



*my*FUTURENC  
2 million by 2030

# Promoting Educational Attainment at the Local Level

North Central Regional Meeting  
Durham Technical Community College  
October 31, 2022

# The Institute for Emerging Issues

- At NC State since 2002
- Focused on North Carolina's economic competitiveness.
- Mission: *IEI serves as a nonpartisan connector, bringing North Carolinians together across sectors, regions, and perspectives to collaborate on finding solutions to the state's emerging and most critical policy issues resulting in a more vibrant and prosperous North Carolina.*

# How We Work

- Emerging Issues Forum (since late 1980s)
- IEI-led deeper dives after some Forums (catalyze + hand off)
  - Promoting innovation ecosystems in communities (2015-2017)
  - Strengthening local leadership for early childhood development (2018-2019)
  - Promoting digital inclusion at the local level (BAND-NC; 2020-???)
    - 10 counties in this region
- Helping faith communities engage local challenges (since 2015)
- Community-based initiatives (strengthen, lift up, catalyze)
  - Community Food Lab (Durham, Orange, Wake, Vance, Warren), Digital Durham, El Futuro (Durham), Rural Opportunity Institute (Nash, Edgecombe), United Providers of Health (Durham, Person, Vance, Wake)
- Regional convenings (lift up, catalyze)

# Meeting Goals

- Raise awareness
- Build support for action, including a follow-up meeting in your community

# Our Regional Partners



# Our Statewide Partners



ECONOMIC  
DEVELOPMENT  
PARTNERSHIP of  
NORTH CAROLINA



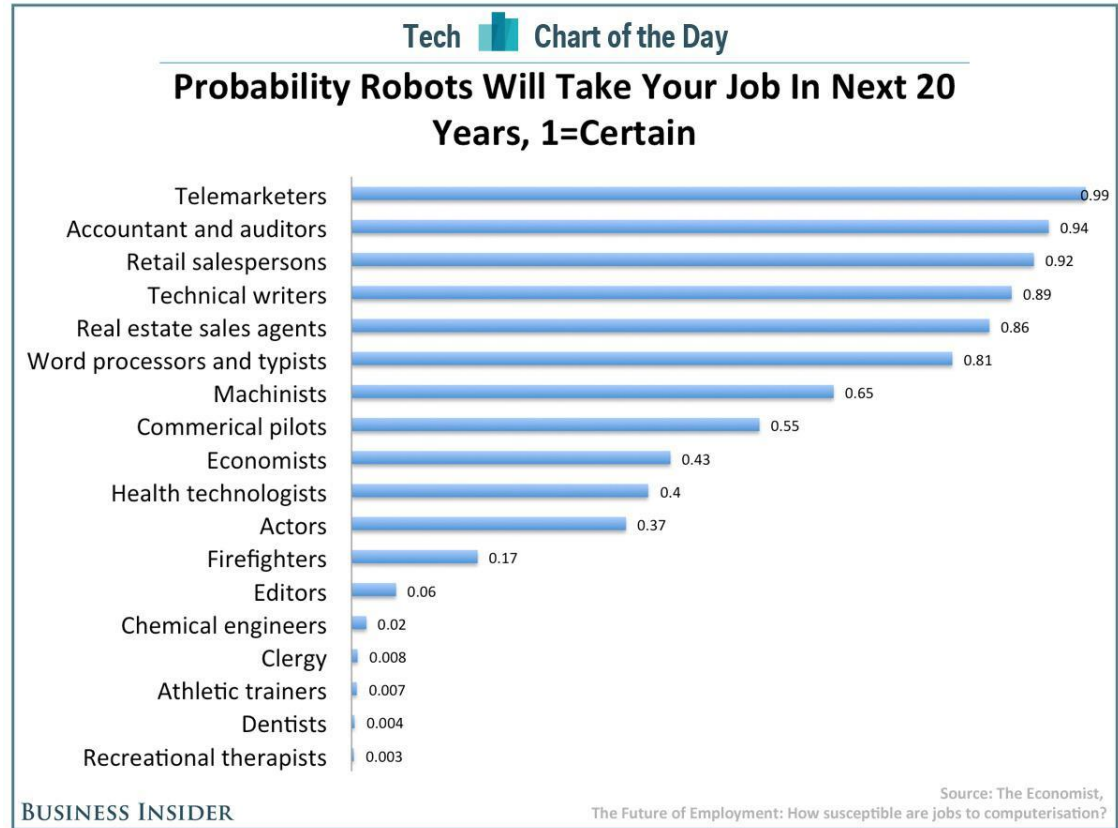
North Carolina Association  
of County Commissioners



