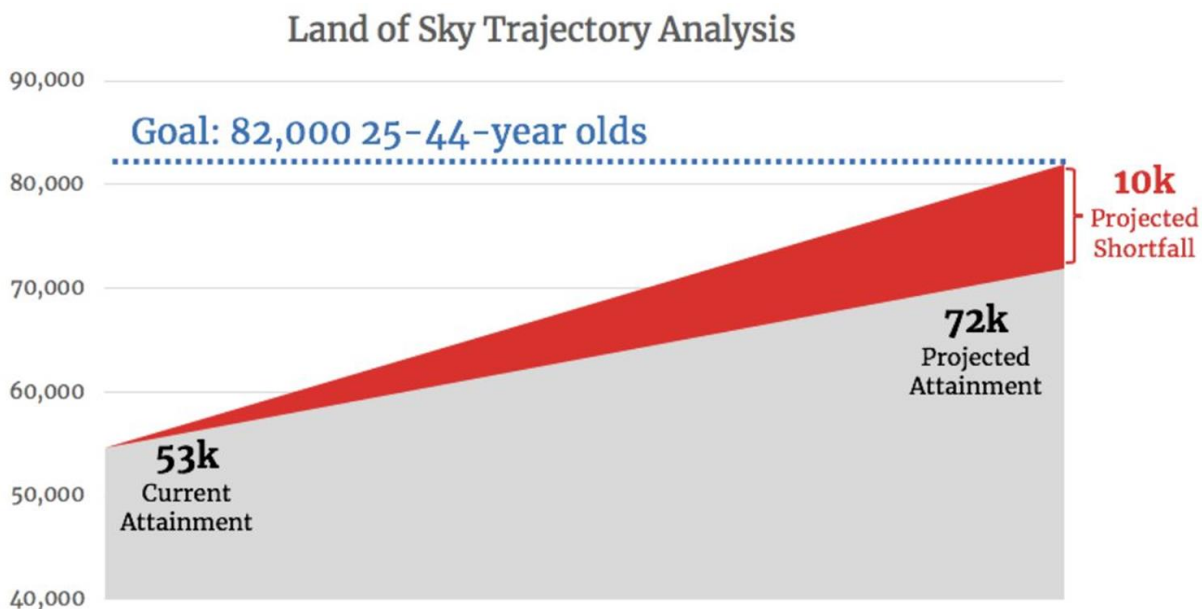


WHAT IS A P-20 COUNCIL?

A P-20 Council is a vertical “pipeline” for student advising, counseling, guidance, and information. P-20 Councils promote communication, agreements, and opportunities between school districts, colleges, universities and industries, to facilitate student advancement and certificate and degree program progress from preschool through graduate school and into the workforce.

WHAT DATA GUIDES OUR WORK?



The myFutureNC goal is to close the educational attainment gap that leads to gainful employment for the state by increasing the total number of North Carolinians with valued post-secondary credentials to 2 million by the year 2030. If the current level of attainment rates remains constant over the upcoming 10-year period, forecasts show an estimated shortfall of 400,000 individuals with credentials from goal achievement. The Land of Sky region of Buncombe, Henderson, Madison, and Transylvania Counties, North Carolina is planning to contribute an estimated 82,000 individuals to this goal by the year 2030. Carolina Demography projects that this region is on track to reach 72,000 individuals with postsecondary credentials at its current attainment level; the date indicates a goal deficit of 10,000 individuals with credentials needed by local employers.

THE P-20 MISSION:

To establish strategies that will minimize the predicted shortfall of 10,000 desired employees possessing the required postsecondary credentials and competencies needed by employers in the Collaborative's four-county region of western North Carolina by the year 2030.

The P-20 Council is the governing body that is responsible for overall implementation, compliance, and reporting to accomplish the project's goals. The P-20 Council, working in conjunction with the Executive Director, makes all decisions related to direction, management, and operations. The P-20 Council's vision is to implement an educational attainment and workforce collaborative model that is sustainable, and which can be duplicated throughout other counties and states that provide long-term talent management solutions for local employers as they align educational objectives and outcomes to employment competencies. The Council's overall goals include:

- Implement initiatives that lead to educational attainment and gainful employment based on identified networking opportunities identified utilizing the inventory of local and national resources/asset mapping.
- Implement "Best Practices" and strategies as identified by workgroups that will facilitate connecting the dots along the attainment "pipeline."
- Establish policy recommendations to assist stakeholders at various points along the attainment "pipeline" to align strategies from Pre-K to gainful employment.
- Develop a collective impact model of educational attainment that leads to gainful employment that is sustainable beyond 2030, is financially secure, and has an established governing structure.

Roster, P-20 Council

- Dr. Tony Baldwin, Superintendent, Buncombe County Schools
- Ms. Amy Barry, Executive Director, Buncombe Partnership for Children
- Ms. Brittany Brady, President, Henderson County Partnership for Economic Development
- Dr. Kelli Brown, Chancellor, Western Carolina
- Dr. John Bryant, Superintendent, Henderson County Public Schools
- Dr. Nancy Cable, Chancellor, UNC Asheville
- Mr. Jack Cecil, President, Biltmore Farms
- Ms. Kit Cramer, President & CEO, Asheville Area Chamber of Commerce
- Dr. Mark Dickerson, Assistant Superintendent, Asheville City Schools
- Mr. Tony Floyd, President, Mars Hill University
- Mr. Reginald Gaither, Senior Manager, Human Resources, Meritor
- Mr. Norris Gentry, Interim County Manager, Madison County
- Dr. John Gossett, President, A-B Tech CC
- Mr. Chip Gould, President, Cason Companies
- Mr. Mike Hawkins, President, Pisgah Enterprises
- Dr. Will Hoffman, Superintendent, Madison County Schools
- Ms. Jaime Laughter, Manager, Transylvania County
- Dr. Laura Leatherwood, President, Blue Ridge CC
- Mr. Greg Lowe, President, HCA North Carolina Division
- Dr. Paul Maurer, President, Montreat College
- Dr. Jeff McDaris, Superintendent, Transylvania County Schools
- Mr. Michael Meguiar, Vice President of Global Operations, ThermoFisher Scientific
- Mr. John Mitchell, Interim County Manager, Henderson County
- Mr. Nathan Ramsey, Executive Director, Land of Sky Regional Council
- Ms. Carol Steen, President, WNC Human Resources Association



**Educational Attainment
+ Workforce Collaborative**
LAND OF SKY REGION

Steering Committee

Mr. Jack Cecil
Biltmore Farms

Dr. Michael Dempsey
Lenoir-Rhyne University Asheville

Dr. John Gossett
A-B Tech Community College

Dr. Laura Leatherwood
Blue Ridge Community College

Dr. Gene Loflin
A-B Tech Community College

Mr. Nathan Ramsey
Land of Sky Regional Council

Dr. Bill Sederburg
Retired College President

THE P-20 GOALS:

There are 4 main strategic goals with the specific focus for each:

