chairman and Chief
Executive Officer,
Inmar



MC Belk Pilon
President and Board
Chair, John M. Belk
Endowment



Gary Salamido, MS
President and CEO,
NC Chamber



Anna Spangler Nelson
Chairman,
Spangler Companies

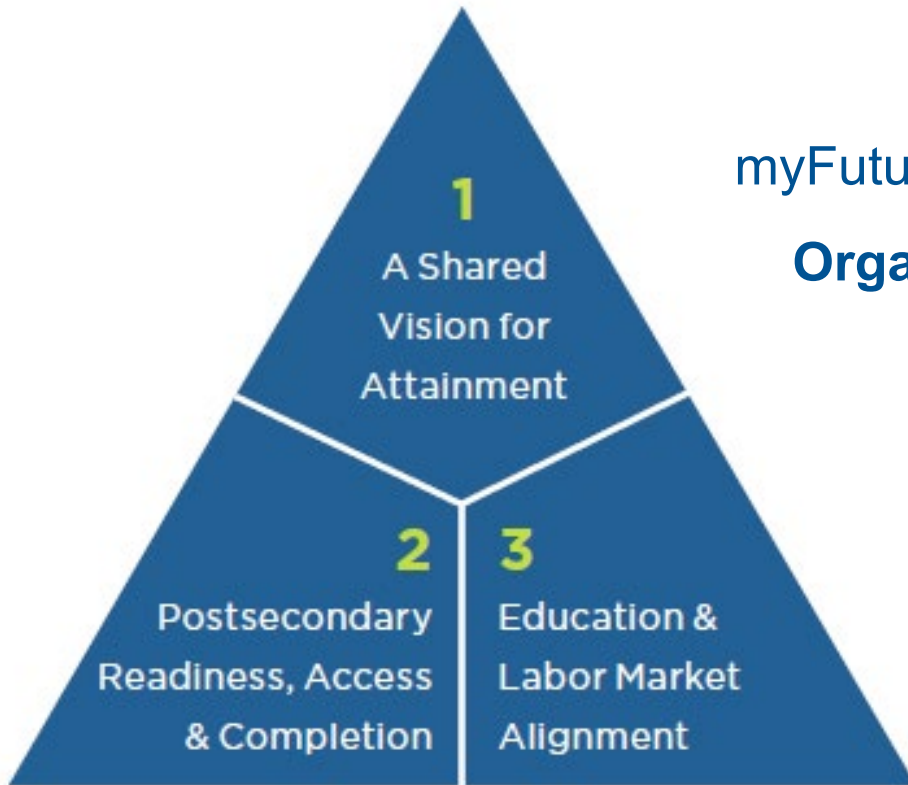


Dr. A. Hope Williams
President, NC
Independent Colleges
and Universities

Funders



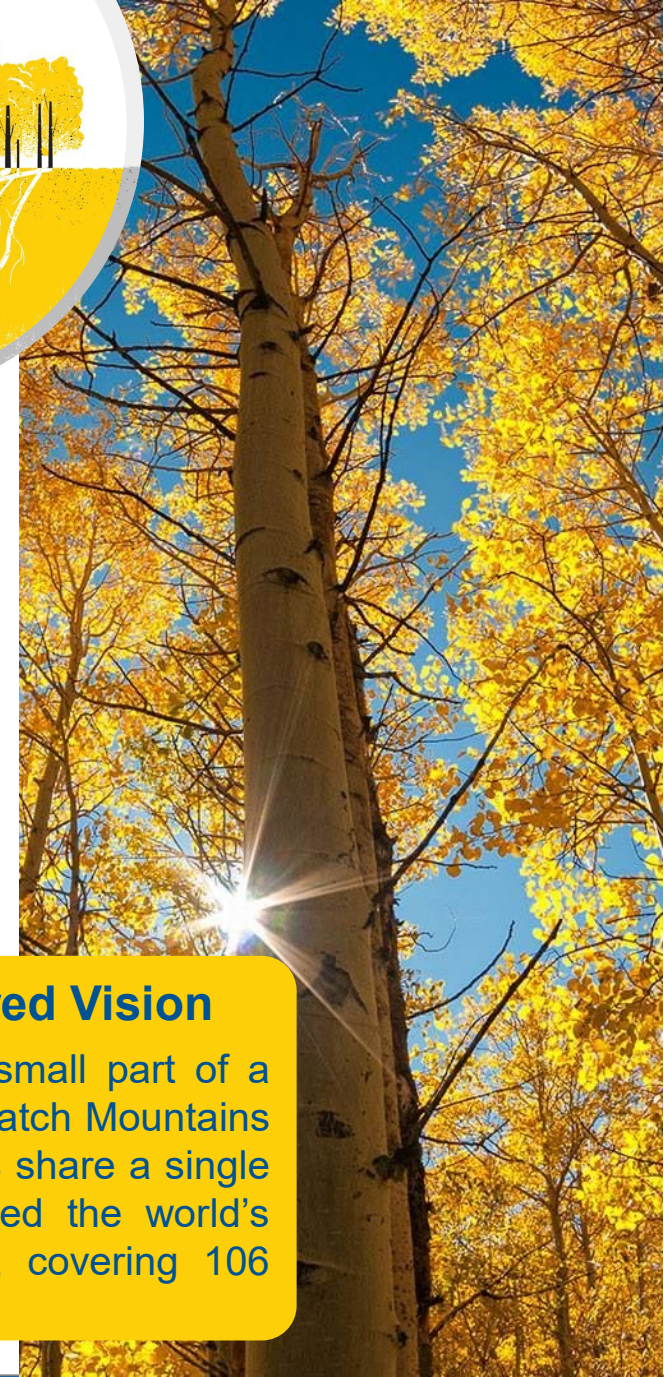
Supporting North Carolina's Attainment Goal