# Why Boost Educational Attainment?

1. Automation
2. Changing Demographics
3. The Pandemic

# Disruption #1: Automation





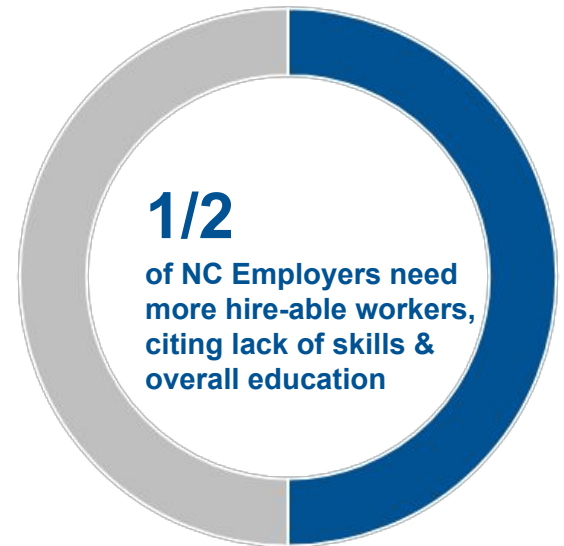
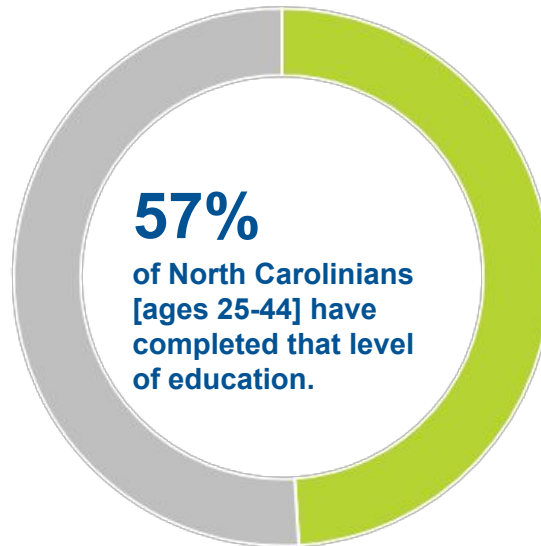
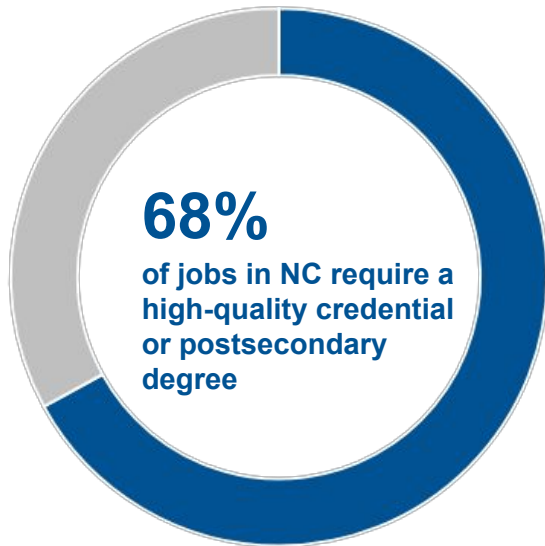
# Jobs Most at Risk for Automation (NC)

(i.e. 70 percent chance of replacement)

Occupation	No. of Jobs in 2015
Combined Food Prep and Serving Workers, including Fast Food	141,000
Retail Salespersons	140,000
Cashiers	109,000
Waiters and Waitresses	78,000
General Office Clerks	77,000
Laborers and Freight, Stock, and Material Movers, Hand	76,760
Secretaries and Admin. Assts. (except legal, medical)	59,040

# North Carolina's Skills Gap Problem

Projected growth in NC occupations requiring a postsecondary credential or above is expected to outpace growth in occupations requiring only a High School degree by 2x between 2018 and 2028.



Source: myFutureNC, "Setting Local Attainment Goals" (presentation), April 2021.

# Disruption #2: State getting more diverse and older

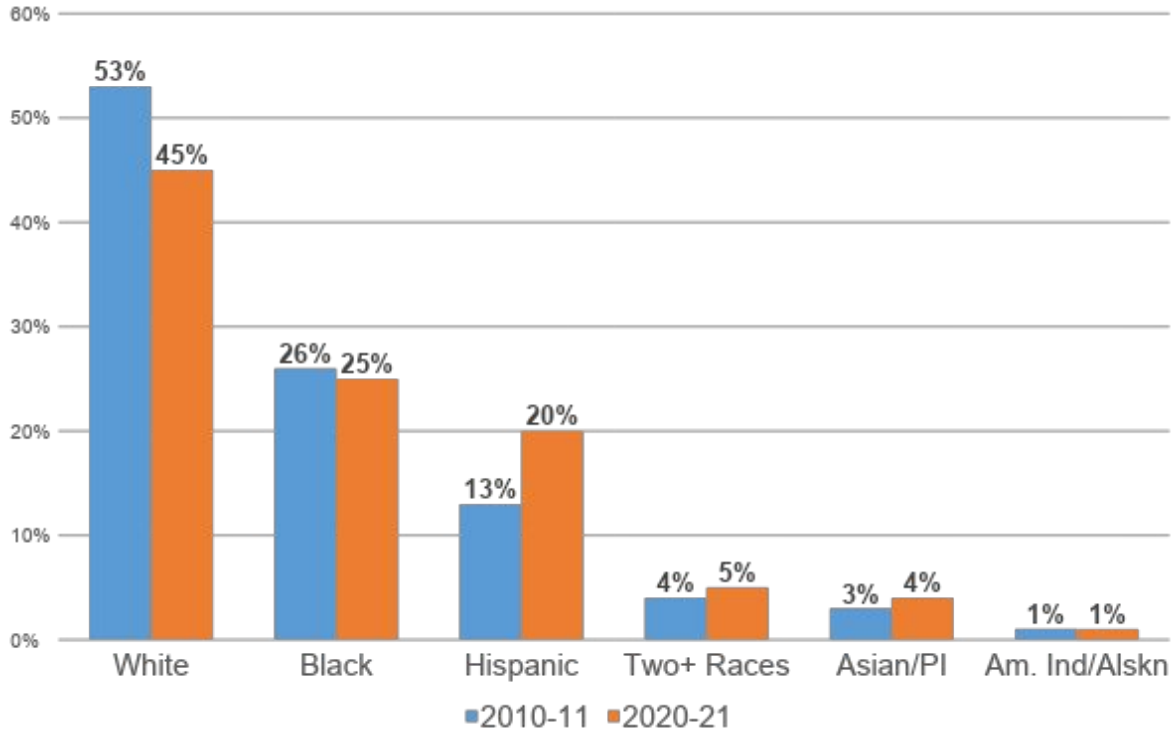
	2000	2020	2030
<b>White (non-Hispanic)</b>	<b>70%</b>	<b>60.5%</b>	<b>56%</b>
<b>Black</b>	<b>22%</b>	<b>20.2%</b>	<b>19.4%</b>
<b>Hisp./Latino</b>	<b>5%</b>	<b>10.7%</b>	<b>17.7%</b>
<b>Other</b>	<b>3%</b>	<b>7.2%</b>	<b>6.8%</b>

Source: Urban Institute. IEI

In 2021, 50.8% of  
North Carolina  
high school  
graduates were  
White.

