



2022 CEC[®] Designation Report

Moore County, NC



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Moore County Certified Entrepreneurial Community®

The Moore County CEC® initiative was sparked during the process of working on a different entrepreneurship project. In 2020, Moore County launched a feasibility study of redeveloping an existing building into an entrepreneurship hub. That project uncovered assets and opportunities to grow the small but burgeoning entrepreneurial ecosystem. Entrepreneurship could be a key economic development strategy for Moore County if resources were organized and an entrepreneurship strategy developed and implemented. Moore County Partners in Progress formed a coalition to do just that through the Certified Entrepreneurial Community® Program.

A task force of individuals from government, small business, nonprofits, and entrepreneurial support organizations (ESOs) was established. The Task Force was led by Moore County Partners in Progress staff; Natalie Hawkins, Executive Director, and Melanie Thompson, Office Manager. The CEC® Task Force developed an action plan to raise awareness of resources for entrepreneurs. The project to create a digital resource guide culminated with a new landing page on the Moore County Partners in Progress website that is linked to a regional entrepreneur initiative - Sandhills Entrepreneurship Engagement Network. <https://www.moorebusiness.org/start-relocate-expand/start-a-business/> The CEC® Task Force has outlined their next project to raise further awareness – an entrepreneur summit.

Moore County CEC® Take Force Members:

- Patrick Barry, First Capital Bank
- Kevin Drum, Drum & Quill
- Tom Hall, Thomas Entrepreneurship Hub (UNC-Pembroke)
- Natalie Hawkins, Moore County Partners in Progress
- Adam Kiker, LKC Engineering, PLLC
- Lindy Lamielle, Personably Speaking, LLC
- Shelby Newsome, Thomas Entrepreneurship Hub (UNC-Pembroke)
- Micah Niebauer, Southern Pines Brewing Company
- Linda Parsons, Moore Co. Chamber of Commerce
- Teresa Reynolds, SCC Small Business Center
- Kristin Richmond, TTP-USA
- Jessica Roth, Town of Southern Pines
- Lindsey Schiro, Honor Foundation
- Melanie Thompson, Partners in Progress
- Neil Wolfe, Fidelity Bank