1. Enhance Pre-K and Early Childhood Education programs' enrollment.
 - Increase enrollment of eligible children in Pre-K and Early Childhood Education to 75% in each project county.
 - Current rates*:
 - Madison County: 42%
 - Transylvania County: 64%
 - Henderson County: 35%
 - Buncombe County: 35%
2. Improve student success rates in K-12 education.
 - Increase high school graduation rate to 95% in the project counties.
 - Current rates*:
 - Madison County: 88%
 - Transylvania County: 85%
 - Henderson County: 92%
 - Buncombe County: 87%
3. Improve postsecondary success.
 - Improve postsecondary enrollment success to 65 % in the project counties.
 - Current rates*:
 - Madison County: 59%
 - Transylvania County: 52%
 - Henderson County: 56%
 - Buncombe County: 58%
4. Align educational objectives and outcomes to desired employee competencies.
 - Ensure that 90% of North Carolina adults ages 25-44 in the labor force obtain the necessary credentials that align with needed employees' competencies.
 - Current rates*:
 - All counties: 71%

*Source: Carolina Demography through myFutureNC | <https://dashboard.myfuturenc.org/> | Reference pgs.11-18

Key Considerations for Breakout Groups

1. The strategic area recommendations that can be seen on the following pages were chosen by workgroups commenced by the Steering Committee/Land of Sky Educational Attainment & Workforce Collaborative. Some P20 members were participants of those workgroups along with other local community leaders and subject matter experts.
2. Implementation ideas are not limited in scope to these priorities as the breakout group may discuss other unlisted priorities and corresponding implementation ideas.
3. The highlighted text reflects a specific priority that was chosen/uplifted at the October P20 Council meeting and can be used as the basis for implementation ideas (but not limited to these).
4. The indicators are pulled directly from the myFutureNC County Dashboards that are located at the end of your packet. Indicators are important data benchmarks that will be used to assess the status of goal attainment.
5. The LOS Educational Attainment & Workforce Collaborative secured funding from the John M. Belk Foundation that could possibly be used to carry out the implementation strategies identified by this group. The implementation strategies for each breakout group should not exceed \$12,500 total.
6. The goal of the breakout room is to ***choose three implementation strategies*** so that we can “ACT” upon these priorities as a P20 Council. The implementation strategies should fit the “ACT” criteria in that they:

A-Apply to the strategic goal, data & priorities identified by the workgroup.

C-Can be carried out in a local capacity (in our four county region) as opposed to requiring a state or federal policy change.

T-Tactile in nature in that it can be observed by the community as a product of the P20 Council.

6

7. The facilitator will be responsible for filling out this table for report out once you conclude your breakout discussion:

Implementation Idea that fits the "ACT" framework	The priority it's aligned to	Associated/ Estimated Cost	Is this specific to one county or applies to all counties in the Land of Sky region?	What resources are needed?	Is this a completely new concept or built upon an existing idea, initiative, etc.?	Additional subject matter experts to involve in planning and/or execution of this implementation strategy

Pre-K Taskforce

Strategic Direction Enhance Pre-K and Early Childhood Education programs' enrollment.
Strategic Goal Increase enrollment of eligible children to 75% in each project county.
myFutureNC Educational Performance Indicator Alignment NC Pre-K Enrollment
Indicators & Targets Buncombe County: 473 more eligible 4-year old children enrolled in Pre-K programs; Henderson County: 213 more eligible 4-year old children enrolled in Pre-K programs; Madison County: 37 more eligible 4-year old children enrolled in Pre-K programs; Transylvania County: 18 more eligible 4-year old children enrolled in Pre-K programs. (Source: https://dashboard.myfuturenc.org/county-data-and-resources)

PRE-K WORKGROUP RECOMMENDATIONS

Executive Summary

The Land of Sky NC Pre-K Workgroup was charged with addressing Strategic Direction #1 to enhance Pre-K and Early Childhood Education programs' enrollment. The associated Strategic Goal is to increase enrollment of eligible children to 75% in each county within Land of Sky. Although the workgroup identified multiple challenges to meeting the NC 2030 goal, top priorities for "moving the needle" align with the recent recommendations to address the Leandro findings. (NOTE: To meet the My Future NC 2030 goal, NC Pre-K enrollment in the Land of Sky Region will need to almost double from a baseline of 751 to a total enrollment of 1,492.)

Action: Expand the NC Pre-K program to make high-quality, full-year services available to all eligible four-year-old children and enroll at least 75 percent of eligible four-year-old children in each county.

Goal 1: At least 75% of eligible four-year-old children in each county are enrolled in a NC Pre-K program that operates for 10 or 12 months.

Goal 2: State funding provides the full cost per child to ensure the availability of NC Pre-K classrooms throughout the State.

Goal 3: NC Pre-K enrollees have access to before- and after- school care, if needed, and children who are enrolled in a 10-month program have access to a summer care and learning program, if needed.

Goal 4: NC Pre-K teachers hold an appropriate teaching license as specified by state policy and are paid according to the public school teacher salary schedule.

Goal 5: NC Pre-K enrollees are provided transportation to the program.

Local Projects

1. Hire a Pathways Partner to provide mentoring support for interested individuals pursuing a career in early childhood education.
2. Each county be asked to create a taskforce to look at and recommend transportation options for families participating in NC Pre-K.
3. Onboarding supports are needed for NC Pre-K classrooms to be successful. Create a pilot program to provide a Pathways Partner, or mentor coach, to lead a cohort of early childhood educators who are interested in advancing their education credentials.
4. Develop a single portal of entry for all subsidized childcare in each county that would allow parents and guardians to understand and navigate their options and eligibility, thus potentially increasing overall enrollment in subsidized childcare programs.

K – 12 Taskforce

Strategic Direction

Improve student success rates in K-12 education.

Strategic Goal

Increase graduation rate to 95% in the project counties.

myFutureNC Educational Performance Indicators Alignment

NAEP Fourth-Grade Reading, College-and-Career-Ready in Math, NAEP Eighth Grade Math, Chronic Absenteeism, ACT Performance, FAFSA Completion Rate, CTE Career Pathways Initiatives, Dual Enrollment, and High School Graduation Initiatives

Indicators & Targets

Buncombe County: 3,154 more 3 – 8 graders earning college-and-career ready scores (level 4 or 5) in reading ~ 73% goal; 5,356 more 3 – 8 graders earning college and career ready scores (level 4 or 5) in math ~ 86% goal; 181 more 9th graders to graduate within four years ~ 95% goal; 454 more seniors to complete the FAFSA ~ 80% goal; 767 more students to attend school regularly ~ 11% goal of chronic absenteeism; 58% enrollment in a postsecondary institution within 12 months.

Henderson County: 1,272 more 3 – 8 graders earning college-and-career ready scores (level 4 or 5) in reading ~ 73% goal; 2,376 more 3 – 8 graders earning college and career ready scores (level 4 or 5) in math ~ 86% goal; 34 more 9th graders to graduate within four years ~ 95% goal; 250 more seniors to complete the FAFSA ~ 80% goal; 49 more students to attend school regularly ~ 11% goal of chronic absenteeism; 58% enrollment in a postsecondary institution within 12 months.

