

# Measuring the Performance of **North Carolina's Workforce Development System**

January 2017



*NCWorks*  
COMMISSION

## Introduction

The report herein is the fourth annual report on system-wide performance measures of North Carolina's public workforce development system. This system is comprised of a variety of programs that serve a diverse group of people of varying ages. Workforce services range from self-service activities online, to staff-assisted services in a workforce office, to multi-year training programs at a public school or community college. Individuals may participate in a single program or activity or may be eligible to receive services through a variety of programs and service providers.

In addition, programs serve people with varying levels of education, employment experience and barriers. Specialized programs, like those offered through the Department of Health and Human Services, provide intensive services to individuals with disabilities or significant barriers to employment. In many cases, program participants are new to the workforce and require extensive intervention to obtain part-time or full-time employment.

General Statute requires the NCWorks Commission to develop, continuously improve, and report on system-wide performance measures to assess the effectiveness of the entire workforce development system. The commission initially began this work by convening a task force of members along with an advisory group representing each of the state workforce development agencies. After extensive stakeholder collaboration, core measures were developed to provide a common framework to analyze the performance of the workforce development system. By using common metrics and applying them across a wide range of workforce programs, the performance measures offer a comprehensive program-by-program look at the workforce system.

While the framework provides a consistent snapshot of individual program results, there are distinct variations in services, activities, and populations served that may result in differing levels of performance between programs. For example, many workforce development programs assist job seekers in obtaining basic literacy skills that are needed to obtain further credentials and move towards gainful employment. The success of this program may be measured by referrals to other workforce development programs and continuation in education and training programs, as well as employment.

Continuous learning is also essential for workers to stay well-informed of new technology and to gain the skills needed to find good jobs. Therefore, a positive outcome for workforce development system participants is to continue in education and training programs offered through North Carolina's publically supported university and community college systems and/or enrollment in one of the many publically supported workforce development programs.

This type of success was used as the basis for the individual program measures. The performance measures working group found value in measuring what North Carolina's workforce development participants did when they left, or delayed participation in, the original program of record. Participants included individuals who graduated, who successfully completed a program, earned a credential, or found employment, as well as those individuals who started a program but did not continue in the following fiscal year. It should be noted that failing to finish a program does not mean an individual did not acquire new skills to find improved employment. Therefore, the working group chose to look at the entire group of participants regardless of exit status.

## Methodology

The performance measures working group defined the list of programs, information, and measures to include in assessing the performance of North Carolina's workforce development programs. Data from the North Carolina Common Follow-up System (CFS) were utilized to carry out the analysis. The CFS contains a rich longitudinal repository of information from a variety of education and workforce programs as well as employment, wage, claims, and benefit payment information from the unemployment insurance system.

In 2014, the North Carolina General Assembly enacted legislation that required the Department of Commerce to develop a plan for the transfer of the data and capabilities of the CFS to the Government Data Analytics Center (GDAC). In 2015, Commerce staff worked in collaboration with GDAC to migrate all historical CFS data into the GDAC environment.

Staff from the Department of Commerce's Labor and Economic Analysis Division (LEAD) carried out all data analysis in support of this report utilizing information from CFS. All analyses were completed within the GDAC environment.

The following list of programs are included in this analysis.

### North Carolina Workforce Development System Programs

Agency	Workforce Program
Dept. of Commerce	Wagner-Peyser
	Workforce Investment Act – Adults
	Workforce Investment Act – Dislocated Workers
	Workforce Investment Act – Youth
	Apprenticeship
	Veteran's Employment
Dept. of Health and Human Services	Services for the Blind, Employment and Training
	Work First, Employment and Training
	Vocational Rehabilitation, Employment and Training
Dept. of Public Instruction	Career and Technical Education
Community College System	Basic Skills
	Customized Training
	Human Resources Development
	Small Business Center Network
	Workforce Continuing Education
	Postsecondary Career, Technical, and Vocational Education

Notes: *WorkFirst* is the name of North Carolina's Temporary Assistance to Needy Families (TANF) program.

Once the list of workforce programs was identified, analyses were carried out to identify cohorts of program participants for each of the workforce programs by fiscal year (July 1 through June 30). Two cohorts of participants were tracked, one from the 2009-10 fiscal year, the other from the 2010-11 fiscal year. Staff defined the cohorts by identifying the individuals who participated in each workforce development program during the base years (FY 2009-10 and FY 2010-11).

Next, data for the following year was reviewed to determine if members of the cohort participated in the same program during the following year, in this case FY 2010-11 and FY 2011-12, respectively. Those individuals who did not participate in the same program in the subsequent years were identified as “former workforce program participants.” The records of these former workforce program participants were then matched to:

- unemployment insurance wage information,
- unemployment insurance benefit payment information, and
- program participant information contained in CFS.

This information on the status of the former workforce program participants was used to develop a set of measures for each program for the two cohorts of former workforce program participants. These measures include:

- percent employed
- average wage of those employed
- percent enrolled in North Carolina public higher education and/or workforce development program:
  - percent enrolled in the University of North Carolina System
  - percent enrolled in the NC Community College System
  - percent enrolled in other workforce development programs
- percent not found in available records.

### **Data Limitations**

The system-wide performance measures are limited by the data submitted to CFS by state workforce development agencies. Because of the wide variety of workforce activities, different data collection techniques used by each workforce program, lack of access to other data sets, and the restricted use of the data, there are limitations which are outlined below.

CFS only includes employment and wage data for individuals who are employed with organizations covered under North Carolina’s unemployment insurance laws (G.S. §96):

- a general business employer with at least one worker in 20 different calendar weeks during a calendar year, or with a payroll of at least \$1,500 in any calendar quarter;
- an employer who acquires all or any portion of a liable business in North Carolina;
- if approved by DES, an employer voluntarily choosing coverage not required by law;
- an employer subject to the Federal Unemployment Tax Act, 26 U.S.C. § 3301 et seq;

- a 501(c)(3) non-profit organization with at least four workers in 20 different calendar weeks during a calendar year;
- an employer with agricultural labor of 10 or more workers on any day during 20 different weeks in a calendar year, or with \$20,000 or more in gross payroll for any calendar quarter;
- an employer with domestic employment in a private home, college club, fraternity or sorority with a payroll of at least \$1,000 in any calendar quarter;
- a state or local government agency or department;
- an employee leasing company or temporary help company that, under contract, supplies individuals to perform services for clients or customers; and
- any Indian Tribe as defined in Federal Unemployment Tax Act (FUTA).

Individuals who participate in the workforce development system may obtain employment with organizations that are not covered, therefore their employment status cannot be determined. In addition, wage and employment records submitted to CFS do not contain information on whether an individual is working full- or part-time, nor on individuals no longer seeking work (e.g., retirees), individuals who left North Carolina, and individuals who have died.

Individuals working to start a business may not file unemployment insurance reports until the business is more established. By law, companies are not required to report employment and wages until there is at least one paid employee. Also, employment information in states other than North Carolina are not included in this analysis.

Further, only information from publically supported workforce development programs is included in CFS. Neither North Carolina's private colleges and universities nor out-of-state colleges and universities submit data to CFS. Therefore, the number of individuals matriculating into higher education outside of North Carolina's public higher education system cannot be determined.

