

2014 –15 DWDB ANNUAL REPORT

Durham County

Employment and Poverty Facts



148,761

NUMBER OF EMPLOYED DURHAM RESIDENTS

7,707

NUMBER OF UNEMPLOYED DURHAM RESIDENTS

4.9%

DURHAM UNEMPLOYMENT RATE

\$27,936

2014 DURHAM PER CAPITA INCOME

48,820

2014 ESTIMATED NUMBER OF DURHAM RESIDENTS LIVING BELOW POVERTY LEVEL

17%

2014 PERCENTAGE OF DURHAM RESIDENTS LIVING BELOW POVERTY LEVEL

2014-15

Durham Workforce Development Board – NCWorks Durham Results

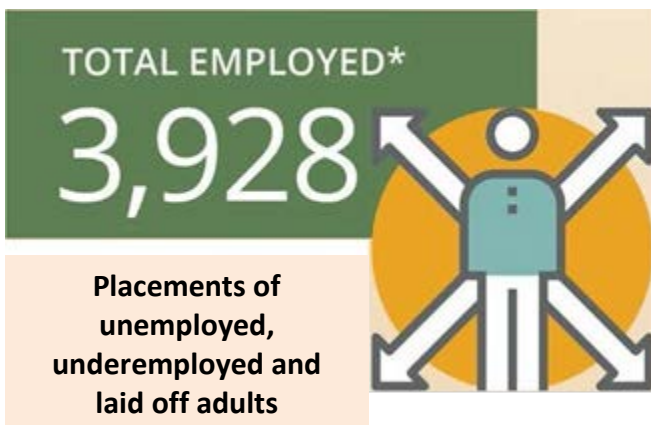
TOTAL NCWORKS PARTICIPANTS



YOUTH EMPLOYMENT



UNDEREMPLOYED AND UNEMPLOYED



BUSINESS ENGAGEMENT



**OEWD Workforce Development Performance Measures: July 2014 - June 2015
(Programs Directly Managed by OEWD)**

ADULTS AND DISLOCATED WORKERS:

- # of participants (YTD) = 3454
- Cost per participant (YTD) = \$202.69
- % of adults leaving grant-funded programs with employment = 78%

FORMER OFFENDER PROGRAM:

- # of participants (YTD) = 150
- % placed in employment = 70%
- % of former offender participants placed in employment and remaining on the job at least six months (average retention rate through June) (YTD) = 76%

YOUTH PROGRAM:

A. Achievement of educational and employment success

- # of YouthWork participants in Subsidized Employment = 481 (Implement short-term employment programs for youth – year-round work experience, WHOA, and summer programs)
- # of participants in short-term employment % completing work assignment = 98.7%

B. Implementation of grant-funded programs for low-income youth

- # of Durham Youth Employed and Succeeding participants in grant-funded programs = 159 Implement grant funded programs for low income youth.
- Cost per participant = \$2,700 (Implement grant funded programs for low income youth)
- % entering post-secondary assignments = 43%

C. Youth Engagement Events

- # of youth engaged in community wide enrichment events – 471 (including Youth Summit, application workshops, employability events in partnerships with other agencies)



DURHAM WORKFORCE DEVELOPMENT BOARD

Strategic Plan 2015-17

Accomplishments Through March 2016

Goal 1 Implement and Sustain Comprehensive Workforce Initiatives That Create Conditions for Success Between Job Seekers, Educators and Employers

Accomplishments:

- Connected Durham Residents to Hiring Opportunities with City Departments -
- Initiated the Business Engagement Team for youth (same as STEAM Team denoted in plan) with educational partners – increased internships in STEAM and improved processes; developed collaboration framework with Made in Durham, DPS and DTCC
- Successfully recruited Willow Tree Apps, Frontier Communications to Durham with a combined new full-time job total of 248 jobs to be created over the next 3 years; 17 already placed at Frontier out of initial hires
- NCWorks Career Center Committee submitted branding package to NC Commerce
- Introduced Workforce Perspectives and NCWorks Communique as communications vehicles; produced DWDB-NCWorks Annual Report Video; continued Hot Jobs lists;
- Solidified Durham Workforce Development Board membership, bylaws and Inter-local agreement between City and County
- Strengthened engagement and leadership of Board Committees
- Served on Jobs Task Force for Mayor’s Poverty Reduction Initiative

Goal 2 Strengthen and simplify service delivery that engages all of the workforce including special program models for youth