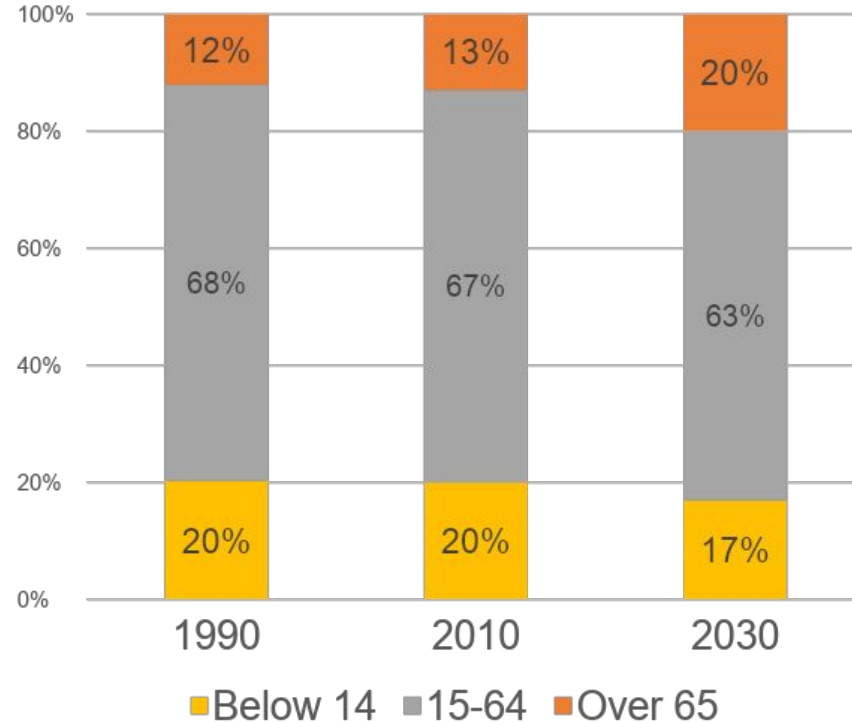


# K-12 Public School Enrollment, by Race/Ethnicity



Source: Best NC, *Facts and Figures*, 2021

# An Aging Population



Source: State population estimates and projection. NC OSBM

## Disruption #3: The Pandemic

- Caveat: Impact on data collection, comparability, projections
- Disruptions to postsecondary education
  - College applications down 20-30% (2020 v. 2019)
  - FAFSA completions down 4.7% (2021 v. 2020)
  - Undergraduate enrollment down 3.8% (2021 v. 2020)

Source: myFutureNC, *Educational Attainment Report: The State of North Carolina's Talent Pipeline*, 9/1/21.

# Pandemic and K-12 Achievement

- *Absolute* impacts (statewide)
  - Substantial negative impacts across most demographics, subjects and school levels
- *Relative* impacts (statewide)
  - Differences by race/ethnicity, income, subject, school level
- *North Central* region:
  - Broadly similar



# Our State's Response

*my*FUTURENC  
*2 million by 2030*



## House Bill 664

To ensure that the State remains economically competitive, the State shall ensure that by the year 2030:

# 2 MILLION

**25- to 44-year-olds will have completed a high-quality credential or postsecondary degree**



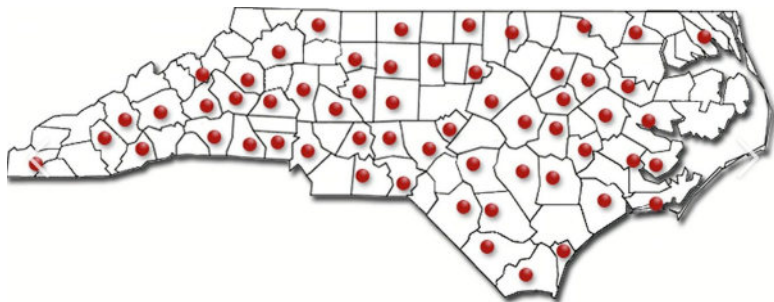
# North Carolina Ranked #1 ...*Workforce Talent Matters!*



“This ranking also looks beyond the sheer numbers, **evaluating** diversity of growth sectors, incentives, **workforce development and training, and education partnerships.**”

Anne Cosgrove, the editorial director for the Business Facilities magazine

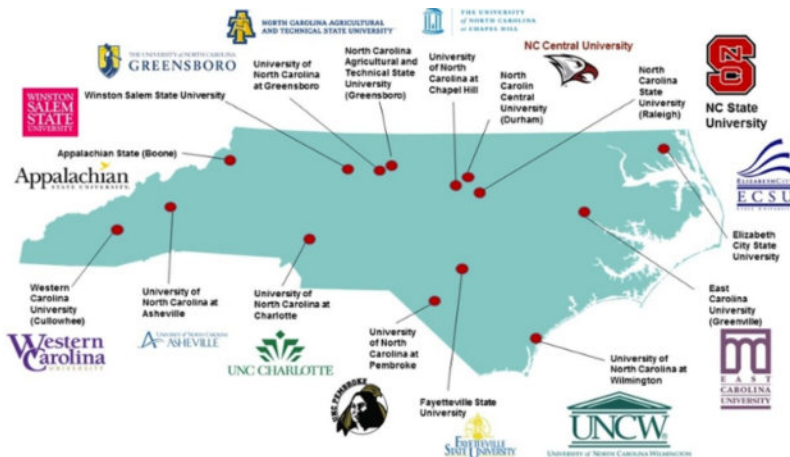
# NC: Most Robust Education & Training Infrastructure in Nation



58 Community Colleges



22 Workforce Development Boards



16 Public Institutions



36 Private Institutions

# Strategic Areas of Focus

To meet the talent pipeline needs of North Carolina and to create opportunities for all North Carolinians, myFutureNC focuses our efforts in three key areas.