Former participants that had no matching record within the Common Follow-up System or the wage record files during the following fiscal years were considered to have "no record" and could include:

- individuals employed by companies that are not covered by North Carolina's unemployment insurance laws (e.g., individuals working in other states and individuals working for the federal government, including Veteran's Administration (VA) hospitals and the military);
- individuals who are self-employed;
- individuals who are incarcerated in federal jails and prisons;
- students enrolled full- or part-time in private higher education colleges and universities;
- students enrolled in an out-of-state public or private college or university;
- individuals who are not employed in jobs covered by North Carolina's unemployment insurance laws and not participating in publically supported education, employment or training programs;
- individuals who are no longer seeking work (e.g., retirees);
- individuals who have left North Carolina; and
- individuals who have died.

## **Program Specific Limitations**

### Youth

Two of the workforce development programs listed in this report are specifically designed to serve North Carolina's young adult population. Youth participants in these programs include individuals who may be enrolled in a high school or community college as well as those that have left the education system. Not surprisingly, employment rates for this subset of participants were much lower than the rates for adults because youth enrolled in training or education full-time are not generally available to work. Furthermore, many Career and Technical Education (CTE) students from this cohort could still be in school one year and two years after no longer participating in the original CTE course of study. For example, a student may take one CTE class in tenth grade, but not enroll in any additional CTE classes for the remainder of his/her time in high school.

Also, employment rates are typically lower for youth who have left the education system prior to completion, due to lack of skills or experience required to obtain employment. In addition to employment, positive outcomes for youth participants include continuing in education and training programs through the workforce system or in higher education.

### Department of Public Instruction, Career and Technical Education program

The data available from the N.C. Department of Public Instruction's, Career and Technical Education program is limited due to the Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) which is a federal law that protects the privacy of student education records. As a result of school districts' interpretation of the law only 83% of the State's school districts reported social security numbers to CFS in Fiscal Year 2011-2012. The social security number is the unique identifier used to track advancement into secondary education, publically supported workforce development services, or covered employment in North Carolina. Currently, there is no way to determine the employment and wage status for individuals without a social security number. Therefore, only records with social security numbers could be used in the analysis. The number of social security numbers submitted to CFS has steadily decreased over the last four years from a high of 92% in Fiscal Year 2008-2009.

### Adults with barriers

Programs serving participants with significant work experience and basic skills can be expected to have better labor market outcomes than those serving participants with little work experience, low levels of literacy, and other barriers to employment.

## Participants in the Workforce Development System

Individuals participated in workforce development programs in four state agencies. See Exhibit 1 for the latest information on the number of workforce development participants by agency. Some workforce development participants received only one service from one program, while others may have received multiple services from several agencies. Dual enrollments in a variety of programs often ensures that the individual is benefitting from the different types of activities. For example, an individual may go to a local workforce office (also called Career Centers) of the Department of Commerce (formerly known as JobLink) for career counseling and help searching for employment, while attending a training program through the community college.

### **Exhibit 1 – Number of Participants by State Agency, FY 2013-2014**

<b>Agency</b>	<b>Number Served</b>	<b>Percentage of Cohort</b>
Dept. of Commerce	508,982	40%
Dept. of Health and Human Services	77,310	6%
Dept. of Public Instruction	88,261	7%
Community College System	599,048	47%

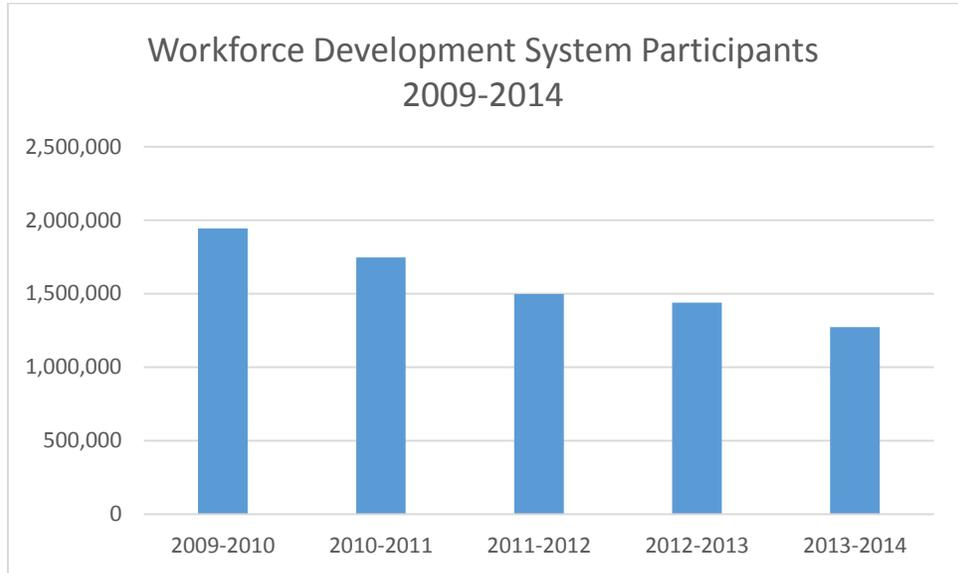
### **Performance Analysis**

This report tracks two cohorts of individuals, both adults and youth, who participated in the system Fiscal Year 2009-2010 (base year – cohort one) and 2010-2011 (cohort two). An overview of performance information is provided below.

#### The Number of Workforce Development System Participants Continues to Decline

The declining number of participants entering the workforce development system reflects the continued improvement in North Carolina's economy since the base year 2009-2010. See Exhibit 2 for the number of workforce development system participants 2009-2010 through 2013-2014.

**Exhibit 2 – Number of Workforce Development System Participants 2009-2010 through 2013-2014**



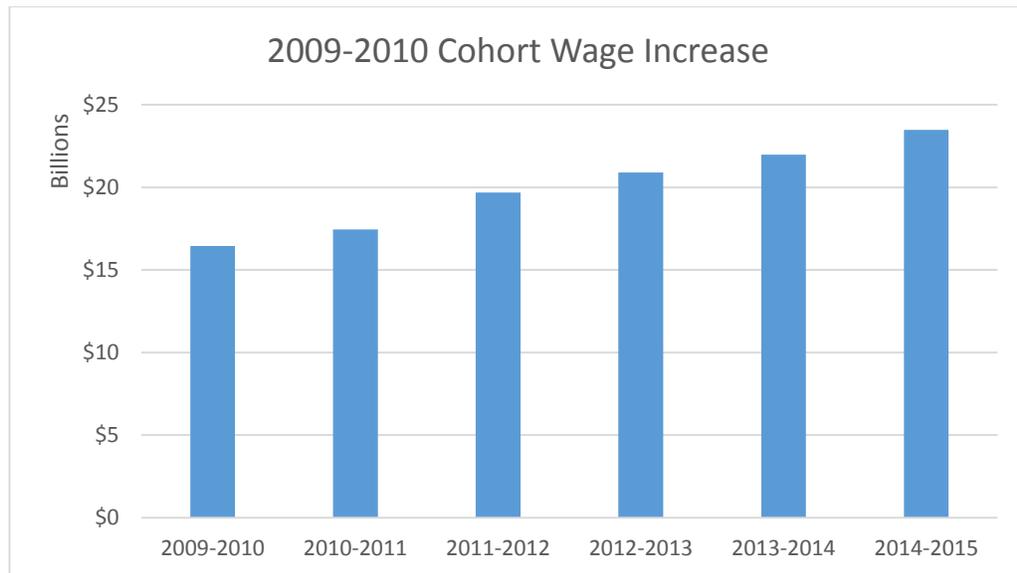
**Five-Year Trends Reveal Wage Increases Across all Program Participants**

This year we are able to report on the five-year wage and employment trends for the base year cohort one (2009-2010). While each program does not specifically focus on wage increase as a goal, several programs have a significant impact on the participant’s overall wage over time. See Exhibit 3, which shows percentages of wage increases by program for cohort one (2009-2010) over a five-year period. In addition, we can see in Exhibit 4 that those participants that were tracked as part of the 2009-2010 cohort increased their wages by 30% overall by 2013-2014. Each year, cohort one (2009-2010) gained at least a 4% wage increase over time.

