



2021 Annual Conference

**CONNECT AND BUILD YOUR WORKFORCE
WITH APPRENTICESHIPNC!**

Wednesday, April 28th

CONNECT AND BUILD YOUR WORKFORCE WITH APPRENTICESHIP NC!

Opening Remarks

Maureen Little



Vice-President of
Economic Development
North Carolina
Community Colleges

Maureen is Vice-President of Economic Development for the North Carolina Community Colleges. She is responsible for ApprenticeshipNC, BioNetwork, Customized Training, and the Small Business Center Network. Ms. Little serves on the NC Economic Development Association Board of Directors and the NC Works Commission Board. She understands the need for collaboration among all workforce partners and works tirelessly promoting our great state as the place for companies to locate, grow and remain globally competitive

CONNECT AND BUILD YOUR WORKFORCE WITH APPRENTICESHIP NC!

Master of Ceremonies

Roger Collins



Apprenticeship Manager
and Technical
Training Specialist
Siemens Energy, Inc.

Roger is the Apprenticeship Manager and Technical Training Specialist for Siemens Energy, Inc. in Charlotte, N.C. He manages Apprenticeship Siemens and the technical training of more than 1,400 employees at the advanced manufacturing facility. Roger is a graduate of The Apprentice School at Newport News Shipbuilding, a Journeyman Machinist and currently serves on the Charlotte Works Board of Directors. He is the Chairman of the North Carolina Apprenticeship Council and, recently was named co-chair of the State Apprenticeship Council Alliance, an advisory group to the U.S. Department of Labor Office of Apprenticeship.

2021 Annual Conference

**Learn How
ApprenticeshipNC
Can Help You Build
Your Workforce**



Day 2 Agenda

TIME	EVENT
8:30am	Conference Opens
8:30am	Opening Speaker: Maureen Little
8:35am	Outstanding Registered Apprenticeship Employer recognition
8:40am	Skills Gap or Opportunity Gap?
9:20am	Outstanding Pre-Apprenticeship Program recognition
9:25am	Questions About Sustaining Your Future Workforce
10:15am	Outstanding Consortium Member recognition
10:20am	Supporting Our Veterans in Apprenticeship
11:00am	Outstanding Apprenticeship Partner recognition
11:05am	Closing Session: Tariq Bokhari



**AWARD FOR:
OUTSTANDING REGISTERED
APPRENTICESHIP EMPLOYER**

Video here

Outstanding Registered Apprenticeship Program

Joel Miller, Smithfield Foods, Inc.





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SKILLS GAP OR OPPORTUNITY GAP

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Skills Gap or Opportunity Gap

Tiffany Jacobs



Apprenticeship Coordinator
ApprenticeshipNC

Workshop Moderator

CONNECT AND BUILD YOUR WORKFORCE WITH APPRENTICESHIP NC!

Skills Gap or Opportunity Gap

Kevin Robinson



Owner/CTO
RTriad Enterprises, LLC

Kevin is "Building a Cloud Army" primarily by launching KnowWon, the world's first learning and career development community for Cloud Computing professionals. The mission of the community is to help professionals move from interest to income by continuous learning. Scaffolding training, skills development and hands on experiences helps to start building of careers. He includes networking with experts, mentoring, coaching and community mindshare to accelerate this process shortening the distance between experts and enthusiasts, transforming the potential of this human resource "social capital" into a Talent as a Service workforce built for the Gig Economy. RTriad was sculpted to be a model organization and has started one of the few cyber-security focused registered Apprenticeship Programs in the country.

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Skills Gap or Opportunity Gap

Darone Dancy



Vice President of
Workforce Operations
Eastern Carolina
Vocational Center, Inc.

Darone is a Workforce Development and Human Resources professional. He is currently the Vice President of Workforce Operations at Eastern Carolina Vocational Center, Inc. (ECVC) in Greenville, NC. Prior to arriving at ECVC, Darone retired from the U. S. Navy as an Administrative Chief and worked thereafter as an NCWorks Career Center Manager in Beaufort County, NC. Darone received his MPA and B.A. in Business Management from Central Michigan University, and his A.A. in Paralegal from the University of Maryland.

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Skills Gap or Opportunity Gap

Joe Rotondi

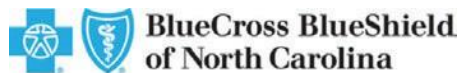


Executive Director
Forge Greensboro

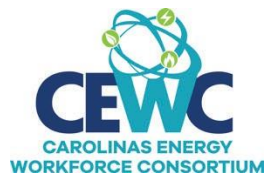
Joe serves as the Executive Director for Forge Greensboro, the community makerspace in downtown Greensboro. There, Joe connects makers with the tools and technology to pursue a hobby, business, or a new skill. He holds a degree in Social Entrepreneurship from UNC Greensboro. At the 2019 Nations of Makers Conference, he was awarded for building the Forge's Talent Pipeline, an unconventional path to employment in the skilled trades. His goal is to develop the diversity of the Forge to match the community surrounding it. Joe believes, "New voices and perspectives drive new ideas and solutions."

