



# Charlotte Works

Overview

March 2026

# Charlotte Works

Federal



State



Local



500+ Local Workforce Boards

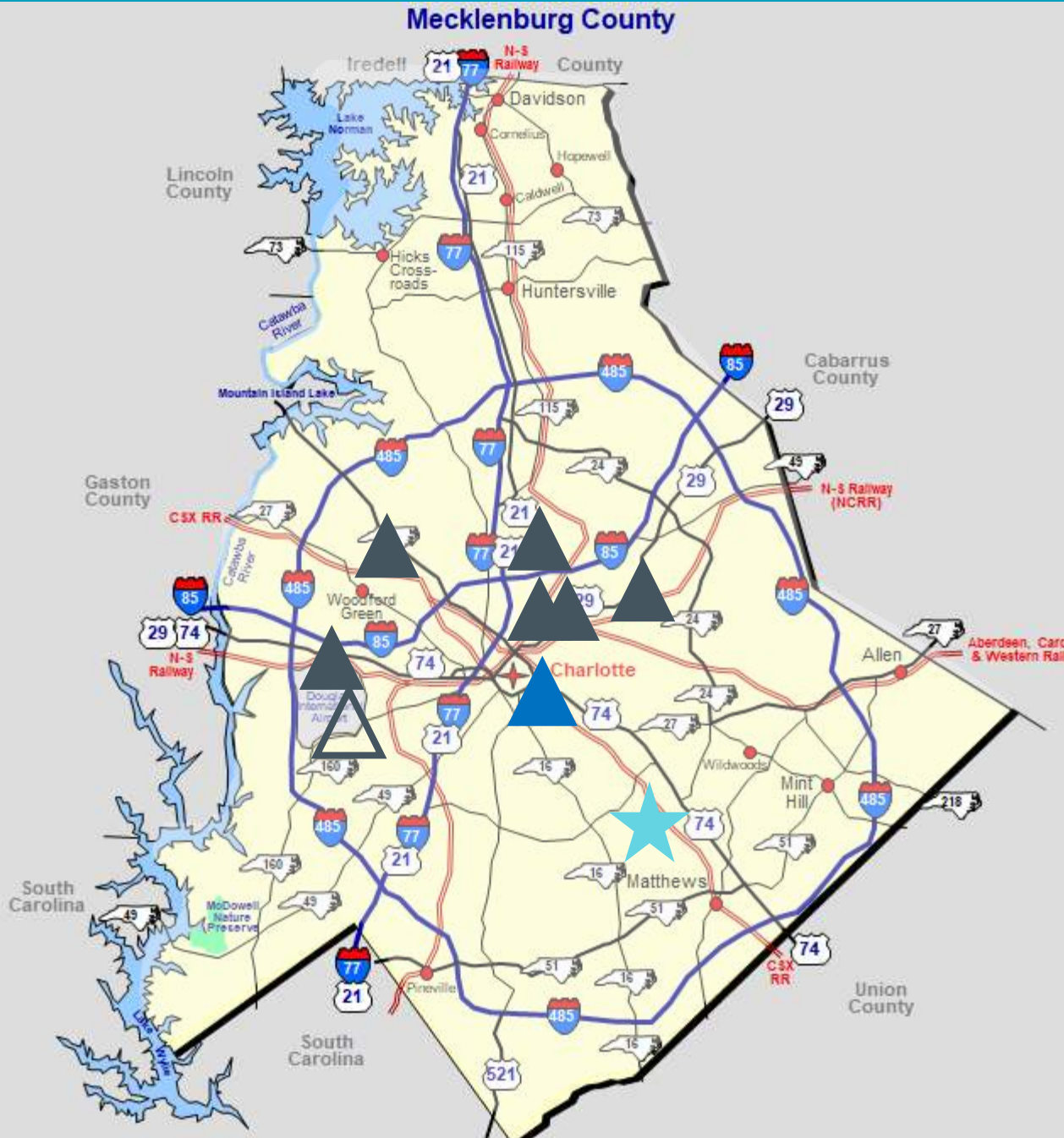
20+ Local Workforce Development Boards



Affiliated Entities



# NCWorks Access Points



- NCWorks Career Center - Charlotte
- 8601 McAlpine Park Drive (Adults & Youth)

## Current Community Partnerships

### For Adults

#### On-Demand (As Needed)

- Charlotte Mecklenburg Dream Center
- Meck County CRC - 3205 Freedom Drive
- Meck County CRC - 430 Stitt Rd
- Meck County Sheriff's Office - 801 E 4<sup>th</sup> St
- Camp North End
- Freedom Communities, Charlotte Family Housing, Families Forward
- Ascent Housing Communities

### For Youth

- Central Piedmont Community College - 1141 Elizabeth Ave.