**Exhibit 3 – Cohort One (2009-2010) Five-Year Percentage of Wage Increase by Program**



#### Exhibit 4 – Cohort One (2009-2010) Overall Wage Increases by Program Year



#### Continuous Improvement Plan

Staff from the Department of Commerce’s Labor and Economic Analysis Division has been working with staff from the Government Data Analytics Center (GDAC) on several initiatives to improve CFS. This includes the migration of the data and system capacities to the GDAC environment as well as the expansion of information from current participating programs and the inclusion of information from programs that do not currently provide information to CFS. Enhancement efforts include the development of new and expanded data submission processes, data elements and file structures and data editing procedures. These enhancements will help to facilitate the quality of data in CFS and improved system outputs.

In addition to the expansion of information from the State’s workforce development programs, the Department of Commerce is working to expand the employment and wage information available through CFS. This information includes out-of-state and federal employment and wage data from the Wage Record Interchange System 2 (WRIS 2) and the Federal Employment Data Exchange System (FEDES), respectively.

WRIS 2 system is a voluntary effort established through the U.S. Department of Labor’s Employment and Training Administration that allows for sharing of unemployment insurance wage information across states. North Carolina has signed the data sharing agreement, and is continuing to work on integrating the out of state information into CFS analyses. However, WRIS 2 is a voluntary effort and not all states are currently participating in the system. Presently, 43 states, the District of Columbia and Puerto Rico have signed the data sharing agreement. Several states are still working on the programming and testing of the unemployment insurance wage data exchange processes.

The FEDES system is funded through the U.S. Department of Labor and operated by the state of Maryland. FEDES allows for the matching of employment and wage information from federal sources. This data includes information from the U.S. Office of Personnel Management, U.S. Department of Defense, and the U.S. Postal Service. The N.C. Department of Commerce legal staff has been working with the state of Maryland to finalize the data sharing agreement. The Department of Commerce expects to have an executed agreement in place and to begin receiving data from FEDES in early 2016.

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## North Carolina Community College System Basic Skills

### Cohort 1

During **Fiscal Year 2009-10**, the program served 138,372 individuals. In the following year, **Fiscal Year 2010-11**, 64,958 individuals continued to receive services through the Basic Skills program. The remaining **73,414** participants who did not participate in the program were tracked for employment, wage, and education status.

#### State Core Measures

##### Cohort 1: 73,414 former Basic Skills participants

	FY2009-10 Base Year	1 year later	2 years later	3 years later	4 years later	5 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	47%	48%	48%	48%	47%	48%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program	\$9,328	\$11,736	\$13,145	\$14,070	\$15,225	\$16,366
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this		35%	32%	31%	26%	23%
Enrolled in University of North Carolina System		<1%	<1%	<1%	<1%	<1%
Enrolled in North Carolina Community College System		17%	21%	20%	17%	14%
Enrolled in Other Workforce Development Programs		31%	24%	23%	19%	18%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		30%	31%	32%	37%	41%

# North Carolina Community College System

## Basic Skills

### Cohort 2

During **Fiscal Year 2010-11** the program served 128,594 individuals. In the following year, **Fiscal Year 2011-12**, 61,158 individuals continued to receive services through the Basic Skills program. The remaining **67,436** participants who did not participate in the program were tracked for employment, wage, and education status.

#### State Core Measures

#### Cohort 2: 67,436 former Basic Skills participants

	FY2010-11 Base Year	1 year later	2 years later	3 years later	4 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	47%	49%	48%	48%	49%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$9,659	\$11,957	\$13,156	\$14,288	\$15,531
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		31%	32%	28%	25%
Enrolled in University of North Carolina System		<1%	<1%	<1%	<1%
Enrolled in North Carolina Community College System		17%	21%	19%	15%
Enrolled in Other Workforce Development Programs		27%	24%	21%	19%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		30%	31%	35%	39%

# North Carolina Community College System

## Customized Training

The **Customized Training program** through the North Carolina Community Colleges supports the economic development efforts of the State by providing education and training opportunities for individuals at eligible businesses and industries.

The program is designed to serve incumbent workers and business owners.

### Cohort 1

During **Fiscal Year 2009-10**, the program served 9,716 individuals. In the following year, **Fiscal Year 2010-11**, 5,035 individuals continued to receive services through the Customized Training program. The remaining **4,681** participants who did not participate in the program were tracked for employment, wage, and education status.

### State Core Measures

#### Cohort 1: 4,681 former Customized Training participants

	FY2009-10 Base Year	1 year later	2 years later	3 years later	4 years later	5 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	86%	83%	78%	75%	72%	71%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$39,898	\$42,773	\$44,554	\$45,257	\$47,500	\$48,717
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		25%	28%	28%	22%	22%
Enrolled in University of North Carolina System		<1%	<1%	<1%	<1%	<1%
Enrolled in North Carolina Community College System		14%	20%	21%	17%	16%
Enrolled in Other Workforce Development Programs		22%	17%	17%	13%	13%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		14%	17%	20%	24%	27%

## North Carolina Community College System Customized Training

### Cohort 2

During **Fiscal Year 2010-11** the program served 21,104 individuals. In the following year, **Fiscal Year 2011-12**, 8,305 individuals continued to receive services through the Customized Training program. The remaining **12,799** participants who did not participate in the program were tracked for employment, wage, and education status.

#### State Core Measures

#### Cohort 2: 12,799 former Customized Training participants

	FY2010-11 Base Year	1 year later	2 years later	3 years later	4 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	88%	84%	80%	78%	76%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$42,000	\$44,321	\$45,225	\$46,551	\$48,370
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		23%	28%	23%	23%
Enrolled in University of North Carolina System		<1%	<1%	<1%	<1%
Enrolled in North Carolina Community College System		14%	20%	17%	16%
Enrolled in Other Workforce Development Programs		19%	18%	14%	13%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		12%	14%	19%	22%

## North Carolina Community College System Human Resources Development

The **Human Resource Development (HRD) program** through the North Carolina Community Colleges provides skill assessment services, employability skills training, and career development counseling to unemployed and underemployed adults based on six core components of assessment, positive self-concept, employability skills, communication skills, problem-solving skills, and awareness of the impact of information technology in the workplace.

The program is designed to serve low-income individuals and unemployed or underemployed job seekers.

### Cohort 1

During **Fiscal Year 2009-10**, the program served 90,708 individuals. In the following year, **Fiscal Year 2010-11**, 28,178 individuals continued to receive services through the HRD program. The remaining **62,530** participants who did not participate in the program were tracked for employment, wage, and education status.

#### State Core Measures

#### Cohort 1: 62,530 former HRD participants

	FY2009-10 Base Year	1 year later	2 years later	3 years later	4 years later	5 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	54%	56%	56%	56%	55%	55%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$10,629	\$14,499	\$17,078	\$18,435	\$19,948	\$21,398
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		56%	41%	36%	30%	27%
Enrolled in University of North Carolina System		<1%	<1%	<1%	<1%	<1%
Enrolled in North Carolina Community College System		29%	24%	21%	18%	14%
Enrolled in Other Workforce Development Programs		53%	37%	31%	25%	23%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		13%	19%	24%	30%	34%

## North Carolina Community College System Human Resources Development

### Cohort 2

During **Fiscal Year 2010-11** the program served 87,597 individuals. In the following year, **Fiscal Year 2011-12**, 28,120 individuals continued to receive services through the HRD program. The remaining **59,477** participants who did not participate in the program were tracked for employment, wage, and education status.