Poll

Five Minute Break



HealthyBlue





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**AWARD FOR:
OUTSTANDING PRE-APPRENTICESHIP
PROGRAM**

Video here

Outstanding Pre-Apprenticeship Program

John Downing
Cape Fear Community College
Electrical Lineworker Program





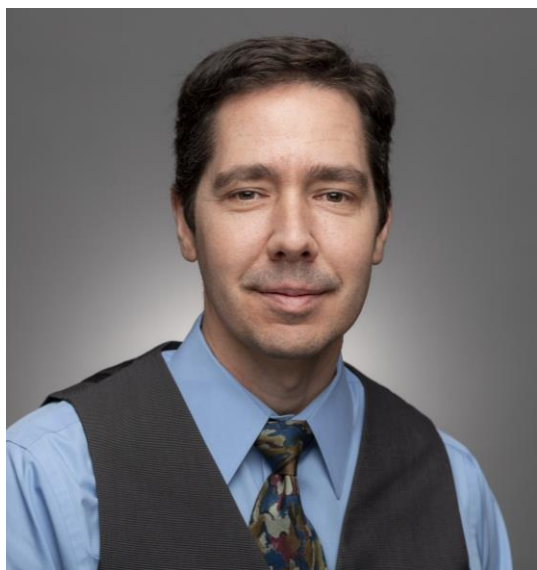
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**QUESTIONS ABOUT SUSTAINING YOUR
FUTURE WORKFORCE**

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Questions About Sustaining Your Future Workforce?

Charlie Milling



Youth Apprenticeship
Coordinator
ApprenticeshipNC

Workshop Moderator

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Questions About Sustaining Your Future Workforce?

Dr. Michael L. Walden



Retired - William Neal Reynolds
Distinguished Professor Emeritus
North Carolina State University

Michael Walden is a William Neal Reynolds Distinguished Professor Emeritus at North Carolina State University and President of Walden Economic Consulting, LLC. During his 43 years on the faculty at NC State, Walden became recognized as an expert on the state economy and public policy. He is the author of twelve books and over 300 articles and reports, and he has made 3000 personal appearances. Walden is also a frequent contributor to the national and state media, and continues to write a biweekly newspaper column. He has won numerous awards, including two Champion-Tuck Awards for Excellence in Broadcasting, the UNC Board of Governors Award for Excellence in Public Service, the Holladay Medal for Excellence from North Carolina State University, and the Order of the Long Leaf Pine. His newest books are *Real Solutions* and *Disunionia: A Political Thriller*. He resides in Raleigh with his wife, Mary.

ECONOMIC OUTLOOK 2021: IMPLICATIONS FOR THE ECONOMY AND JOBS

Dr. Michael L. Walden, Reynolds Distinguished Professor Emeritus
North Carolina State University

THE VIRUS IS RETREATING AND THE ECONOMY IS GAINING

1. CASES, HOSPITALIZATIONS, & DEATHS LONG-TERM DOWNWARD TREND, BUT RECENT INCREASE
2. VACCINATIONS ARE QUICKLY INCREASING
3. RESTRICTIONS ARE EASING
4. JOBS & ECONOMIC ACTIVITY ARE TRENDING HIGHER
5. FEDERAL GOVERNMENT IS PUMPING IN MORE MONEY
6. HOPES RISE FOR MORE NORMALCY BY THE FALL

