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&
Charlotte Works Leadership Team

“Today, nearly 11 million Americans are unemployed. Yet, at the same time, 4 million jobs sit unfilled. This is the ‘skills gap’ – the gulf between the skills job seekers currently have and the skills employers need to fill their open positions.”

James Dimon, JPMorgan Chase & Co.

Marlene Seltzer, Jobs for the Future

“Closing the Skills Gap” POLITICO, Jan 2014

Who Are We?



Charlotte Works is the workforce development board for Charlotte and Mecklenburg County and serves as the strategic convener to promote and develop an effective Workforce System in partnership with economic development, education, workforce, and industry partners.

Our **mission** is to create community partnerships and provide policy guidance to advance an integrated, market-driven workforce and economic development system.

Our **vision** is that the Charlotte region is home to the nation's most skilled and work-ready workforce and most inclusive Workforce System.

CONVENE, COLLABORATE, PLAN, PARTNER → LEAD

Shifting Focus



WIA

WIOA



Social Policy



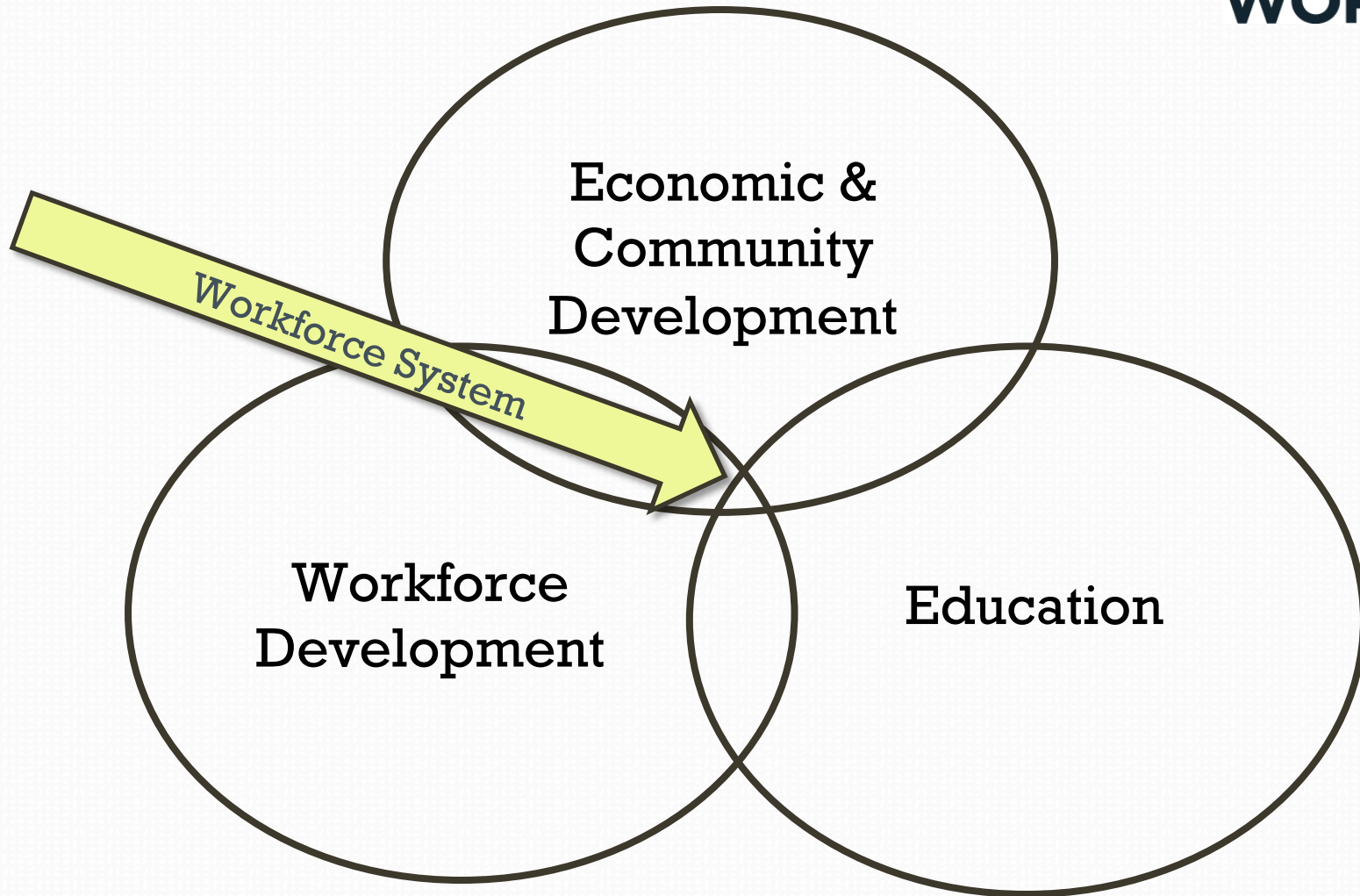
Economic Policy

Partnership

Leadership

Our Focus

The Workforce System



Our Focus

Opportunity Development



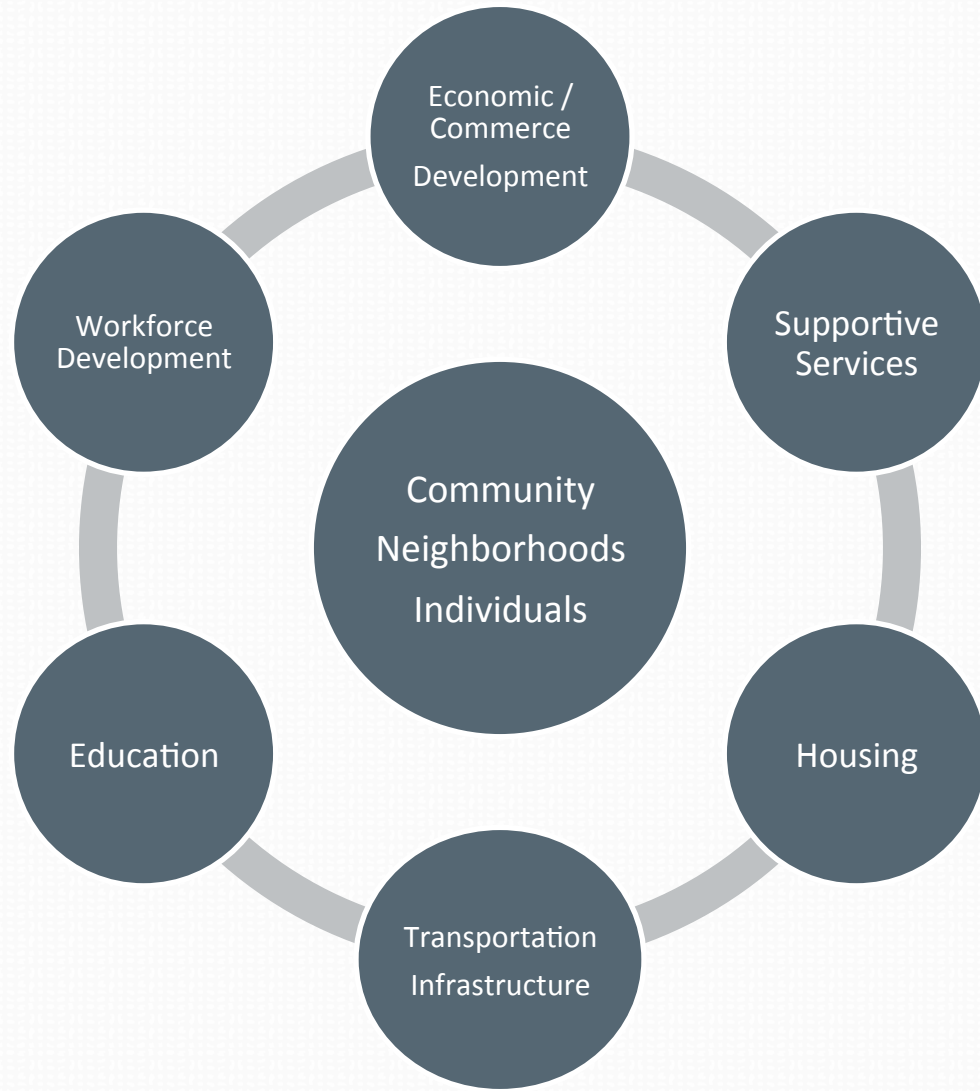
- Convener and partner for Workforce System to ensure alignment with economic development, education, and workforce development.
- Asset/Opportunity Mapping for Workforce System
- Develop career pathways in partnership with business, education, and workforce service providers to create a continuum of opportunity and economic mobility.
- Create cross-sector partnerships that lead to the creation and sustaining of Opportunity Zones.
- Centralize job development with workforce service partners and business/entrepreneurs.
- Resource & policy think tank for the Workforce System

Our Focus Workforce System



- Demand-driven
- System Alignment
- Support businesses to remain competitive
- Collaborate with businesses, economic development, chambers, & business associations
- Work-and-learn
- Engage in sector strategies
- Leader in Career Pathways
- Measurable Accountability