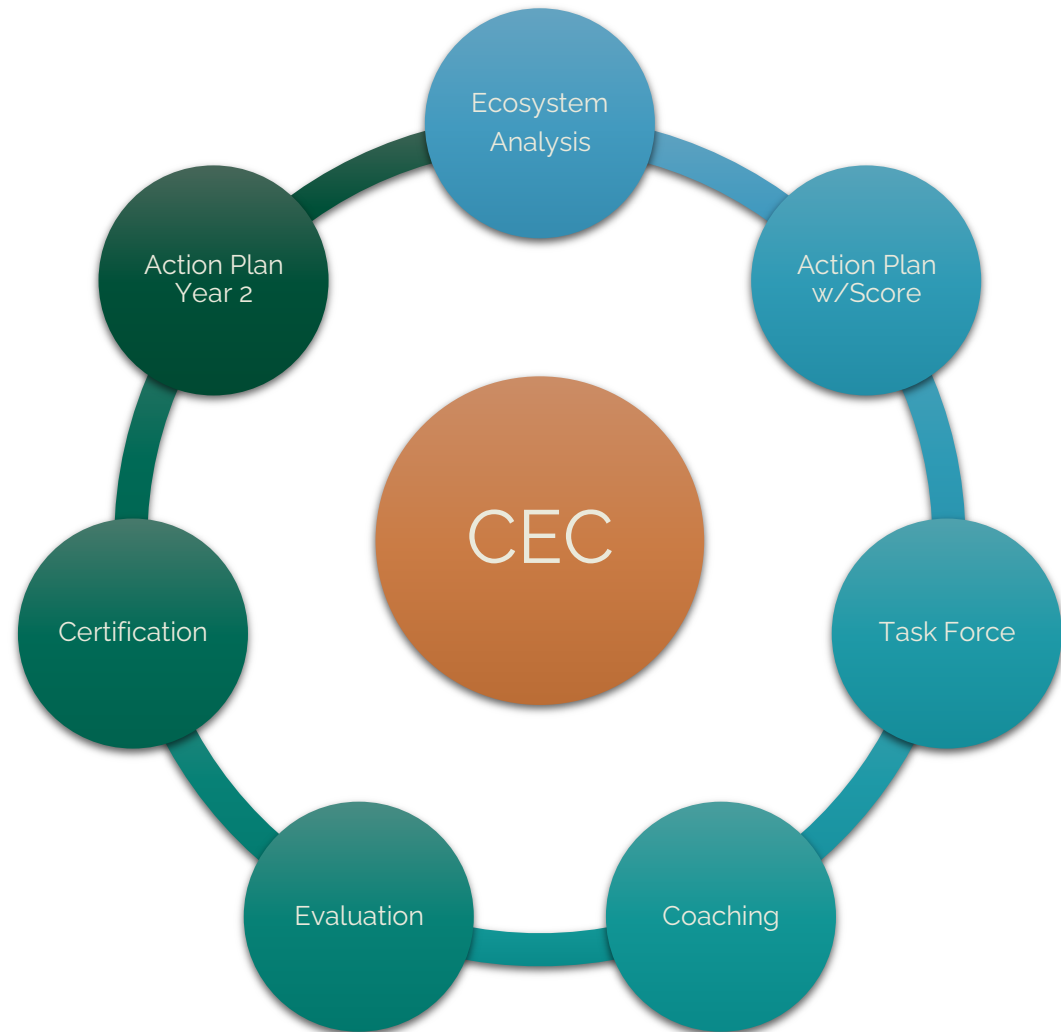
Overview of the CEC[®] Program

The Certified Entrepreneurial Community (CEC[®]) Program is an economic development strategy that equips communities to become entrepreneur ready. The designation means every door leads to opportunity for the entrepreneur. The overall business climate, leadership, policies, and resources to start up and grow are simple to find and access. It also indicates there's an enthusiastic attitude and growth-oriented outlook driving the local business culture.

The CEC[®] program includes an Ecosystem Assessment, an Action Plan, Coaching, and Certification. The Ecosystem Assessment provides a baseline of research on the local entrepreneurial ecosystem. In the Moore County project, the Ecosystem Assessment was performed as part of a previous study for an entrepreneurship hub. The ecosystem research was part of the analysis to determine if there was demand in Moore County for an incubator or other form of entrepreneur start-up space. The analysis performed in that project is included in the Appendix of this report.

An Action Plan is developed for an entrepreneurship project that will advance the ecosystem. The task force works through the plan with coaching support by CEC[®] staff. Certification is awarded after local task teams accomplish their goals on the entrepreneur initiative. We conclude the process by developing an Action Plan for another entrepreneurial support project to maintain the momentum developed during the CEC[®] project.

Throughout the project and beyond, certified communities make a commitment to ongoing action planning and implementation of entrepreneur initiatives. Designation as a Certified Entrepreneurial Community[®] signifies this is a place where there is constant innovation in the support for entrepreneurs.



CEC[®] Action Plan for Designation

The CEC[®] Task Force met from August 2021 through July 2022 to work on the action plan to develop a digital resource guide for entrepreneurs. The group began with grassroots research to build an independent resource guide. Members interviewed ESOs and entrepreneur allies and prepared content for a directory. Serendipitously, the Sandhills Entrepreneurship Engagement Network (SEEN) had recently started a partnership with SourceLink to develop a Resource Navigator in the region. SEEN is a regional entrepreneur network that includes Moore County. The Task Force then merged its work with SEEN's to create an efficient, easy-to-use online digital resource guide.

Entrepreneur Digital Resource Guide

Goal: Increase an awareness of and connections to entrepreneur resources

Strategy: Support entrepreneurs by making connections with entrepreneur support organizations (ESOs) through an online resource guide

Action Steps:

- Gather best practice examples of digital resource guides
- Research the most common businesses started in Moore County
- Work with county and municipalities to understand local steps to starting a business
- Work with the Small Business Center to understand state-level steps to starting a business
- Work with local and regional entrepreneurship agencies to gather information about resources
- Partner with the Sandhills Entrepreneurship Engagement Network (SEEN) and their digital resource guide – Resource Navigator
- Learn how the Resource Navigator works and how to engage ESOs in the network
- Solicit ESOs to be a part of the Resource Navigator
- Integrate the Resource Navigator into the Moore County Partners in Progress website
- Establish a system to maintain the Resource Navigator

Metrics:

Moore County Partners in Progress will track:

- Visits to the Resource Navigator
- Number of participating ESOs
- New participating ESOs annually/existing ESOs updating information
- Number of referrals from the Resource Navigator as reported by ESOs

CEC[®] Action Plan for the Future

The Task Force is focused on raising the awareness of resources for entrepreneurs. The digital resource guide project was just one approach to raising awareness. The Moore County CEC[®] Task Force's next project will be to organize an entrepreneur summit that will raise awareness of resource providers, showcase successful entrepreneurs, match entrepreneurs with potential funders, and provide an opportunity for entrepreneurs to network.