#### State Core Measures

#### Cohort 2: 59,477 former HRD participants

	FY2010-11 Base Year	1 year later	2 years later	3 years later	4 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	58%	58%	57%	56%	56%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$10,845	\$15,219	\$17,118	\$18,637	\$20,070
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		48%	39%	32%	29%
Enrolled in University of North Carolina System		<1%	<1%	<1%	<1%
Enrolled in North Carolina Community College System		26%	22%	19%	16%
Enrolled in Other Workforce Development Programs		45%	34%	28%	25%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		14%	20%	28%	32%

## North Carolina Community College System Small Business Center Network

The **Small Business Center Network program** through the North Carolina Community Colleges provides education and training, counseling, referral, and information to prospective and existing North Carolina small business owners.

The program is designed to serve individuals interested in starting a business and current business owners.

### Cohort 1

During **Fiscal Year 2009-10**, the program served 27,238 individuals. In the following year, **Fiscal Year 2010-11**, 6,981 individuals continued to receive services through the Small Business Center Network program. The remaining **20,257** participants who did not participate in the program were tracked for employment, wage, and education status.

#### State Core Measures

#### Cohort 1: 20,257 former Small Business Center Network participants

	FY2009-10 Base Year	1 year later	2 years later	3 years later	4 years later	5 years later
<b>Employed*</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	65%	64%	62%	60%	58%	56%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$32,824	\$33,746	\$35,455	\$36,799	\$37,786	\$39,429
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		32%	29%	25%	22%	18%
Enrolled in University of North Carolina System		2%	2%	2%	2%	1%
Enrolled in North Carolina Community College System		21%	21%	18%	15%	12%
Enrolled in Other Workforce Development Programs		26%	20%	18%	15%	14%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		26%	28%	31%	36%	39%

\*This percentage may not include owner-operated businesses as a general business employer does not have to report employment and wages unless they have at least one worker in 20 different calendar weeks during a calendar year, or with a payroll of at least \$1,500 in any calendar quarter.

North Carolina Community College System  
Small Business Center Network

**Cohort 2**

During **Fiscal Year 2010-11** the program served 24,418 individuals. In the following year, **Fiscal Year 2011-12**, 6,241 individuals continued to receive services through the Small Business Center Network program. The remaining **18,177** participants who did not participate in the program were tracked for employment, wage, and education status.

**State Core Measures**

**Cohort 2: 18,177 former Small Business Center Network participants**

	FY2010-11 Base Year	1 year later	2 years later	3 years later	4 years later
<b>Employed*</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	66%	64%	62%	61%	59%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$33,101	\$34,127	\$35,693	\$36,759	\$38,335
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		30%	29%	24%	20%
Enrolled in University of North Carolina System		2%	2%	2%	1%
Enrolled in North Carolina Community College System		21%	21%	17%	13%
Enrolled in Other Workforce Development Programs		23%	19%	17%	15%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		25%	27%	32%	36%

\*This percentage may not include owner-operated businesses as a general business employer does not have to report employment and wages unless they have at least one worker in 20 different calendar weeks during a calendar year, or with a payroll of at least \$1,500 in any calendar quarter.

## North Carolina Community College System Workforce Continuing Education

The **Workforce Continuing Education program** through the North Carolina Community Colleges provides post-secondary students the opportunity to attain education and training through participation in one of 800+ short-term training courses. These programs provide instruction around skill competencies that lead to a recognized credential (licensure, certification, renewal, registry listing) and/or meets local workforce labor needs.

The program is designed to serve the general population, unemployed or underemployed job seekers, and incumbent workers.

### Cohort 1

During **Fiscal Year 2009-10**, the program served 252,288 individuals. In the following year, **Fiscal Year 2010-11**, 127,989 individuals continued to receive services through the Workforce Continuing Education program. The remaining **124,299** participants who did not participate in the program were tracked for employment, wage, and education status.

#### State Core Measures

### Cohort 1: 124,299 former Workforce Continuing Education participants

	FY2009-10 Base Year	1 year later	2 years later	3 years later	4 years later	5 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	66%	65%	63%	61%	59%	58%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$28,136	\$29,592	\$31,484	\$32,952	\$34,392	\$36,094
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		32%	32%	27%	24%	21%
Enrolled in University of North Carolina System		2%	2%	2%	2%	1%
Enrolled in North Carolina Community College System		19%	22%	19%	18%	14%
Enrolled in Other Workforce Development Programs		24%	18%	16%	13%	12%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		23%	25%	29%	33%	36%

## North Carolina Community College System Workforce Continuing Education

### Cohort 2

During **Fiscal Year 2010-11** the program served 236,646 individuals. In the following year, **Fiscal Year 2011-12**, 123,150 individuals continued to receive services through the Workforce Continuing Education program. The remaining **113,496** participants who did not participate in the program were tracked for employment, wage, and education status.

#### State Core Measures

#### Cohort 2: 113,496 former Workforce Continuing Education participants

	FY2010-11 Base Year	1 year later	2 years later	3 years later	4 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	68%	66%	64%	62%	60%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$27,892	\$29,552	\$31,091	\$32,651	\$34,760
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		28%	31%	25%	25%
Enrolled in University of North Carolina System		2%	2%	2%	2%
Enrolled in North Carolina Community College System		17%	23%	18%	18%
Enrolled in Other Workforce Development Programs		20%	17%	14%	12%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		23%	25%	30%	33%

## North Carolina Community College System Post-Secondary Career, Technical, and Vocational Education

The **Post-Secondary Career, Technical, and Vocational Education program** through the North Carolina Community Colleges provides individuals the opportunity to expand their education in one of the 260 programs aligned with diverse industries across North Carolina. Currently included are Agricultural & Natural Resources, Biological & Chemical Technologies, Business Technologies, Commercial & Artistic Production, Construction Technologies, Engineering Technologies, Health Sciences, Industrial Technologies, Public Services Technologies, and Transportation System Technologies.

The program is designed to serve the general public, unemployed or underemployed job seekers, and incumbent workers.

### Cohort 1

During **Fiscal Year 2009-10**, the program served 160,779 individuals. In the following year, **Fiscal Year 2010-11**, 89,232 individuals continued to receive services through the Post-Secondary Career, Technical, and Vocational Education program. The remaining **71,547** participants who did not participate in the program were tracked for employment, wage, and education status.

#### State Core Measures

#### Cohort 1: 71,547 former Post-Secondary CTE participants

	FY2009-10 Base Year	1 year later	2 years later	3 years later	4 years later	5 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	70%	73%	71%	70%	69%	68%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$15,067	\$19,837	\$22,414	\$23,889	\$25,642	\$27,560
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		44%	39%	36%	31%	29%
Enrolled in University of North Carolina System		4%	4%	4%	3%	3%
Enrolled in North Carolina Community College System		23%	25%	23%	20%	18%
Enrolled in Other Workforce Development Programs		33%	25%	24%	20%	20%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		12%	15%	18%	22%	25%

North Carolina Community College System  
**Post-Secondary Career, Technical, and Vocational Education**

**Cohort 2**

During **Fiscal Year 2010-11** the program served 164,854 individuals. In the following year, **Fiscal Year 2011-12**, 87,349 individuals continued to receive services through the Post-Secondary Career, Technical, and Vocational Education program. The remaining **77,505** participants who did not participate in the program were tracked for employment, wage, and education status.

