

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2015

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SENATE DRS45220-LR-43B (02/05)

Short Title: Requirements-Based Workforce Development.

(Public)

Sponsors: Senators Rabin and Curtis (Primary Sponsors).

Referred to:

1 A BILL TO BE ENTITLED  
2 AN ACT TO INITIATE AND MAINTAIN A REQUIREMENTS-BASED PROCESS THAT  
3 WILL SUPPORT A COST-EFFECTIVE APPROACH TO WORKFORCE  
4 DEVELOPMENT INITIATIVES BY ENSURING THAT WORKFORCE  
5 DEVELOPMENT ISSUES CONCERNING THE DIRECTION AND CONTENT OF  
6 NORTH CAROLINA'S EDUCATION AND TRAINING PROGRAMS ARE RESOLVED  
7 BASED ON ANALYSIS THAT ACCURATELY FORECAST THE WORKFORCE  
8 REQUIREMENTS OF NORTH CAROLINA.

9 The General Assembly of North Carolina enacts:

10 **SECTION 1.** Findings and Purpose. – The General Assembly finds the State needs  
11 an integrated and effective workforce development system and that transforming the current  
12 system that is geared toward job placement into a streamlined and effective system that truly  
13 develops the State's workforce will best serve the people of this State. The purpose of this act is  
14 to increase the effectiveness of the State's workforce development system by mandating a  
15 requirements-based approach to the allocation of education and training resources affecting the  
16 job-readiness of our citizens and the business climate of our State.

17 **SECTION 2.** Requirements-Based Approach. – In order to create a true workforce  
18 development system, rather than continue with a jobs placement system, it is imperative that  
19 accurate jobs forecasts serve as a roadmap to address future job market needs in meaningful  
20 and relevant time increments, including predicting the employee needs of businesses in the  
21 near- (two years), mid- (five years), and long-term (10 years and beyond) time frames. Further,  
22 the State's biennial appropriations process requires accurate jobs forecasting when decisions  
23 about funding public education and training programs are being made. Such data will yield  
24 other cost savings because multiple users of jobs and workforce data will glean actionable  
25 information from the same knowledge base.

26 **SECTION 3.** Analysis and Reports. – In order to effectuate a requirements-based  
27 approach to workforce development, the Department of Commerce shall analyze the current  
28 and future job market in this State and forecast the number and types of in-demand jobs in  
29 North Carolina so that the data may guide decisions about the allocation and deployment of the  
30 State's educational, vocational, training, and job-creation resources. To this end, the  
31 Department of Commerce shall do the following:

- 32 (1) Conduct an analysis of the State's current and future job market in  
33 increments of two-, five-, and ten-year periods. The analysis shall include a  
34 forecast that identifies and summarizes the number and types of jobs that  
35 will be in demand in North Carolina. A written report of its forecasts,  
36 findings, and any recommendations shall be submitted by June 1, 2015, to



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1 the Senate Workforce and Economic Development Committee, the Chairs of  
2 the Senate Base Budget/Appropriations Committee and House of  
3 Representatives Committee on Appropriations, and the Fiscal Research  
4 Division.

5 (2) Submit in writing an updated and revised State jobs analysis and forecast  
6 biannually to the General Assembly each year by June 30 and December 31.  
7 For 2015, the second report shall be submitted to the General Assembly by  
8 December 31, 2015.

9 **SECTION 4.** Effective Date. – This act is effective when it becomes law.