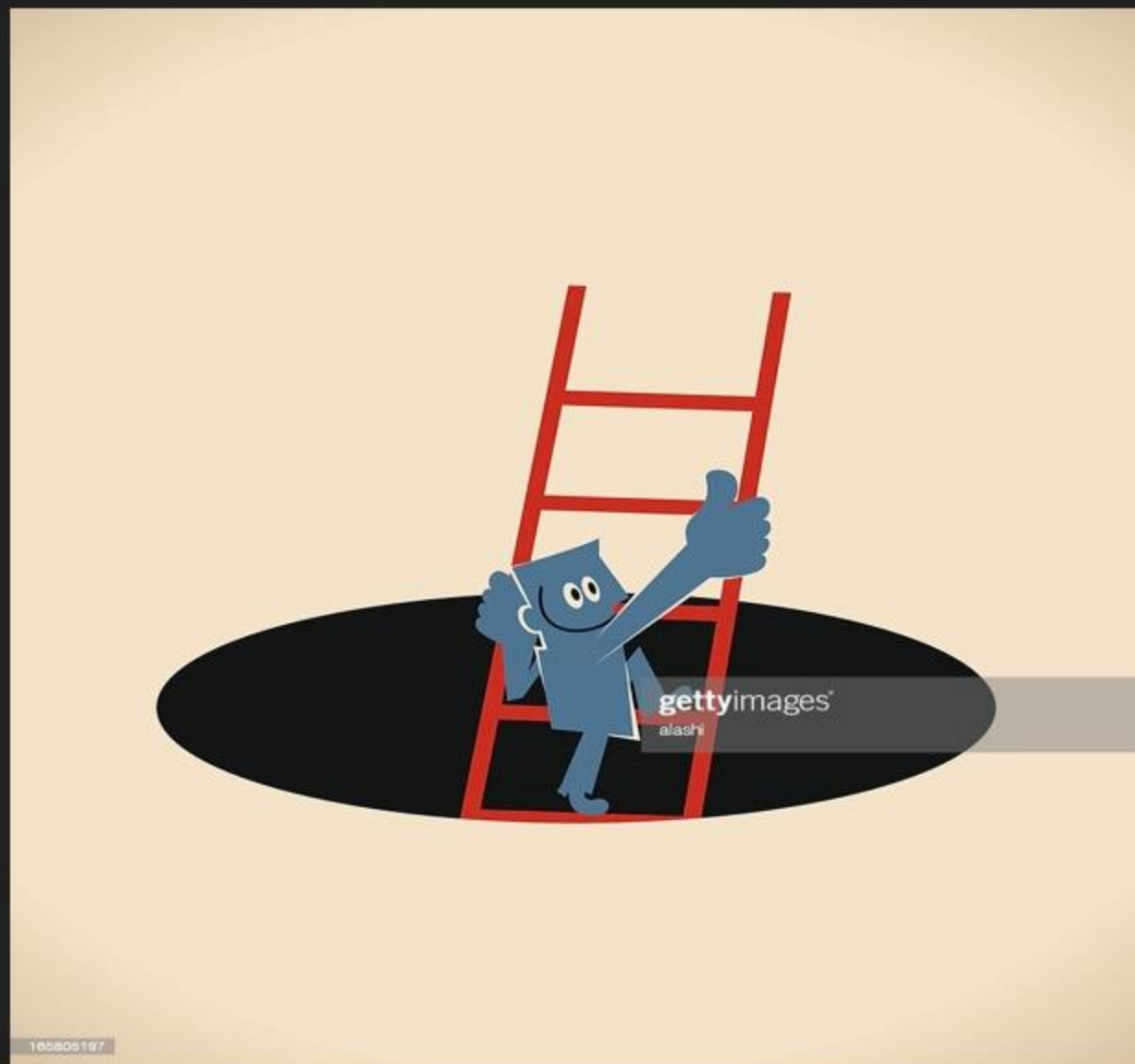
**BIGGEST WORRY:
VARIANTS HIT BEFORE
VACCINATIONS
PROTECT US**

WORST CASE SCENARIO:
ECONOMY IS OPENED BEFORE
ENOUGH ARE VACCINATED,
LEAVING DOOR OPEN TO VARIANTS
A FOURTH SURGE?

RECESSION WAS
DEEP BUT SHORT

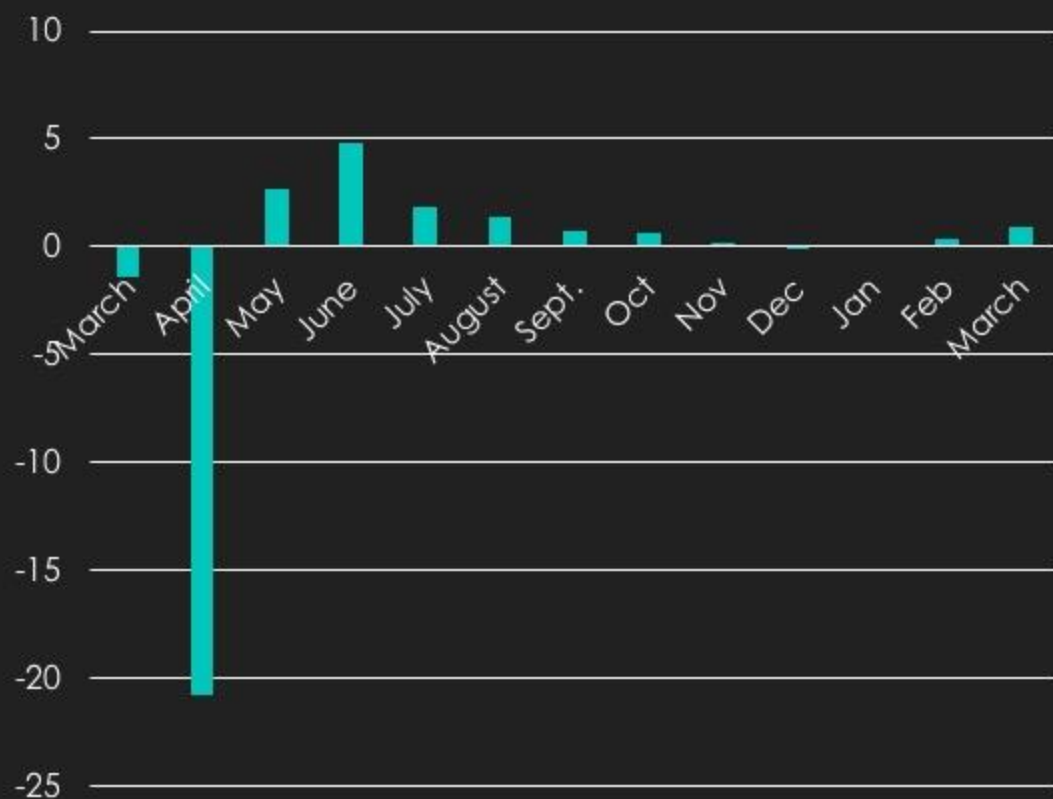
LARGE NEGATIVE
GROWTH IN SECOND
QUARTER 2020