myFutureNC Strategic Plan Organizational Goals

The Value of A Shared Vision

One aspen tree is only a small part of a larger organism. In the Wasatch Mountains of Utah, 47,000 aspen trees share a single root system. It is considered the world's largest organism by mass, covering 106 acres.



Efforts to Date

A Shared Vision for Attainment

- Cross-Sector Convenings & Engagement
- State-Level Attainment Dashboard
- 100 County Attainment Profiles

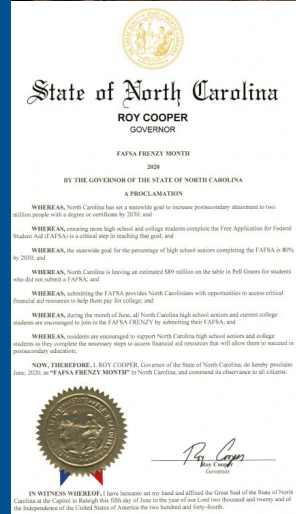
Postsecondary Readiness, Access & Completion

- FAFSA Campaign

Education & Labor Market Alignment

- Credentials of Value

Members of the North Carolina A&T State University drumline assist myFutureNC with a drumbeat for the state's educational attainment goal in February 2020.



Governor's Proclamation and a green lit Capitol Building help support FAFSA Frenzy month in June 2020.

Policy Recommendations

Educational Attainment at North Carolina's Recovery Strategy

A SHARED VISION FOR EDUCATIONAL ATTAINMENT

Readiness

Access

Completion

Alignment

Broadband: Access, Affordability & Adoption

BROADBAND: Access to broadband is the foundation for success for all initiatives and outcomes related to postsecondary readiness, access, completion, and alignment.

READINESS: Increased commitment to Career & College Ready Graduates (S.L. 2015-241)

ACCESS: Increase awareness and access to advising on career and college pathways & federal financial aid

COMPLETION: Reform Public Need-Based Financial Aid Programs

ALIGNMENT: Define, standardize, and incentivize non-degree *NC Workforce Credentials* to align with in-demand living wage jobs

22% of North Carolina Households *do not have* broadband in the home.

55% or 396,000 North Carolina students in grades 3-8 *did not earn* a college and career ready score on the end-of-grade Reading exam.

36% or ~39,000 North Carolina high school seniors *did not complete* a FAFSA, leaving an estimated **\$89M** in federal Pell grants untapped by North Carolina students in 2019.

46% of students in North Carolina who enroll in a postsecondary institution within 12 months of high school graduation *do not complete* a degree or credential within 6 years.

50% of North Carolina employers report *difficulty* hiring qualified staff.

