“Third-Grade Reading Proficiency: Key to Closing the Skills Gap”

A Conversation with North Carolina Business Leaders
National “Skills Gap”

Nationwide by 2020, companies will struggle to fill 5 million jobs because of a lack of training and education.
BRT Companies’ Expected Future Degree Requirements

• 37% increase in Bachelor’s degrees

• 40% increase in graduate degrees
North Carolina’s “Skills Gap”

In North Carolina:

• 67% of jobs will require degrees and training beyond high school by 2020.

• Only 42% of North Carolinians have that level of education.
Looking Beyond 2020

65% of jobs elementary school students will be doing in the future do not yet exist.
The Impact of Technology

15 million jobs will be created over next decade because of automation and artificial intelligence
Skills for Future Technology

• **STEM**, including digital, analytics, and computer programming
• **Critical thinking**
• **Communication**
• **Collaboration**
3rd-Grade Reading Proficiency: A Critical Milestone

Through 3rd grade, children learn to read.

After that, they read to learn.
3rd- Grade Reading Proficiency Drives College Enrollment

9th graders who read proficiently in 3rd grade are 3 times more likely to go to college.
Failing to Read Proficiently

Students not reading proficiently by end of 3rd grade are:

4 times more likely to drop out of school.
Business Roundtable
State-Policy Recommendations

• Expand access to high-quality pre-K
• Offer high-quality, full-day kindergarten
• Use data to track student progress
• Equip educators to be more effective
• Require systemic interventions
• Create a 0-8 comprehensive, aligned system
Task Force of NC CEOs

- AT&T
- Bank of America
- BB&T
- Biltmore Farms
- Cone Health

- Ingersoll Rand
- Martin Marietta
- Medical Mutual
- National Gypsum

- PNC Financial Services
- Red Hat
- SAS
Reading Proficiency of North Carolina Students

62% of North Carolina 4th graders are not reading proficiently.
North Carolina CEOs’ 2017 Policy Recommendations

• Implement a comprehensive 0-8 system
• Develop connected data systems
• Expand access to high-quality, full-day pre-K
Progress:
Comprehensive 0-8 System

Creation of new Birth-through-3rd-Grade (B-3) Interagency Council
Importance of Data Collection

- Key to understanding student progress
- Data must be relevant to reading proficiency
- Cross-agency data must “talk to each other”
B-3 Interagency Council’s Charge

• Standards and assessments
• Data-driven improvement and outcomes
• Educator preparation and effectiveness

• Instruction and environment
• Transitions and continuity
• Family engagement
• Governance and funding
Progress:

Connected Data Systems

B-3 Interagency Council must address data-driven outcomes and measures of performance
North Carolina is:

- 1st for quality of its pre-K program
- 41st for access to pre-K programs
Progress:
Increased Access to NC Pre-K

• Increased access for 3,525 students from 2017-2018
• Cost: $27 million over two years
CEOs’ Goals for 2018

- Maintain – perhaps increase – funding for NC Pre-K
- Move away from “waiting lists” as metric for demand and need
- Mitigate adverse consequences from K-3 class size reductions
QUESTIONS?