BUT QUICK REBOUND IN
THIRD QUARTER 2020

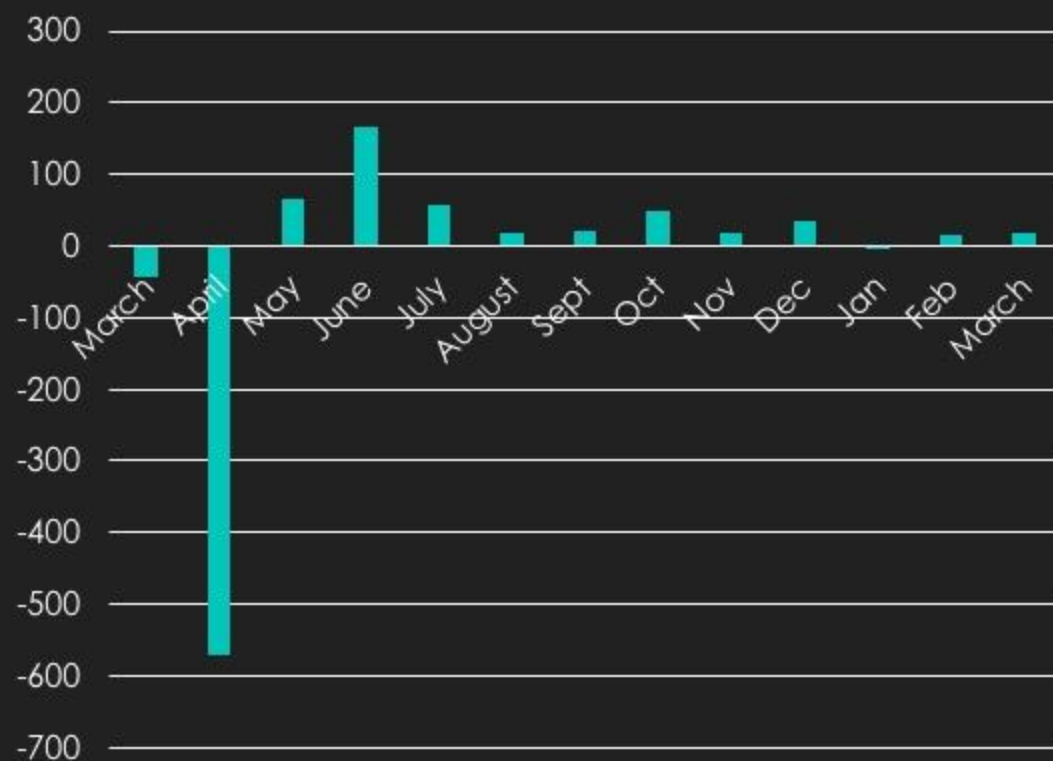


MONTHLY CHANGE IN NON-FARM EMPLOYMENT, US & NC

US, Change in millions



NC, Change in thousands



UNEMPLOYMENT RATES, US, NC



ECONOMIC SECTOR DIFFERENCES: EMPLOYMENT AS PERCENT OF MARCH 2020 EMPLOYMENT (NORTH CAROLINA)

<u>Sector</u>	<u>April 2020</u>	<u>February 2021</u>
All	88%	97%
Construction	95%	99%
Manufacturing	90%	97%
Retail Trade	88%	100%
Information	95%	100%
Financial Services	97%	100%
Professional Services	91%	102%
Education/Health	90%	95%
Leisure/Hospitality	55%	84%
Other Services	74%	93%
Government	97%	95%

IRONY: SOME FIRMS HAVING TROUBLE HIRING

TWO MAJOR REASONS:

FORMER EMPLOYEES FOUND OTHER JOBS

UNEMPLOYMENT COMPENSATION IS HIGHER THAN SALARY

**THE FEDERAL RESPONSE:
\$6 TRILLION IN
SPENDING**

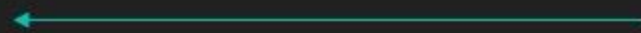
ALL BORROWED

\$48 BILLION TO NC

FUTURE ECONOMIC
GROWTH WILL BE LOWER

BUT ALTERNATIVE: LOSE
BIG PART OF ECONOMY

TODAY



FUTURE

LONG-RUN WORRIES

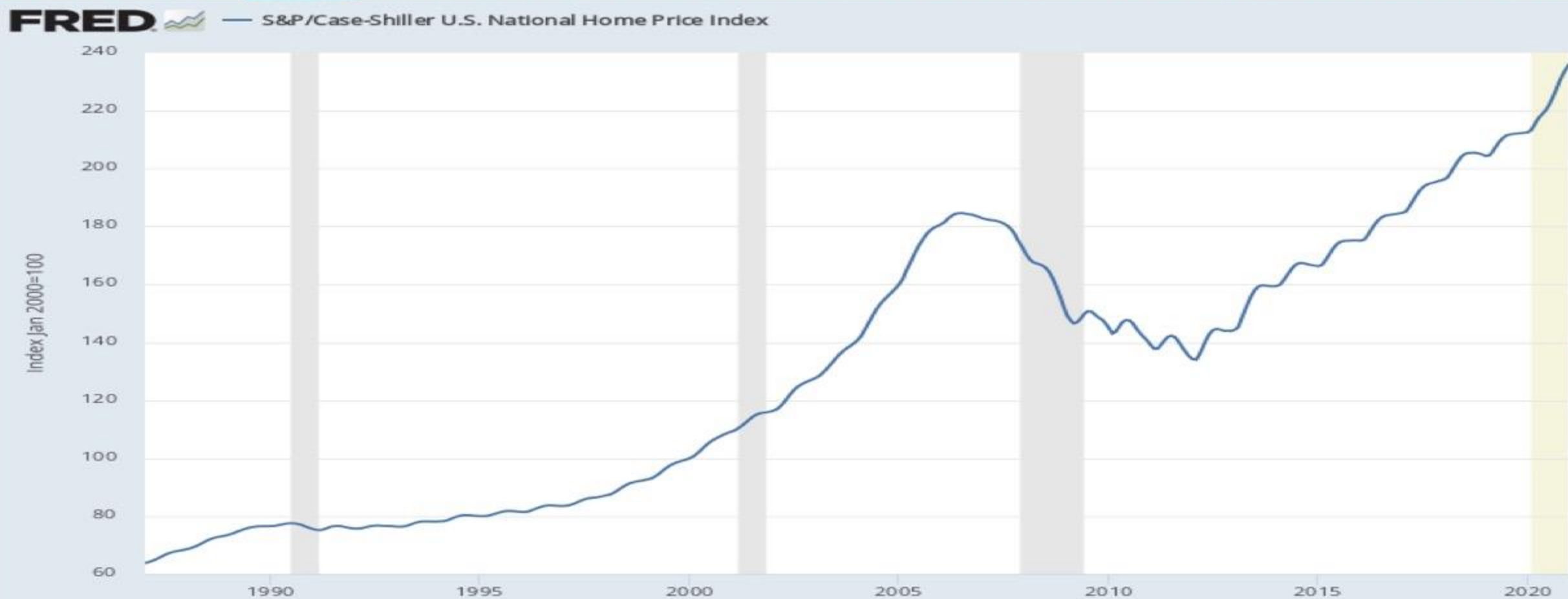
STOCK MARKET OVER-VALUED?

