

BEAUFORT COUNTY, NC WORKFORCE DEVELOPMENT PROGRAMS

Beaufort County, NC like almost all communities in the United States, suffers from employee applicant pipeline problems related to skills gaps and workforce shortages. Beaufort County employers are struggling to find qualified workers because applicants lack needed technical and occupational skills. The employers experience lapses in their talent pipeline, and lack partnerships that help lead to job creation, that can compromise their stability as viable employers. The following programs have been developed or utilized in Beaufort County, NC to address the lapses in talent pipelines and lack of talent pipeline partnerships.

Retention/Expansion Program

The Beaufort County Retention/Expansion program visits local manufacturers annually to listen to their concerns and plans. The team made up of the County's Economic Development Director, NCWorks Director, Beaufort County Schools' Career and Technical Education (CTE) Director, and Beaufort County Community College's (BCCC) Customized Training Director also provide manufacturers data and information on programs and policies that support their operations.

Customized Training Program

BCCC offers specialized training to fit the needs of your Beaufort County businesses. These customized training courses can be held at BCCC, Beaufort County Skill Center or at the business or Industry location to fit the business' schedule. BCCC has state of the art industrial equipment and hands on instruction that can elevate employees to the next level of productivity. Customized training can be combined with apprenticeships and on-the-job training in enhance a business' workforce.

Apprenticeship Program

Apprenticeship Beaufort County is an employer-sponsored program that is a combination of on-the-job training and classroom instruction that prepares participants for careers with local industry partners. Upon successful completion of the apprenticeship program, the Apprentice qualifies for industry recognized "journeyman" credentials in a skilled trade and an academic credential from BCCC. There are currently 2 registered apprenticeships through the ApprenticeshipNC program, Camfil and PAS. There are 22 registered apprentices and 8 have started their curriculum studies at Beaufort County Community College.

Pre-Apprenticeship Program

There is a registered pre-apprenticeship program sponsored by Beaufort County Community College and working closely with the Beaufort County School System. The companies involved in that are Camfil, PAS, and River City Construction. 4 area high school applicants were chosen for interviews at these companies and 3 were offered positions in the pre-Apprenticeship program.

Maximize Carolina

The Beaufort County Maximize Carolina Grant from the NCDOC aims to create through a “boot camp” style training program a pipeline to address the business problems of skills gaps and workforce shortages. Maximize Carolina Grant required a 15% matching funds from Beaufort County private for-profit employers, the participating employers are: Camfil, Iconic Marine, idX, Nutrien and PAS. The courses taught, and certificates earned at the “boot camps” are: Yellow Belt; Basic Math and Blueprint Reading; OSHA 10 Safety Training; Interview Skills and Resume Writing; CRC Lab and Interviews with sponsors.

RAMP East

This is a joint effort with 10 counties in the northeast region to have a cohesive training program through all the local community college to train local workforce for a regional pipeline of qualified employees. This is to help the growing regional employment gaps and opportunities alike.

STEMEAST

This is a regional economic development agency focused on 3 main areas 1) marketing and business attraction 2) Workforce Development & Education 3) Advocacy. The agency works closely with the school system and economic development to promote the region and STEM Education. Beaufort County Schools has established a strategic STEM plan for K-12 and is working towards implementation with training provided through STEMEAST. Video clip from SMT teacher of the Year

<https://www.youtube.com/watch?v=39QDsLaH0dE>

Work Ready Community

Beaufort County is designated by the ACT as a Work Ready Community through collaborative efforts among agencies and businesses. In Beaufort County 2,434 people have earned some level of the National Career Readiness Certificate (NCRC) and 63 employers recognize or recommend the ACT work keys NCRC.

Career Ready Graduates

Over 4,000 enrollments in 2017-2018 for CTE classes. Over 2,500 in grades 9-12 in 2018-2019. Over 2,500 industry credentials earned by BCS high school students in 2017-2018. Internships have doubled each of the last two years to over 130 during the 2017-2018 school year. GRADD- Graduates Ready and Digitally Driven program recognized by the NC State Board of Education in 2017 as Grand Prize Winner for Excellence in Educational Programs. Academies for fire & safety, automotive, and Visual/Performing Arts & Industrial Design established using Governor’s Innovation Grant/EWIF funds during since 2014-2015. Pathways grant focused on Advanced Manufacturing in 2017-2018 producing a video to recruit students/adults into the advanced manufacturing pathway. Promotional video link:

<https://www.youtube.com/watch?v=I3YC00luQKQ&t=1s> Joint trainings were held in 2017 and 2018 among BCS, BCCC, NC Works, WIOA, Vocational Rehab to provide general knowledge for all counselors, case workers, and others of programs available to students/families in Beaufort County.

Career Pathways

There are currently 5 approved Continuing Education Pathways for BCS students through BCCC including- EMT, Truck Driving, Pharmacy Tech, HVAC, and Phlebotomy. Currently about 6 students are enrolled from BCS. There are 15 career pathways articulated for students between BCS and BCCC that show students which courses to take to pursue careers through high school and post-secondary course articulation.

Business Advisory Council

The Business Advisory Council (BAC) came out of the Business Industry and Innovation Council (BIIC) that was founded as a subcommittee of the Committee of 100 and serves as a "one-stop shop" to help area businesses fill workforce needs. The mission of the council to "improve the job skills, workplace effectiveness, and work ethic of existing and future members of the Beaufort County workforce." This group is comprised of industry leaders, community leaders, county commissioners, the school system, the community college system, NCWorks, HR representatives from area employers, and concerned citizens.

A sub-committee of the BAC committee works directly with businesses to identify and solve work-force issues and create a sustainable pipeline of skilled workers for the manufacturing sector since it provides the most jobs in our county and livable wages. Members of this sub-committee include the county's Economic Development Director, NCWorks Director, Beaufort County Schools' Career and Technical Education (CTE) Director, and Beaufort County Community College's (BCCC) Customized Training Director.

The sub-committee has made remarkable strides in recruiting and placing employees in local businesses and providing work-based learning activities for high school teachers and students. In addition, the group has identified workforce needs and adjusted CTE and BCCC programming at the local level to create a long-term pipeline of employees for businesses. The BAC sub-committee seeks to address both short-term needs through NCWorks and customized training, and long term needs by building the pathway for students in grades 9-12 and those in the existing workforce.

SEA Academy - Proposed

Project SEA Academy would renovate Beaufort County Ed Tech to create a central hub for CTE, Science, Engineering, and Agriculture with a Virtual learning component modeled after the CATS Academy in Iredell County. Here students and teachers spend ½ day at the home school and ½ day at the academy. Students would remain at their home school for the first two years of their high school career and take foundational classes in CTE as well as their Core Academic classes. During their junior and senior years, they would have the opportunity to expand into more upper level CTE courses and others that may not be available at all schools such as carpentry and electrical, as well as expand offering possibilities to include things such as masonry because of consolidating classes from all three high schools.