Entrepreneur Summit

Goal: Raise awareness of ESOs, local entrepreneurs, and funding sources

Strategy: Host an entrepreneur summit that brings together ESOs, entrepreneurs, funders, and the community

Action Steps:

- Develop goals and success metrics
- Identify summit partners (e.g., Moore County Chamber of Commerce, Sandhills Community College Small Business Center, etc.)
- Identify space/facility
- Develop an agenda. Example:
 - Entrepreneur success stories
 - Ask the Experts Workshops: business planning, financing, succession planning
 - Open pitch sessions to funders for start-ups and established businesses looking to grow
 - Speed networking
 - Idea lab
 - ESOs exhibit space
- Assign Task Force Members tasks to support the summit including day-of leadership roles
- Solicit sponsors and funding for the summit
- Market and promote the summit widely across Moore County, leveraging the CEC[®] Task Force
- Host a successful summit

Metrics:

Moore County Partners in Progress will track progress on this initiative through:

- Participant feedback scores on post event survey
- ESOs, presenters, and partners' scores on post event survey

CEC[®] Sponsor and Consultant



Moore County Partners in Progress is the economic development organization serving all of Moore County, NC. The organization provides the assistance and resources to help businesses start, relocate, and expand in Moore County. Services include providing demographics and market research, assisting with building and site selection, identifying incentives and other funding sources, serving as a liaison to local governments, and providing easy access to community resources such as education, training, and networking. Partners in Progress offers customized assistance to support entrepreneurs, and industry relocations and expansions.



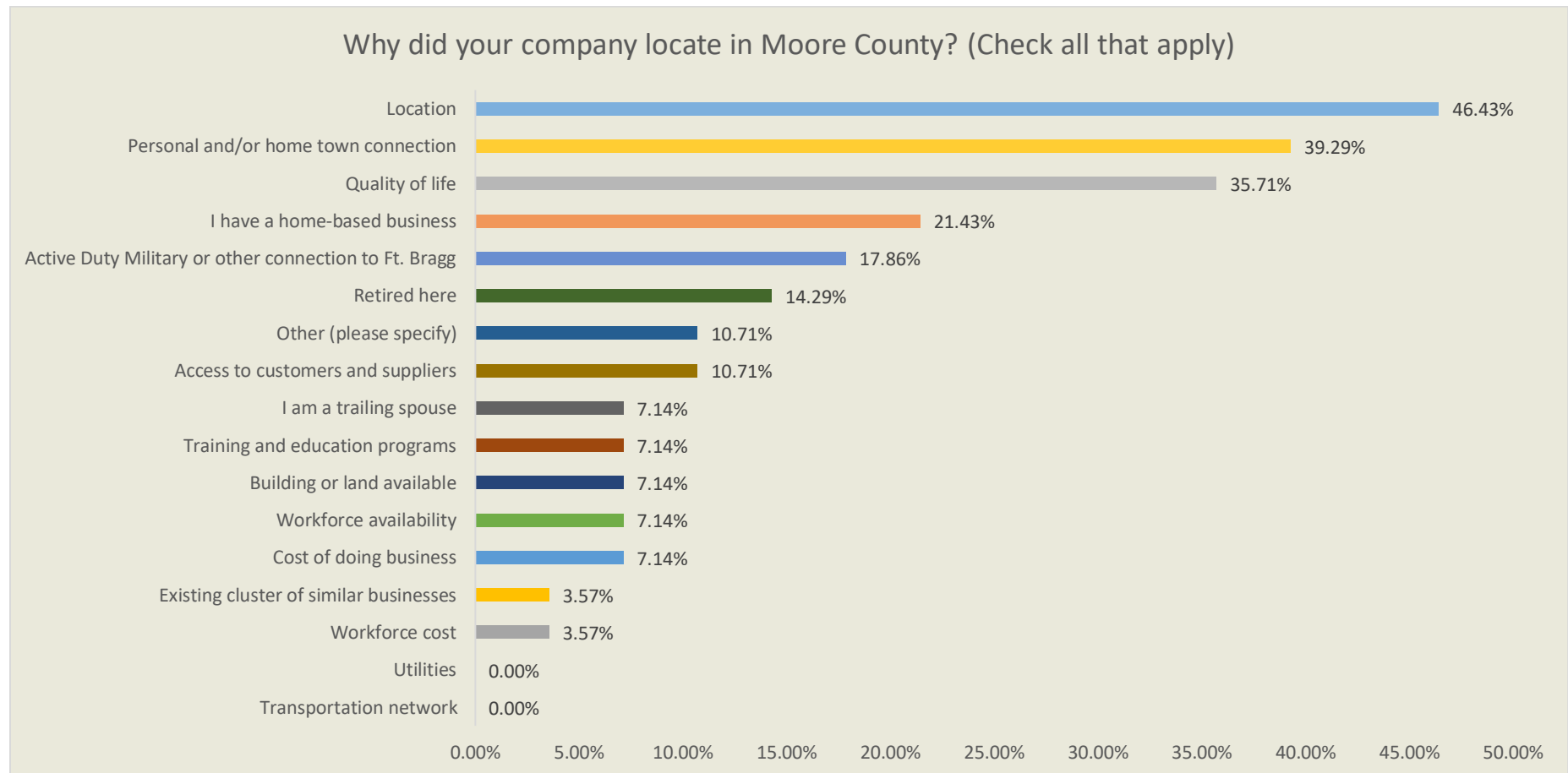
Creative Economic Development Consulting, LLC, provides strategic planning, product development, organizational development, social media, and economic impact analysis services to communities. Creative EDC is an innovative firm that owns four proprietary programs: Certified Entrepreneurial Community®, CreativeSiteAssessment.com, Certified Industrial Buildings, and Creative Back Office Suite of Services. www.creativeedc.com

