



## Growing the Economy and Creating Good Jobs for Everyone

**North Carolina needs economic development policies that create broadly-shared prosperity and good jobs for everyone who needs one.**

### Background

Despite steady economic growth over the past decade, **too many people and too many places across the state are being left behind.** Wages are stagnating, and almost all of the state's job growth since 2009 has occurred in just three metro areas—Charlotte, Raleigh, and Durham—while communities in rural North Carolina still haven't replaced the jobs they lost in the Great Recession.

Although state investments in schools, bridges, broadband, and other policies that support families are also important, **state and local governments can use their economic development programs directly to create good jobs** and thriving communities. This involves targeting job creation to places that need the most help and in the **industries most likely to grow and pay good wages.** It also requires state and local governments to invest in **training the workforce** and **connecting employers to the people who most need jobs**, especially people of color and other historically excluded groups.

### Current Context

- **North Carolina's state-level economic development programs protect taxpayers ...** State government has two primary economic development "incentive" programs that give state tax dollars to private companies that promise to create jobs (with good wages and health insurance) and capital investment in the state—JDIG and OneNC. Thanks to very strong accountability standards, these programs will not grant the money if the companies receiving these incentives do not live up to their promises or pay good wages.
- **... but most local government programs do not include accountability protections, so these jobs may never materialize.** Many local governments across North Carolina don't have these protections in place for their own programs, so local taxpayers may be on the hook for failed job creation efforts if these companies don't perform.
- Customized job training programs at local community colleges provide workers with the specific skills businesses need, improving their chances of being hired for good-paying jobs. At the same time, career pathway programs create training "ladders" that allow workers to receive academic credentials involving greater and greater mastery of a specific occupation.

- First Source Hiring programs recruit workers in distressed neighborhoods, provide them with customized job training or career pathways in specific occupations, and then connect them to specific, pre-identified employers looking for those specific occupational skills. This dramatically improves the likelihood that these workers will be hired.

### Questions for Candidates

- Will you support accountability standards that hold companies accountable for their promises when they receive economic development incentives from state or local government?
- Will you support customized job training, career pathway programs, and First Source Hiring programs to connect workers to jobs?