Form a clear picture of today and tomorrow's workforce needs and implement solutions that close jobs-skills gaps.



**Talent**

**Business**



**IDENTIFY  
JOB  
NEED**

**ACCESS  
WORKFORCE  
PARTNERS**

**QCC**  
myFUTURE NC  
**TRAINED  
TALENT**

**JOB  
MATCH**

**QUALITY  
JOBS**

**ACCESS  
WORKFORCE  
PARTNERS**

**IDENTIFY  
TALENT  
NEED**

# Talent JOURNEY

## Job Seeker Journey & Personas

### Personas Experience the Journey Differently



**EXPERIENCED**

**UNDER-EMPLOYED**

**CHRONICALLY CHALLENGED**

**YOUNG ADULT**

**RETURNING RETIREE**

**RECENTLY INCARCERATED**

**Estimated Job Seekers**

**22,306<sup>1</sup>**

**53,000<sup>2</sup>**

**12,200<sup>3</sup>**

**11,340<sup>4</sup>**

1. Mecklenburg County Unemployed 2024 Average 2. Harvard Hidden Talent Study 27m nationally - Mecklenburg County Extrapolation 3. Measure of America Disconnected Youth 4. AARP estimates 27% of Retirees return to work - Mecklenburg County Extrapolation

### WORKFORCE | Job Seeker Journey

**IDENTIFY JOB NEED**



**ACCESS WORKFORCE PARTNERS**



**UTILIZE RESOURCES**



**IDENTIFY OPPORTUNITIES**



**ENGAGE EMPLOYERS**  
**Business**



**JOB MATCH**

# Pineville Economy



# Economic Snapshot



14,285

Population

▲ 23%

Growth Since 2020



13,785

Employed

▲ 13%

Growth Since 2020



\$80,400

Median Earnings

▼ 4%

Vs. Mecklenburg County

# Economic Snapshot



▲ **92%**

Increase in 20-24  
Year Olds



**43%**

Retail / Sales



**61%**

Of Jobs Pay Less  
than \$80k

▼ **13%**

Decrease in 10-14  
Year Olds

**16%**

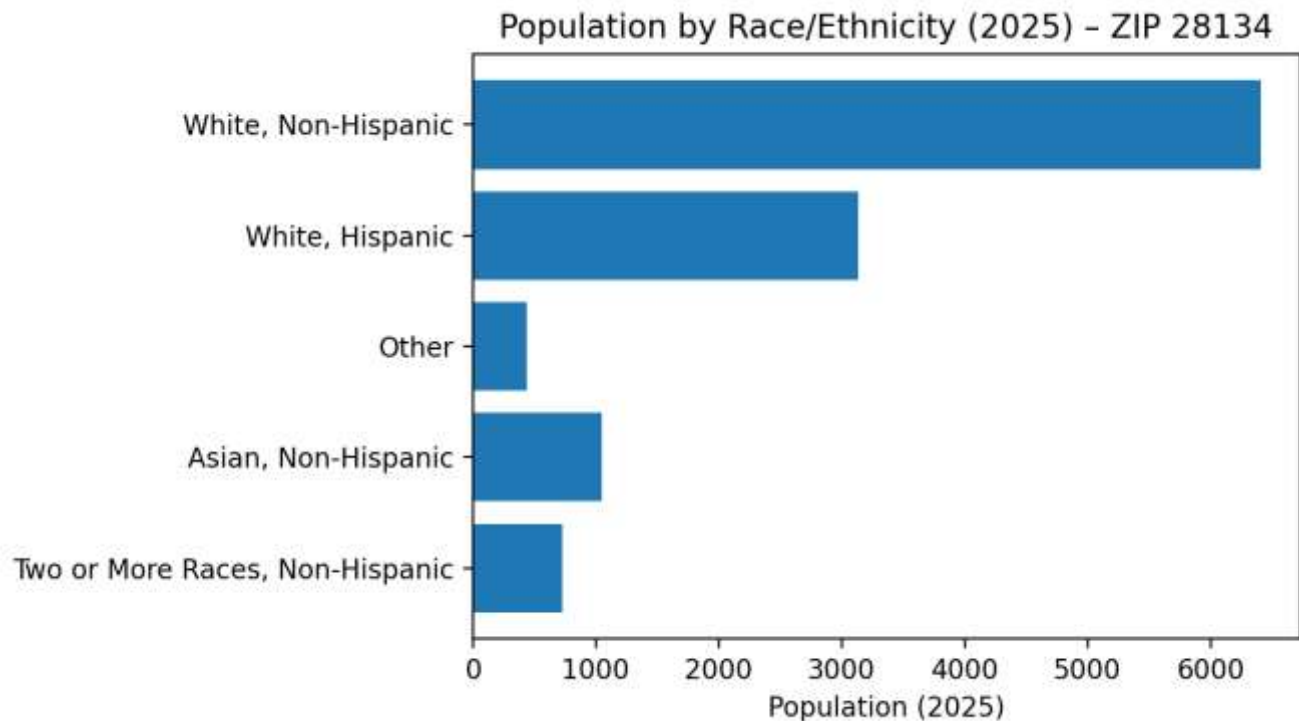
Restaurants / Food Prep

**17%**

Of Jobs Pay More  
than \$100k

# Demographics

## Population by race/ethnicity (2025)



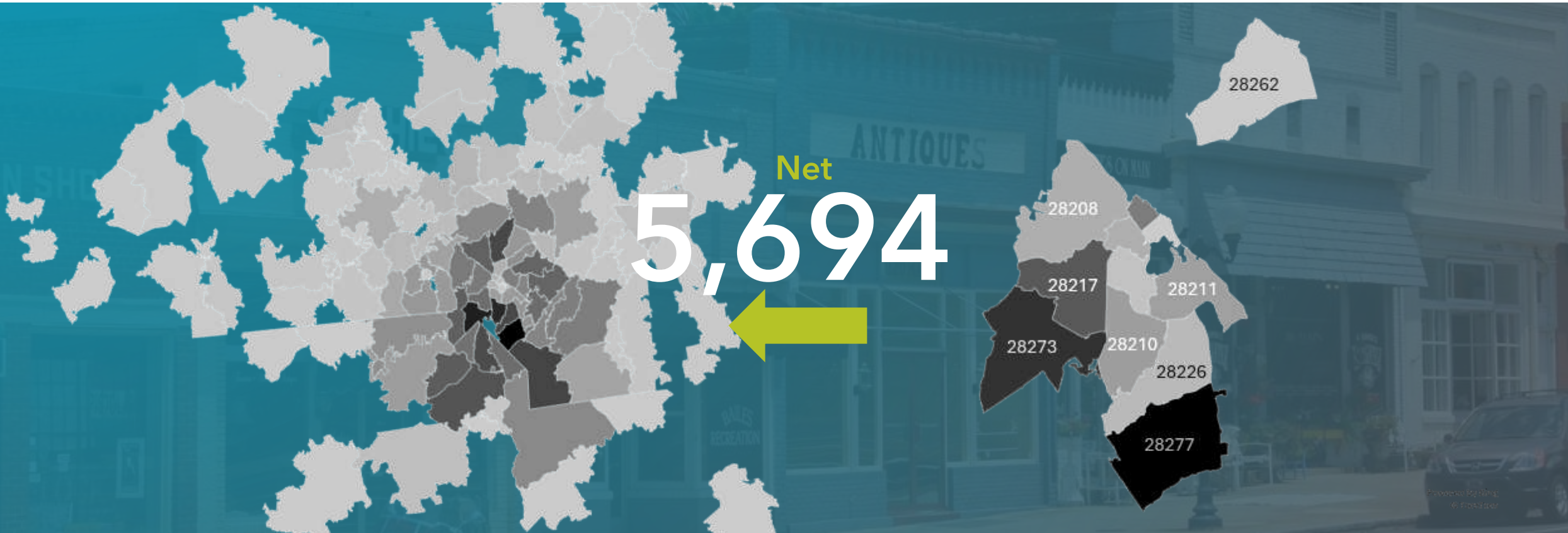
### Key Facts

- Hispanic-identifying groups represent roughly 24.7% of the 2025 population in this dataset. 45% higher than Mecklenburg as a whole.
- Projection tables show especially strong growth in White Hispanic and other Hispanic categories by 2035.
- Takeaway: Potential need for bilingual support