State Attainment Dashboard

NC Pre-K
Enrollment



College-and-
Career-Ready in
Reading



NAEP Fourth
Grade Reading



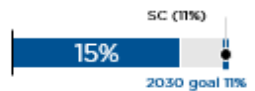
College-and-
Career-Ready in
Math



NAEP Eighth
Grade Math



Chronic
Absenteeism



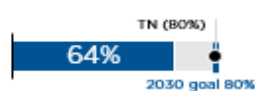
High School
Graduation Rate



ACT
Performance



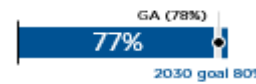
FAFSA
Completion Rate



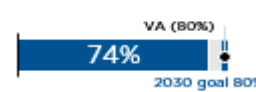
Postsecondary
Enrollment Rate



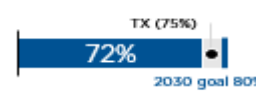
First-Year
Persistence Rate



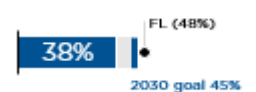
Postsecondary
Completion
Rate: 4yr Public



Postsecondary
Completion
Rate: 4yr Private



Postsecondary
Completion
Rate: 2yr Public



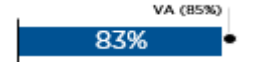
Labor Market
Alignment



Disconnected
Youth



Labor Force
Participation
Rate



Family-
Sustaining Wage



County Attainment Profiles

- Data unique to each of NC's 100 counties
- Highlights county and regional performance on key indicators
- Lists specific opportunities for improvement that will ultimately lead to increased attainment
- Facilitates decision-making on LOCAL priorities
- Uses data to identify three actionable opportunity areas to improve future attainment outcomes

Opportunities for Growth



FAFSA Completion

43% of Richmond County high school seniors complete the FAFSA, below the rural non-metro county average of 55%.



Postsecondary Completion

42% of Richmond County high school graduates who enroll in postsecondary earn a degree or credential within 6 years, below the rural non-metro county average of 49%.

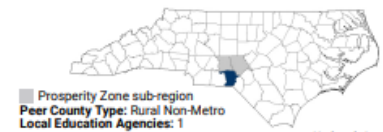


First-Year Persistence

68% of Richmond County high school graduates who enroll in postsecondary persist to their second year, below the rural non-metro county average of 73%.

Richmond County

NC goal: 2 million by 2030
2020 County Attainment Profile



Prosperity Zone sub-region
Peer County Type: Rural Non-Metro
Local Education Agencies: 1

Updated: Aug 12 2022

INTRODUCTION

From birth to career, there are many opportunities to develop strategies and interventions to increase attainment and improve workforce alignment. Below are some key areas and indicators that highlight where interventions may be possible to improve overall educational attainment outcomes.

Building the Foundation: Pre-K to 8

High-quality early learning and strong academic progress in early years helps prepare children for future success.

Richmond County has 14 public schools with performance grades. Of these schools, none were classified as low performing in 2019.

Ready for College & Career

High school completion is a crucial step on the pathway to postsecondary success or the beginnings of a career. Activities that prepare students to navigate the transition to postsecondary include gaining experience in college-level coursework and applying for financial assistance.

Postsecondary Access and Success

These metrics capture student progression and educational attainment from high school graduation to postsecondary completion. They indicate relative strengths and weaknesses of Richmond County at each stage of the postsecondary pipeline.

Richmond County has a student-to-school counselor ratio of 371:1.

Labor Market Outcomes

Lack of technical skills and lack of education are among the primary reasons why NC employers struggle to fill vacancies. These metrics capture labor market outcomes among recent graduates, the alignment between postsecondary degree production and labor market demand, and future job demands.

9.2% of teens ages 16-19 are not working and not in school versus 8.9% of peer counties.

Opportunities for Growth

Compared to rural non-metro counties and the state, these three areas represent the biggest opportunities for Richmond County to improve future attainment outcomes.

COUNTY OVERVIEW

Richmond County is in the Pinehurst-Rockingham Prosperity Zone sub-region. It's one of 50 rural non-metro counties in NC.

Overall, 4% of 25-44-year-olds in Richmond County have earned a master's degree or higher as their highest degree; 9% have a bachelor's degree; 11% have an associate degree; 26% have some college, no degree; 32% have a high school diploma; and 18% have less than a high school diploma.

