

WORKFORCE COMMITTEE CHARTER

Purpose: The Workforce Committee (the “Committee”) for the Charlotte Regional Business Alliance (the “Corporation”) is dedicated to fostering a robust, inclusive, and future-ready labor market that aligns with the region’s economic growth and industry needs. Through collaboration with businesses, educational institutions, government agencies, and community organizations, the committee seeks to build a skilled and adaptable workforce that meets current demands and anticipates future trends in the Charlotte Region.

Objectives:

1. Establish and track annual committee metrics that align with fostering a robust, inclusive and future-ready labor market.
2. Convene and make connections that support the workforce development ecosystem in the Charlotte Region.
3. Champion and amplify the work and impact of regional workforce development initiatives.
4. Support employee retention and engagement across the region including
 - Emerging Business Leaders
 - CLT Alliance Young Professionals
 - Power of Women
5. Promote career pathways throughout the region including
 - Intern CLT
 - Existing Initiatives
6. Foster collaboration between employers and institutions of higher education.
7. Partner with the CLT Alliance Manufacturing Council to encourage apprenticeships and internships throughout the region.

Roles and Responsibilities:

1. **Chair:** Oversees the Committee's activities, sets meeting agendas, and facilitates discussions. Acts as the primary liaison between the Committee and the Corporation’s leadership.
2. **Vice Chair:** Assume Chair responsibilities in their absence.
3. **Members:** Actively contribute to achieving the objectives and metrics of the committee.

Meeting Schedule: The Committee will meet quarterly to review objectives and metrics of the committee. Additional meetings may be scheduled as needed to accommodate specific projects or deadlines.

Decision-Making Process: Decisions within the Committee will be made through consensus between the Committee Chair, Committee Vice Chair, and CLT Alliance staff lead. In cases where consensus cannot be reached the CLT Alliance CEO will determine the course of action.

Reporting: The Committee will regularly update the Board of the Corporation on activities and achievements of the Committee objectives.

Amendments: This charter may be amended or revised with the approval of the Committee members, in collaboration with the CLT Alliance staff lead.

Effective Date: This charter is effective as of May 20, 2025 upon approval by the Committee members and the President and CEO of the Corporation.