HIGHER INFLATION AND INTEREST RATES COMING?

LOWER-VALUED DOLLAR?

TEST OF "MODERN MONETARY THEORY"?

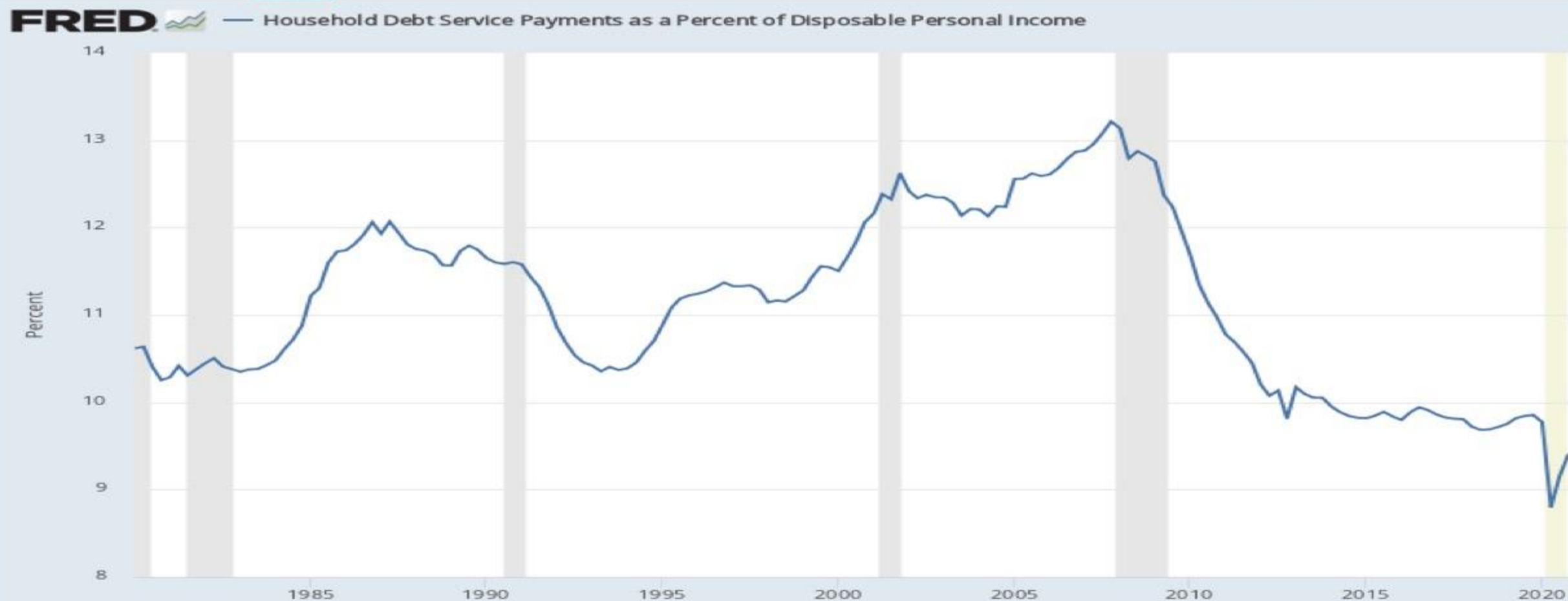
IS THERE AN OVERHEATED HOME MARKET?



Source: S&P Dow Jones Indices LLC

myf.red/g/CsQo

HOUSEHOLDS' ABILITY TO CARRY DEBT IS IN GOOD SHAPE



Source: Board of Governors of the Federal Reserve System (US)