Appendices

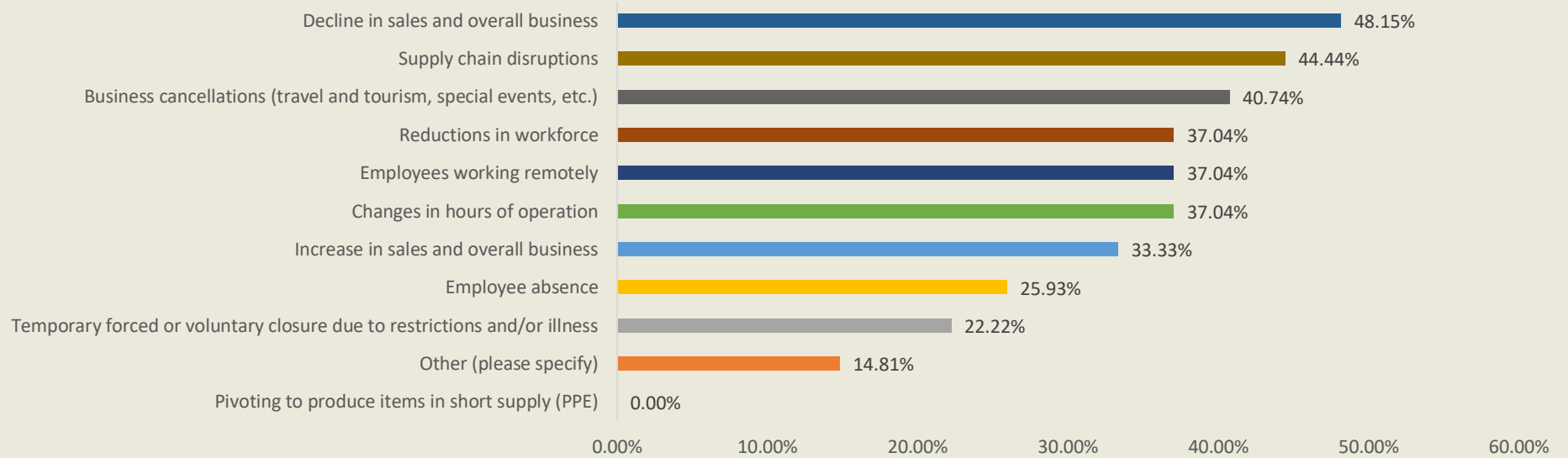
The CEC® program includes an entrepreneurial ecosystem assessment. For the Moore County CEC® project, that part of the project was completed during an earlier study of the feasibility of creating an entrepreneurship hub. That report, completed in 2021, included an entrepreneur and small business survey, market data, entrepreneurship resource list, and venture capital and angel investing organizations. The appendices from that report are included here as it is the first phase of the CEC® program.

Appendix A: Entrepreneur and Small Business Survey

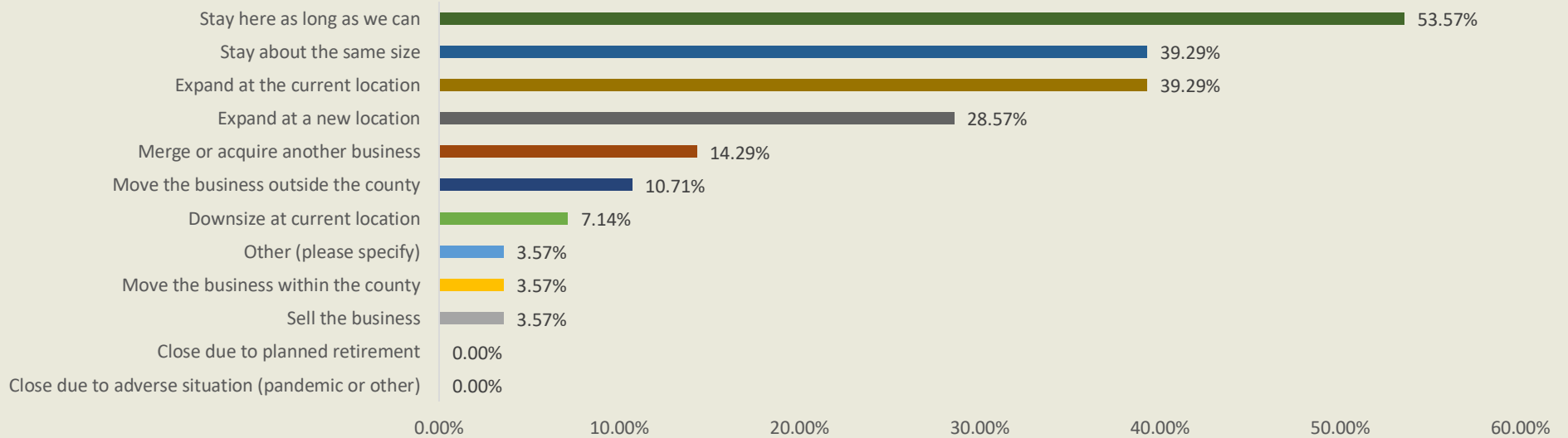
The business survey was distributed by Moore County Chamber of Commerce and Moore County Partners in Progress. Out of the 28 responses, a little over 60% are located in Pinehurst, Southern Pines, and Aberdeen. The remaining almost 40% are located in other towns or the county. The respondent profile is a retail or manufacturing small business employing five or less people having been in business for ten or more years.