Madison County: 187 more 3 – 8 graders earning college-and-career ready scores (level 4 or 5) in reading ~ 73% goal; 368 more 3 – 8 graders earning college and career ready scores (level 4 or 5) in math ~ 86% goal; 13 more 9th graders to graduate within four years ~ 95% goal; 56 more seniors to complete the FAFSA ~ 80% goal; 103 more students to attend school regularly ~ 11% goal of chronic absenteeism; 45% enrollment in a postsecondary institution within 12 months.

Transylvania County: 334 more 3 – 8 graders earning college-and-career ready scores (level 4 or 5) in reading ~ 73% goal; 661 more 3 – 8 graders earning college and career ready scores (level 4 or 5) in math ~ 86% goal; 31 more 9th graders to graduate within four years ~ 95% goal; 51 more seniors to complete the FAFSA ~ 80% goal; 202 more students to attend school regularly ~ 11% goal of chronic absenteeism; 65% enrollment in a postsecondary institution within 12 months.

Source: <https://dashboard.myfuturenc.org/county-data-and-resources>

K – 12 Taskforce

K12 WORKGROUP RECOMMENDATIONS

- Development of career pathways, apprenticeships, as well as other work-based learning opportunities aligned with student aspirations and employers' needs.
 - Increase Number of Programs Offering Work-Based Learning Opportunities.
 - Increase the number of Career Technical Education (CTE) Pathways.
 - Target parents, students, and community perceptions related to the value of CTE Programs.
 - Direct nontraditional high school students into STEM and Robotics Initiatives.
 - Target underserved students who have expressed an interest in pursuing a career in a health care field (especially those interested in pharmacy).
 - Increase funding opportunities for education/career pathways.
 - FAFSA Completion
 - Scholarships
 - Other
- Enhance advising framework that provides a roadmap for career success and graduation.
 - Enact policies that use a variety of data points to ensure students are placed in appropriate gateway courses.
 - Establish pathways with postsecondary educational institutions and employers.
 - Establish a joint process between high school and postsecondary faculty to develop high school transition courses that, upon passing, place students directly into credit-bearing courses.
 - Convene an expert workgroup of K-12 and higher education faculty to rethink 9-14 course sequences and pathways, and how they align with student aspirations.
 - Host community conversations with K-12 school districts to develop a common understanding of college readiness and success.
 - Prioritize placing students into appropriate courses, and consequently, on a path toward persistence, and completion.
 - Enhance participation in college ready programs and Career Promise.
 - Intensive, Individual Interventions: Tutoring, Academic Remediation Plans, and Specially Designed Instruction.
 - Supplemental/Targeted Group Interventions: Small group instruction & focused academic help sessions.
- Increase dual enrollment participation for special population high school students.
 - Identify gaps in dual enrollment participation or success outcomes, and leverage data to enhance support offered in conjunction with early postsecondary opportunities.

Higher Education Taskforce

Strategic Direction

Create a seamless transition to postsecondary education.

Strategic Goal

Improve postsecondary enrollment success to 65 % in the project counties.

myFutureNC Educational Performance Indicators Alignment

Postsecondary Enrollment Rate, First-Year Persistence Rate, Postsecondary Completion Rate, and Work-based Learning Initiatives

Indicators & Targets

1. Postsecondary Enrollment Rate (Target rate of 65%)
 - a. Buncombe County: Currently, 58% enrolled in a postsecondary institution within 12 months versus 62% in peer counties.
 - b. Henderson County: Currently, 58% enrolled in a postsecondary institution within 12 months versus 62% in peer counties.
 - c. Madison County: Currently, 45% enrolled in a postsecondary institution within 12 months versus 57% in peer counties.
 - d. Transylvania County: Currently, 65% enrolled in a postsecondary institution within 12 months versus 57% in peer counties.
2. First-Year Persistence Rate (Target rate of 75% for the region)
 - a. Buncombe County: Currently, 79% of students who enroll persist to their second year versus 78% in peer counties.
 - b. Henderson County: Currently, 58% of students who enroll persist to their second year versus 62% in peer counties.
 - c. Madison County: Currently, 64% of students who enroll persist to their second year versus 73% in peer counties.
 - d. Transylvania County: Currently, 65% of students who enroll persist to their second year versus 57% in peer counties.
3. Postsecondary Completion Rate (Target goal of 65%)
 - a. Buncombe County: Currently, 58% of students who enroll earn a degree or credential within 6 years versus 54% in peer counties.
 - b. Henderson County: Currently, 56% of students who enroll earn a degree or credential within 6 years versus 54% in peer counties.

- c. Madison County: Currently, 59% of students who enroll earn a degree or credential within 6 years versus 50% in peer counties.
- d. Transylvania County: Currently, 52% of students who enroll earn a degree or credential within 6 years versus 49% in peer counties.

Source: <https://dashboard.myfuturenc.org/county-data-and-resources>

Final Recommendations

1. Develop regional opportunities to assist individuals to earn academic and workforce credentials.

- a. With regards to students in the region, identify specific barriers that impact (see definition of terms below):
 - i. Seamless Transition from high school to higher education
 - ii. Enrollment Rates
 - iii. First Year Persistence
 - iv. Completion Rates
 - v. Work based Learning Initiatives
- b. Develop targeted policies that can improve access and completion at all regional higher education institutions.
- c. Policies and related initiatives that should be explored include, but are not limited to:
 - i. Pathways to create alignment between high schools to community colleges, between community colleges and four-year colleges/universities, between higher education institutes, and from third party credentials to curriculum.
 - ii. Assist community members who have some college but no credential
 - iii. Develop partnerships with community organizations such as high schools and industry to promote educational opportunities such as
 - 1. Career and College Promise dual enrollment program
 - 2. Apprenticeships
 - 3. Work based learning
 - 4. Credit for prior learning

2. Maximize existing financial aid and establish new streams of financial assistance to benefit all students in the region.

