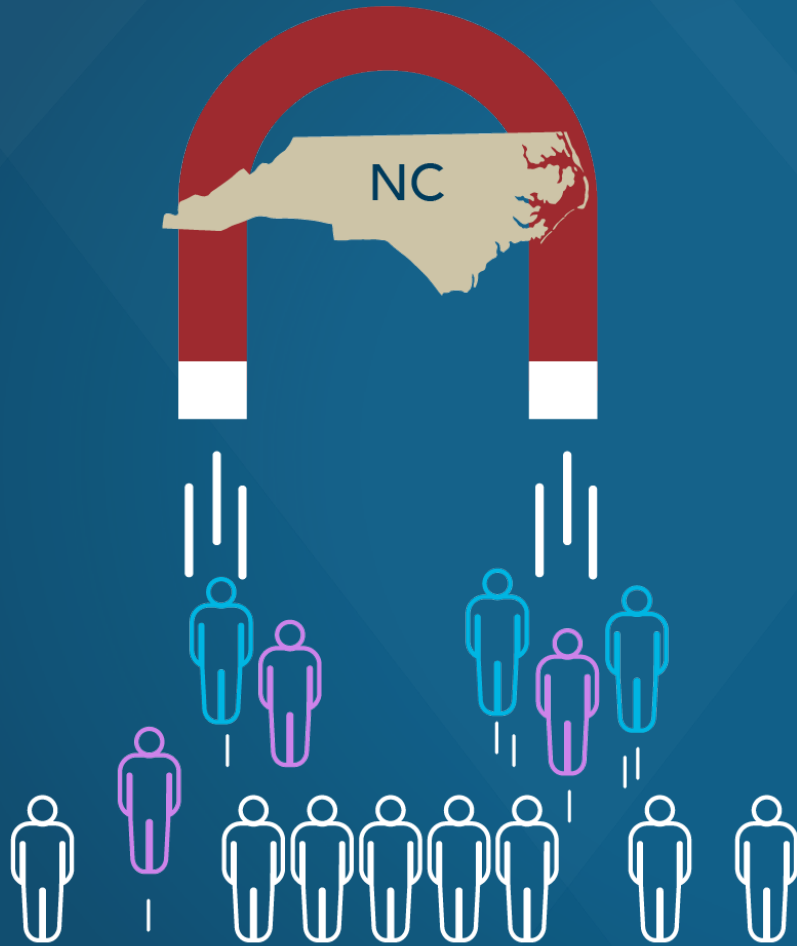




# Talent Magnet



VS.

