



# WORKFORCE MATTERS

Wake County Update - July 2018



**CAPITAL AREA**  
WORKFORCE DEVELOPMENT

# CAREER PATHWAYS

## Program Alignment with Labor Market Demand

In 2011, Harvard Graduate School of Education published *Pathways to Prosperity*, a ground-breaking report proving the necessity to integrate career pathways into education systems. The report incited national conversations in businesses, industry and education and became a call to action to better prepare the future workforce for success.

CAWD and NCWorks continue to respond to that call with NCWorks Certified Career Pathways, a key strategy to strengthen the workforce and increase the number of people with education and training beyond high school.

Pathways are an integrated, seamless system of education and workforce programs developed by local employers, workforce boards, and educators. Students and job seekers get help determining if and how the knowledge, skills, abilities, and interests they possess are transferable to new jobs. Pathways also help to identify skill gaps and required postsecondary education and training by industry and occupation.

We continue to release resources and bring industry and career counselors together to share information for better facilitation of career pathways. Consider joining us at a future career pathways event.

--Pat E. Sturdivant, Executive Director

## LABOR MARKET OVERVIEW

As of May 2018

3.1% ↓

Unemployment rate for Wake County

A decrease of .10 from the previous month

18,453



People in Wake are unemployed

18,700



More jobs in Capital Area than the same time last year

587,231



Total Labor force of Wake County  
Includes those looking and able to work

\$24.52



Average hourly earnings for all occupations in the county

### HIRING TRENDS

from NCWorks Online

Job Openings - 25,308

Available candidates per opening - .9

### Posting the Most Jobs

Total Unique Posts Jan - Apr 2018

- Orade - 947
- IBM - 873
- WakeMed - 649
- NCSU - 542
- WCPSS - 315
- UNC Health - 312
- SAS - 206
- UNC Health - 382

Source: EMSI/CareerBuilder

# ON THE RIGHT PATH



CAWD is putting great effort into preparing people to work in industries with pronounced **worker shortages**. Two industries having the most trouble finding skilled labor and qualified candidates are **construction and information technology (IT)**.

Exposing **youth and young adults** to these career fields is one way we are trying to affect these talent shortfalls. In addition, moving **adult workers** into these jobs, or increasing skill levels for them to advance, is a part of our every day, year-round work.

**Pathways provide a map** for entering a job at any level and articulates what additional skills and education are needed to progress. Once an off ramp is taken into any given occupation and work experience is increased, one can re-enter the pathway at the higher level and continue forward as the person sees fit.

Below is a **summary** of ongoing initiatives focused on construction and IT career pathways and current participant progress.



## TechHire



**105** participants have received IT training  
**13** placed in paid work experience  
**30** of IBM's current workers received advanced training



## I.T Beginnings



**7** youth graduated in the first cohort  
**5** moved on to TechHire  
**2nd** cohort begins September 2018



## YouthBuild



**24** young adults are currently enrolled  
**18** are in construction training and education courses  
**13** have moved on to work experience with Habitat for Humanity



## NCWorks



**53** job seekers received training along a career pathway  
**34** received on-the-job training within a pathway onsite with business  
**34** received industry recognized credentials



**80 BUSINESSES HAVE PARTICIPATED IN CAREER PATHWAYS DEVELOPMENT AND SUPPORT ACTIVITIES!**

## CONTACT US

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Stay connected!