- a. Require FASFA completion in high school
- b. Provide up to two years free tuition to all students

- c. Build partnerships that will provide other financial assistance for students such as housing, childcare, healthcare, etc
- d. Promote Career and College Promise dual enrollment programs as a cost-efficient way to earn college credentials

3. Develop a regional one stop educational resource center.

- a. Community facing resources should include:
 - i. Information about programs at regional higher education institutions
 - ii. Financial aid counseling
 - iii. Career, academic, and success coaching
 - iv. Job placement assistance
 - v. Information about local non-profits that can provide additional supports
- b. Resources for regional education institutions should include:
 - i. Professional and faculty development opportunities
 - ii. Funding for development opportunities
- c. Encourage member institutions to have consistent information about credentials aligned with regional employer needs
- d. Cross reference institutions with similar programs leading to specific credentials
- e. Encourage consistency of information by incorporating Artificial Intelligence
- f. Employ a consistent data management system
- g. Maintain a virtual presence instead of brick and mortar for affordability

Terminology

Graduation Rate

The high school graduation rate is the percent of public high school students who graduated in four years or less. <https://dashboard.myfuturenc.org/all-indicators>

Postsecondary Enrollment Rate

Percent of 18-24-year-olds enrolled in college or graduate school. <https://dashboard.myfuturenc.org/all-indicators>

First-Year Persistence Rate

Percentage of students beginning postsecondary at a North Carolina institution and continue to a second year of enrollment at any postsecondary institution. <https://dashboard.myfuturenc.org/all-indicators>

Postsecondary Completion Rate: 4yr Public

Percentage of students beginning postsecondary at a North Carolina 4-year public institution who complete a degree or credential within 6 years. <https://dashboard.myfuturenc.org/all-indicators>

Postsecondary Completion Rate: 4yr Private

Percentage of students beginning postsecondary at a North Carolina 4-year private institution who complete a degree or credential within 6 years. <https://dashboard.myfuturenc.org/all-indicators>

Postsecondary Completion Rate: 2yr Public

Percentage of students beginning postsecondary at a North Carolina 2-year public institution who complete a degree or credential within 6 years. <https://dashboard.myfuturenc.org/all-indicators>

Seamless Transition

Generally refers to immediate enrollment in postsecondary in the fall following high school graduation.

Work-based learning

Directly addresses North Carolina's growing need for skilled workers by providing students and job seekers with opportunities to engage in career awareness, career exploration and career experiences. These activities connect classroom learning with real-world learning ensuring North Carolinians are better prepared for the jobs of today and tomorrow. <https://www.experiencemorenc.com>

Employer Alignment Taskforce

<p>Strategic Direction</p> <p>Align educational objectives and outcomes to desired employee competencies.</p>
<p>Strategic Goal</p> <p>Ensure that 90% of North Carolina adults ages 25-44 in the labor force obtain the necessary credentials that align with needed employees' competencies.</p>
<p>myFutureNC Educational Performance Indicators Alignment</p> <p>Labor Market Alignment, Disconnected Youth, Family-Sustaining Wage, Educational and Workforce Competencies Alignment</p>
<p>Indicators & Targets</p> <p>High growth areas identified by myFutureNC include: Health Science, Transportation, Distribution, Logistics, and Finance.</p> <p>Current rates of credentials that align to high growth jobs: All counties: 71%</p>

EMPLOYER ALIGNMENT WORKGROUP RECOMMENDATIONS

Priority: Development of career pathways aligned with student aspirations and employers' needs.

Strategies and Metrics

- Develop specific career pathways and apprenticeships, as well as other work-based learning opportunities aligned with the region's high-growth, high-demand industry sectors.
 - Construction & Skilled Trades
 - Energy, Utilities, & Cleantech
 - Healthcare & Social Assistance Industry
 - Certified Medical Assistants
 - CNAs
 - Dental Technology
 - Pharmacy Technicians
 - RNs
 - Etc.
 - IT/Technology
 - Logistics, Transportation, & Warehousing
 - Manufacturing
 - Professional & Technical Services
 - Public Sector & Education
 - Restaurant, Lodging, & Hospitality Services

- Retailing
- Metrics
 - Number of established pathways.
 - Number of initiatives to remove the stigma of CTE as "vocational education" for non-college bound students by emphasizing the benefits of immediate income after high school rather than promoting skills.
 - Number of participants successfully completing pathways.
 - Number of apprenticeships through partners such as ApprenticeshipNC, In-House Apprenticeship, or a Registered Apprenticeship.
 - Number of participants successfully completing apprenticeships.
 - Number of participants successfully obtaining employment.
- Increase the number of online trainings and certifications (including career readiness certificates) aligned with the region's career pathways that target high-growth, high-demand industry sectors.
 - Metrics
 - Number of additional online trainings and certifications offered in the region tied to high-growth, high-demand industry sectors.
 - Number of third-party training vendors added if training and certifications are not offered by the community college system.
 - Number of participants successfully completing online trainings and certifications.
 - Number of participants transitioning into positions.
- Increase dual enrollment participation for special populations high school students that prepares students to enter fields in which they have traditionally been underrepresented, especially STEM Programs.
 - Metrics
 - Increased number of targeted students enrolled in dual enrollment.
 - Number of completions.
 - Number of students enrolling in postsecondary education.
- Increase educational opportunities for special population.
 - Metrics
 - Number of successful outreach initiatives to special populations:
 - Opportunity Youth (Disconnected Youth)
 - Reentry Population
 - Adult Learners and Non-Completers
 - Veterans

- Others
 - FAFSA Completion
 - Number of Community Engagement Sessions
 - Number of Non-traditional Marketing Outreach
 - Retention
 - Completion
 - Gainful Employment
- Increase funding opportunities for education/career pathways for single parents.
 - Metrics
 - Number of flexible options which allow students to work 32 hours and have 8 hours of classroom.
 - Number of bridge programs to help employees bridge the gap between pay and cost of housing, childcare.
 - Number of employers willing to pay tuition upfront.

Priority: Enhanced communication between employers and educational partners.

Strategies and Metrics

- Bridge communication between employers and educational institutions to better establish a forum for discussing employment needs.
 - Metrics
 - Number of regular, collective impact meetings between educational providers, in terms of integrating leadership from the schools, with specific leaders within industries so that there is a constant dialogue and assessing of employment needs and opportunities.
 - Number of regular, collective impact meetings in which Curriculum, Continuing Education, Workforce Education, and Customized Industry Training align educational needs to programs that provide employers' needed competencies.
 - Establishment of a regional advisory committee for industries to discuss gaps. (hospitality, retail, manufacturing, outdoor gear, etc.)
 - Establishment of local advisory committees for both Curriculum and Continuing Education/Workforce Development/Customized Industry Training.
 - Number of initiatives to share information related to programs such as NC Works Career Pathways.

Priority: Alignment of credentials of value with employers' needs.

Strategies and Metrics

- Identified local and regional credentials of value.
 - Metrics
 - Number of participating employers providing credentialing information.
 - Number of established pathways:
 - Continuing Education Certificates
 - Continuing Education Programs
 - Curriculum Certificates
 - Curriculum Diplomas
 - Curriculum Degrees
 - Enhanced competitive regional wages and salaries.
- Increase articulated credits between participating colleges/universities that align with required industry credentials.
 - Metrics
 - Number of articulation agreements between community colleges and universities that align with needed workforce credentials.
 - Number of new and innovative partnerships between higher education, employers, and workforce entities.
 - Number of students enrolling and completing identified articulated pathways.
 - Number of articulations advising opportunities.
 - Number of students hired by local employers in identified pathways.

