



# Creating a Talent Pipeline

June 2, 2014 – Leadership Expedition



# Context of CPCC

- Our vision is to be the leader in workforce development
- We accomplish this by being employer driven
  - anticipating the skills needed by industries
- Over 70,000 students at CPCC

# The Economic and Workforce Development Landscape in Charlotte, N.C.

- Middle Skills Gap, or “Training Gap” that the rest of the nation has in finding highly skilled workers
- The CEO of Siemens USA says he prefers the term “training gap”
  - Businesses not making the investment in training
  - Businesses not connecting with the community colleges

# CPCC's Skills Initiative

- Defining jobs and competencies of the future
- Building certificates and two year programs in response
- *Apprenticeship Charlotte*
- Link with K-12 System

- [Talent Pipeline - CPCC TV](#)

# The 5 Critical Success Factors of the Partnership with CPCC and Siemens

## Background

- CPCC and Siemens have partnered for over a decade
- When the expansion was announced, the NC Community College System Office worked with Siemens and CPCC to provide \$4-5 million in customized training funds over 4-5 years
- President Obama recognized the CPCC and Siemens partnership in his 2012 State of the Union address

# The 5 Critical Success Factors of the Partnership with CPCC and Siemens

1. Developed an understanding of required workforce competencies by working with the subject matter experts.
  - Used for assessment criteria
  - Used for training design and delivery

# The 5 Critical Success Factors of the Partnership with CPCC and Siemens

2. Guided by a mutually developed project plan with milestone dates
3. Constant Communications – weekly meetings. Asking the client what was going well, what needed changing



# The 5 Critical Success Factors of the Partnership with CPCC and Siemens

## 4. Flexible, responsive training:

- CPCC has delivered 1307 classes
- Trained over 2,100 unduplicated people (including pre-employment training)
- Total of 14,369 hours of training

**From Sept. 2010 – May 2014**

# The 5 Critical Success Factors of the Partnership with CPCC and Siemens

5. Use of all College resources to provide client service (curriculum programs, continuing ed programs, records management, procurement, financial services)

# Return on Investment with the Partnership with CPCC and Siemens

Economic development in terms of:

- Corporate leadership
- 1600 jobs (950 new hires)
- Highly paid
- Investment in training and development

# Building the Future Workforce to Meet Industry Needs

## Our Commitment:

- ***Responsiveness*** to our industry partners to help them maintain a competitive advantage
- Program offerings that are ***customizable*** to a specific industry or targeted to an individual's career goals
- ***Partnerships*** with business and industry that help create a highly skilled and committed workforce