## ACCELERATE ACTION

*Strategic Priority: Connect and convene partner stakeholders to communicate and advance promising practices. Propose solutions through the curation and distribution of data and research.*

## IDENTIFY & ADVOCATE FOR POLICY SOLUTIONS

*Strategic Priority: Collaborate with sector leaders and partner stakeholders to identify and advocate for effective policies*

## MONITOR & REPORT PROGRESS

*Strategic Priority: Monitor and report progress on the 2 million by 2030 goal. Identify attainment trends and gaps through the curation and distribution of data.*



**Educational attainment efforts are data and research driven, with success dependent on having an effective educator in every classroom and broadband in every household.**

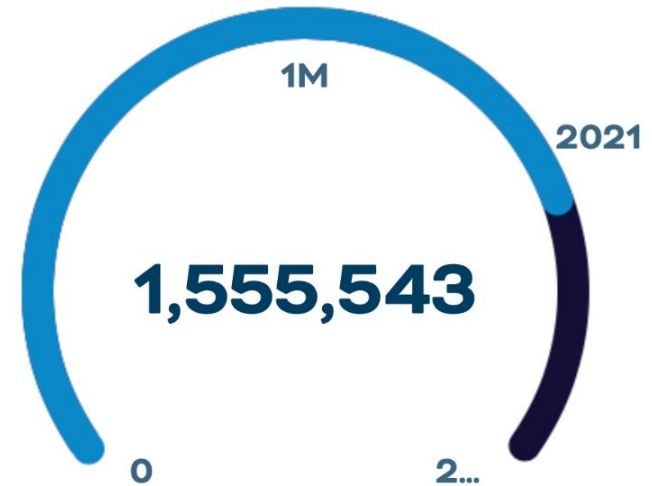
# Progress Toward 2M

## DRIVING TOWARD 2 MILLION BY 2030

North Carolina faces a growing need for talent. More people must earn degrees, workforce certificates, and other high-quality credentials. myFutureNC tracks the postsecondary attainment of North Carolinians ages 25-44, as well as performance from Pre-K to college and career.

As of 2021, North Carolina had an estimated 1,555,543 adults 25-44 with a high-quality degree or credential; **this is 31,000 individuals below where the state needed to be**, at this time, to be on target for the 2 million by 2030 goal.

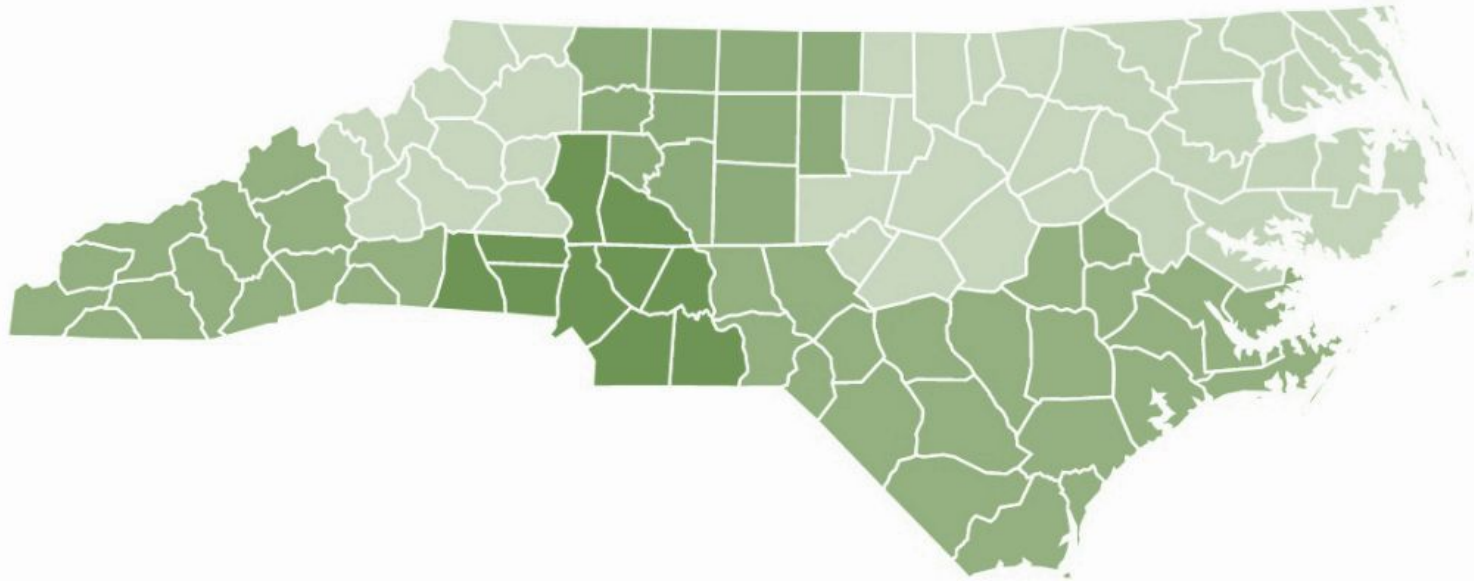
ABOUT THE DASHBOARD



**Purpose:** Monitor progress toward 2M attainment goal

# State-Led Locally Owned and Driven

myFutureNC initiatives are represented in **84 of 100 North Carolina counties** with plans for expansion already in process.



# Local Goal Setting and Adoption

County	Prosperity Zone	Population 25-44	Less than High School	HS/GED	Some College, No Degree	Non-Degree Credential	Associate	Bachelor's	Master's or More	Have a Postsecondary Degree	Proposed 2030 Goal	
Chatham County	North Central	14,985	16%	21%	6%	8%	7%	24%	18%	57%	13,830	71%
Durham County	North Central	102,414	10%	15%	7%	8%	6%	29%	26%	68%	73,098	75%
Edgecombe County	North Central	12,012	13%	37%	14%	8%	11%	13%	4%	36%	5,762	48%
Franklin County	North Central	16,414	13%	24%	18%	8%	14%	18%	6%	46%	12,495	61%
Granville County	North Central	14,465	12%	24%	19%	8%	9%	19%	9%	45%	10,737	62%
Harnett County	North Central	39,538	9%	26%	20%	8%	12%	18%	8%	45%	24,501	59%
Johnston County	North Central	53,184	10%	23%	17%	8%	15%	19%	8%	50%	40,244	56%
Lee County	North Central	15,476	15%	25%	19%	8%	13%	15%	5%	41%	10,102	58%
Nash County	North Central	21,965	12%	34%	11%	8%	14%	13%	9%	43%	14,066	58%
Orange County	North Central	34,699	6%	9%	7%	8%	6%	31%	33%	77%	34,134	80%
Person County	North Central	9,005	9%	28%	22%	8%	16%	12%	5%	41%	5,871	56%
Vance County	North Central	10,087	18%	31%	15%	8%	8%	14%	6%	36%	6,312	51%
Wake County	North Central	324,657	7%	12%	8%	8%	7%	37%	22%	73%	300,739	82%
Warren County	North Central	4,096	14%	39%	18%	8%	11%	8%	3%	29%	2,475	50%
Wilson County	North Central	19,123	17%	29%	15%	8%	10%	14%	7%	39%	11,532	51%
<b>North Carolina</b>		2,695,416	10%	22%	15%	8%	10%	24%	12%	54%	2 Million	66%