Building Greater Opportunity



Building A Greater Workforce System



CHARLOTTE
WORKS

Economic
Development

Business

Education

Workforce
Partners

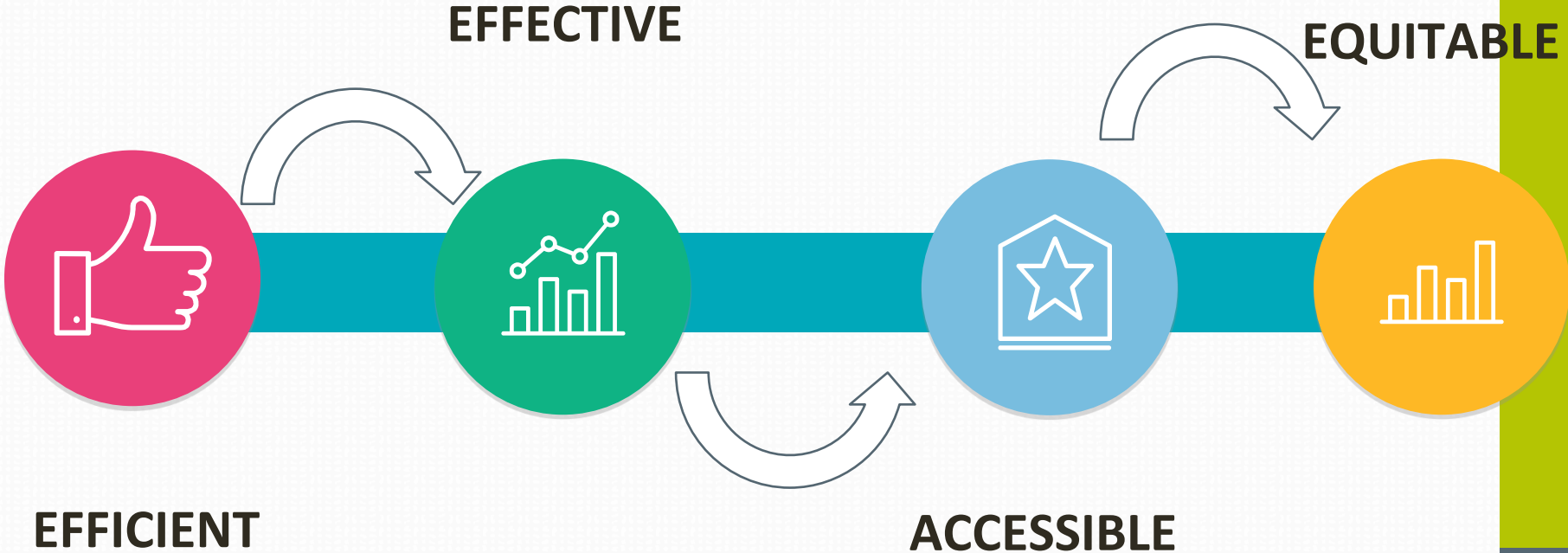
People
"YOU"

Career
Pathway
Development

Our Charge



Economic & Workforce System that is:



Our Current Impact



Total Job-seekers Served: 33,823

- Career advising
- Career readiness workshops
- Job referrals
- Occupational skills training

Total Businesses Served: 1,543

- Talent acquisition assistance
- On-the-job Training, Incumbent Worker Training

Total Youth Served: 636 (Intensive In school 128, Out-of-school 508)

- Career advising
- Career readiness training
- Financial literacy
- Entrepreneurship activities
- Internships, Pre-apprenticeships
- Occupational skills training

Our Current Impact



Direct Service Recipients:

- Adult Job Placement: 69%
- Dislocated Workers: 80%
- Youth Placement (14-21): 68%
- Youth Degree or Certificate: 57%
- Youth Literacy or Numeracy Gains: 61%

Job Retention Rates:

- Adults: 88%
- Dislocated Workers: 92%

Other Impacts:

- Youth and Working Smart CMS Locations: 15
- CARE3 Partner Sites: 31
- Working Smart Community College System

Opportunities



- Advocate for evidence based policies that create positive Workforce System change for ALL
- Develop more certified career pathways and shared information
- Increase work/learn opportunities for youth and adults
- Expand youth programming to middle school students (Start Earlier!)
- Cross-sector partnerships for opportunity development
- Request that our community commit to more audacious goals. Let's play big!
- Who are we? Greater presence in community

Thank You?



QUESTIONS?