# Commuting Maps

Into Pineville

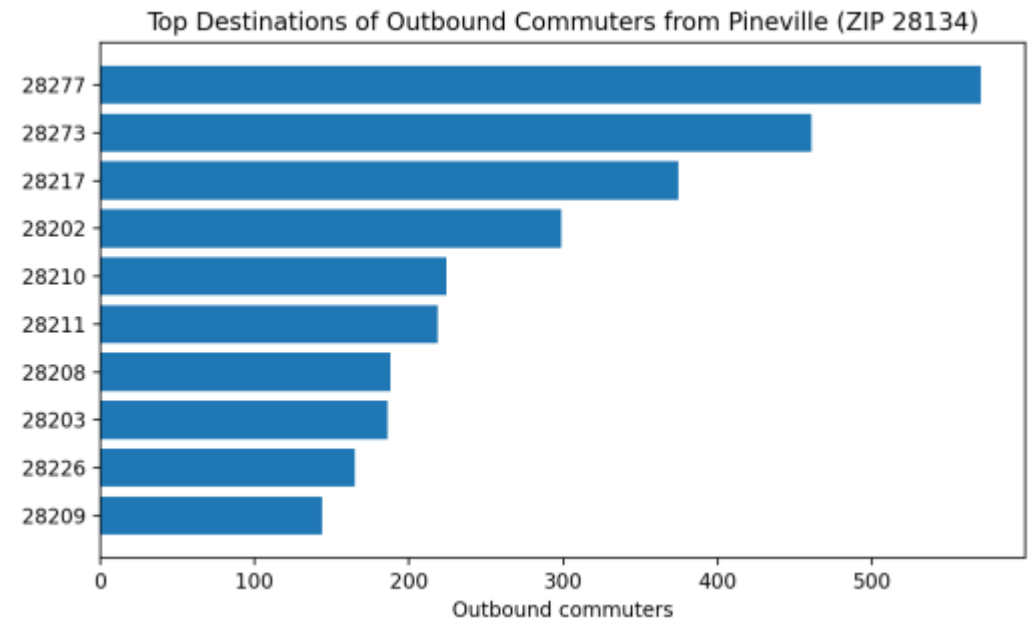
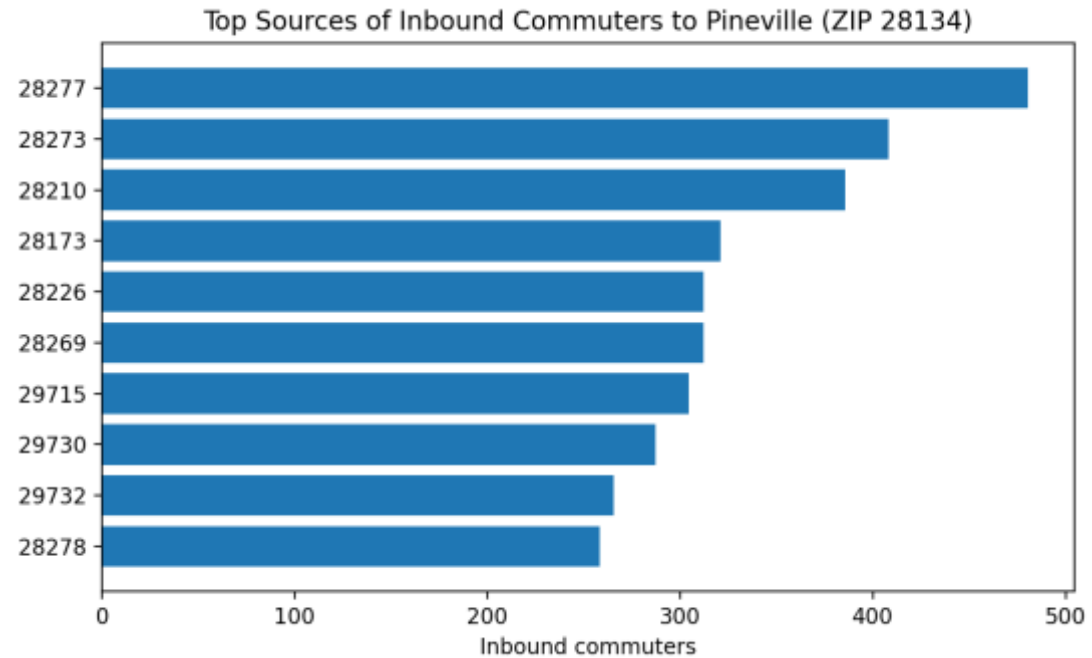
Out of Pineville