# myFutureNC Leadership

## Board of Directors

**Dale Jenkins**, Chair

**Lynn Good**, Vice Chair

**MC Belk Pilon**, Secretary and Treasurer

Senator Deanna Ballard

Kathryn Black

Dr. Bill Carver

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Peter Hans

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Anna Spangler Nelson

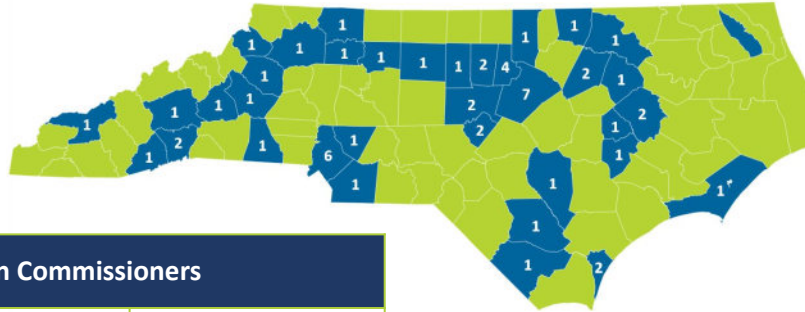
Gary Salamido

Machelle Baker Sanders

Catherine Truitt

Dr. A. Hope Williams

Governed by a **cross-sector board of directors** comprised of NC education sector heads, policymakers, philanthropists, and business leaders. Additionally, the myFutureNC *Advisory Board of Commissioners* includes **62 individuals** representing **37 North Carolina counties**.



*As of June 30, 2022*

### North Central Region Commissioners

Emma Battle	Daniel "Dan" Gerlach	Dr. Todd Roberts
Brenda Berg	Atrayus Goode	Dr. Jenna Robinson
Dr. Valerie Bridges	Karen Howard	Dr. Javaid Siddiqi
Dr. Anita Brown-Graham	Dr. Anthony Jackson	Mark Stowers
Dr. Lisa Chapman	Darryl Moss	Dr. Kimberly Van Noort
Tare "T" Davis	Dr. Jenni Owen	Dr. Stelfanie Williams
David Farris	Andrea Poole	J. Bradley Wilson
James Gailliard	David Rice	Tracy Zimmerman
Susan Gates		

# Our Focus

To close the education attainment gap in North Carolina by 2030, our state must ensure that students have the information, resources, and opportunities they need to prepare for, enroll in, and succeed in college and credentialing opportunities that align with business and industry needs.



## Academic Readiness

Building the foundation Pre-K to 12; high-quality early learning and strong academic progress in early years helps prepare children for future success.



## College and Career Access

Activities that prepare students to navigate the transition to postsecondary include gaining experience in college-level coursework and applying for financial assistance.



## Postsecondary Completion

Student progression and educational attainment from high school graduation to postsecondary completion.



## Labor Market Alignment

Alignment between the skills of college graduates and the needs of North Carolina employers.

## Postsecondary Foundations for Success

- **Broadband** access, affordability, and adoption
- **Data analysis** of key performance indicators for educational attainment.



# Strategic Areas of Focus

To meet the talent pipeline needs of North Carolina and to create opportunities for all North Carolinians, myFutureNC focuses our efforts in three key areas.

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# County Attainment Profiles

- Data unique to each of NC's 100 counties
- Highlights county and regional performance on key indicators
- Lists specific opportunities for improvement that will ultimately lead to increased attainment
- Facilitates decision-making on LOCAL priorities
- Uses data to identify three actionable opportunity areas to improve future attainment outcomes

## Opportunities for Growth



### Math Performance

36% of Guilford County 3-8 graders earn college-and-career-ready scores in Math, below the urban county average of 44%.



### Low-Performing Schools

31% of Guilford County schools are low-performing, above the urban county average of 23%.



### Postsecondary Completion

51% of Guilford County high school graduates who enroll in postsecondary earn a degree or credential within 6 years, below the urban county average of 58%.

## Chatham County



NC goal: 2 million by 2030  
2020 County Attainment Profile

Prosperity Zone sub-region  
Peer County Type: Rural Metro  
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

Chatham County is in the Raleigh-Durham Prosperity Zone sub-region. It's one of 28 rural metro counties in NC. Overall, 17% of 25-44-year-olds in Chatham County have earned a master's degree or higher as their highest degree; 22% have a bachelor's degree; 9% have an associate degree; 17% have some college, no degree; 19% have a high school diploma; and 16% have less than a high school diploma.

2018 Population	74,264
2030 Population	94,920
K-12 Students (2019)	8,809
Traditional Schools	2,496
Charter/Private/Home	\$73,703
Median Household Income	14%
Child Poverty Rate	77%
Households with Broadband	14%

### Building the Foundation: Pre-K to 8

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

Chatham County has met the goal for eligible 4-year-olds enrolled in NC Pre-K program (goal: 75% vs. 114%).

1,822 more 3-8 graders earning college-and-career-ready scores (level 4 or 5) in reading (goal: 73% vs. 49%).

1,728 more 3-8 graders earning college-and-career-ready scores (level 4 or 5) in math (goal: 86% vs. 45%).

### How students in Chatham County traditional public schools are currently doing:

To meet state goals, Chatham County needs:

Chatham County has met the goal for eligible 4-year-olds enrolled in NC Pre-K program (goal: 75% vs. 114%).

1,822 more 3-8 graders earning college-and-career-ready scores (level 4 or 5) in reading (goal: 73% vs. 49%).

1,728 more 3-8 graders earning college-and-career-ready scores (level 4 or 5) in math (goal: 86% vs. 45%).