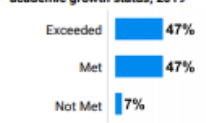
| | |
|---------------------------|----------|
| 2018 Population | 45,199 |
| 2030 Population | 44,123 |
| K-12 Students (2019) | |
| Traditional Schools | 7,045 |
| Charter/Private/Home | 679 |
| Median Household Income | \$38,514 |
| Child Poverty Rate | 31% |
| Households with Broadband | 70% |

How students in Richmond County traditional public schools are currently doing:

To meet state goals, Richmond County needs:

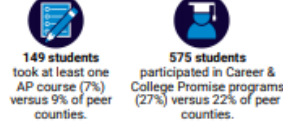
- 40 more eligible 4-year-olds enrolled in NC Pre-K program (goal: 75% vs. 64%).
- 1,143 more 3-8 graders earning college-and-career-ready scores (level 4 or 5) in reading (goal: 73% vs. 39%).
- 1,615 more 3-8 graders earning college-and-career-ready scores (level 4 or 5) in math (goal: 86% vs. 38%).

Percent of Richmond County schools by academic growth status, 2019



To meet state goals, Richmond County needs:

- 84 more 9th graders to graduate within four years (goal: 95% vs. 81%).
- 171 more seniors to complete the FAFSA (goal: 80% vs. 43%).
- 217 more students to attend school regularly (goal: 11% chronic absenteeism vs. 14%).

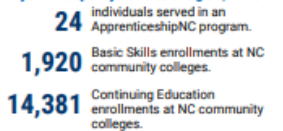


Students in Richmond County completed 411 Career & Technical Education concentrations in 2019. The top three CTE concentrations completed include Health Science; Hospitality & Tourism; and Business Management & Administration.

Among Richmond County high school graduates:

- 60% of graduates enroll in a postsecondary institution within 12 months versus 57% of peer counties.
- 68% of students who enroll persist to their second year versus 73% of peer counties.
- 42% of students who enroll earn a degree or credential within 6 years versus 49% of peer counties.

In your Prosperity Zone sub-region, 2018-19:



In your Prosperity Zone sub-region:

Public postsecondary institutions graduate 1,497 students per year. After 5 years, 72% of 2013 graduates were employed in NC, earning an annual average wage of \$32,460.

50% of postsecondary degrees and credentials conferred by regional institutions are aligned with labor market needs. The top gaps are: Health Science (above and below bachelor's); Education & Training (bachelor's); and Business Management & Administration (bachelor's).

There are 69,044 job openings projected between 2017-2026. The top 3 in demand jobs with median wages of \$50,000 or more are: 1) Registered Nurses; 2) General and Operations Managers; 3) Sales Representatives, Services, All Other.



FAFSA Completion

43% of Richmond County high school seniors complete the FAFSA, below the rural non-metro county average of 55%.



Postsecondary Completion

42% of Richmond County high school graduates who enroll in postsecondary earn a degree or credential within 6 years, below the rural non-metro county average of 49%.