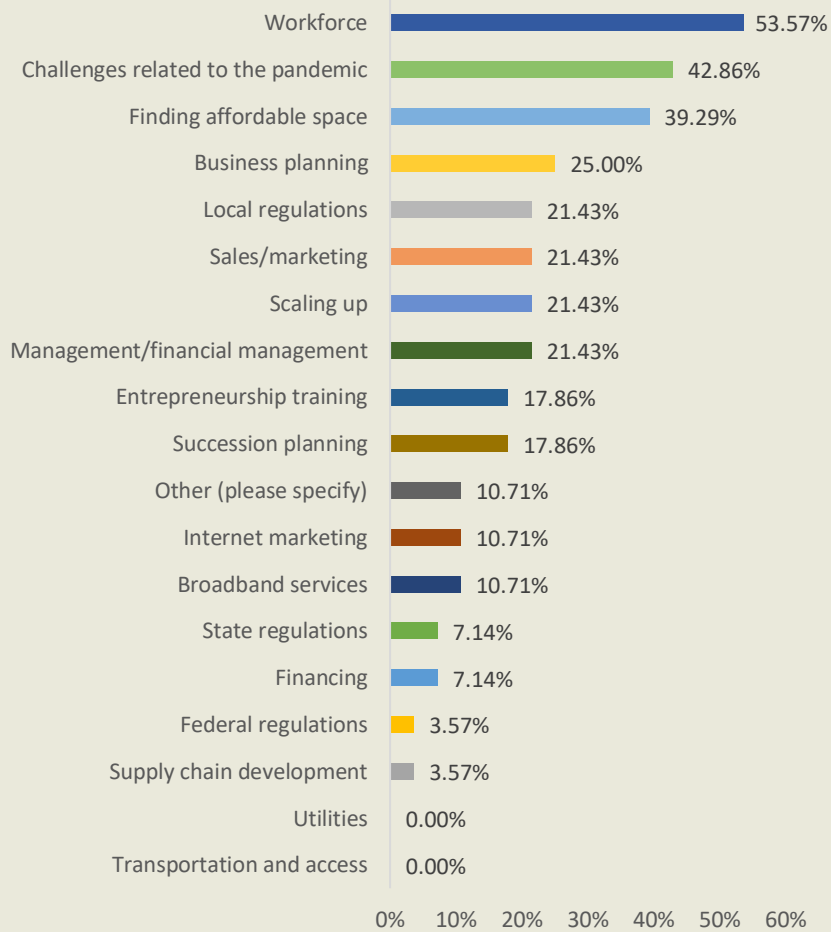
If your business has been affected by COVID-19, let us know how. Choose all that apply.



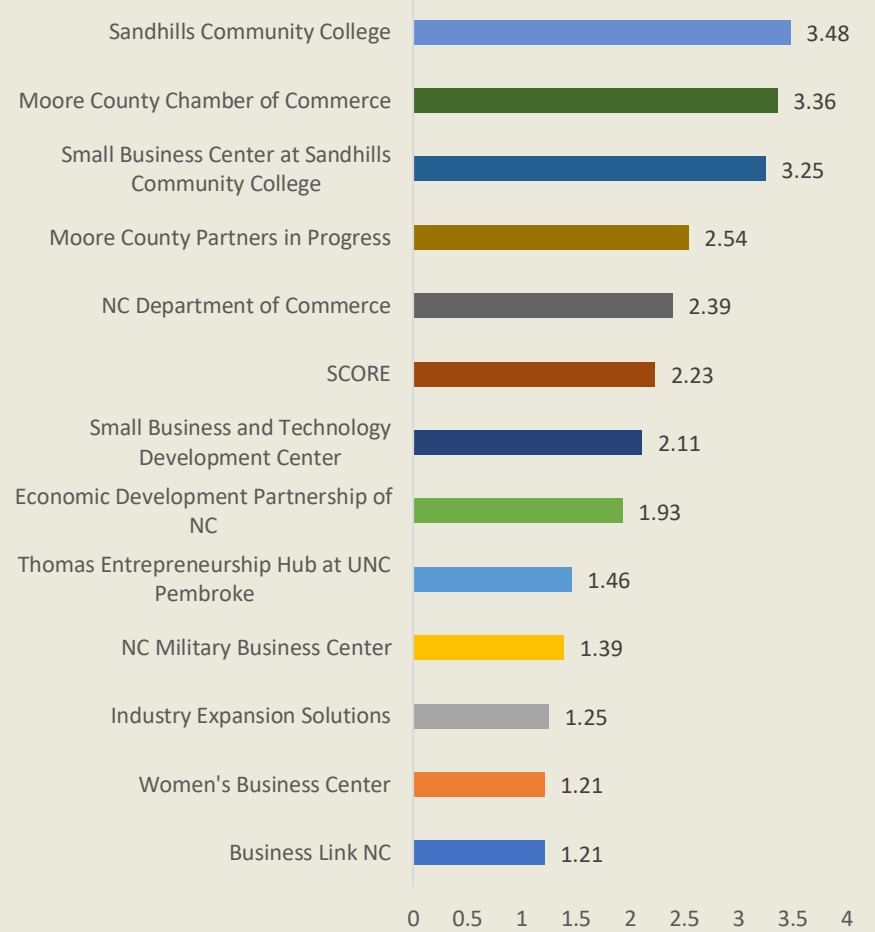
Is your business currently planning within the next two years to... (Check all that apply)