Henderson County

19

NC goal: 2 million by 2030
2020 County Attainment Profile



Prosperity Zone sub-region
Peer County Type: Suburban
Local Education Agencies: 1

Updated: Aug 04 2021

INTRODUCTION

From birth to career, there are many opportunities to develop strategies and interventions to increase attainment and improve workforce alignment. Below are some key areas and indicators that highlight where interventions may be possible to improve overall educational attainment outcomes.

COUNTY OVERVIEW


Henderson County is in the **Asheville** Prosperity Zone sub-region. It's one of 16 suburban counties in NC.

Overall, 8% of 25-44-year-olds in Henderson County have earned a master's degree or higher as their highest degree; 21% have a bachelor's degree; 11% have an associate degree; 27% have some college, no degree; 22% have a high school diploma; and 10% have less than a high school diploma.

2018 Population	116,857
2030 Population	132,035
K-12 Students (2019)	
Traditional Schools	13,151
Charter/Private/Home	3,899
Median Household Income	\$54,012
Child Poverty Rate	16%
Households with Broadband	80%

Building the Foundation: Pre-K to 8

High-quality early learning and strong academic progress in early years helps prepare children for future success.

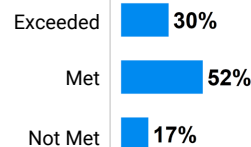
 Henderson County has 22 public schools with performance grades. Of these schools, none were classified as low performing in 2019.

How students in Henderson County traditional public schools are currently doing:

To meet state goals, Henderson County needs:

- **213 more eligible 4-year-olds** enrolled in NC Pre-K program (goal: 75% vs. 35%).
- **1,272 more 3-8 graders** earning college-and-career-ready scores (level 4 or 5) in reading (goal: 73% vs. 52%).
- **2,376 more 3-8 graders** earning college-and-career-ready scores (level 4 or 5) in math (goal: 86% vs. 48%).

Percent of Henderson County schools by academic growth status, 2019

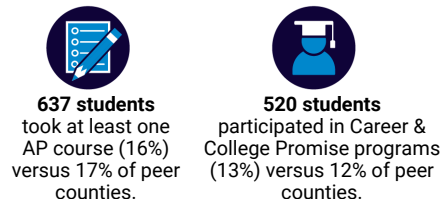


Ready for College & Career

High school completion is a crucial step on the pathway to postsecondary success or the beginnings of a career. Activities that prepare students to navigate the transition to postsecondary include gaining experience in college-level coursework and applying for financial assistance.

To meet state goals, Henderson County needs:


- **34 more 9th graders** to graduate within four years (goal: 95% vs. 92%).
- **250 more seniors** to complete the FAFSA (goal: 80% vs. 52%).
- **49 more students** to attend school regularly (goal: 11% chronic absenteeism vs. 11%).



Students in Henderson County completed **527 Career & Technical Education concentrations** in 2019. The top three CTE concentrations completed include Hospitality & Tourism; Agricultural, Food, & Natural Resources; and Architecture and Construction.

Postsecondary Access and Success

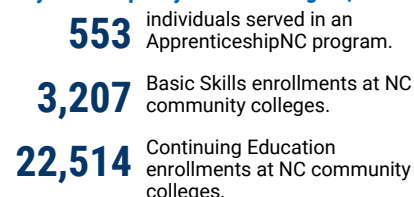
These metrics capture student progression and educational attainment from high school graduation to postsecondary completion. They indicate relative strengths and weaknesses of Henderson County at each stage of the postsecondary pipeline.

 Henderson County has a student-to-school counselor ratio of 424:1.

Among Henderson County high school graduates:


- **58% of graduates** enroll in a postsecondary institution within 12 months versus 62% of peer counties.
- **77% of students** who enroll persist to their second year versus 78% of peer counties.
- **56% of students** who enroll earn a degree or credential within 6 years versus 54% of peer counties.

In your Prosperity Zone sub-region, 2018-19:



Labor Market Outcomes

Lack of technical skills and lack of education are among the primary reasons why NC employers struggle to fill vacancies. These metrics capture labor market outcomes among recent graduates, the alignment between postsecondary degree production and labor market demand, and future job demands.

 6.8% of teens ages 16-19 are not working and not in school versus 6.8% of peer counties.

In your Prosperity Zone sub-region:

Public postsecondary institutions graduate **2,836 students per year**. After 5 years, 69% of 2013 graduates were employed in NC, earning an annual average wage of \$33,116.

71% of postsecondary degrees and credentials conferred by regional institutions are aligned with labor market needs. The top gaps are: **Health Science** (all levels); **Transportation, Distribution & Logistics** (below bachelor's); and **Finance** (bachelor's).

There are **255,306 job openings** projected between 2017-2026. The top 3 in demand jobs with median wages of \$50,000 or more are: 1) **Registered Nurses**; 2) **General and Operations Managers**; 3) **Sales Representatives, Services, All Other**.

Opportunities for Growth

Compared to suburban counties and the state, these three areas represent the biggest opportunities for Henderson County to improve future attainment outcomes.



NC Pre-K Enrollment

35% of Henderson County eligible 4-year-olds are enrolled in NC Pre-K, below the suburban county average of 44%.



School Counselors

Henderson County has a student-to-school counselor ratio of 424:1, above the suburban county average of 363:1.



Transition to Postsecondary

58% of Henderson County seniors enroll in postsecondary within 12 months of graduation, below the suburban county average of 62%.

Largest postsecondary institutions in your Prosperity Zone sub-region		
Institution Name	Undergraduate Enrollments 2017-18	Graduate or Transfer in 8 Years
Total Enrollments	23,862	65%
Asheville-Buncombe Technical Community College	10,492	53%
University of North Carolina at Asheville	4,366	89%
Blue Ridge Community College	2,812	48%
Isothermal Community College	2,662	58%
Mars Hill University	1,343	82%
Montreat College	845	71%
Brevard College	698	87%
Warren Wilson College	644	84%

Notes:

Enrollments reflect degree- or credential-seeking undergraduate enrollments. The graduate or transfer rate is drawn from IPEDS and represents the share of students who either graduate with a degree or credential from the institution or transfer to another institution within 8 years. The 8-year outcome is the only measure that includes information on transfer out. Detailed data guidance is provided at <http://go.unc.edu/countydata>

Local Cross-Sector Promising Practice: Made in Henderson County Apprenticeships

The Made in Henderson County Apprenticeship program started in 2012 as a workforce development strategy by the Henderson County Economic Development Partnership. The program is accessible to all manufacturers and now has seven participating companies. In 2019, 20 of 65 student applicants were selected. Funded by the companies served and grants from local, state and federal partners, the program is free to participants.




We identified this example of an emerging cross-sector promising practice in partnership with local leaders. If you have additional examples you'd like to share with myFutureNC, please respond to this short survey.