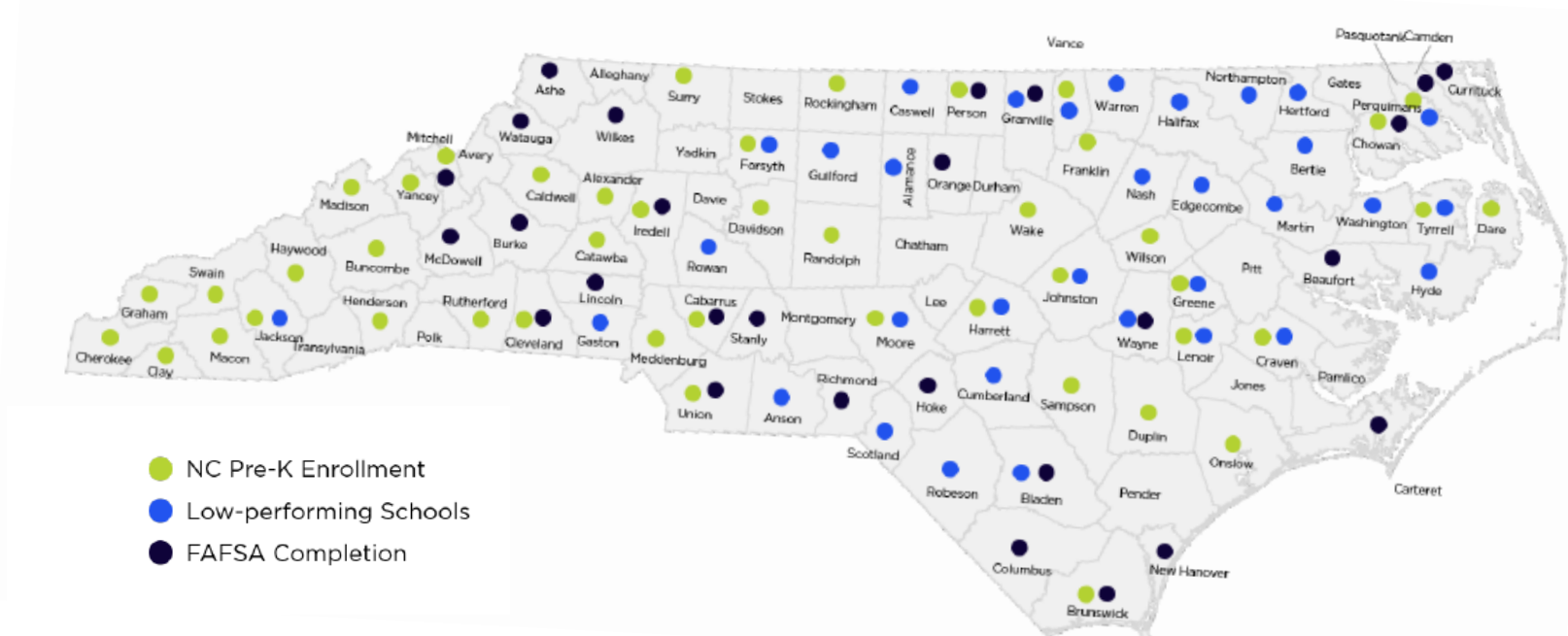


First-Year Persistence

68% of Richmond County high school graduates who enroll in postsecondary persist to their second year, below the rural non-metro county average of 73%.

List of Opportunities for Growth

1. NC Pre-K Enrollment
2. Low-Performing Schools
3. FAFSA Completion
4. College & Career-Ready in Math
5. Transition to Postsecondary
6. AP Participation
7. School Counselors
8. College & Career-Ready in Reading
9. Career & College Promise Enrollment
10. Disconnected Youth
11. Postsecondary Completion
12. Adult Learners
13. First-Year Persistence
14. Chronic Absenteeism
15. High School Graduation



FAFSA Campaign

36%

or 39,022 North Carolina high school seniors did not complete a FAFSA in 2019.

2.7%

or 1,553 fewer students in North Carolina had completed a FAFSA year-over-year at the start of the June Campaign.

80%



is our statewide goal for FAFSA completions by 2030.

Approximately 3,400 NC seniors completed their FAFSA in the month of June 2020.