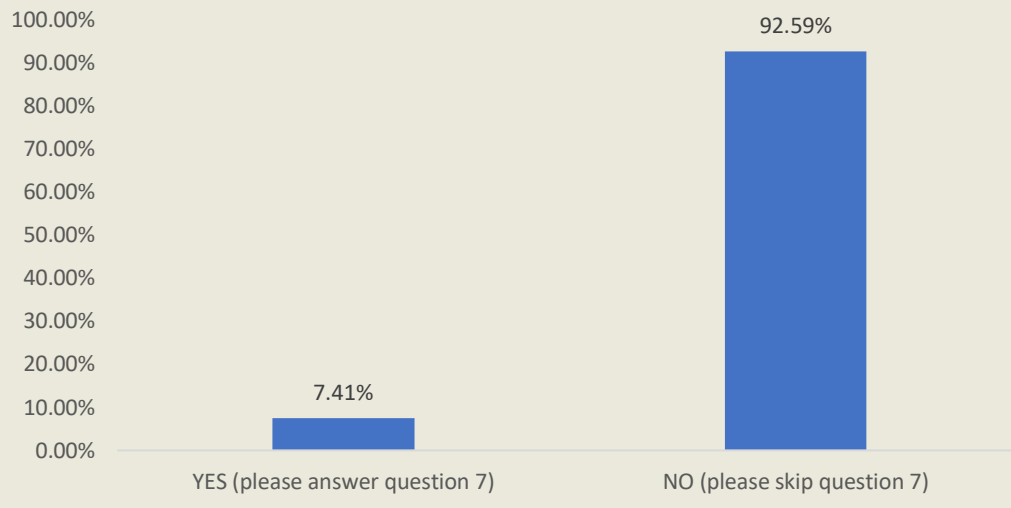
What are your main challenges to sustaining and growing your business?
(Check all that apply)



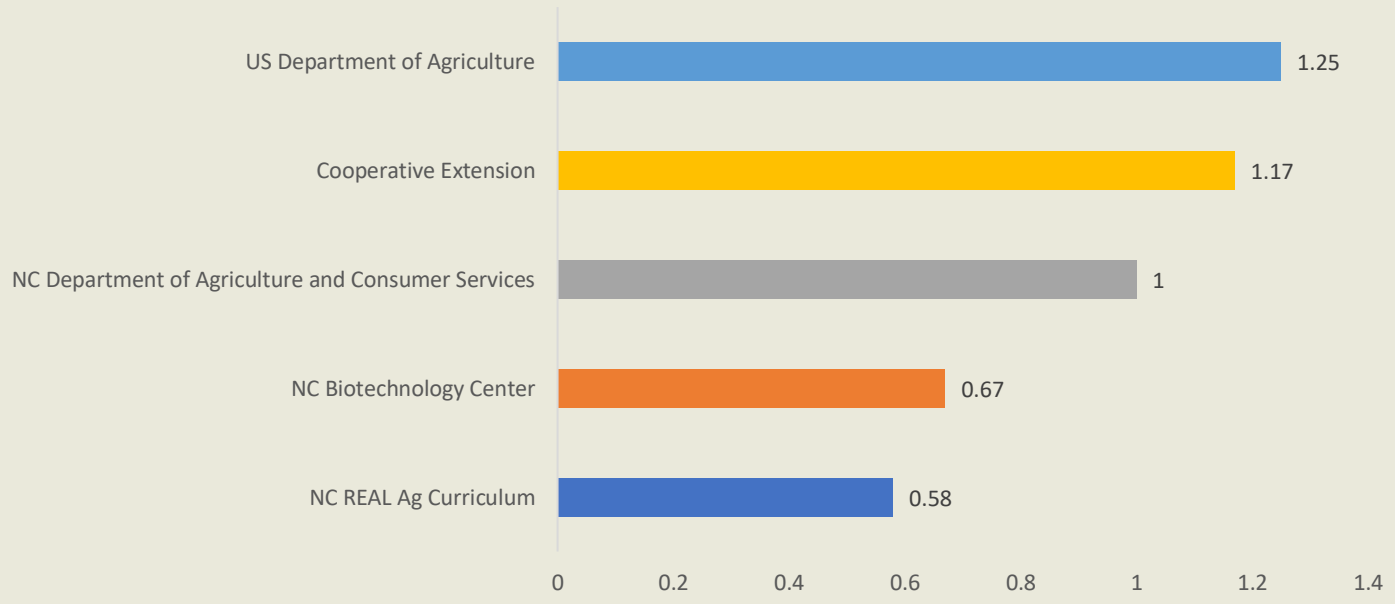
Please indicate your familiarity with the following small business and entrepreneur support agencies.



