*Business led
*Braided services
*Coordinated supports
Ultimately these programs have to make sense for the company’s **bottom line**. The pilot programs have been producing good results in terms of finding new talent and productivity gains. “**Ultimately, it's not a charity thing because it’s providing far more benefit than it’s costing. Every company I know that’s gone into this in a serious way has gone into it with the idea that this is going to be net benefit positive.**”

*Rob Austin, Ivey Business School, the University of Western Ontario*

Part of the allure of such programs, is the way they tap into a business solution.

*Jenny Che HuffPost*
LINC∞IT
Linking Inclusion to Information Technology

"A change in perspective is worth 80 IQ points" - Alan Kay

Employment Gap
Only 14 percent of individuals with Autism Spectrum Disorder are employed. LINC∞IT is the first state initiative to develop the pipeline for a neurodiverse workforce.

Assets to Employers
- Increased Productivity
- Loyalty to Employer
- Highly Intelligent workers with a unique perspective
- Something can be here

Benefits of Neurodiversity
- Access to New Markets
- Increased Talent Pipeline
- Creates a positive impact on morale and retention
- Fosters Creativity and Project Innovation

For More Information
Contact Caroline Sullivan at 919-814-2023 or at caroline.sullivan@nc.gov for more information.
Experience More; Real-World Learning for Real-Life Success

The Navigator
States Support Work-Based Learning to Expand Employment Opportunities

October 20, 2017

WASHINGTON—The National Governors Association Center for Best Practices (NGA Center) announced that six states—Alabama, Idaho, Illinois, Nevada, North Carolina and Rhode Island—have been selected to participate in a policy academy focused on scaling high-quality work-based learning. Work-based learning blends work experience and applied learning to develop youth and young adults’ foundational and technical skills to expand their education, career and employment opportunities.

Funded by the Siemens Foundation, the policy academy will help states create and expand work-based learning opportunities that will connect youth and young adults ages 16 to 29 with career opportunities in STEM-intensive industries (those in the science, technology, engineering and math areas) such as advanced manufacturing, health care, information technology and energy. Through the policy academy, states will share best practices, develop plans to identify and scale high-quality programs and develop policies to support and sustain work-based learning initiatives.

This work represents the second phase of a policy academy that took place from January 2016 to June 2017; meeting materials are available online from policy academy meetings in March 2016 and October 2016. Five states from the first phase (Indiana, Montana, New Hampshire, Utah and Washington) are continuing their engagement with the policy academy as “leader states” that will serve as mentors to the new cohort.

To learn more about the NGA Center Economic Opportunity Division, click here.
To learn more about the Siemens Foundation work in this area, click here.

###
Work based learning strengthens the state’s talent pipeline by providing North Carolinians with career awareness, career exploration, and real-world career experience to build employability and technical skills.
NC Job Ready is built on three core principles:

- **Skills and Education Attainment** - Education is the foundation for a strong workforce. As the skill requirements of jobs are increasing and rapidly changing, businesses need to find people with the right skills for the jobs they create and North Carolinians need access to training so they can be ready for those jobs. To close the skills gap, Governor Cooper proposed a forward-thinking plan to provide free job training for high-demand career fields.

- **Employer Leadership** - Employer-led job training programs have the best career outcomes. Employers know best what skills their workers need. Businesses that invest in developing North Carolina’s workforce will benefit from well-trained employees and more innovative workplaces that better reflect their communities. Governor Cooper proposed an Employer Training Fund to support work-based learning opportunities like internships and apprenticeships.

- **Local Innovation** - Communities across North Carolina are developing great local models of workforce development. North Carolina should build on those successes and replicate them in more places to continue building and expanding innovative solutions.
Governor Cooper Challenges Workforce Leaders to Increase Work-Based Learning Opportunities

New Data Tools and Greater Focus on Employer Engagement Highlighted at NCWorks Commission Meeting

Gov. Cooper Promotes Work-Based Learning at Annual Gathering of Business and Education Leaders

Supporting NC Job Ready
Super Admin – Visibility across the entire system including all companies and resources posted.

Admin – Employer level administrator who creates a presence on the site, invites employees to engage, and determines the manner in which those employees can engage.