myf.red/g/CSQ1

STATE & LOCAL BUDGETS RECEIVING A BIG BOOST

\$350 BILLION IN NEW STIMULUS BILL

\$9 BILLION TO NC STATE, COUNTIES, AND MUNICIPALITIES

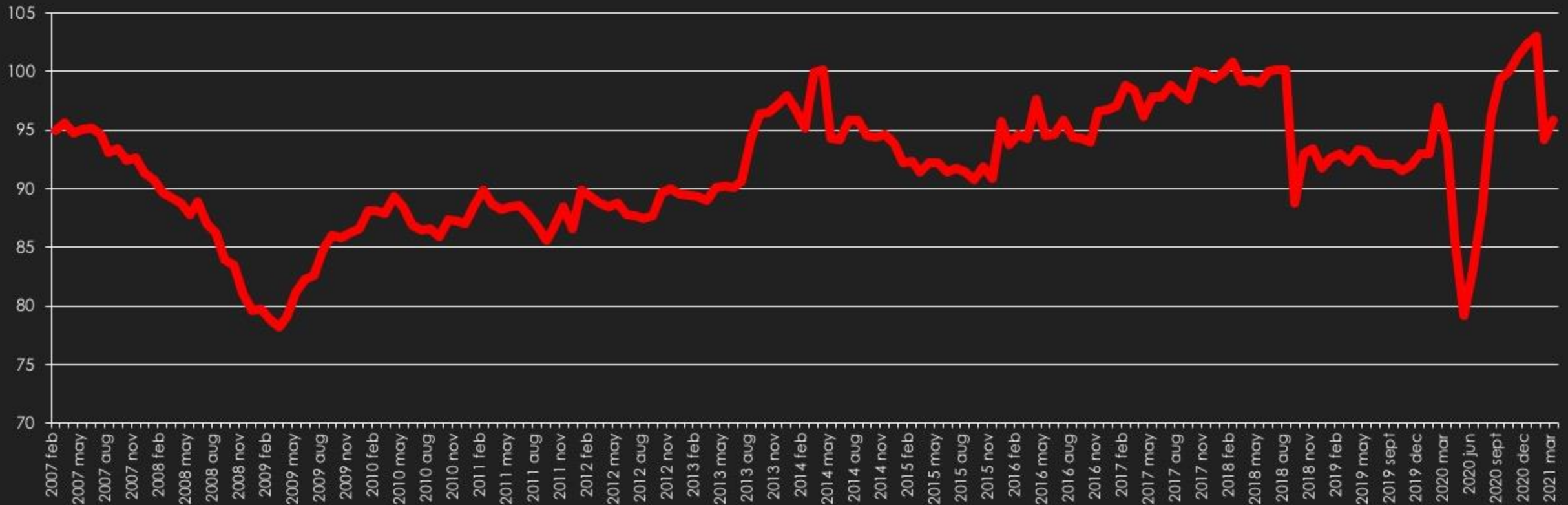
HELP REPLACE ANY LOSSES FROM RECESSION

TARGETTED FUNDS FOR UNIVERSITIES, K-12, SMALL BUSINESS,

RESTAURANTS, BROADBAND, AND INFRASTRUCTURE

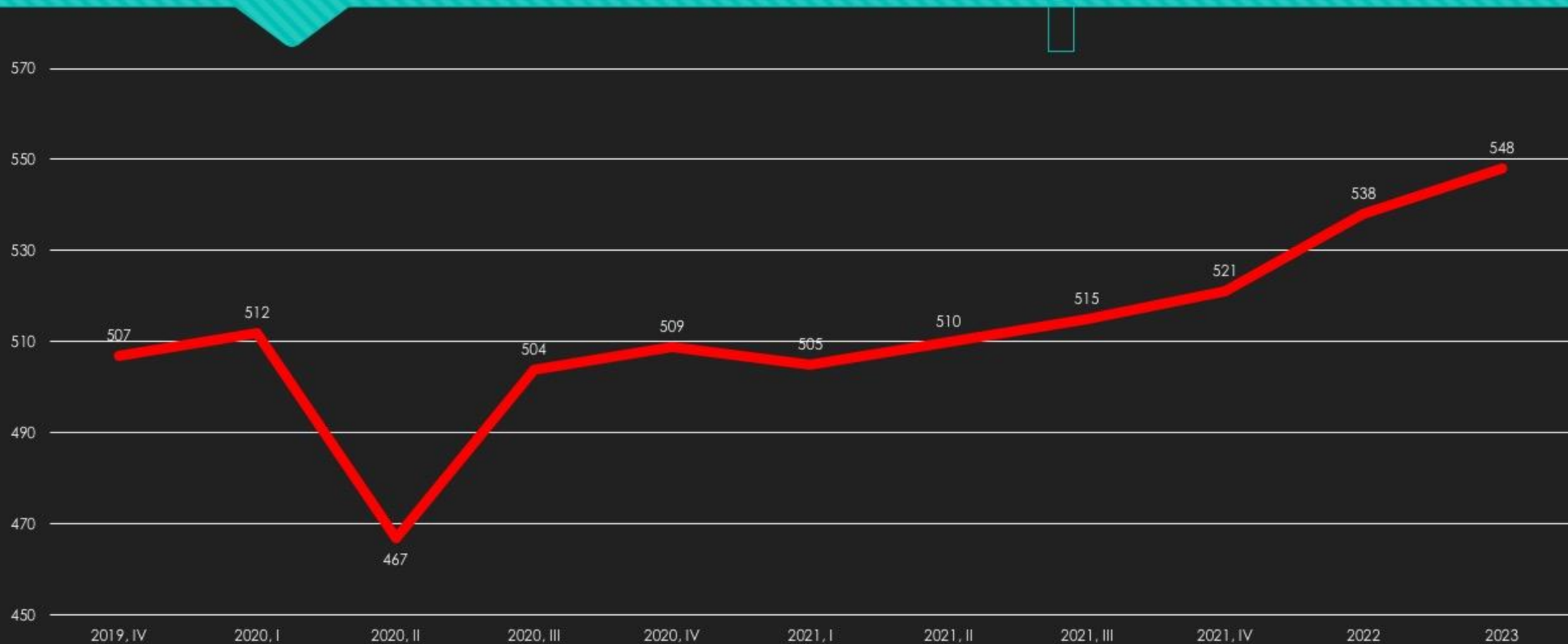
LEADING NC INDEX SUGGESTS RECOVERY

NCSU INDEX OF NORTH CAROLINA LEADING ECONOMIC INDICATORS

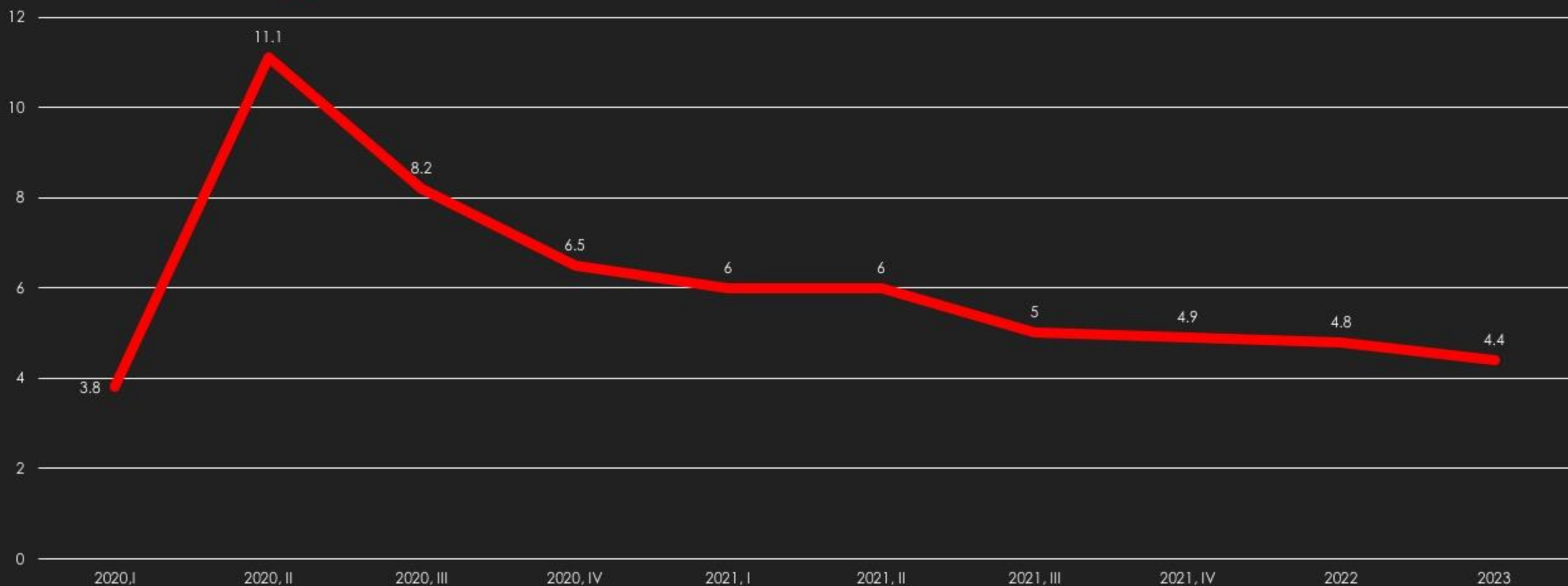


Source: calculations by Dr. Michael Walden

FORECASTED PATH OF NORTH CAROLINA'S REAL GDP



FORECASTED PATH OF NORTH CAROLINA'S UNEMPLOYMENT RATE



THERE ARE PERMANENT IMPACTS FROM THE PANDEMIC ON THE JOB MARKET

ACCELERATION OF ON-GOING TECHNOLOGICAL
UNEMPLOYMENT

BUSINESSES WILL SEE A NEW LIABILITY FROM USING
HUMAN WORKERS

PERMANENTLY HIGHER REMOTE WORKING

NEW GEOGRAPHIC SORTING

AS A RESULT

WE ARE LIKELY FACING A MAJOR