Only showing zip codes with 10+ Commuters

# Commuting patterns

## Inbound and outbound commuter ZIP flows (dataset top ZIPs)





# Businesses

1 in 3

1 to 4 Employees

1 in 3

5 to 9 Employees

1 in 5

10 to 19 Employees

Largest Industries by Jobs (2025)

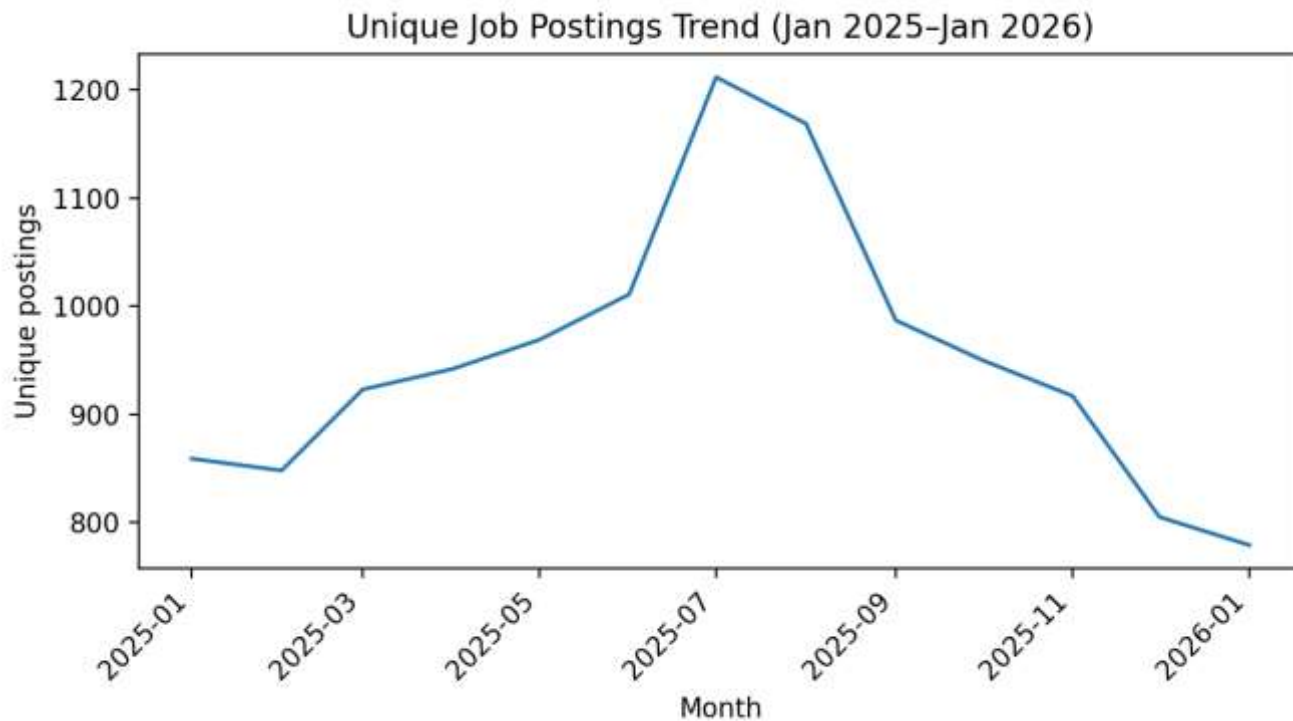


Top Posted Occupations



# Hiring demand

## Job postings trend and summary (Jan 2025–Jan 2026)

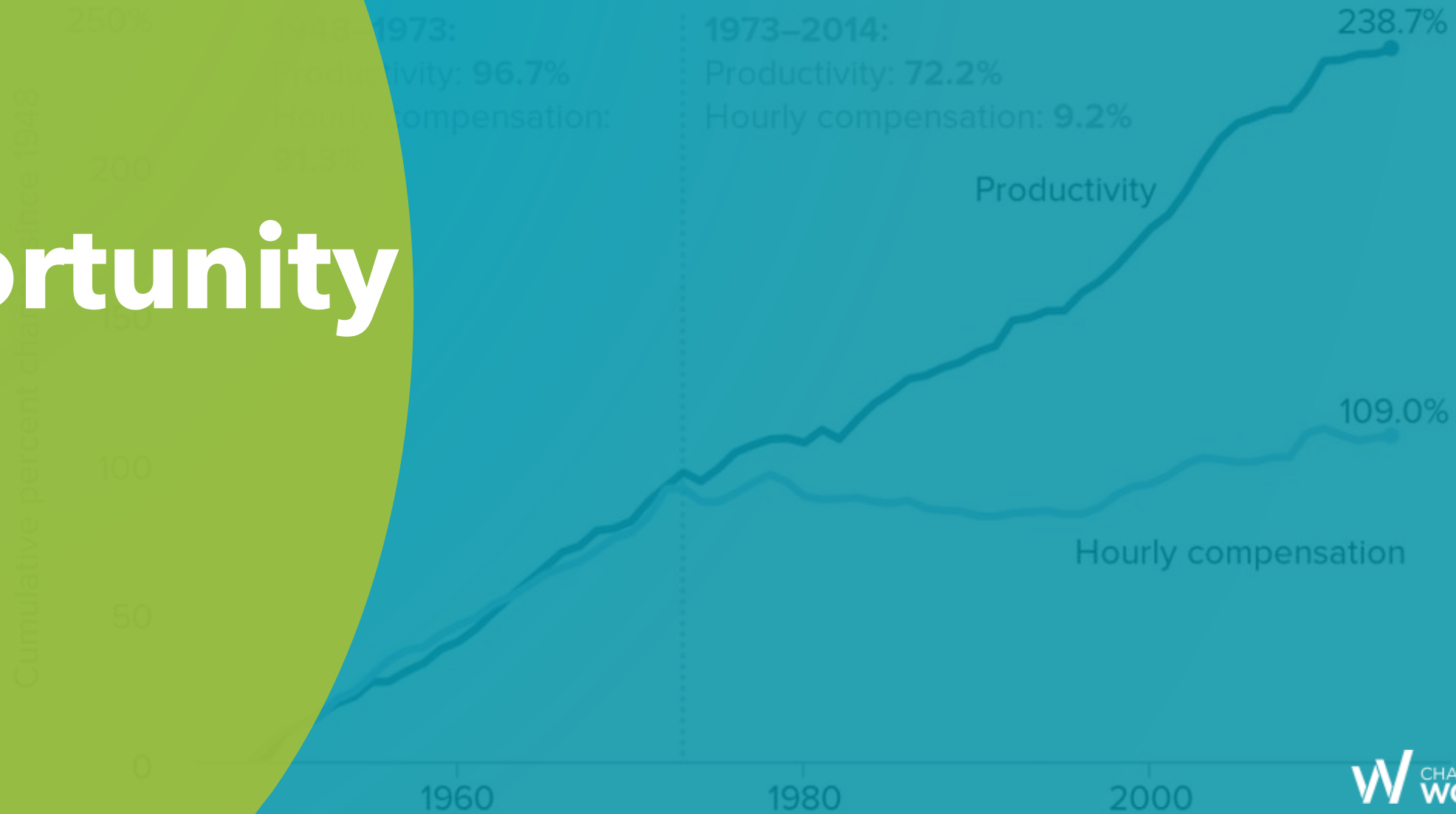


### Posting summary

- 5,685 unique postings (12,847 total)
- 804 companies posting
- Median posting duration: 24 days
- Posting intensity: ~2:1
- Use: target employer engagement and training to the occupations with the most recurring demand.

# Disconnect between productivity and a typical worker's compensation 1948-2014

## Creating Opportunity



search for address or place...