**State Core Measures**

**Cohort 2: 77,505 former Post-Secondary CTE participants**

	FY2010-11 Base Year	1 year later	2 years later	3 years later	4 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	71%	74%	73%	71%	71%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$15,057	\$20,181	\$22,382	\$24,188	\$26,361
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		40%	38%	33%	31%
Enrolled in University of North Carolina System		3%	4%	3%	3%
Enrolled in North Carolina Community College System		22%	24%	21%	19%
Enrolled in Other Workforce Development Programs		30%	25%	21%	20%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		12%	15%	19%	23%

## North Carolina Department of Commerce Apprenticeship

The **Apprenticeship program** through the Department of Commerce provides on-the-job learning with job related education experience. Working with the community colleges, technical institutions, universities, and individual employers, registered apprentices are provided a structured training that enhances their skills on the job.

The program is designed to serve incumbent workers and business owners.

### Cohort 1

During **Fiscal Year 2009-10**, the program served 7,976 individuals. In the following year, **Fiscal Year 2010-11**, 4,269 individuals continued to receive services through the Apprenticeship program. The remaining **3,707** participants who did not participate in the program were tracked for employment, wage, and education status.

#### State Core Measures

#### Cohort 1: 3,707 former Apprenticeship participants

	FY2009-10 Base Year	1 year later	2 years later	3 years later	4 years later	5 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	82%	76%	73%	71%	69%	67%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$33,781	\$35,299	\$37,237	\$38,443	\$39,699	\$41,880
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		47%	43%	40%	36%	33%
Enrolled in University of North Carolina System		1%	2%	1%	1%	1%
Enrolled in North Carolina Community College System		38%	35%	33%	31%	27%
Enrolled in Other Workforce Development Programs		44%	39%	37%	34%	31%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		17%	19%	23%	26%	29%

## North Carolina Department of Commerce Apprenticeship

### Cohort 2

During **Fiscal Year 2010-11** the program served 5,591 individuals. In the following year, **Fiscal Year 2011-12**, 2,728 individuals continued to receive services through the Apprenticeship program. The remaining **2,863** participants who did not participate in the program were tracked for employment, wage, and education status.

#### State Core Measures

#### Cohort 2: 2,863 former Apprenticeship participants

	FY2010-11 Base Year	1 year later	2 years later	3 years later	4 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	76%	72%	70%	69%	67%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$36,685	\$38,371	\$40,053	\$41,471	\$44,453
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		46%	43%	41%	37%
Enrolled in University of North Carolina System		1%	1%	1%	1%
Enrolled in North Carolina Community College System		40%	38%	37%	32%
Enrolled in Other Workforce Development Programs		43%	40%	38%	34%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		21%	24%	26%	29%

## North Carolina Department of Commerce Veteran's Employment

The **Veteran's Employment program** through the Department of Commerce provides veterans, transitioning service members, and eligible spouses with resources to assist and prepare them to obtain meaningful careers and maximize their employment opportunities.

The program is designed to serve veterans, veterans with significant barriers to employment, transitioning service members, and eligible spouses.

### Cohort 1

During **Fiscal Year 2009-10**, the program served 85,620 individuals. In the following year, **Fiscal Year 2010-11**, 46,033 individuals continued to receive services through the Veteran's Employment program. The remaining **39,587** participants who did not participate in the program were tracked for employment, wage, and education status.

#### State Core Measures

#### Cohort 1: 39,587 former Veteran's Employment participants

	FY2009-10 Base Year	1 year later	2 years later	3 years later	4 years later	5 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	62%	51%	49%	46%	44%	42%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$19,736	\$26,473	\$28,491	\$29,739	\$31,028	\$33,194
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		15%	22%	20%	17%	15%
Enrolled in University of North Carolina System		1%	1%	1%	1%	<1%
Enrolled in North Carolina Community College System		12%	11%	10%	9%	7%
Enrolled in Other Workforce Development Programs		11%	19%	17%	14%	13%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		28%	38%	43%	48%	52%

## North Carolina Department of Commerce Veteran's Employment

### Cohort 2

During **Fiscal Year 2010-11** the program served 75,977 individuals. In the following year, **Fiscal Year 2011-12**, 28,925 individuals continued to receive services through the Veteran's Employment program. The remaining **47,052** participants who did not participate in the program were tracked for employment, wage, and education status.

#### State Core Measures

#### Cohort 2: 47,052 former Veteran's Employment participants

	FY2010-11 Base Year	1 year later	2 years later	3 years later	4 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	63%	52%	50%	48%	46%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$18,166	\$24,995	\$26,580	\$28,167	\$30,313
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		16%	23%	19%	17%
Enrolled in University of North Carolina System		2%	2%	1%	1%
Enrolled in North Carolina Community College System		13%	12%	10%	8%
Enrolled in Other Workforce Development Programs		11%	20%	17%	15%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		22%	37%	43%	48%

North Carolina Department of Commerce  
**Wagner-Peyser**

The **Wagner-Peyser program** through the Department of Commerce provides all job seekers access to self-service or staff-assisted job search preparation and placement assistance. Employers may receive general or specialized recruitment services through self-service or staff-assisted job referral and placement.

The program is designed to serve the general public, unemployed or underemployed job seekers, and business owners.

**Cohort 1**

During **Fiscal Year 2009-10**, the program served 836,973 individuals. In the following year, **Fiscal Year 2010-11**, 371,461 individuals continued to receive services through the Wagner-Peyser program. The remaining **465,512** participants who did not participate in the program were tracked for employment, wage, and education status.

**State Core Measures**

**Cohort 1: 465,512 former Wagner-Peyser participants**

	FY2009-10 Base Year	1 year later	2 years later	3 years later	4 years later	5 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	69%	60%	59%	57%	56%	55%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$15,347	\$20,498	\$22,766	\$24,247	\$25,769	\$27,700
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		18%	17%	15%	14%	13%
Enrolled in University of North Carolina System		2%	1%	1%	1%	<1%
Enrolled in North Carolina Community College System		15%	13%	12%	10%	9%
Enrolled in Other Workforce Development Programs		14%	13%	12%	11%	10%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		17%	25%	30%	36%	39%

North Carolina Department of Commerce  
Wagner-Peyser

**Cohort 2**

During **Fiscal Year 2010-11** the program served 702,817 individuals. In the following year, **Fiscal Year 2011-12**, 248,883 individuals continued to receive services through the Wagner-Peyser program. The remaining **453,934** participants who did not participate in the program were tracked for employment, wage, and education status.

**State Core Measures**

**Cohort 2: 453,934 former Wagner-Peyser participants**

	FY2010-11 Base Year	1 year later	2 years later	3 years later	4 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	69%	61%	60%	59%	58%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$14,354	\$20,101	\$21,902	\$23,452	\$25,349
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		18%	17%	15%	14%
Enrolled in University of North Carolina System		1%	1%	1%	<1%
Enrolled in North Carolina Community College System		15%	13%	11%	9%
Enrolled in Other Workforce Development Programs		14%	13%	12%	12%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		16%	24%	32%	37%

## North Carolina Department of Commerce Workforce Investment Act - Adult

The **Workforce Investment Act Adult program** through the Department of Commerce prepares individuals for participation in the labor force by providing access to employment planning, job training, and workforce services ranging from skill assessment, labor market information, consumer reports on training programs, job search, placement assistance, and literacy activities.

The program is designed to serve the general public and unemployed or underemployed jobseekers.