NEED FOR **WORKER RE-TRAINING**

- * FOCUSED

- * FAST

- * FLEXIBLE

METHODS

APRRENTICESHIPS
ON-THE-JOB TRAINING
SKILL AND TASK TRAINING

IMPORTANT FOR PUBLIC AND PRIVATE SECTORS
TO WORK TOGETHER TO IDENTIFY NEEDS

DESIRABLE SKILLS IN TODAY'S ECONOMY

DATA ANALYSIS

PROBLEM-SOLVING

COMMUNICATION SKILLS

SECTORS WITH RAPID JOB GROWTH

TECHNOLOGY – CLOUD COMPUTING

- ROBOTICS

LOGISTICS – DATA MANAGEMENT & ANALYSIS

- PRODUCT MOVEMENT & DELIVERY

HEALTH CARE – CARE, TESTING, ANALYSIS

ENERGY – RENEWABLE

MARKETING – NEW METHODS

PRODUCT DEVELOPMENT

THE GOOD NEWS FOR NORTH CAROLINA

CONTINUED GROWTH –PERHAPS ACCELERATED – AFTER THE PANDEMIC

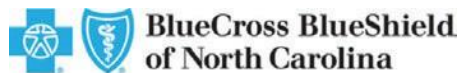
NORTH CAROLINA CONSIDERED A “SAFE STATE”

HOUSEHOLDS AND BUSINESSES = DOMESTIC AND FOREIGN -VIEW THE STATE POSITIVELY

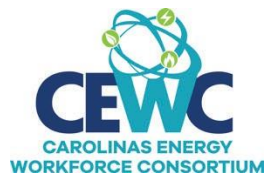
NEXT GAME-CHANGER – UNIVERSALLY AVAILABLE HIGH SPEED INTERNET – COULD
INCREASE RURAL GROWTH