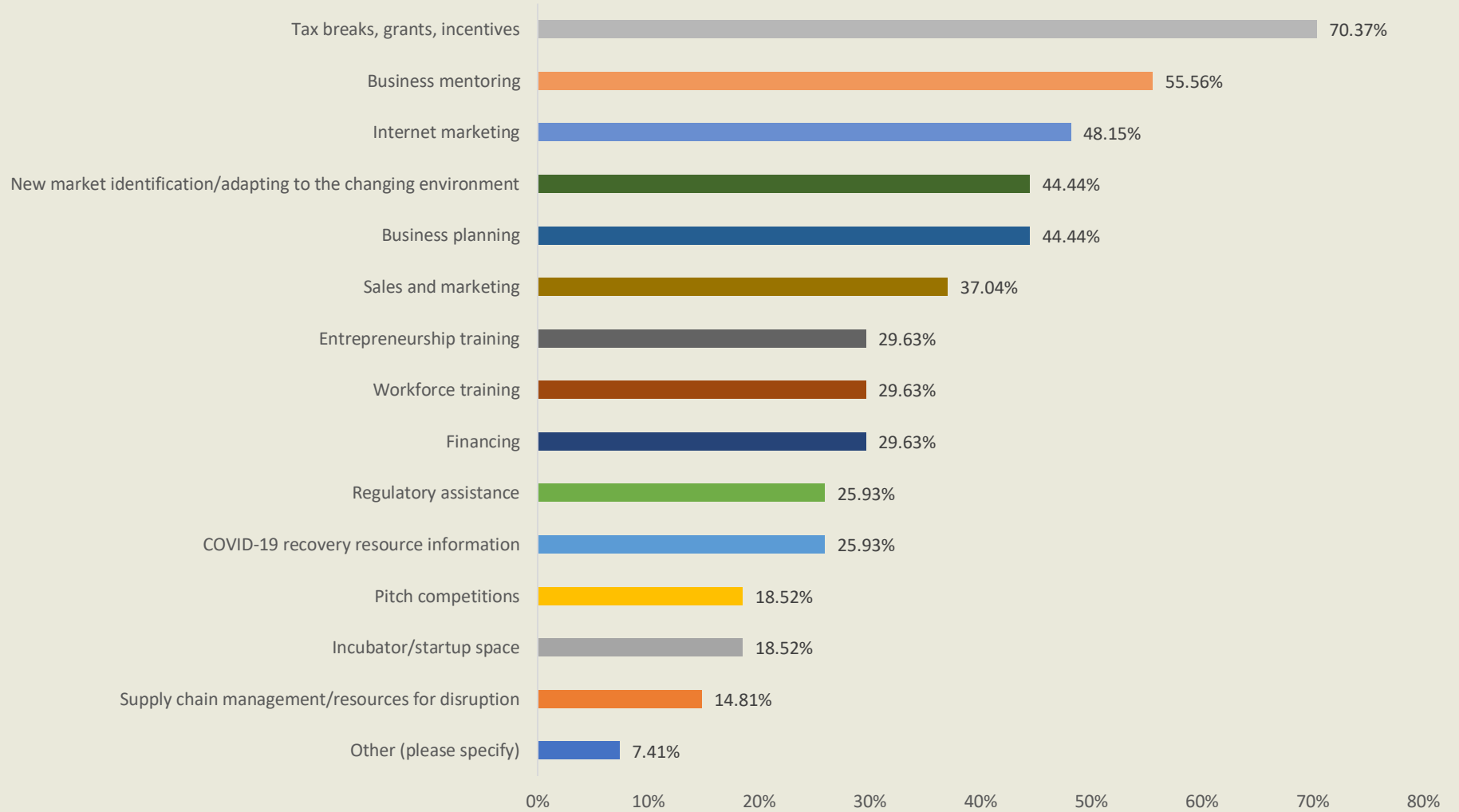
Do you have an agriculture, or food manufacturing related to agriculture, business?