Percent of Chatham 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.

Chatham County has met the goal for students to attend school regularly (goal: 11% chronic absenteeism vs. 9%).

Students in Chatham County completed 346 Career & Technical Education concentrations in 2019. The top three CTE concentrations completed include Health Science, Agricultural, Food, & Natural Resources, and Architecture and Construction.

To meet state goals, Chatham County needs:

46 more 9th graders to graduate within four years (goal: 95% vs. 88%).

63 more seniors to complete the FAFSA (goal: 80% vs. 69%).

Chatham County has met the goal for students to attend school regularly (goal: 11% chronic absenteeism vs. 9%).

Students in Chatham County completed 346 Career & Technical Education concentrations in 2019. The top three CTE concentrations completed include Health Science, Agricultural, Food, & Natural Resources, and Architecture and Construction.

486 students took at least one AP course (18%) versus 10% of peer counties.

637 students participated in Career & College Promise programs (24%) versus 18% of peer counties.

### 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 Chatham County at each stage of the postsecondary pipeline.

Chatham County has a student-to-school counselor ratio of 400:1.

Among Chatham County high school graduates:

47% of graduates enroll in a postsecondary institution within 12 months versus 57% of peer counties.

81% of students who enroll persist to their second year versus 73% of peer counties.

57% 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:

2,661 individuals served in an Apprenticeship/NC program.

12,867 Basic Skills enrollments at NC community colleges.

67,582 Continuing Education enrollments at NC community colleges.

### 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.

11% of teens ages 16-19 are not working and not in school versus 5.4% of peer counties.

In your Prosperity Zone sub-region:

Public postsecondary institutions graduate 22,190 students per year. After 5 years, 59% of 2013 graduates were employed in NC, earning an annual average wage of \$52,133.

80% of postsecondary degrees and credentials conferred by regional institutions are aligned with labor market needs. The top gaps are: Information Technology (bachelor's); Marketing (bachelor's); and Finance (bachelor's).

There are 1,166,888 job openings projected between 2017-2025. The top 3 in demand jobs with median wages of \$50,000 or more are: 1) Registered Nurses; 2) Software Developers, Applications; 3) General and Operations Managers.

### Opportunities for Growth

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

**Disconnected Youth**  
11% of Chatham County youth ages 16-19 are not working and not in school, above the rural metro county average of 9%.

**School Counselors**  
Chatham County has a student-to-school counselor ratio of 400:1, above the rural metro county average of 378:1.

**Math Performance**  
45% of Chatham County 3-8 graders earn college-and-career-ready scores in Math, below the state goal of 86%.

CAROLINA DEMOGRAPHY

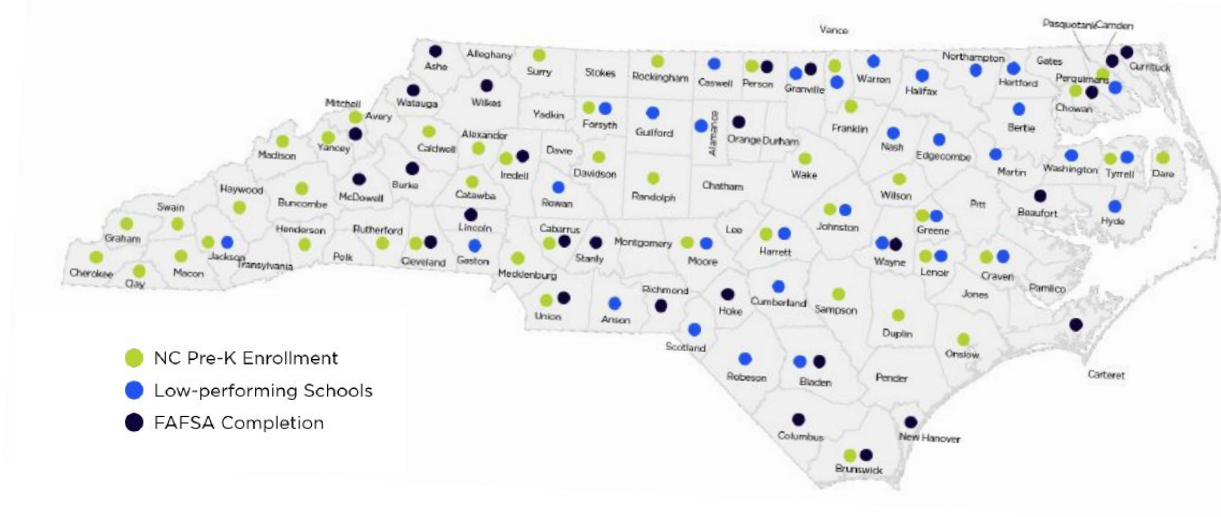
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2 million by 2030

John Burt  
PROSPERITY ZONE  
DEVELOPMENT

UNC  
CAROLINA POPULATION CENTER

# North Central Region: Top Opportunities for Growth

1. **NC Pre-K Enrollment**
2. **Low-Performing Schools**
3. FAFSA Completion
4. **College & Career-Ready in Math**
5. Transition to Postsecondary
6. AP Participation
7. School Counselors
8. College & Career-Ready in Reading
9. Career & College Promise Enrollment
10. Disconnected Youth
11. Postsecondary Completion
12. Adult Learners
13. First-Year Persistence
14. Chronic Absenteeism
15. High School Graduation



# Free Applications for Federal Student Aid (FAFSAs)

myFutureNC 2030 Goal: 80%

District Name	2022/ 2023 Cycle
	Through October 7, 2022
	Estimated FAFSA Completion Percentage Oct7 2022
CHATHAM COUNTY SCHOOLS	55-59
DURHAM PUBLIC SCHOOLS	50-54
EDGECOMBE COUNTY PUBLIC SCHOOLS	55-59
FRANKLIN COUNTY SCHOOLS	50-54
GRANVILLE COUNTY SCHOOLS	50-54
HARNETT COUNTY SCHOOLS	50-54
JOHNSTON COUNTY PUBLIC SCHOOLS	50-54
LEE COUNTY SCHOOLS	45-49
NASH COUNTY PUBLIC SCHOOLS	50-54
ORANGE COUNTY SCHOOLS	55-59
PERSON COUNTY SCHOOLS	55-59
VANCE COUNTY SCHOOLS	25-29
WAKE COUNTY SCHOOLS	65-69
WARREN COUNTY SCHOOLS	35-39
WILSON COUNTY SCHOOLS	55-59

