

NC Office of Strategic Partnerships Monthly Connect

Where are the Workers? The Challenge of Filling Government Positions and What to Do About It

Relevant Resources

This is a follow-up to the [NC Office of Strategic Partnerships](#) (OSP) October 2023 Monthly Connect: *Where are the Workers? The Challenge of Filling Government Positions and What to Do About It* ([recording](#)).

OSP regularly shares information and resources after the Monthly Connect sessions. Typically, panelists or participants shared the information and resources in the virtual “chat.” This is not intended to be a comprehensive list. More about the Monthly Connect series [here](#).

Speakers at this Monthly Connect were:

Andrew Berger-Gross, Senior Economist, Labor and Economic Analysis Division, NC Department of Commerce
Stephanie Freeman, Deputy Secretary for Workforce Management, NC Department of Adult Correction
Mark Little, Executive Director, NCGrowth
Jenni Owen (moderator), Director, NC Office of Strategic Partnerships
Michael White, Executive Director of Human Resources and Operations, Bertie County Schools; Commissioner, Bertie County

Resources

Descriptions are in alphabetical order and paraphrased from active links as of October 26, 2023. Links are organized by agency/organization with a separate section for internship opportunities across government, which several panelists and participants shared.

National Association of Colleges and Employers ([NACE](#))

NACE is a professional association that connects nearly 17,000 college career services professionals, university relations and recruiting professionals, and the business solution providers that serve that community.

- The NACE Center for Career Development and Talent Acquisition published this [position statement](#) on unpaid internships and the need for federal action to “address the inherent inequities unpaid internships cause and to work to ensure all internships are paid.”

[NCcareers.org](#)

NCcareers.org aims to be North Carolina’s central online resource for students, parents, educators, job seekers and career counselors looking for high quality job and career information.

- The [NC Workforce Credentials Advisory Council](#) identifies priority non-degree credentials that are valued by employers and puts those who earn them on a path to a sustainable wage career.

NC Department of Administration ([NCDOA](#))

NCDOA acts as the business manager for state government, overseeing government operations, operating auxiliary services, and managing many of the NC’s advocacy programs that provide assistance and services to diverse segments of the state’s population that have been traditionally underserved.

- The [NC Commission on Inclusion](#) advises on and identifies policies and measures that would promote inclusion and address discrimination, harassment, and retaliation based on prohibited grounds. The Commission provides strategies to promote economic efficiency, accountability, and attract, grow, and retain an excellent workforce.

NC Department of Adult Correction ([NCDAC](#))

NCDAC is one of the largest agencies in North Carolina state government, responsible for approximately 30,000 individuals incarcerated in state prisons and over 84,000 individuals on supervised probation, parole, or post-release supervision. NCDAC protects the public by focusing on rehabilitation, protection, innovation, accountability, and professionalism.

- CBS17 [interviewed](#) Deputy Secretary Freeman on October 24 about the agency's vacancy rates.
- [Click here](#) to learn about NCDAC employment opportunities.

NC Department of Commerce ([NC Commerce](#))

NC Commerce works with local, regional, national, and international organizations to improve the economic well-being of North Carolinians. The agency publishes data, statistics, information, and reports relevant to the state's economy.

- Labor and Economic Analysis Division ([LEAD](#)): collects data, conducts research and analysis, and publishes reports about the state's economy and labor market.
 - NC Economy Watch: Monthly blog articles on the NC economy, posted to the [LEAD Feed](#)
 - Labor Market Information (LMI) Tuesday: Twice-monthly webinars on labor market data, tools, and insights. Features "NC Economy Watch" every two months (next economic update: early December). [Click here](#), to view past LMI sessions and resources.
 - To subscribe to monthly LEAD newsletters or for more information about the opportunities above, email LEAD@commerce.nc.gov.

[NCGrowth](#)

Provides technical assistance to businesses, governments, and other organizations to create good jobs and new wealth in economically distressed communities; produces applied research; develops innovative policies that promote equitable development; and hosts cross-sector convenings and workshops to bring together diverse perspectives. ([NCGrowth October Newsletter](#))

- In early 2023, NCGrowth and the [ncIMPACT Initiative](#) partnered on a project to better understand the challenges, changes, and opportunities that COVID-19 created for the workforce, particularly among young adults. A goal of the project was to provide recommendations for how to address these challenges. The forthcoming report will be available on the ncIMPACT and NCGrowth websites.

NC Office of State Budget and Management ([OSBM](#))

OSBM provides objective information and analysis to ensure a balanced budget and effective stewardship of public resources.

- OSBM compiles and analyzes [population and demographics data](#), which can play a role in employers' ability to recruit and retain employees. (Example: [Hispanic population summary](#).)
- [Where Are the Workers?](#): This blog post from the North Carolina State Demographer in June 2021 highlighted the struggle businesses were having filling job openings.

NC Office of State Human Resources ([OSHR](#))

OSHR serves as the "Center of Human Resources Collaboration and Facilitation" for the State of North Carolina through an integrated, professional human resources function that is collaborative, strategic, and customer-focused, allowing state government to attract, retain, develop, and motivate a high-performing, diverse workforce.

- Higher Education to NC Government Careers ([Ed2NC](#)): Connects state agency recruiters with college and university career services staff across the state to help get students into state government jobs.
- OSHR is the lead on implementation of [Executive Order No. 278](#), which Governor Cooper signed in March 2023. EO 278 recognizes the value of experience in state government hiring through

emphasizing in job postings that experience can replace formal education and providing opportunities to gain experience through internships.

Internship Opportunities Across State Government Agencies

Monthly Connect and panelists and participants shared the internship opportunities below. For additional state government internship opportunities, explore [here](#).

- **State of North Carolina Internship Program (NCDOA)**: Provides students with professional work experience to connect their classroom experience with potential careers and broaden their perspective of public service and state government. Placements are in many state agencies. *Applications open November 6, 2023, for summer 2024 opportunities.*
- **[NCDAC Internship Program](#)**: Offers opportunities to serve the community while gaining on-the-job, career-advancing experience. Connects interns to locations and roles based on interest and availability.
- **[Lady Cardinal Mentorship Program](#)** (NCDOA): 4-week summer enrichment opportunity for NC high school girls interested in exploring careers in science, technology, engineering, and/or mathematics (STEM) within state government.
- **[Division of Vocational Rehabilitation Services](#)** (NC Department of Health and Human Services): The Division has multiple internship opportunities. If you are a student pursuing a master's degree and are interested in a rehabilitation internship, [click here](#). If you are a person with a disability seeking an internship, [click here](#).
- **[Criminal Justice Fellows Program](#)** (NC Department of Justice): Recruiting talented high school seniors and graduates into the criminal justice profession. The program funds fellowships for individuals who have exhibited high academic achievement, a history of service to their school and community, and a desire to serve North Carolina in a field within the criminal justice profession.
- **[LiNC-IT](#)**: An employment program for individuals with Autism Spectrum Disorder. LiNC-IT provides employment experience, paid internships, and on-the-job training for students and professionals with autism and provides employers with a pipeline of excellent talent often missed during conventional recruitment processes.