



WAKE TECH

COMMUNITY COLLEGE

College for the Real World

Preparing Ex-Offenders for Successful Workforce Entry

North Carolina Community College System Mission

The mission of the North Carolina Community College System is to open the door to high-quality, accessible educational opportunities that minimize barriers to post-secondary education, maximize student success, develop a globally and multi-culturally competent workforce, and improve the lives and well-being of individuals by providing:

North Carolina Community College System Mission

- Education, training and retraining for the workforce, including basic skills and literacy education, occupational and pre-baccalaureate programs.
- Support for economic development through services to and in partnership with business and industry and in collaboration with the University of North Carolina System and private colleges and universities.
- Services to communities and individuals which improve the quality of life.

Wake Technical Community College Mission

The mission of Wake Technical Community College is to help improve and enrich lives by meeting the lifelong educational, training, and service needs of its diverse community.

The College is committed to promoting individual success in the workplace and higher education and to promoting cultural, social, and economic development.

Wake Technical Community College Mission

In pursuit of its mission, this public two-year comprehensive postsecondary educational institution adheres to an open-door policy by offering quality accessible and affordable educational opportunities to all adults regardless of age, sex, socioeconomic status, ethnic origin, race, religion, or disability. To meet the needs of its community, the College focuses on providing support services, resources, community outreach, and partnerships; programs in basic skills development; vocational, technical, and occupational training; and college/university transfer preparation.

Job Forecast for Low Education/Low Skill Jobs

More than 40 percent of the net new jobs created in North Carolina during the next decade will require only short-term on-the-job training.

Source: The North Carolina Commission on Workforce Development

Job Forecast for Low Education/Low Skill Jobs

These jobs pay 60 percent of the state average and many do not require a high school diploma or equivalent.

Source: The North Carolina Commission on Workforce Development

Job Forecast for Low Education/Low Skill Jobs

Unfortunately, they are also less likely to offer full-time employment or job-related health insurance, pension, or other benefits.

Source: The North Carolina Commission on Workforce Development

Job Forecast for Low Education/Low Skill Jobs

North Carolinians who currently fill these positions are more likely to represent the working poor and encounter significant barriers to accessing opportunities for education, training, or support services that would help them to move into higher skilled, higher wage jobs.

Source: The North Carolina Commission on Workforce Development

Job Forecast for Low Education/Low Skill Jobs

Many companies in these industries rely on low-cost labor and are more susceptible either to the negative consequences of global competition, modest market shifts, or minimal upward pressures on wages.

Source: The North Carolina Commission on Workforce Development

Fastest Growing Industries in North Carolina

200 Fast Growing Industries in North Carolina

Source: The North Carolina Commission on Workforce Development

QUESTIONS TO THINK ABOUT...

What is one solution for the negative consequences of global competition, modest market shifts, or minimal upward pressures on wages?

QUESTIONS TO THINK ABOUT...

How do we encourage ex-offenders who enter low-wage industries to pursue training and certification while they work with the goal of qualifying for better jobs?

QUESTIONS TO THINK ABOUT...

How can we help ex-offenders fully understand the value of education?

QUESTIONS TO THINK ABOUT...

How can we help more ex-offenders to complete high school and Post-secondary educational degree programs?

Job Skills Assessment System

WorkKeys

- ✚ Workkeys is the leading job skills assessment system in the nation, measuring “real world” foundational skills that are critical to job success.
- ✚ These skills are valuable for any occupation – skilled or professional – and at any level of education.
- ✚ WorkKeys offers assessments, job analysis to identify skills required for jobs, and training to correct skill gaps.

Source: ACT

WorkKeys – Areas of Assessment

The abilities to learn, listen, communicate, work in teams, and solve problems are important assets for any worker, regardless of career choice. WorkKeys assessments measure these abilities in these areas:

Communication

- ➡ Business Writing
- ➡ Reading for Information
- ➡ Listening
- ➡ Writing

Problem Solving

- ➡ Applied Mathematics
- ➡ Locating Information
- ➡ Applied Technology
- ➡ Observation

Interpersonal Skills

- ➡ Teamwork

Personal Skills

- ➡ Performance
- ➡ Fit
- ➡ Talent

Source: ACT

WorkKeys – Job Analysis

- This component offers a concrete way for organizations to analyze the skills needed for specific jobs and to describe those needs to educators, students, and job applicants.
- By comparing job profile information with individuals' scores on the WorkKeys tests, organizations can make reliable decisions about hiring, training, and program development.

Source: ACT

WorkKeys – Training

WorkKeys enables educators, individuals, and employers to identify skill gaps and guide training decisions to improve WorkKeys scores when necessary.

Source: ACT

WorkKeys - Applications

- Educators (The NC Community College System) use WorkKeys to tailor development plans, certify workforce readiness, and guarantee diplomas.
- Employers use the system to determine hiring qualifications and training needs.
- Economic and workforce developers match employers with communities to ensure the best possible workforce.

Source: ACT

A Credential to Certify Worker Skills

North Carolina Career Readiness Certificate

- The Career Readiness Certificate is a portable credential that promotes career development and skill attainment for the individual, and confirms to employers that an individual possesses basic workplace skills in reading for information, applied math, and locating information – skills that most jobs require.
- Also gives the employer confirmation that the individual is capable of learning job specific skills.

Source: ACT

NC Career Readiness Certificate

A Multi-Level Approach:
Bronze, Silver and **Gold** Level Certificates

- **Bronze Level** – An individual achieving this level of certification possess core employability skills for approximately 30% of the jobs profiled by WorkKeys in these skills areas
- **Silver Level** – An individual achieving this level of certification possess core employability skills for approximately 65% of the jobs profiled by WorkKeys in these skills areas
- **Gold Level** – An individual achieving this level of certification possess core employability skills for approximately 85% of the jobs profiled by WorkKeys in these skills areas

Source: ACT

Basic Skills Services

ABE/GED

Did not complete high school and would like to earn a General Educational Development (**GED**) degree, or have completed high school, but need to improve their reading, writing, and/or math skills. (**ABE**)

The GED Online

Prefer to study (**GED-Online**) for the official GED exams from their home computer.

Basic Skills Services

Adult High School

Left high school with 5 or less credits left to take and would like to earn an Adult High School (**AHS**) degree.

Adult High School Online

Wish to earn an Adult High School (**AHS-Online**) degree and needs to complete three or fewer courses to earn a high school diploma.

Basic Skills Services

Compensatory Education - CED

For those who have special learning needs due to mental retardation. **(CED)**

High School +

For those who would like to earn a **(GED)** or **(AHS)** *and* a Mechanical Drafting Technology Certificate in one year.

Human Resources Development (HRD)

Human Resources Development (HRD) provides pre-employment training, employment counseling and assistance in job placement for adults age 18 or older.

The goal of the program is employment or further education. HRD provides follow-up services for each class participant for one year after completion of a class. Classes meet at the Adult Education Center as well as at other sites. Class dates and times are subject to change to meet the needs of the students.

Class offerings may include these topics:

Human Resources Development (HRD)

- Customer Service and Receptionist Training
- Workshops on Resume Writing and Interview Techniques
- Survival Skills for Better Living for Men & Women
- Study Skills

On-Going Training and Collaborations

- Community Colleges conduct regular occupational training that ex-offenders can always participate in.
- Collaborations between community colleges and community organizations are regularly sought in order to meet the needs of our communities.

Important Information

The North Carolina Commission on Workforce Development
www.nccommerce.com

WorkKeys
www.workkeys.com

North Carolina Career Readiness Certificate
www.crcnc.org

North Carolina Community College System
www.ncccs.cc.nc.us

Questions??