- Established partnerships with StepUp Ministries and Made in Durham
- Career pathway under development for Health and Life Sciences – obtained \$30,000 planning grant from NC Commerce
- Expanding YouthWork Internship Program to include StartUp High, Passport program and Youth Safety Interaction Committee and Process; submitted \$2M in grant funding
- Initiated Adult Provider Collaborative and have submitted over \$1.8M in grant funding for programs that would serve justice-involved individuals
- Job Driven Initiative and Environmental Workforce Development Job Training Programs have produced graduates in environmental workforce technology, biotechnology, advanced manufacturing and customer service

- Obtained and/or utilized \$37,000 in grants from private sector for Durham YouthWork Internship Program; \$75,000 in CTE Funds
- Introduced and promoted NCWorks Online as a job seeker and business tool; continued recruitment events
- Developed YouthWork Program Brochures in Conjunction with Made in Durham

Other Key Information

The Durham Workforce Plan as a Key Workforce Development Initiative

The specific initiative was the implementation of the Durham Workforce Plan. The Durham Workforce Plan (DWP) involves companies and contractors using the resources of the NCWorks Career Center System to post their openings and having them make good faith efforts to recruit from the NCWorks database. It does not mandate them to hire. It does incorporate the following elements:

- A submission of a job description by the company;
- Prescreening of negotiated applicants based upon the job description;
- A referral to the company of a desired number of potential candidates;
- Company interviews (if there company interest in the referrals provided);
- Decision making;
- Feedback process and referrals.

Using the aforementioned process, the following results were achieved with the following companies:

Year	Company	Number of Hires	Number of NCWorks Referrals Hired**
2010	EMC	112	6
2010	ACW Technology	42	28
2012	Save-a-Lot Food Stores	20	20
2013	CREE*	160	120
2014	Durham Bulls Baseball Club	95	58
2015	Frontier Communications***	45***	14

*** - represents initial 45 hires out of a total of 150

Durham YouthWork Internship Program and Career Pathway Goals

From The National Academies Foundation publication *Preparing Youth for Life: The Gold Standards for High School Internships*

- Internships are part of a continuum of work-based learning
- Internships are compensated
- Internships drive educational equity
- Internships are based on identified youth interests and learning objectives
- Internship experiences align with academic learning
- Internships furthers employer's organizational goals and produce value
- All participants are prepared for, and reflect upon, internship experiences
- Systems are in place to support internship participants (both interns and supervisors) throughout the experience
- Internships are assessed against identified youth interests and learning objectives
- Internships occur in safe and supportive environments

Durham YouthWork Internship Program Highlights

- Partnership of Durham Workforce Development Board, Made in Durham, Durham Public Schools, Durham Technical Community College, Durham County
- 487 internships and jobs - 2015 – 2016 (approximately 1800 applications)
- YouthWork Managed Internships-- increase of 56 filled internships, 46 new unsubsidized internships
- Engaged over 200 employers
- \$37,000 in grants, donations and sponsorships (does not include unsubsidized internships)
 - AT&T
 - Duke Energy
 - Square 1 Bank
 - Federal Capital Partners
 - Longfellow Real Estate Partners
 - Educational Data Systems Incorporated
 - Perkins and Will
 - Austin Lawrence Partners
 - PSNC Energy
 - Frontier Communications
 - Chartwell Property Group
 - Blue Cross Blue Shield
 - Concord Hospitality Group
 - Duke University and Health Systems
 - PNC Bank
 - SkanskaUSA
 - MHAWorks Architecture

- CREE
- American Tobacco Campus
- StartUp High
- Established 26 new sites
- YouthWork Internship Business Recruitment Event at Spring Summit
- Online Business Internship Host Training
- In-Person Host Training for 35 County Supervisors
- Revised supervisor evaluation form developed using online survey tool- 30% of supervisors participated
- Established Youth Safety and Interaction Procedures – every volunteer will have background checks on file
- 3 application assistance events were held for youth
- Integrated NeoGov (city application process) to assist with job matching
- Pre-employment training was redesigned to focus on career readiness skills highlighted in SCANS report
- Interns were encouraged to develop Learning Plans to connect internship with academic learning
- Intern survey was updated and placed on online survey tool

Partnership Between NCWorks and Public Sector Agencies

- In 2015 – 2016 – there were four placements of unemployed NCWorks registrants in City and County Operational Departments (Public Works and General Services)

Challenges on the Horizon

- Continued Effort to Raise Private Sector Awareness, Engagement and Financial Support
- Continued Integration of One Stop Partners
- Uncertainty of Federal Funding
- Providing Services to Participants with Multiple Barriers to Employment (barriers often not related to skill sets)
- Public Relations (making individuals and businesses aware of services)