For more information about each indicator, including data sources and methodology, visit:

dashboard.myfuturenc.org/county-data-and-resources/




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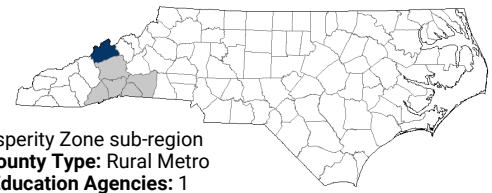
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Madison County

NC goal: 2 million by 2030
2020 County Attainment Profile



Updated: Aug 04 2021

INTRODUCTION

From birth to career, there are many opportunities to develop strategies and interventions to increase attainment and improve workforce alignment. Below are some key areas and indicators that highlight where interventions may be possible to improve overall educational attainment outcomes.

COUNTY OVERVIEW


Madison County is in the **Asheville** Prosperity Zone sub-region. It's one of 28 rural metro counties in NC.

Overall, 11% of 25-44-year-olds in Madison County have earned a master's degree or higher as their highest degree; 21% have a bachelor's degree; 10% have an associate degree; 20% have some college, no degree; 30% have a high school diploma; and 8% have less than a high school diploma.

2018 Population	22,361
2030 Population	25,251
K-12 Students (2019)	
Traditional Schools	2,234
Charter/Private/Home	740
Median Household Income	\$44,693
Child Poverty Rate	23%
Households with Broadband	71%

Building the Foundation: Pre-K to 8

High-quality early learning and strong academic progress in early years helps prepare children for future success.

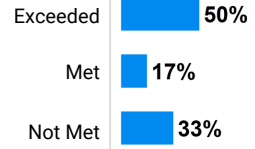
 Madison County has 6 public schools with performance grades. Of these schools, none were classified as low performing in 2019.

How students in Madison County traditional public schools are currently doing:

To meet state goals, Madison County needs:

- **37 more eligible 4-year-olds** enrolled in NC Pre-K program (goal: 75% vs. 42%).
- **187 more 3-8 graders** earning college-and-career-ready scores (level 4 or 5) in reading (goal: 73% vs. 53%).
- **368 more 3-8 graders** earning college-and-career-ready scores (level 4 or 5) in math (goal: 86% vs. 47%).

Percent of Madison County schools by academic growth status, 2019

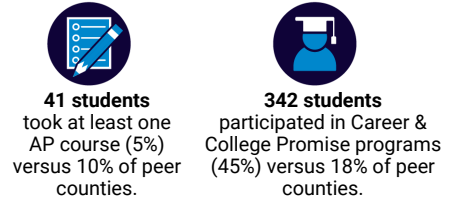


Ready for College & Career

High school completion is a crucial step on the pathway to postsecondary success or the beginnings of a career. Activities that prepare students to navigate the transition to postsecondary include gaining experience in college-level coursework and applying for financial assistance.

To meet state goals, Madison County needs:


- **13 more 9th graders** to graduate within four years (goal: 95% vs. 88%).
- **56 more seniors** to complete the FAFSA (goal: 80% vs. 47%).
- **103 more students** to attend school regularly (goal: 11% chronic absenteeism vs. 16%).



Students in Madison County completed **130 Career & Technical Education concentrations** in 2019. The top three CTE concentrations completed include Agricultural, Food, & Natural Resources; Architecture and Construction; and Health Science.

Postsecondary Access and Success

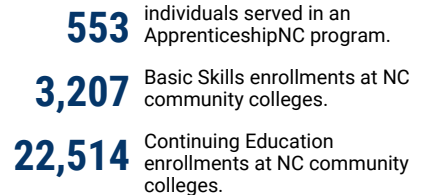
These metrics capture student progression and educational attainment from high school graduation to postsecondary completion. They indicate relative strengths and weaknesses of Madison County at each stage of the postsecondary pipeline.

 Madison County has a student-to-school counselor ratio of 559:1.

Among Madison County high school graduates:


- **45% of graduates** enroll in a postsecondary institution within 12 months versus 57% of peer counties.
- **64% of students** who enroll persist to their second year versus 73% of peer counties.
- **59% of students** who enroll earn a degree or credential within 6 years versus 50% of peer counties.

In your Prosperity Zone sub-region, 2018-19:



Labor Market Outcomes

Lack of technical skills and lack of education are among the primary reasons why NC employers struggle to fill vacancies. These metrics capture labor market outcomes among recent graduates, the alignment between postsecondary degree production and labor market demand, and future job demands.

 1.6% of teens ages 16-19 are not working and not in school versus 9.4% of peer counties.

In your Prosperity Zone sub-region:

Public postsecondary institutions graduate **2,836 students per year**. After 5 years, 69% of 2013 graduates were employed in NC, earning an annual average wage of \$33,116.

71% of postsecondary degrees and credentials conferred by regional institutions are aligned with labor market needs. The top gaps are: **Health Science** (all levels); **Transportation, Distribution & Logistics** (below bachelor's); and **Finance** (bachelor's).

There are **255,306 job openings** projected between 2017-2026. The top 3 in demand jobs with median wages of \$50,000 or more are: 1) **Registered Nurses**; 2) **General and Operations Managers**; 3) **Sales Representatives, Services, All Other**.

Opportunities for Growth

Compared to rural metro counties and the state, these three areas represent the biggest opportunities for Madison County to improve future attainment outcomes.



Transition to Postsecondary

45% of Madison County seniors enroll in postsecondary within 12 months of graduation, below the rural metro county average of 57%.



NC Pre-K Enrollment

42% of Madison County eligible 4-year-olds are enrolled in NC Pre-K, below the rural metro county average of 54%.



First-Year Persistence

64% of Madison County high school graduates who enroll in postsecondary persist to their second year, below the rural metro county average of 73%.

Largest postsecondary institutions in your Prosperity Zone sub-region		
Institution Name	Undergraduate Enrollments 2017-18	Graduate or Transfer in 8 Years
Total Enrollments	23,862	65%
Asheville-Buncombe Technical Community College	10,492	53%
University of North Carolina at Asheville	4,366	89%
Blue Ridge Community College	2,812	48%
Isothermal Community College	2,662	58%
Mars Hill University	1,343	82%
Montreat College	845	71%
Brevard College	698	87%
Warren Wilson College	644	84%

Notes:

Enrollments reflect degree- or credential-seeking undergraduate enrollments. The graduate or transfer rate is drawn from IPEDS and represents the share of students who either graduate with a degree or credential from the institution or transfer to another institution within 8 years. The 8-year outcome is the only measure that includes information on transfer out. Detailed data guidance is provided at <http://go.unc.edu/countydata>

Local Cross-Sector Promising Practice: WNC Early Childhood Workforce Development Program

The WNC Early Childhood Workforce Development Program (Buncombe, Madison, Henderson and Transylvania counties) will expand a program started in Buncombe County to train more early childhood educators through a \$400,000 grant. The program will address the shortage of early childhood teachers by recruiting candidates in under-resourced communities and providing them with training, substitute placement and coaching. The program seeks to increase the number of teachers from diverse backgrounds entering the profession and increase the availability of quality child care for working families.




We identified this example of an emerging cross-sector promising practice in partnership with local leaders. If you have additional examples you'd like to share with myFutureNC, please respond to this [short survey](#).