Poll

Five Minute Break



HealthyBlue





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**AWARD FOR:
OUTSTANDING CONSORTIUM MEMBER**

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Outstanding Consortium Member

Melinda Lambeth
Elastic Therapy, LLC





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SUPPORTING OUR VETERANS
IN APPRENTICESHIP

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Supporting Our Veterans in Apprenticeship

Charlene Sumlin-Cross

Workshop Moderator



Military Consultant
ApprenticeshipNC

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Supporting Our Veterans in Apprenticeship

Staff Sergeant Carla Diggs



U.S. Army

SSG Carla Diggs is an 88H (Cargo Specialist) with 21 years of experience with transshipment of cargo using cranes, forklifts, and trucks. She participated in the Fort Bragg registered apprenticeship program and received state and national credentials as a Cargo Specialist. She saw the value of the program and promoted the benefits of the program to junior soldiers. SSG Diggs has hosted many unit briefings about the apprenticeship program to bring awareness to the military community. She loves helping soldiers to be the best they can be while serving on active duty as well as in the civilian sector and having these portable credentials will set the soldiers/veterans ahead in the workforce.

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Supporting Our Veterans in Apprenticeship

Eric Emde



Recruiter
Watson Electrical

Eric served in the U.S. Army from 1992 to 2013. After retiring from the Army, he worked in several human resources and recruiting roles, and is now the Lead Recruiter for Watson Electrical Construction Co. LLC in Wilson, N.C. Eric is currently responsible for the full lifecycle recruiting operations for all positions at Watson. Eric holds a Bachelor of Science degree in business management from Post University and a Green Belt in Lean Six Sigma from the U.S. Army Business Transformation Office.

Poll

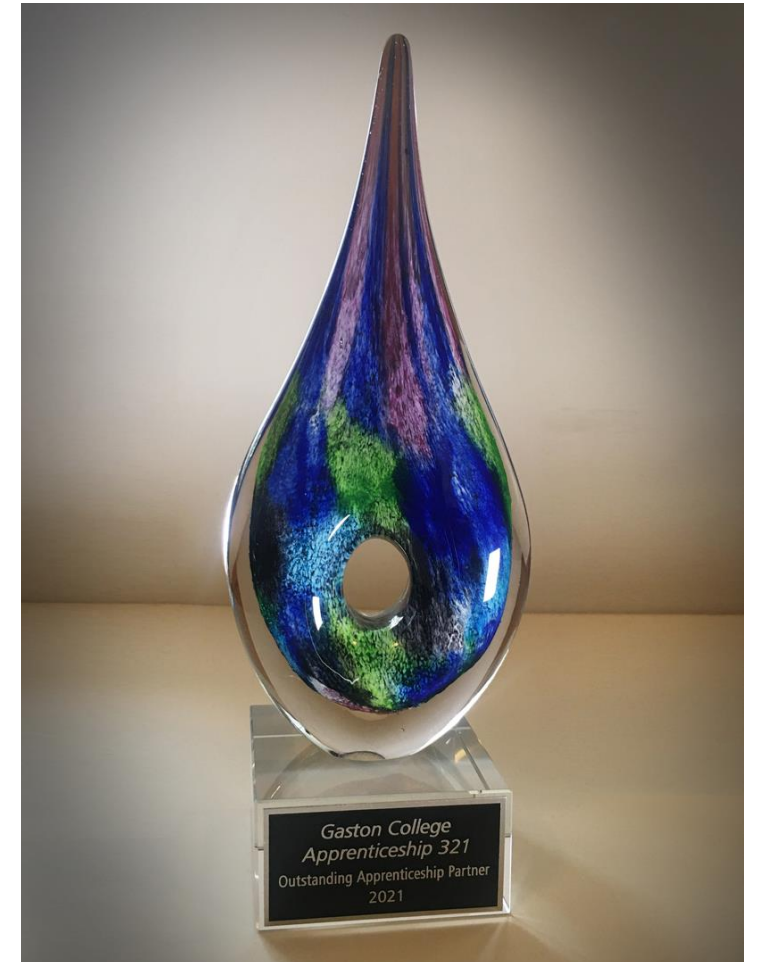


**AWARD FOR:
OUTSTANDING APPRENTICESHIP PARTNER**

Video here

Outstanding Apprenticeship Partner

Jill Hendrix
Gaston College
Apprenticeship 321





CLOSING SESSION

CONNECT AND BUILD YOUR WORKFORCE WITH APPRENTICESHIP NC!

Closing Speaker

Tariq Bokhari



Executive Director
Carolina Fintech Hub

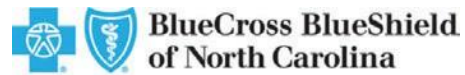
Tariq has spent his career at the intersection of financial and technology industries and is a passionate evangelist for rising tide of Fintech disruption and its power to make positive social impacts. Prior to serving as the Founder of the Carolina Fintech Hub, becoming a Charlotte City Councilman and launching his own startup companies, Tariq served as the Head of Innovation and Investment for FIS Global, a \$9B+ fintech company. He has also held executive positions in Fortune 500 companies such as GE Capital, Wells Fargo, and Wachovia. Tariq has served as a Director on the Board's of NC Heroes Fund, Blumenthal Performing Arts, Charlotte Area Fund, Innovate CLT, and the Greater Enrichment Program.



CLOSING Q&A

PLEASE COMPLETE CONFERENCE SURVEY

Thank You Sponsors



HealthyBlue