Employee – The creators of inventory, the people who post work-based learning activities that Navigators will leverage.

Navigator – Educators and workforce development personnel who “shop” for resources on the site and deliver those to students and job seekers.
Employer engagement happens two ways:

- Work-based learning employer survey
- Invitation from NCBCE, Workforce Board, Chamber of Commerce
Hello Leslie Walden (not Leslie Walden? Log out)

From your account dashboard you can view your recent orders, manage your shipping and billing addresses and edit your password and account details.

To add or edit products, view sales and orders for your vendor account, or to configure your store, visit your Vendor Dashboard.
Select Available Resources

- Apprenticeships
- Career Panels
- Cooperatives
- Interactive Activities
- Job Fairs
- Mentoring
- Practicums
- Publications
- Simulated Work Experiences
- Teacher Externships
- Career or Science Competitions
- Career Profiles
- Guest Speakers
- Internships
- Job Shadowing
- Mock Interviews
- Pre-Apprenticeships
- Service Learning Opportunities
- Student Led Enterprises
- Worksite Field Trips

- Check here if you want to review resources prior to publishing

Save

Powered by Fidelity Investments
Create Invitation

Email Address:
Ashlie.bucy@nc.gov

Submit  Cancel

Experience More
Real-World Learning for Real-Life Success

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Employer Administrator
Invitations

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Hello Kristen Thompson (not Kristen Thompson? Log out)

From your account dashboard you can view your recent orders, manage your shipping and billing addresses and edit your password and account details.
Overview

The Financial Engineering team provides quantitative expertise to the design of next-generation institutional-grade trading algorithms and products in equity and fixed-income market. We are a member of Fidelity Centralized Electronic Trading within Fidelity Capital Markets. We work with clients to improve their trading strategy, educate them about market structure and trading tools, and provide consultation to help them solve their unique problems.

The Skills This Person Brings

- You understand electronic trading market and algorithms that achieve superior performance
- You use KDBQ, Python or R to see and understand large amount of data
- You use in-depth data science and analytical knowledge to tell data tell stories
- You build mathematical and machine learning models for prediction and optimize performance
- You are eager to learn new things, share ideas freely and create positive work environment
- You have excellent presentation skill to influence product directions and work with clients

The Value This Person Delivers

- Creating predictive volume, liquidity, price, interest rate and volatility models to improve trading performance.
- Building tools, prototypes and simulation engines to streamline processes and test new ideas.
- Dissecting and comparing trading performance of algorithms, venues and traders.
- Promoting culture of innovation and thought leadership.
- Influencing product directions for the benefit of our clients.

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<th>Fidelity Financial Engineer</th>
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Related Resources

- Fidelity Java Senior Software Engineer
- Energy Marketing Coordinator
- Manager, Cloud Collaboration Customer Success
- Associate Category Operations

Proceed to checkout

The Navigator
This is the first tool North Carolina has ever had that both promotes and measures work-based learning activity across the state.

This is the first piece of a larger effort to develop a school to career exploration platform (nccareers.org). All built open source.

The Navigator makes work-based learning more accessible and equitable – important in a state like North Carolina with large number of rural counties.

This platform has been developed with a lot of our time, pro-bono development time from Fidelity Investments, and less than $350.

We are leveraging some funding from the Department of Commerce Office of Workforce Solutions to get it ready for showtime. The Governor will unveil it at the Experience More Summit for Work-Based Learning & NCBCE Annual Meeting December 7th.
The home page will contain:
- A brief about, linking to About page
- For Business Pitch, invitation to contact
- For Educators Pitch, invitation to contact
- Resources State Map, invitation to explore resources
- Most recent news?

The site frame (i.e. header and footer on all pages) will include:
- Quick contact info
- Copyright information
- Links to social media?
- Partner Logos/Mentions?

Resources are the core feature of the site. The lower elements aren’t pages, they’re means to filter the resources as they’re displayed so users can find the right resource for their needs.

News categories help users find the news they’re looking for quickly. They also allow us to push news to different locations based on these categories. Ideally each post would be in just one category.

Dashboard is where users can review their resources, users, invitations, etc. As well as access the reporting features.
Navigator’s Connection to Measuring WBL

The Navigator