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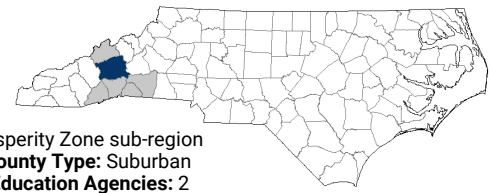
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Buncombe County

23

NC goal: 2 million by 2030
2020 County Attainment Profile



Updated: Aug 04 2021

INTRODUCTION

From birth to career, there are many opportunities to develop strategies and interventions to increase attainment and improve workforce alignment. Below are some key areas and indicators that highlight where interventions may be possible to improve overall educational attainment outcomes.

Building the Foundation: Pre-K to 8

High-quality early learning and strong academic progress in early years helps prepare children for future success.



Buncombe County has 50 public schools with performance grades. Of these schools, 4 or 8% were classified as low performing in 2019.

Ready for College & Career

High school completion is a crucial step on the pathway to postsecondary success or the beginnings of a career. Activities that prepare students to navigate the transition to postsecondary include gaining experience in college-level coursework and applying for financial assistance.

Postsecondary Access and Success

These metrics capture student progression and educational attainment from high school graduation to postsecondary completion. They indicate relative strengths and weaknesses of Buncombe County at each stage of the postsecondary pipeline.



Buncombe County has a student-to-school counselor ratio of 292:1.

Labor Market Outcomes

Lack of technical skills and lack of education are among the primary reasons why NC employers struggle to fill vacancies. These metrics capture labor market outcomes among recent graduates, the alignment between postsecondary degree production and labor market demand, and future job demands.



6.9% of teens ages 16-19 are not working and not in school versus 6.8% of peer counties.

Opportunities for Growth

Compared to suburban counties and the state, these three areas represent the biggest opportunities for Buncombe County to improve future attainment outcomes.



NC Pre-K Enrollment

35% of Buncombe County eligible 4-year-olds are enrolled in NC Pre-K, below the suburban county average of 44%.



Transition to Postsecondary

58% of Buncombe County seniors enroll in postsecondary within 12 months of graduation, below the suburban county average of 62%.



High School Graduation

87% of Buncombe County 9th graders complete high school in 4 years or less, below the suburban county average of 88%.

COUNTY OVERVIEW

Buncombe County is in the **Asheville** Prosperity Zone sub-region. It's one of 16 suburban counties in NC.

Overall, 13% of 25-44-year-olds in Buncombe County have earned a master's degree or higher as their highest degree; 28% have a bachelor's degree; 9% have an associate degree; 21% have some college, no degree; 20% have a high school diploma; and 9% have less than a high school diploma.

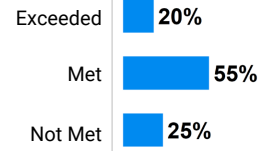
2018 Population	261,065
2030 Population	296,961
K-12 Students (2019)	
Traditional Schools	27,741
Charter/Private/Home	10,541
Median Household Income	\$53,960
Child Poverty Rate	17%
Households with Broadband	81%

How students in Buncombe County traditional public schools are currently doing:

To meet state goals, Buncombe County needs:

- **473 more eligible 4-year-olds** enrolled in NC Pre-K program (goal: 75% vs. 35%).
- **3,154 more 3-8 graders** earning college-and-career-ready scores (level 4 or 5) in reading (goal: 73% vs. 48%).
- **5,356 more 3-8 graders** earning college-and-career-ready scores (level 4 or 5) in math (goal: 86% vs. 44%).

Percent of Buncombe County schools by academic growth status, 2019



To meet state goals, Buncombe County needs:

- **181 more 9th graders** to graduate within four years (goal: 95% vs. 87%).
- **454 more seniors** to complete the FAFSA (goal: 80% vs. 57%).
- **767 more students** to attend school regularly (goal: 11% chronic absenteeism vs. 14%).



1,635 students took at least one AP course (19%) versus 17% of peer counties.



1,838 students participated in Career & College Promise programs (21%) versus 12% of peer counties.

Students in Buncombe County completed **1,280 Career & Technical Education concentrations** in 2019. The top three CTE concentrations completed include Health Science; Agricultural, Food, & Natural Resources; and Architecture and Construction.

Among Buncombe County high school graduates:

- **58% of graduates** enroll in a postsecondary institution within 12 months versus 62% of peer counties.
- **79% of students** who enroll persist to their second year versus 78% of peer counties.
- **58% of students** who enroll earn a degree or credential within 6 years versus 54% of peer counties.

In your Prosperity Zone sub-region, 2018-19:

553	individuals served in an ApprenticeshipNC program.
3,207	Basic Skills enrollments at NC community colleges.
22,514	Continuing Education enrollments at NC community colleges.

In your Prosperity Zone sub-region:

Public postsecondary institutions graduate **2,836 students per year**. After 5 years, 69% of 2013 graduates were employed in NC, earning an annual average wage of \$33,116.

71% of postsecondary degrees and credentials conferred by regional institutions are aligned with labor market needs. The top gaps are: **Health Science** (all levels); **Transportation, Distribution & Logistics** (below bachelor's); and **Finance** (bachelor's).

There are **255,306 job openings** projected between 2017-2026. The top 3 in demand jobs with median wages of \$50,000 or more are: 1) **Registered Nurses**; 2) **General and Operations Managers**; 3) **Sales Representatives, Services, All Other**.

Largest postsecondary institutions in your Prosperity Zone sub-region

Institution Name	Undergraduate Enrollments 2017-18	Graduate or Transfer in 8 Years
Total Enrollments	23,862	65%
Asheville-Buncombe Technical Community College	10,492	53%
University of North Carolina at Asheville	4,366	89%
Blue Ridge Community College	2,812	48%
Isothermal Community College	2,662	58%
Mars Hill University	1,343	82%
Montreat College	845	71%
Brevard College	698	87%
Warren Wilson College	644	84%

Notes:

Enrollments reflect degree- or credential-seeking undergraduate enrollments. The graduate or transfer rate is drawn from IPEDS and represents the share of students who either graduate with a degree or credential from the institution or transfer to another institution within 8 years. The 8-year outcome is the only measure that includes information on transfer out. Detailed data guidance is provided at <http://go.unc.edu/countydata>

Local Cross-Sector Promising Practice: Community Schools

Working with Asheville City Schools, Buncombe County Schools and a network of more than 50 local service providers, United Way of Asheville and Buncombe County is organizing resources that will support the health, education and financial stability of the whole family and neighboring community. By using our local middle schools as a district-wide hub for services, we can find new ways to address the needs of the community.

We identified this example of an emerging cross-sector promising practice in partnership with local leaders. If you have additional examples you'd like to share with myFutureNC, please respond to this short survey.