# Talent Ladder







# wakeworks

## APPRENTICESHIP



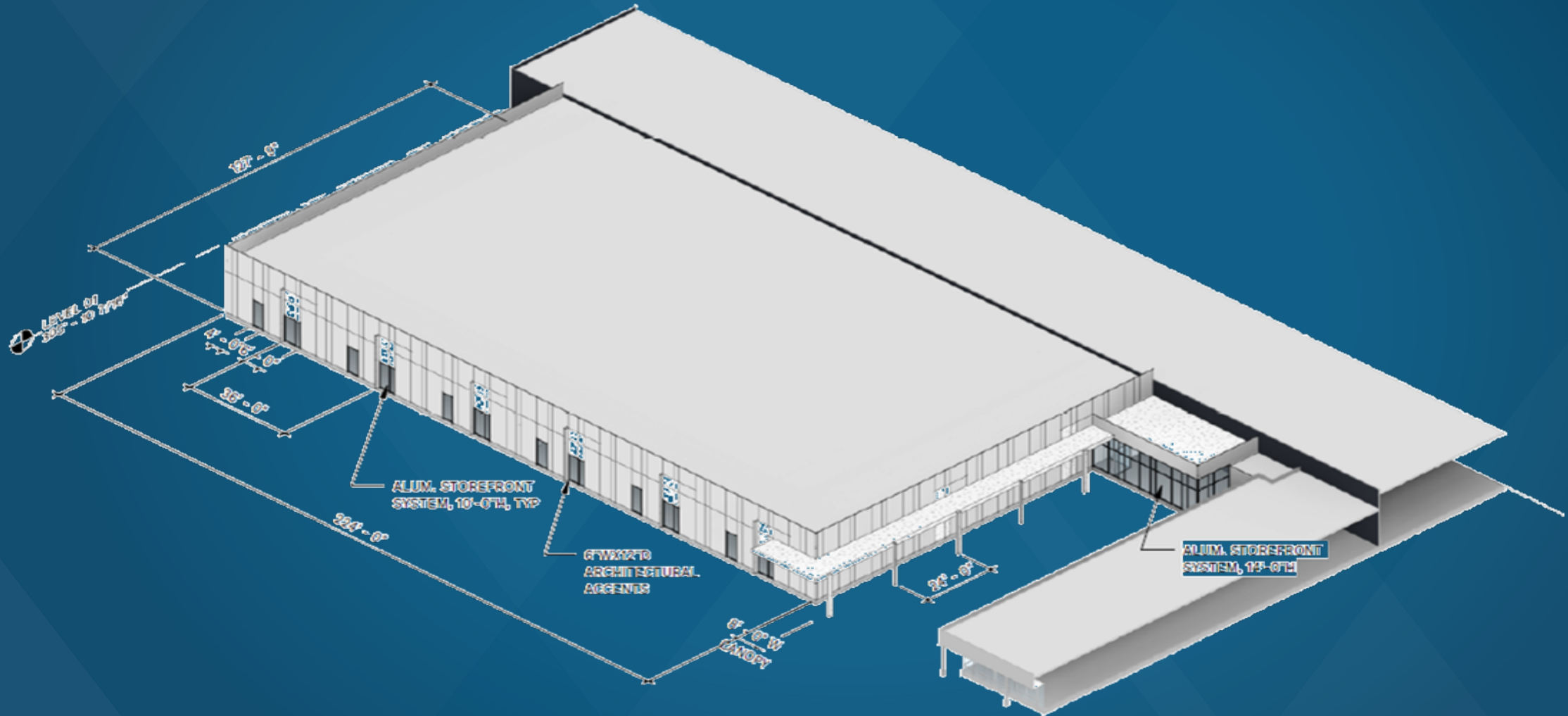
# WakeWorks Apprenticeship Update

Program	Number of Students	Degree	Training Status	Interview
Undecided	170 working with Career Coach		Completed Orientation 28 completed CRC	
EMT – first cohort	11 started   9 remain (7 are female) Pre-Apprenticeship	Yes	Near Completion	November 2020 Wake County EMS
NCCR Core- 3 cohorts	17 ( 1 is female) WakeWorks Pre-Apprenticeship		Near Completion	Spring 2021 HVAC, Electrical, Building and Codes Inspectors.
Automotive Technician	1 WakeWorks Apprenticeship	Yes	In progress	
Apartment Maintenance Technician	1 WakeWorks Apprenticeship		Starts October 8	
NCTAP	23 ( 1 is female) Apprenticeship		Just signed on	
Tower Tech and Building Codes Inspector			Planned start Spring 2021 (COVID-19 delays)	

**311**  
WakeWorks  
APPLICANTS



# Beltline Center Expansion







# Wake Works 2.0





# PARTNERS



# Wake Works Propel



## Skilled Construction/ Maintenance Trades

Forklift Operator

Commercial Food  
Equipment Repair

Carpentry

Facilities/  
Apartment Maintenance



## Healthcare

Nurse Aide

EKG

Central Sterile Processing  
Technician

Healthcare Billing and Coding

Emergency Medical Technician



## Information Technology

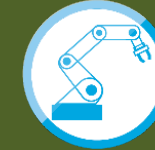
IT Support Technician

Network Technician

Information Systems Security

Computer Programming/  
Software Development

Web Development



## Industrial/Manufacturing

Industrial Automation

Mechatronics

Robotics

BioWork



## Law Enforcement

911 Telecommunicator

Basic Law Enforcement  
Training

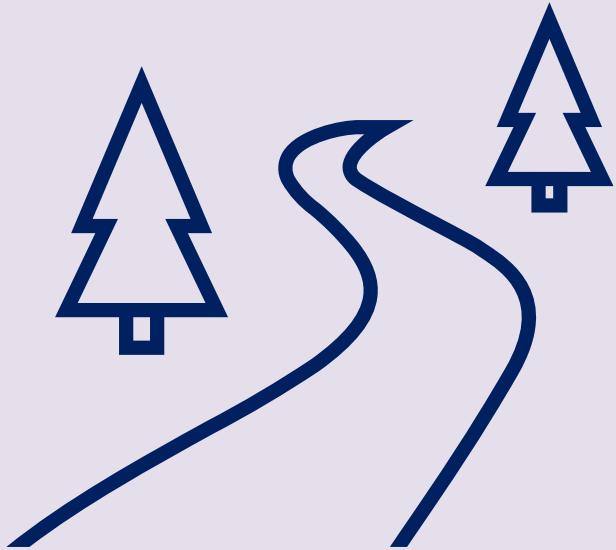


# Strategies for Change

Closing Wage & Representation Gaps in STEM  
for Black & Brown Women in Wake County