### Cohort 1

During **Fiscal Year 2009-10**, the program served 10,602 individuals. In the following year, **Fiscal Year 2010-11**, 5,278 individuals continued to receive services through the Workforce Investment Act Adult program. The remaining **5,324** participants who did not participate in the program were tracked for employment, wage, and education status.

#### State Core Measures

### Cohort 1: 5,324 former Workforce Investment Act – Adult participants

	FY2009-10 Base Year	1 year later	2 years later	3 years later	4 years later	5 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	73%	73%	69%	68%	66%	66%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$10,365	\$15,902	\$18,345	\$19,580	\$21,080	\$22,410
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		58%	46%	41%	36%	34%
Enrolled in University of North Carolina System		2%	2%	2%	2%	2%
Enrolled in North Carolina Community College System		31%	25%	24%	20%	17%
Enrolled in Other Workforce Development Programs		52%	41%	36%	31%	29%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		5%	12%	15%	22%	26%

North Carolina Department of Commerce  
**Workforce Investment Act - Adult**

**Cohort 2**

During **Fiscal Year 2010-11** the program served 7,803 individuals. In the following year, **Fiscal Year 2011-12**, 3,255 individuals continued to receive services through the Workforce Investment Act Adult program. The remaining **4,548** participants who did not participate in the program were tracked for employment, wage, and education status.

**State Core Measures**

**Cohort 2: 4,548 former Workforce Investment Act – Adult participants**

	FY2010-11 Base Year	1 year later	2 years later	3 years later	4 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	76%	75%	71%	70%	69%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$12,311	\$17,955	\$19,749	\$21,067	\$22,595
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		51%	44%	37%	34%
Enrolled in University of North Carolina System		2%	2%	2%	2%
Enrolled in North Carolina Community College System		29%	25%	21%	18%
Enrolled in Other Workforce Development Programs		45%	38%	33%	30%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		5%	12%	19%	23%

## North Carolina Department of Commerce Workforce Investment Act – Dislocated Worker

The **Workforce Investment Act Dislocated Worker program** through the Department of Commerce prepares those dislocated from employment for participation in the labor force by providing access to employment planning, job training, and workforce services ranging from skill assessment, labor market information, consumer reports on training programs, job search, placement assistance, and literacy activities.

The program is designed to serve individuals dislocated from employment or those who received notification of pending dislocation.

### Cohort 1

During **Fiscal Year 2009-10**, the program served 14,434 individuals. In the following year, **Fiscal Year 2010-11**, 8,651 individuals continued to receive services through the Workforce Investment Act Dislocated Worker program. The remaining **5,783** participants who did not participate in the program were tracked for employment, wage, and education status.

#### State Core Measures

#### Cohort 1: 5,783 former WIA – Dislocated Worker participants

	FY2009-10 Base Year	1 year later	2 years later	3 years later	4 years later	5 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	74%	80%	79%	76%	75%	73%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$13,197	\$24,643	\$27,252	\$28,885	\$30,899	\$32,723
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		57%	38%	32%	26%	24%
Enrolled in University of North Carolina System		<1%	<1%	<1%	<1%	<1%
Enrolled in North Carolina Community College System		27%	18%	16%	14%	12%
Enrolled in Other Workforce Development Programs		55%	35%	30%	24%	22%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		4%	10%	13%	19%	23%

North Carolina Department of Commerce  
**Workforce Investment Act – Dislocated Worker**

**Cohort 2**

During **Fiscal Year 2010-11** the program served 11,418 individuals. In the following year, **Fiscal Year 2011-12**, 4,756 individuals continued to receive services through the Workforce Investment Act Dislocated Worker program. The remaining **6,662** participants who did not participate in the program were tracked for employment, wage, and education status.

**State Core Measures**

**Cohort 2: 6,662 former WIA – Dislocated Worker participants**

	FY2010-11 Base Year	1 year later	2 years later	3 years later	4 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	77%	80%	79%	77%	76%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$16,050	\$25,774	\$27,748	\$30,234	\$32,034
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		46%	35%	30%	26%
Enrolled in University of North Carolina System		1%	1%	1%	1%
Enrolled in North Carolina Community College System		24%	19%	16%	13%
Enrolled in Other Workforce Development Programs		43%	32%	26%	23%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		4%	10%	17%	20%

## North Carolina Department of Health and Human Services Services for the Blind, Employment and Training

The **Services for the Blind, Employment and Training program** through the Department of Health and Human Services provides counseling, training, education, transportation, job placement, assistive technology, and other support services for blind and visually impaired people as well as people with vision and hearing loss to assist them with living independently and with finding and maintaining employment.

The program is designed to serve job seekers who are blind or have low-vision.

### Cohort 1

During **Fiscal Year 2009-10**, the program served 3,441 individuals. In the following year, **Fiscal Year 2010-11**, 2,475 individuals continued to receive services through the Services for the Blind, Employment and Training program. The remaining **966** participants who did not participate in the program were tracked for employment, wage, and education status.

#### State Core Measures

#### Cohort 1: 966 former Services for the Blind participants

	FY2009-10 Base Year	1 year later	2 years later	3 years later	4 years later	5 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	46%	41%	36%	33%	30%	29%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$14,736	\$15,564	\$16,747	\$17,507	\$18,481	\$18,627
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		17%	13%	11%	8%	8%
Enrolled in University of North Carolina System		*	*	*	*	*
Enrolled in North Carolina Community College System		7%	6%	5%	3%	4%
Enrolled in Other Workforce Development Programs		15%	11%	10%	7%	7%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		48%	52%	54%	62%	65%

The asterisks shown in “Enrolled in University of North Carolina System” indicate that the data was suppressed to protect confidentiality as the participant record was less than 10.

North Carolina Department of Health and Human Services  
**Services for the Blind, Employment and Training**

**Cohort 2**

During **Fiscal Year 2010-11** the program served 3,479 individuals. In the following year, **Fiscal Year 2011-12**, 2,657 individuals continued to receive services through the Services for the Blind, Employment and Training program. The remaining **822** participants who did not participate in the program were tracked for employment, wage, and education status.

**State Core Measures**

**Cohort 2: 822 former Services for the Blind participants**

	FY2010-11 Base Year	1 year later	2 years later	3 years later	4 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	54%	49%	43%	40%	38%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$15,332	\$16,032	\$16,473	\$17,602	\$18,605
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		17%	17%	13%	11%
Enrolled in University of North Carolina System		*	*	*	*
Enrolled in North Carolina Community College System		8%	7%	7%	6%
Enrolled in Other Workforce Development Programs		15%	16%	13%	10%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		40%	44%	50%	55%

The asterisks shown in “Enrolled in University of North Carolina System” indicate that the data was suppressed to protect confidentiality as the participant record was less than 10.

North Carolina Department of Health and Human Services  
**WorkFirst, Employment and Training**

The **WorkFirst, Employment and Training program** through the Department of Health and Human Services provides work experience opportunities for recipients to gain skills for employment, become employed, keep a job and become self-sufficient.

The program is designed to serve low-income job seekers.

**Cohort 1**

During **Fiscal Year 2009-10**, the program served 26,643 individuals. In the following year, **Fiscal Year 2010-11**, 10,131 individuals continued to receive services through the WorkFirst, Employment and Training program. The remaining **16,512** participants who did not participate in the program were tracked for employment, wage, and education status.