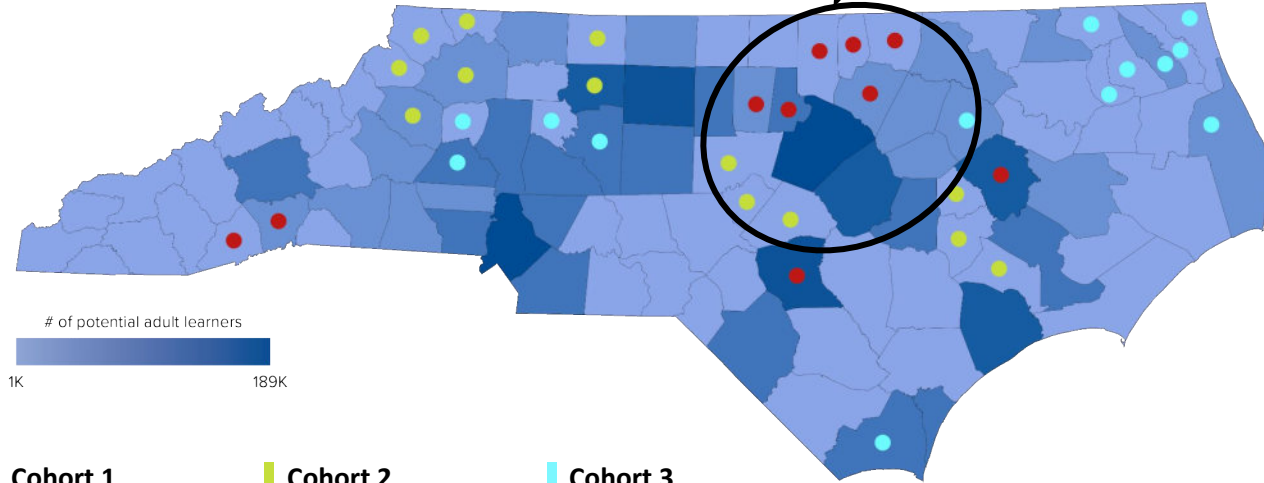
# NC Reconnect: Adult Learner Initiative

Durham Technical CC;  
Vance-Granville CC;  
Central Carolina CC;  
Edgecombe CC

**1.3 million**

North Carolina adults  
ages 25-44 do not have  
a credential or degree.

**NC Reconnect aims to  
increase enrollment and  
completion among adult  
learners through  
partnerships.**



## Cohort 1

Blue Ridge CC  
Durham Tech  
Fayetteville Tech  
Pitt CC  
Vance-Granville CC

## Cohort 2

Caldwell CC&TI  
Central Carolina CC  
Forsyth Tech  
Lenoir CC  
Wilkes CC

## Cohort 3

Catawba Valley CC  
Davidson Davie CC  
Brunswick CC  
Edgecombe CC  
College of the Albemarle





# CENTRAL CAROLINA CONNECTIONS

Serving Chatham, Lee, and Harnett Counties

## Project Manager



**Dr. Sara Newcomb**

*Director of Secondary Partnerships*  
Central Carolina Community College

## LEAC Grant Oversight



**Dr. Lisa Chapman**

*President*  
Central Carolina Community College



**Daniel Simmons**

*CEO*  
Boys & Girls Club of Central Carolina



**Justin Wilkinson**

*Director of Career & Technical Education*  
Harnett County Schools



**Kittrane Saunders**

*Community & Rural Development Agent*  
Harnett Cooperative Extensions



**Angie Stewart**

*Economic Developer*  
Harnett County Economic Development



**Meghan Brown**

*Executive Director, Strategic Initiatives*  
Central Carolina Community College



**Dr. Andy Bryan**

*Superintendent*  
Lee County Schools



**DeLisa Cohen**

*Career Development Coordinator*  
Chatham County Schools



# CENTRAL CAROLINA CONNECTIONS

Serving Chatham, Lee, and Harnett Counties

## Vision Statement

Central Carolina Connections will provide the support, preparation, and resources that each student needs for accessing and succeeding in dual enrollment programs in our community. Our explicit actions will propel students, especially those from historically underserved communities, onto clear and accessible pathways that lead to credential attainment and optimal career outcomes. This will increase the economic prosperity for our entire service area and cultivate a more equitable community.

These efforts will result in an increase of credential attainment for all students by 15% over the next ten years, and ensure that the intentional inclusion of Black and Hispanic/Latinx students in those enrollment/completion metrics match or exceed their representation in the community.



## Key Initiatives:

- Community Engagement
  - Faith-based initiatives
  - Community Career Nights
  - Parent Outreach & Cohorted Dual Enrollment
- YouthForce, Boys & Girls Club career & college awareness and support - wrap around career awareness, support, and access.



**Dr. Kara Battle**  
*Vice President/Chief  
Academic Officer  
Durham Technical  
Community College*



**Bryan Fox**  
*Vice President of  
Public Policy  
Durham Chamber  
of Commerce*



**Lizzie  
Furlong-Ellis**  
*Executive Director  
Durham Literacy  
Center*



**Jameya Green**  
*Lead workforce develop  
coordinator  
Durham Public Schools*

## Project Manager



**Dominique Oliver**  
*Director of Systems and Initiatives  
Made In Durham*



## Vision Statement

Durham Opportunity Collaborative endeavors to ensure that students who are most removed from educational opportunity have equitable access to education, resources, and career pathways, resulting in the completion of a high value postsecondary degree or credential. We commit to a collaborative approach that centers the goal of increasing educational attainment 10% by the year 2030 through focused efforts to create comprehensive career pathways embedded with rich work-based learning experiences. We are unified in our commitment to the future of Durham's youth.