# The Road Thus Far



- Wake County Snapshot
  - In-depth research into county
  - Technical Report
- Building Collaborative Partnerships
  - WakeWorks Apprenticeships
  - Raleigh Chamber
  - Triangle DEI Alliance
  - Divine 9 Sororities
- Strategic Plan to Close Identified Gaps
  - Data-driven Focus on Black & Latina Women in STEM



# Honing Our Focus

WIIW Mission

Close the Gender Wage Gaps in Wake County

Goals

Representation

Career  
Advancement

Wage Parity

Objectives

Increase proportion of Women in STEM occupations in Wake County

Increase the number and rate at which women move from entry level to upper level positions

Close pay gap between women and men in STEM occupations

Focus

Increase the proportion of Black & Latina Women in STEM occupations requiring post-secondary credentials and degrees

Increase the number and rate at which Black & Latina Women move from entry level to upper level positions

Close the gap between Black and Latina women's wages in STEM occupations



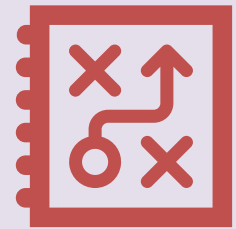
# The Road Ahead: Interconnected Strategic Action



Educational Outreach



Career  
Pathways



WIIW  
Challenge





# Addressing the Pipeline: Representation



## Educational Outreach

DPI Virtual Public Schools

Community Partnerships

Divine 9 Sorority Chapters



## Career Pathways

WakeWorks Apprenticeships

Concierge Mentoring



# Why a Challenge?

- Business Imperative
- Internal Change, External Results
- Needle Movement
- Long-term Systemic Change



# WIIW Challenge



## Equity Scorecard

Internal Process  
Metrics for Diagnosis



## Best Practices Menu

Data Driven  
Tied to Wake County Data



## Share Out

Report % Increases  
Aggregate Anonymous Data

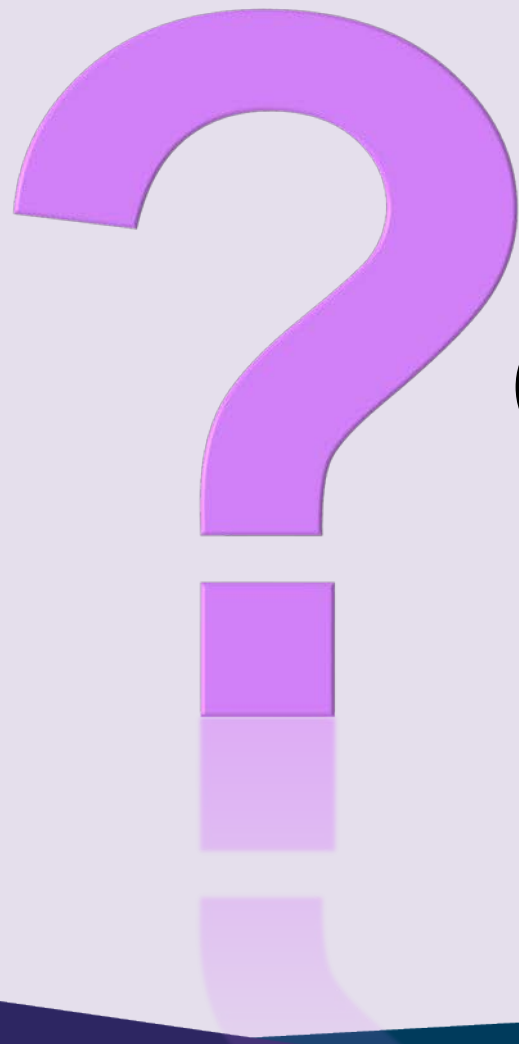




# We Need You!

- Backing Power & Pull
- Large scale employer
- 4,000 employees
  - High representation STEM & STEM-related occupations
- Best Beta Tester





# Questions