**State Core Measures**

**Cohort 1: 16,512 former WorkFirst participants**

	FY2009-10 Base Year	1 year later	2 years later	3 years later	4 years later	5 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	58%	57%	55%	54%	55%	56%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$5,543	\$8,703	\$9,708	\$10,598	\$11,328	\$12,340
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		46%	39%	36%	32%	31%
Enrolled in University of North Carolina System		<1%	<1%	<1%	<1%	<1%
Enrolled in North Carolina Community College System		24%	22%	20%	18%	15%
Enrolled in Other Workforce Development Programs		43%	36%	33%	30%	28%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		17%	19%	23%	29%	34%

North Carolina Department of Health and Human Services  
**WorkFirst, Employment and Training**

**Cohort 2**

During **Fiscal Year 2010-11** the program served 24,505 individuals. In the following year, **Fiscal Year 2011-12**, 9,173 individuals continued to receive services through the WorkFirst, Employment and Training program. The remaining **15,332** participants who did not participate in the program were tracked for employment, wage, and education status.

**State Core Measures**

**Cohort 2: 15,332 former WorkFirst participants**

	FY2010-11 Base Year	1 year later	2 years later	3 years later	4 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	60%	59%	58%	58%	59%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$5,759	\$9,208	\$10,263	\$11,178	\$12,102
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		42%	38%	34%	32%
Enrolled in University of North Carolina System		<1%	<1%	<1%	<1%
Enrolled in North Carolina Community College System		25%	21%	19%	16%
Enrolled in Other Workforce Development Programs		39%	35%	31%	30%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		14%	19%	26%	31%

## North Carolina Department of Health and Human Services Vocational Rehabilitation, Employment and Training

The **Vocational Rehabilitation, Employment and Training program** through the Department of Health and Human Services provides counseling, training, education, transportation, job placement, assistive technology and other support services for people with physical, psychiatric, or intellectual disabilities as well as those who are deaf or hard of hearing or have other communicative disorders to assist them with living independently and with finding and maintaining employment.

The program is designed to serve job seekers with disabilities.

### Cohort 1

During **Fiscal Year 2009-10**, the program served 57,377 individuals. In the following year, **Fiscal Year 2010-11**, 42,021 individuals continued to receive services through the Vocational Rehabilitation, Employment and Training program. The remaining **15,356** participants who did not participate in the program were tracked for employment, wage, and education status.

#### State Core Measures

#### Cohort 1: 15,356 former Vocational Rehabilitation participants

	FY2009-10 Base Year	1 year later	2 years later	3 years later	4 years later	5 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	46%	42%	38%	37%	36%	36%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$9,399	\$11,168	\$12,110	\$12,740	\$13,669	\$14,718
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		30%	26%	23%	20%	19%
Enrolled in University of North Carolina System		<1%	<1%	<1%	<1%	<1%
Enrolled in North Carolina Community College System		17%	15%	14%	12%	10%
Enrolled in Other Workforce Development Programs		28%	23%	21%	18%	17%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		37%	40%	42%	47%	51%

North Carolina Department of Health and Human Services  
**Vocational Rehabilitation, Employment and Training**

**Cohort 2**

During **Fiscal Year 2010-11** the program served 60,343 individuals. In the following year, **Fiscal Year 2011-12**, 43,568 individuals continued to receive services through the Vocational Rehabilitation, Employment and Training program. The remaining **16,775** participants who did not participate in the program were tracked for employment, wage, and education status.

**State Core Measures**

**Cohort 2: 16,775 former Vocational Rehabilitation participants**

	FY2010-11 Base Year	1 year later	2 years later	3 years later	4 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	45%	40%	38%	37%	37%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$9,198	\$11,390	\$12,225	\$13,095	\$14,379
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		28%	25%	21%	19%
Enrolled in University of North Carolina System		<1%	<1%	<1%	<1%
Enrolled in North Carolina Community College System		17%	15%	13%	11%
Enrolled in Other Workforce Development Programs		25%	23%	19%	18%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		38%	40%	45%	50%

## Youth Program Tables

Two out of the 17 workforce development programs are specifically designed to serve North Carolina's young adult population between the ages of 14-21 years old. Youth participants may be enrolled in a high school or community college or they may have left the education system.

Employment rates for this subset of participants were lower than the rates for adults. Many youth do not work or may work only part-time while enrolled in high school, training, or post-secondary education. Also, employment rates are typically lower for youth who have left the education system prior to completion, due to lack of skills or experience required to obtain employment, especially in a tough economy. In addition to employment, positive outcomes for youth participants include continuing in education and training programs through the workforce system or in higher education.

Furthermore, many high school students who participate in the Career and Technical Education (CTE) program through the Department of Public Instruction in their sophomore and/or junior year of school may not take CTE classes in subsequent years, but still be enrolled in school. This data analysis does not include information for all high school enrollments, but just those in the CTE program. Therefore, some students may not be found in records, but could still be enrolled in school.

## North Carolina Department of Public Instruction Career and Technical Education

The **Career and Technical Education program** through the Department of Public Instruction provides middle and high school students the opportunity to take Career and Technical Education courses which are aligned with the 16 National Career Clusters. In addition to classroom and lab instruction, students participate in work-based learning experiences and in student organization activities.

The program is designed to serve students in grades 6<sup>th</sup> through 12<sup>th</sup>, many of whom, have a barrier to employment.

### Cohort 1

During **Fiscal Year 2009-10**, the program served 215,865 individuals. In the following year, **Fiscal Year 2010-11**, 108,540 individuals continued to receive services through the Career and Technical Education program. The remaining **107,325** participants who did not participate in the program were tracked for employment, wage, and education status.

#### State Core Measures

#### Cohort 1: 107,325 former Career and Technical Education participants\*

	FY2009-10 Base Year	1 year later	2 years later	3 years later	4 years later	5 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	31%	45%	55%	62%	65%	67%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$3,766	\$4,693	\$6,226	\$7,654	\$9,379	\$12,441
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		37%	43%	48%	50%	44%
Enrolled in University of North Carolina System		9%	12%	16%	19%	17%
Enrolled in North Carolina Community College System		25%	28%	29%	27%	22%
Enrolled in Other Workforce Development Programs		18%	21%	23%	22%	21%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		24%	21%	20%	21%	24%

\*Because of data matching issues all CTE students including those students in North Carolina's largest school districts of Wake and Mecklenburg counties, are not included in these counts (see p. 7 for more information).

North Carolina Department of Public Instruction  
**Career and Technical Education**

**Cohort 2**

During **Fiscal Year 2010-11** the program served 187,306 individuals. In the following year, **Fiscal Year 2011-12**, 100,860 individuals continued to receive services through the Career and Technical Education program. The remaining **86,446** participants who did not participate in the program were tracked for employment, wage, and education status.

**State Core Measures**

**Cohort 2: 86,446 former Career and Technical Education participants\***

	FY2010-11 Base Year	1 year later	2 years later	3 years later	4 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	31%	47%	56%	61%	65%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$3,687	\$5,142	\$6,741	\$8,292	\$10,424
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		39%	45%	47%	46%
Enrolled in University of North Carolina System		9%	11%	14%	17%
Enrolled in North Carolina Community College System		27%	30%	29%	25%
Enrolled in Other Workforce Development Programs		20%	23%	23%	22%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		19%	20%	23%	25%

\*Because of data matching issues all CTE students including those students in North Carolina’s largest school districts of Wake and Mecklenburg counties, are not included in these counts (see p. 7 for more information).

## North Carolina Department of Commerce Workforce Investment Act (WIA) - Youth

The **Workforce Investment Act Youth program** through the Department of Commerce prepares low-income youth, ages 14 to 21, with barriers to success for academic and employment success. Eligible youth may receive counseling, tutoring, job training, mentoring, and/or work experience opportunities.