Tract 37119005825, Pineville, NC

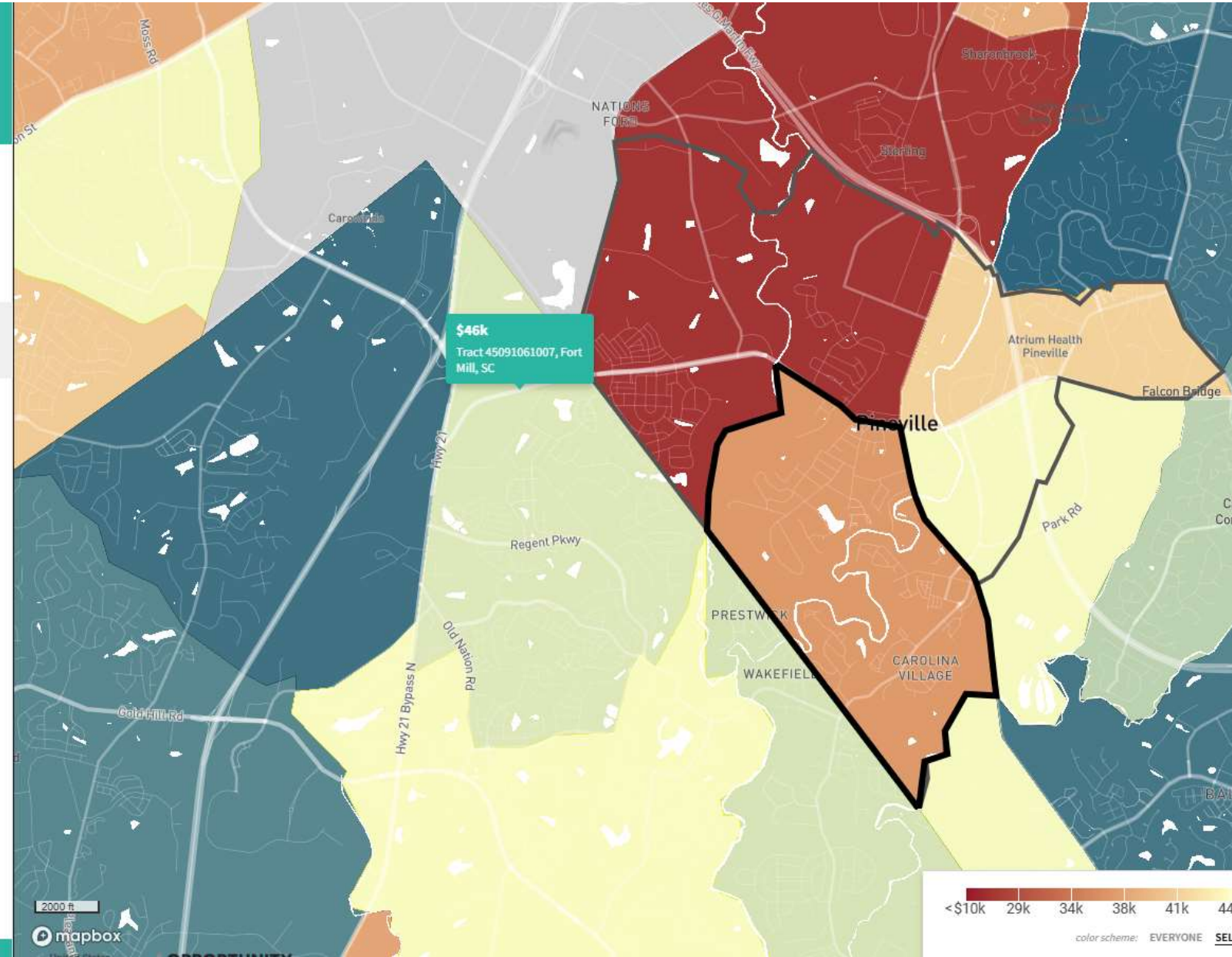
CHILDREN'S OUTCOMES IN ADULTHOOD



- Average Credit Score: N/A
Debt Delinquency: N/A
Incarceration Rate: 1.5%

NEIGHBORHOOD CHARACTERISTICS

- Median Rent 2012-16: \$968
Job Growth Rate from 2004 to 2013: -4.4%



Household Income at Age 35

Filters for Parent Income, Child Race, and Child Gender.