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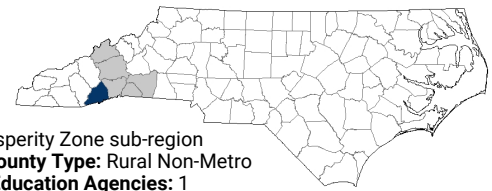
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25 Transylvania County

NC goal: 2 million by 2030
2020 County Attainment Profile



Updated: Aug 04 2021

INTRODUCTION

From birth to career, there are many opportunities to develop strategies and interventions to increase attainment and improve workforce alignment. Below are some key areas and indicators that highlight where interventions may be possible to improve overall educational attainment outcomes.

COUNTY OVERVIEW

Transylvania County is in the **Asheville** Prosperity Zone sub-region. It's one of 50 rural non-metro counties in NC. Overall, 6% of 25-44-year-olds in Transylvania County have earned a master's degree or higher as their highest degree; 21% have a bachelor's degree; 6% have an associate degree; 25% have some college, no degree; 23% have a high school diploma; and 18% have less than a high school diploma.

2018 Population	35,115
2030 Population	38,768
K-12 Students (2019)	
Traditional Schools	3,308
Charter/Private/Home	1,252
Median Household Income	\$51,398
Child Poverty Rate	23%
Households with Broadband	78%

Building the Foundation: Pre-K to 8

High-quality early learning and strong academic progress in early years helps prepare children for future success.

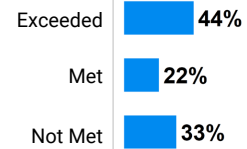
Transylvania County has 8 public schools with performance grades. Of these schools, none were classified as low performing in 2019.

How students in Transylvania County traditional public schools are currently doing:

To meet state goals, Transylvania County needs:

- **18 more eligible 4-year-olds** enrolled in NC Pre-K program (goal: 75% vs. 64%).
- **334 more 3-8 graders** earning college-and-career-ready scores (level 4 or 5) in reading (goal: 73% vs. 51%).
- **661 more 3-8 graders** earning college-and-career-ready scores (level 4 or 5) in math (goal: 86% vs. 43%).

Percent of Transylvania County schools by academic growth status, 2019

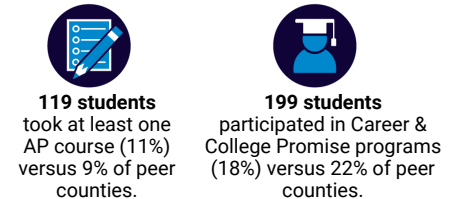


Ready for College & Career

High school completion is a crucial step on the pathway to postsecondary success or the beginnings of a career. Activities that prepare students to navigate the transition to postsecondary include gaining experience in college-level coursework and applying for financial assistance.

To meet state goals, Transylvania County needs:

- **31 more 9th graders** to graduate within four years (goal: 95% vs. 85%).
- **51 more seniors** to complete the FAFSA (goal: 80% vs. 60%).
- **202 more students** to attend school regularly (goal: 11% chronic absenteeism vs. 17%).



Students in Transylvania County completed **297 Career & Technical Education concentrations** in 2019. The top three CTE concentrations completed include Agricultural, Food, & Natural Resources; Hospitality & Tourism; and Arts, Audio/Video Technology, & Communications.

Postsecondary Access and Success

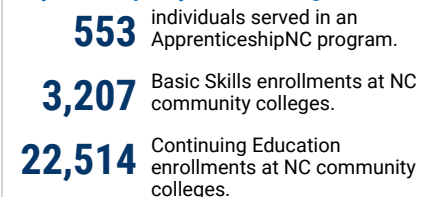
These metrics capture student progression and educational attainment from high school graduation to postsecondary completion. They indicate relative strengths and weaknesses of Transylvania County at each stage of the postsecondary pipeline.

Transylvania County has a student-to-school counselor ratio of 368:1.

Among Transylvania County high school graduates:

- **65% of graduates** enroll in a postsecondary institution within 12 months versus 57% of peer counties.
- **80% of students** who enroll persist to their second year versus 73% of peer counties.
- **52% of students** who enroll earn a degree or credential within 6 years versus 49% of peer counties.

In your Prosperity Zone sub-region, 2018-19:



Labor Market Outcomes

Lack of technical skills and lack of education are among the primary reasons why NC employers struggle to fill vacancies. These metrics capture labor market outcomes among recent graduates, the alignment between postsecondary degree production and labor market demand, and future job demands.

12.3% of teens ages 16-19 are not working and not in school versus 8.9% of peer counties.

In your Prosperity Zone sub-region:

Public postsecondary institutions graduate **2,836 students per year**. After 5 years, 69% of 2013 graduates were employed in NC, earning an annual average wage of \$33,116.

71% of postsecondary degrees and credentials conferred by regional institutions are aligned with labor market needs. The top gaps are: **Health Science** (all levels); **Transportation, Distribution & Logistics** (below bachelor's); and **Finance** (bachelor's).

There are **255,306 job openings** projected between 2017-2026. The top 3 in demand jobs with median wages of \$50,000 or more are: 1) **Registered Nurses**; 2) **General and Operations Managers**; 3) **Sales Representatives, Services, All Other**.

Opportunities for Growth

Compared to rural non-metro counties and the state, these three areas represent the biggest opportunities for Transylvania County to improve future attainment outcomes.

CCP Enrollment
18% of Transylvania County high school students participated in the Career & College Promise program programs, below the rural non-metro county average of 22%.

Disconnected Youth
12% of Transylvania County youth ages 16-19 are not working and not in school, above the rural non-metro county average of 9%.

School Counselors
Transylvania County has a student-to-school counselor ratio of 368:1, above the rural non-metro county average of 338:1.

Largest postsecondary institutions in your Prosperity Zone sub-region

Institution Name	Undergraduate Enrollments 2017-18	Graduate or Transfer in 8 Years
Total Enrollments	23,862	65%
Asheville-Buncombe Technical Community College	10,492	53%
University of North Carolina at Asheville	4,366	89%
Blue Ridge Community College	2,812	48%
Isothermal Community College	2,662	58%
Mars Hill University	1,343	82%
Montreat College	845	71%
Brevard College	698	87%
Warren Wilson College	644	84%

Notes:

Enrollments reflect degree- or credential-seeking undergraduate enrollments. The graduate or transfer rate is drawn from IPEDS and represents the share of students who either graduate with a degree or credential from the institution or transfer to another institution within 8 years. The 8-year outcome is the only measure that includes information on transfer out. Detailed data guidance is provided at <http://go.unc.edu/countydata>

Local Cross-Sector Promising Practice: High school to career pathways

The Transylvania County School System offers high school students a variety of course and program options to accelerate their progress through high school and into higher education or on a career path. These include a variety of programs, including Dual Enrollment, Advanced Placement (AP), North Carolina School of Science and Math (NCSSM) Open Enrollment and STEM Scholars, North Carolina Governor's School, and North Carolina Virtual Public School (NCVPS). These options help the school system create more equitable opportunities for all students.

We identified this example of an emerging cross-sector promising practice in partnership with local leaders. If you have additional examples you'd like to share with myFutureNC, please respond to this [short survey](#).

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