The program is designed to serve low-income youth ages 14-21 with barriers to employment.

### Cohort 1

During **Fiscal Year 2009-10**, the program served 4,964 individuals. In the following year, **Fiscal Year 2010-11**, 3,086 individuals continued to receive services through the Workforce Investment Act Youth program. The remaining **1,878** participants who did not participate in the program were tracked for employment, wage, and education status.

#### State Core Measures

#### Cohort 1: 1,878 former WIA – Youth participants

	FY2009-10 Base Year	1 year later	2 years later	3 years later	4 years later	5 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	63%	60%	61%	63%	63%	65%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$5,268	\$7,500	\$8,620	\$9,401	\$10,849	\$12,384
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		58%	51%	48%	42%	39%
Enrolled in University of North Carolina System		4%	4%	4%	3%	3%
Enrolled in North Carolina Community College System		34%	31%	27%	24%	20%
Enrolled in Other Workforce Development Programs		50%	43%	41%	36%	35%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		6%	14%	15%	20%	25%

North Carolina Department of Commerce  
**Workforce Investment Act (WIA) - Youth**

**Cohort 2**

During **Fiscal Year 2010-11** the program served 5,327 individuals. In the following year, **Fiscal Year 2011-12**, 3,136 individuals continued to receive services through the Workforce Investment Act Youth program. The remaining **2,191** participants who did not participate in the program were tracked for employment, wage, and education status.

**State Core Measures**

**Cohort 2: 2,191 former WIA – Youth participants**

	FY2010-11 Base Year	1 year later	2 years later	3 years later	4 years later
<b>Employed</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that were employed.	64%	63%	66%	68%	69%
<b>Earning wages</b> – the average earned wage for individuals in the cohort who did not participate in the original program after the base year.	\$5,419	\$7,812	\$9,100	\$10,206	\$11,785
<b>Enrolled in North Carolina Public Higher Education and/or Workforce Development</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year that enrolled in North Carolina Public Higher Education which includes all colleges and programs of the UNC system and Community College system, and/or a different workforce development program as defined in this report.		57%	50%	46%	41%
Enrolled in University of North Carolina System		3%	3%	3%	2%
Enrolled in North Carolina Community College System		37%	31%	26%	22%
Enrolled in Other Workforce Development Programs		48%	42%	40%	36%
<b>Not found in available records</b> – the percentage of individuals in the cohort who did not participate in the original program after the base year and are not found in other data including higher education or wage records.		4%	11%	16%	20%

## Definitions

Participant	Individual participating in any of the identified workforce development programs during the 2009-10 fiscal year (Cohort 1: July 1, 2009 through June 30, 2010) or the 2010-11 fiscal year (Cohort 2: July 1, 2010 through June 30, 2011). Participants were tracked from year to year to determine their workforce participation, employment, and education status.
Adult	An individual participating in a workforce development program with the exception of the Department of Public Instruction, Career and Technical Education and the Department of Commerce, Workforce Investment Act-Youth.
Youth	An individual participating in the Department of Public Instruction, Career and Technical Education or the Department of Commerce, Workforce Investment Act-Youth program (typically 9 <sup>th</sup> grade and/or at least 14 years of age).
Covered Employment	<p>As determined by Chapter 96, Article 2 of the NC General Statutes:</p> <ol style="list-style-type: none"> <li>1. A general business employer with at least one worker in 20 different calendar weeks during a calendar year, or with a payroll of at least \$1,500 in any calendar quarter;</li> <li>2. An employer who acquires all or any portion of a liable business in North Carolina;</li> <li>3. If approved by DES, an employer voluntarily choosing coverage not required by law;</li> <li>4. An employer subject to the Federal Unemployment Tax Act, 26 U.S.C. § 3301 et seq.;</li> <li>5. A 501(c)(3) non-profit organization with at least four workers in 20 different calendar weeks during a calendar year;</li> <li>6. An employer with agricultural labor of 10 or more workers on any day during 20 different weeks in a calendar year, or with \$20,000 or more in gross payroll for any calendar quarter;</li> <li>7. An employer with domestic employment in a private home, college club, fraternity or sorority with a payroll of at least \$1,000 in any calendar quarter;</li> <li>8. A state or local government agency or department;</li> <li>9. An employee leasing company or temporary help company that, under contract, supplies individuals to perform services for clients or customers; and</li> <li>10. Any Indian Tribe as defined in FUTA.</li> </ol>
Former Program Participant	Individual participating in one of the identified workforce programs during the 2009-2010 fiscal year (Cohort 1: July 1, 2009 through June 30, 2010) or the 2010-11 fiscal year (Cohort 2: July 1, 2010 through June 30, 2011) and not found to participate in the same program in the following fiscal year. These former participants are tracked across years in order to determine their workforce participation, employment, and education status.

Employed	<p>Every employer in the state who is covered by the state’s Unemployment Insurance Law (see covered employment above) is required to report on a quarterly basis the total wages paid to employees on their payrolls. Information from these reports is referred to as wage record data. For this report, an individual with wages listed in the wage record data during any quarter of the applicable fiscal year is considered to be employed.</p> <p><i>Employment</i> was determined by taking the cohort of former workforce program participants and matching them to the wage record data to determine the number of individuals in each cohort who had wages reported in the base fiscal year and subsequent fiscal years. An individual was counted as employed if they had any reported wages in any of the four quarters of the corresponding fiscal year.</p>
Earning Wages	<p>The average (mean) wage earned by individuals with the available wage records in the applicable program year.</p> <p>The average earned wage of those employed was derived by summing the total wages of individuals with wages in the corresponding fiscal years and dividing that by the number of individuals found to have wages in the corresponding fiscal year.</p>
Enrolled in North Carolina Public Higher Education and/or Workforce Development	<p>Enrollment in any academic or workforce development program of the NC Community College System and/or enrollment in a degree program in the University of North Carolina System, and/or enrollment in a workforce development program as defined in this report at any time in an applicable fiscal year.</p>
Enrolled in the University of North Carolina System	<p>Enrolled in the University of North Carolina System was derived by taking the two cohorts of former workforce program participants and matching them through CFS to information from the University of North Carolina System in subsequent fiscal years.</p>
Enrolled in the NC Community College System	<p>Enrolled in the North Carolina Community College System was derived by taking the two cohorts of former workforce program participants and matching them through CFS to information from the Community College System in subsequent fiscal years.</p>
Enrolled in Other Workforce Development Program	<p>Enrolled in Other Workforce Development Programs was derived by taking the two cohorts of former workforce program participants and matching them through CFS to information from the Other Workforce Development programs in subsequent fiscal years.</p>

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Not found in  
available records/  
No Record

Individual that had no matching record within the Common Follow-up System programmatic data during the specified program year and no matching wage record for the specified wage quarters. Individuals with “no record” could include:

- Individuals employed by companies that are not covered by North Carolina’s Unemployment Insurance Laws (e.g., individuals working in other states and individuals working for the federal government, including VA hospitals and the military)
  - Individuals who are self-employed
  - Individuals who are incarcerated in federal jails and prisons
  - Students enrolled full- or part-time in private higher education colleges and universities
  - Students enrolled in an out-of-state public or private college or university
  - Individuals who are not employed in jobs covered by North Carolina’s Unemployment Insurance Laws and not participating in publically supported education, employment or training programs.
  - Individuals who are no longer seeking work (e.g., retirees).
  - Individuals who have left North Carolina
  - Individuals who have died
-