North Carolina students left
\$89 Million

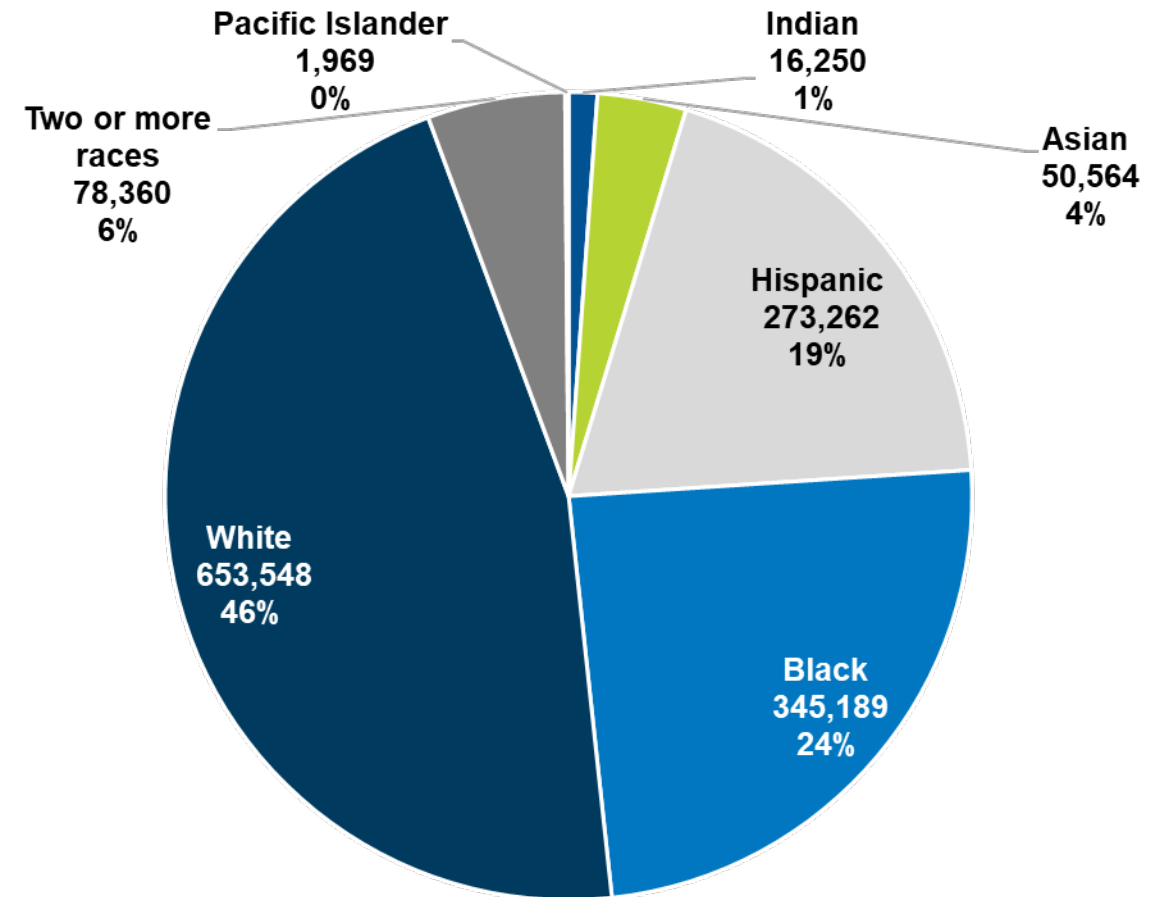
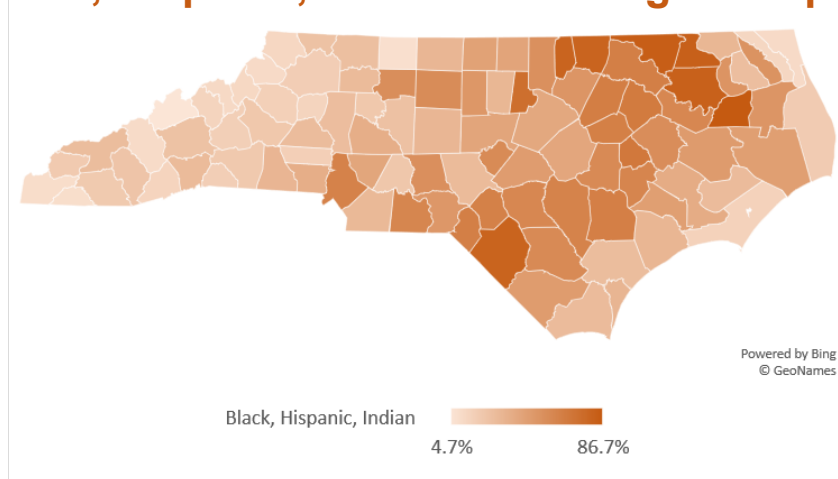
In Pell Grants on the table because they didn't file a FAFSA last year.



Race/Ethnic Composition of Students Enrolled in NC Public Schools (K-12)