## Key Initiative:

- BULLS Initiative Life Sciences academy model in partnership with Durham Tech connecting community, education, and career into a system to support opportunity youth.
  - Offering: career advising, credentials, & free housing
- Currently developing a website/app that will connect information around college & career access and opportunities with the community, and act as a medium to connect youth to BULLS

# A Few 'Other' Promising Practices across the North Central

## ★ Caroline Across 100

### ○ Summer Careers Academy (*Orange County*)

(assisted by the *Orange County government, Chapel Hill Schools, Orange County Schools, and others*) - Youth Apprenticeship program that seeks to increase the avenues to academic and career-related success for the county's minority and low-income students.

## ★ Public Safety Career Academies (*Wake County*) - 23

academics across the district with focuses such as EMT, Firefighter, Forensics, Law/Law Enforcement, and Emergency Management.

## ★ UStrive Mentoring (*Johnston County*) - 13,000 kid's parents (every kid in 9-12<sup>th</sup> grade in Johnston County) will have the opportunity to opt in to free mentoring all the way through college. This will also include FAFSA support from the mentors as well as classes for students

and reminders.

## ★ Emily K. Center's Scholars to College (*Durham*) -

assist ambitious, academically-focused, and underrepresented first-generation students from Durham County and prepare them for success at selective four-year colleges and universities.

## ★ Chatham County Schools AVID Middle School Program (*Chatham County*) - The mission of the Chatham County Schools is to graduate globally competitive, well-rounded students by providing a rigorous and relevant curriculum in an effective, safe, and nurturing learning environment



## Other ways for employers to plug in...

- Offer work-based learning opportunities to learners (and their teachers)
  - K-12
  - Community college
- Employer-led sector initiatives

# Table Discussions

What's working and where are opportunities for boosting attainment? *[30 minutes]*

1. Review county level attainment data
  - a. *County Attainment Profile*
  - b. *Setting Local Attainment Goals*
2. Discuss opportunities for improvement
3. Decide on a follow-up conversation in your community

*\*Please choose a table scribe*

**BREAK**



# Table Discussions

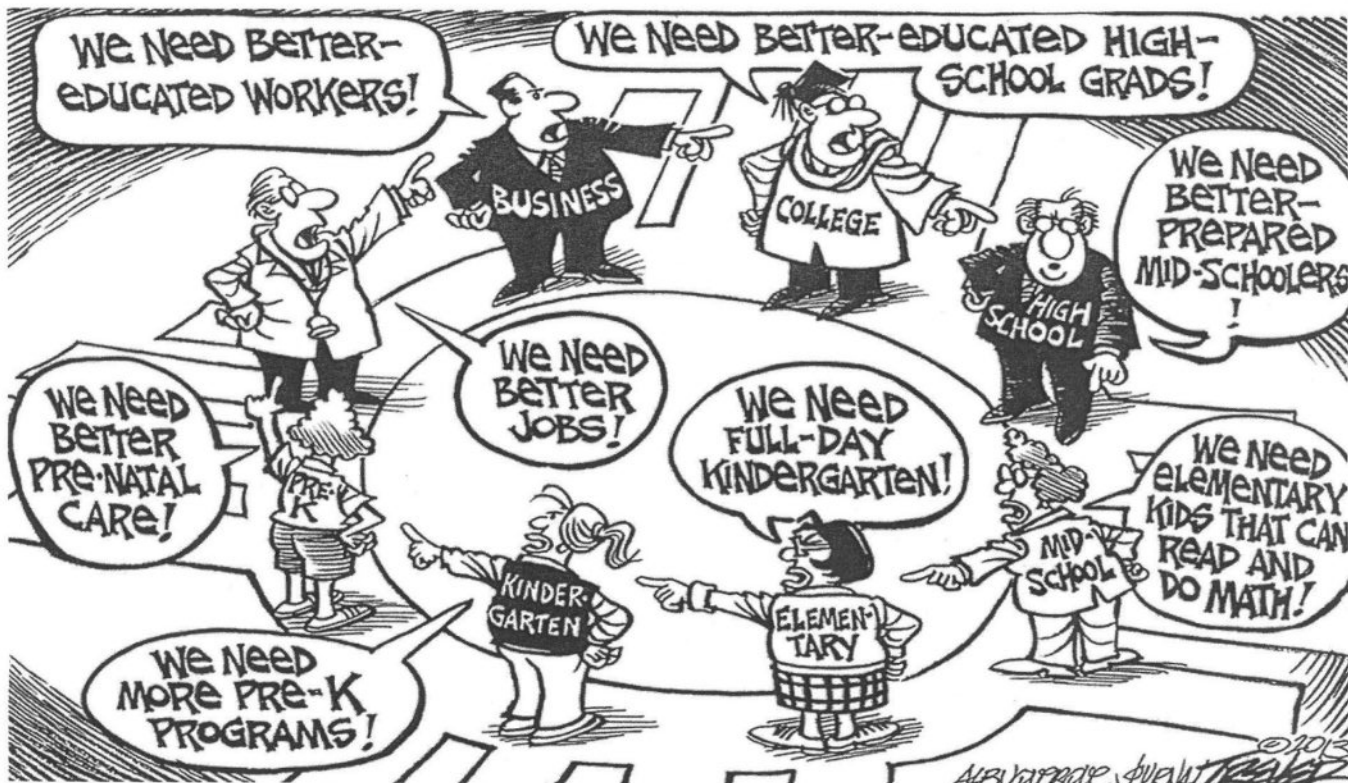
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# Report Outs and Next Steps

# Final takeaway: Collaboration is key



# KEY TAKEAWAYS

- Educational attainment is the gateway to upward mobility and economic prosperity. It's the short-term *recovery* strategy and the long-term *resiliency plan* for NC's economy.
  - myFutureNC is **state-led** but educational attainment must be **locally owned and driven**.
- 



# CALLS TO ACTION

Find ways to plug into this important work

- ❑ Encourage adoption of your county's **recommended local attainment goal**.
- ❑ Stand up/lift-up cross-sector collaboratives leveraging **County Attainment Profiles**.
- ❑ Identify and advocate for 3 forecasted needs.

FOR MORE INFORMATION

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myFUTURENC  
2 million by 2030.



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*2 million by 2030*

# Thank you North Central Region!