**Skills** are the  
Language of

**Talent**

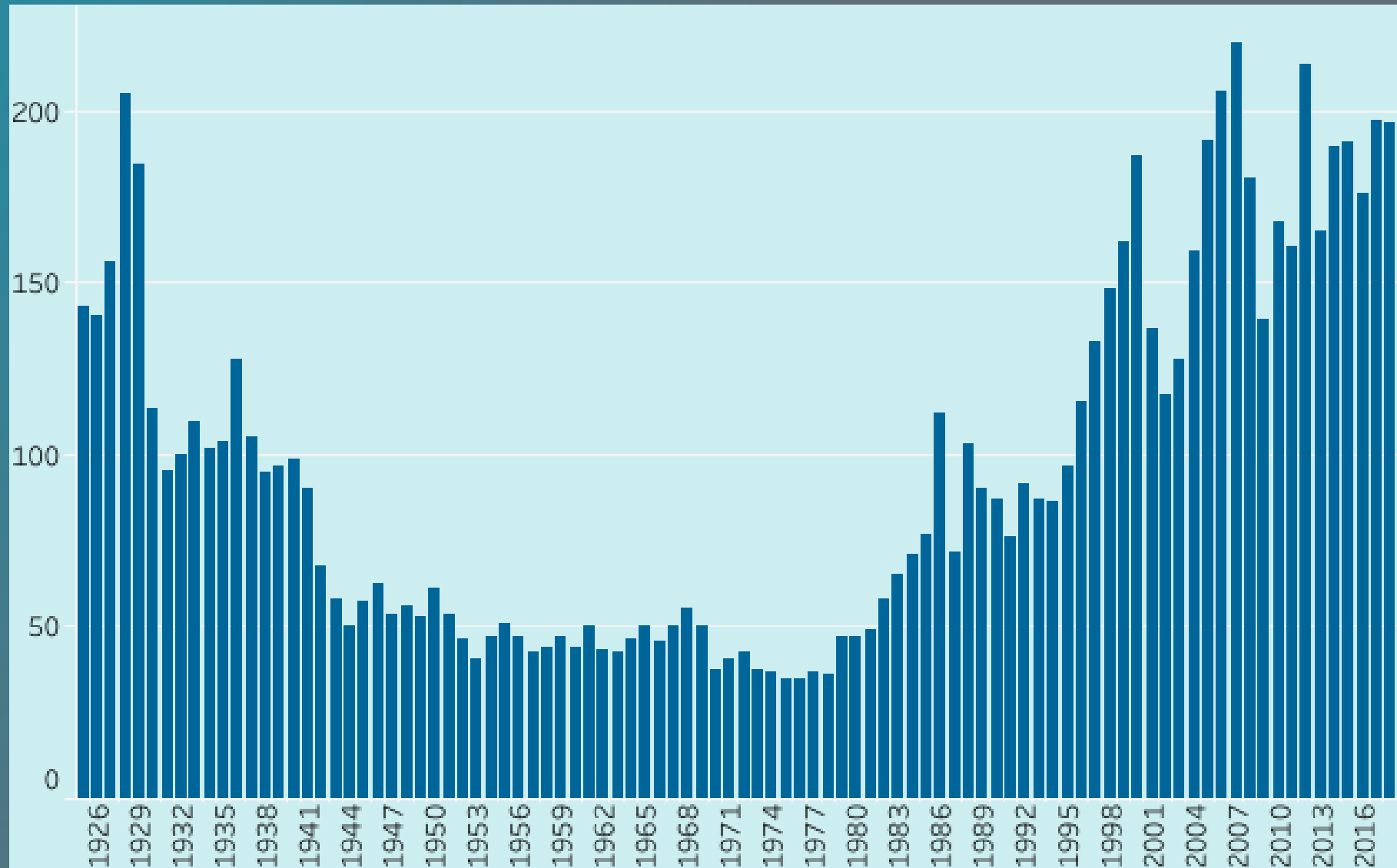
**Industry** is the  
Language of

**Business**

**Skills** Live at the Occupation Level,  
Not the **Industry** Level

# U.S. Inequality Has Returned to Gilded Age Levels

Average income of America's top 0.1% as a multiple of bottom 90% income, 1925-2018



Source: Emmanuel Saez, UC Berkeley

**Median  
Income  
Does Not  
Sustain the  
Median  
Family**

# Living Wage is Family Sustaining

...this is a **calculation** not a number

Living  
Wage

Cost of Basic Needs:



Housing



Food



Transit



Health



Childcare



Other

Number of adults and children in the household

The Living Wage **decreases** when benefits that help a family afford their basic needs are paid by the employer

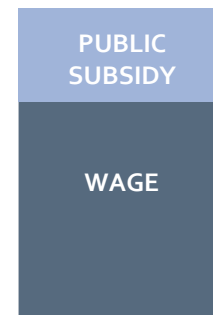
PATHWAYS TO A LIVING WAGE



OR



AND/  
OR



# Key Takeaways

**Infrastructure is Key:**  
Growing Commuter Hub

**Workforce:** Develop Entry Level  
Pathways & Grow Small Businesses

**Opportunity:** Explore Creating  
Public Pathways to Living Wage