44% of North Carolina Public School Students are Black, Hispanic or Indian

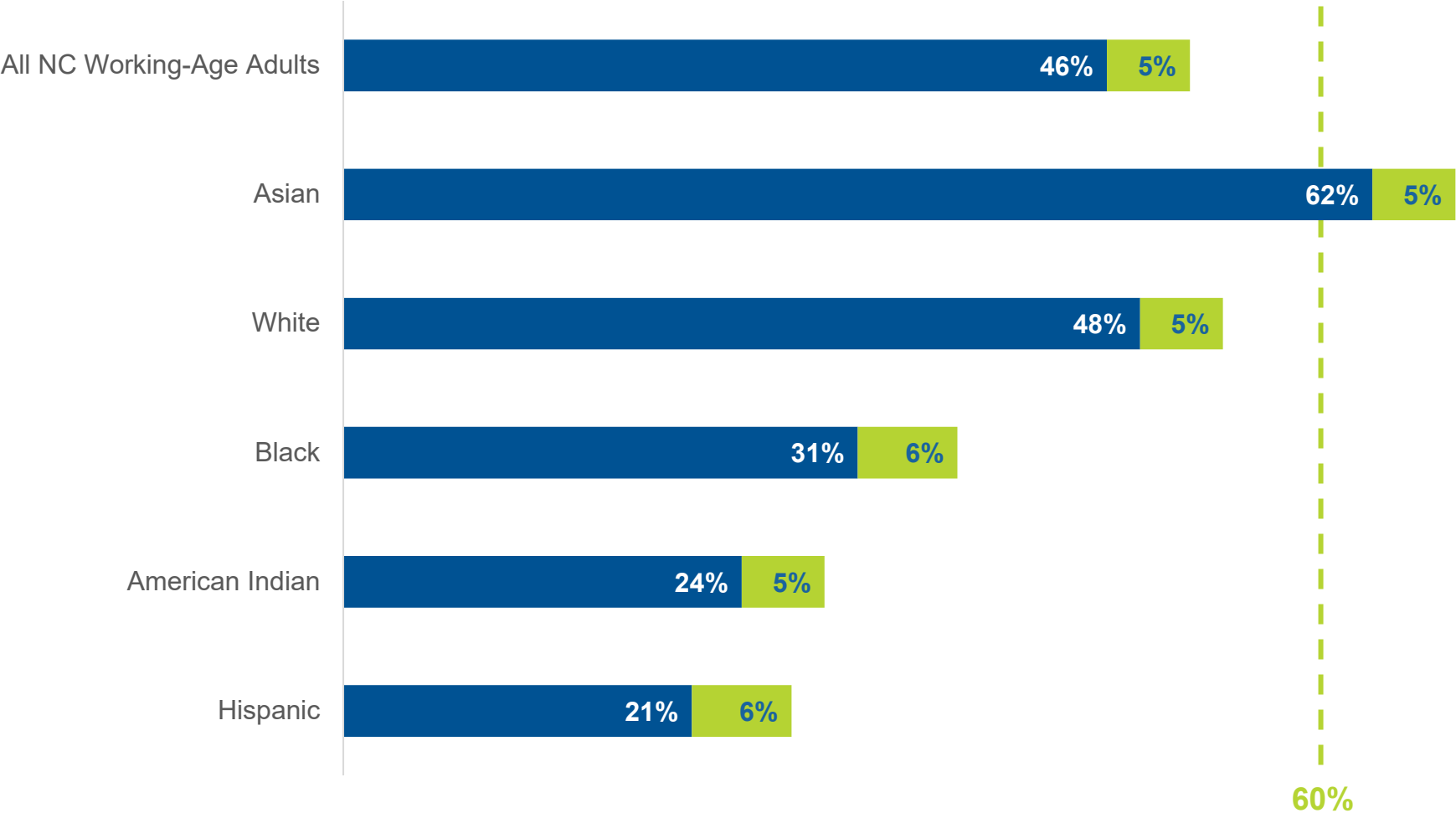
Black, Hispanic, Indian Percentage Composition



1,419,142 students enrolled in North Carolina Public Schools (K-12)

SHARE OF NORTH CAROLINA PRIME WORKING-AGE ADULTS (25-64)
WITH POSTSECONDARY EDUCATIONAL ATTAINMENT,
BY RACE/ETHNICITY (2016)

■ Associate's or higher ■ Certificate Estimate



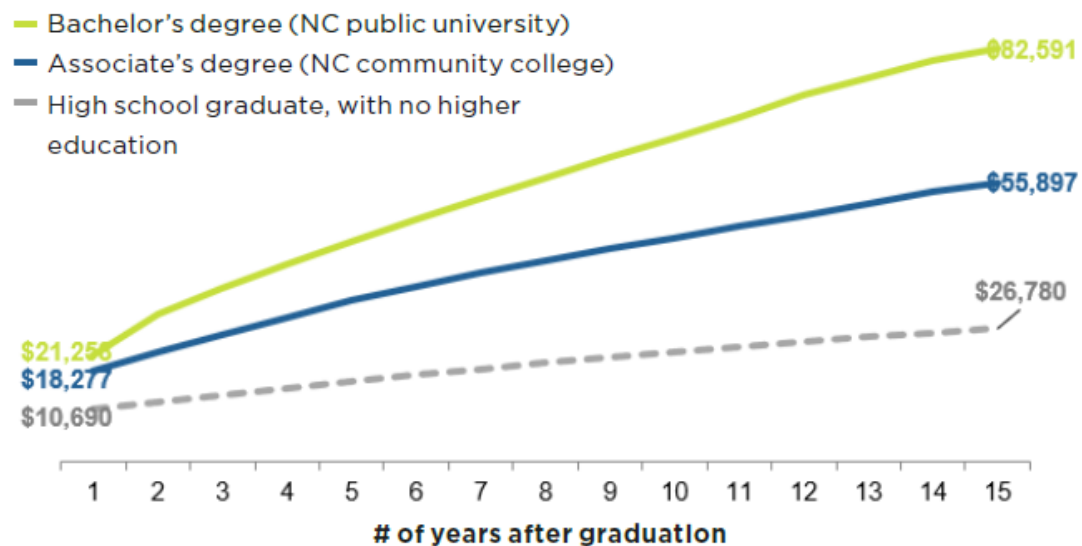
Source: Carolina Demography, myFutureNC, 2018, Slide 13.



The Value of Postsecondary Education

Degrees = Dollars: Higher Education is Associated with Higher Earnings

Projected median wage of workers in North Carolina, by educational attainment



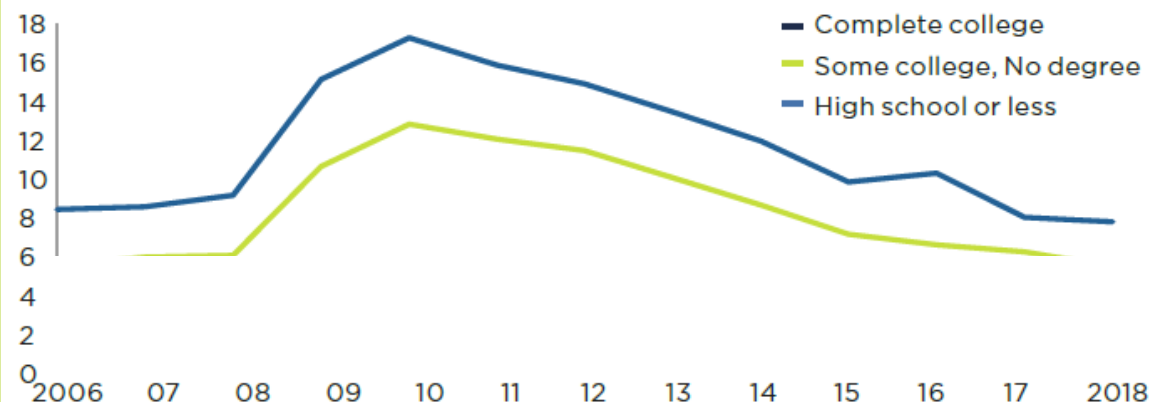
NC Department of Commerce, Labor & Economic Analysis Division (LEAD)
Source: analysis of data from the NC Common Follow-UP System (solid lines) and US Census Bureau

The education-employment gap widened during The Great Recession

North Carolinians ages 25-44 without any college education were more than 3.5x likely to be unemployed during The Great Recession than those with college degrees, (17.3% versus 5.6% in 2010 at the peak of the crisis)

Percent of unemployed North Carolinians ages 25-44, 2006 to 2018

Percent unemployed



Source: American Community Survey and IPUMS, 2006-19. People with postsecondary certificates but no associate or higher degree are classified as having "some college, no degree" in this figure and source data.

Key Takeaways

- NC's demographics are rapidly changing! To meet the state's 2 million by 2030 will require significant **focus on the underserved underrepresented populations. It's the right thing to do!**
- Educational attainment is the gateway to upward mobility and economic prosperity. It's the short-term **recovery strategy** and the long-term **resiliency plan** for NC's economy.

Call to Action

- Partner with K-12 to increase FAFSA completions
- Offer work-based learning opportunities: Earn & Learn
- Stand up or lift up local cross sector collaboratives
- Endorse the 2M by 2030 goal and partner with myFutureNC