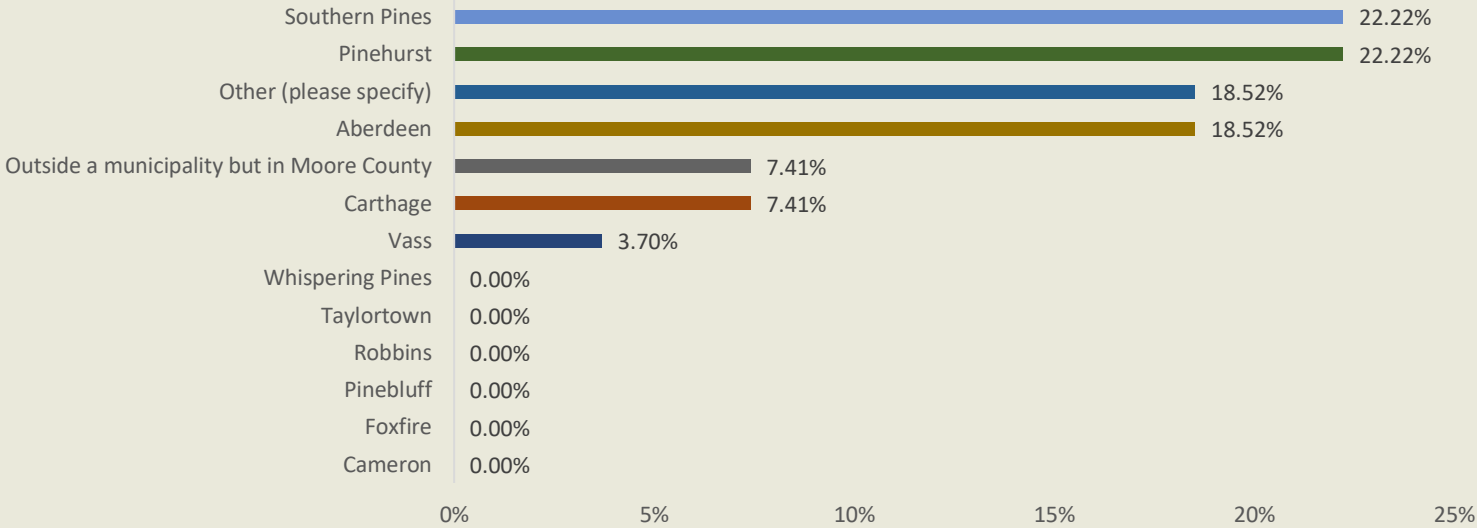
If you are involved with an agriculture related enterprise, please indicate your familiarity with the following organizations.



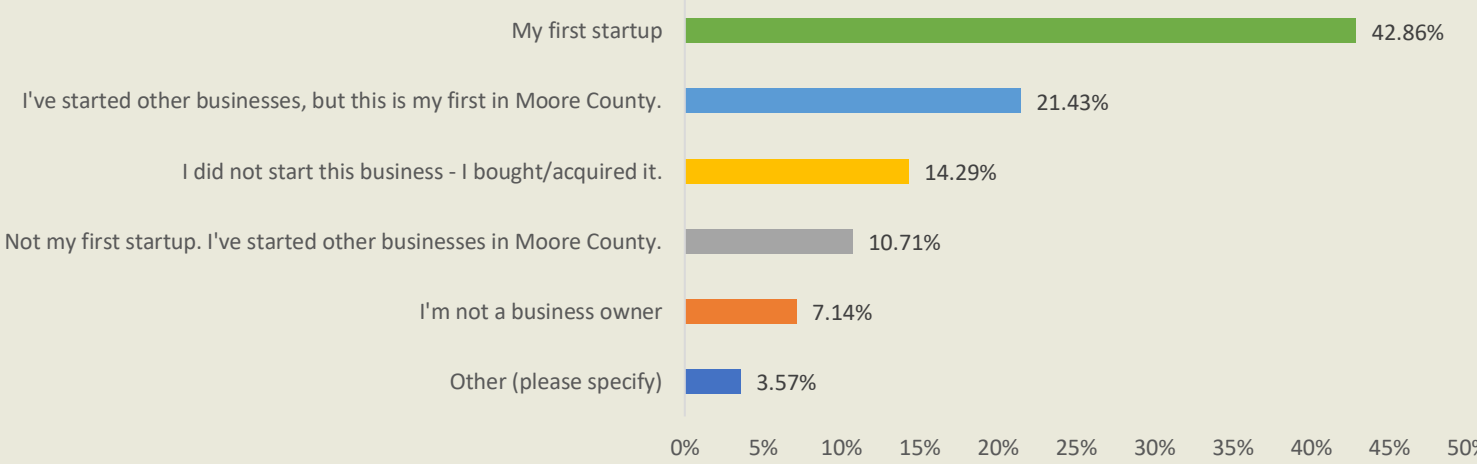
What business assistance would have been helpful when you started/expanded your business or would be helpful now? (Check all that apply)



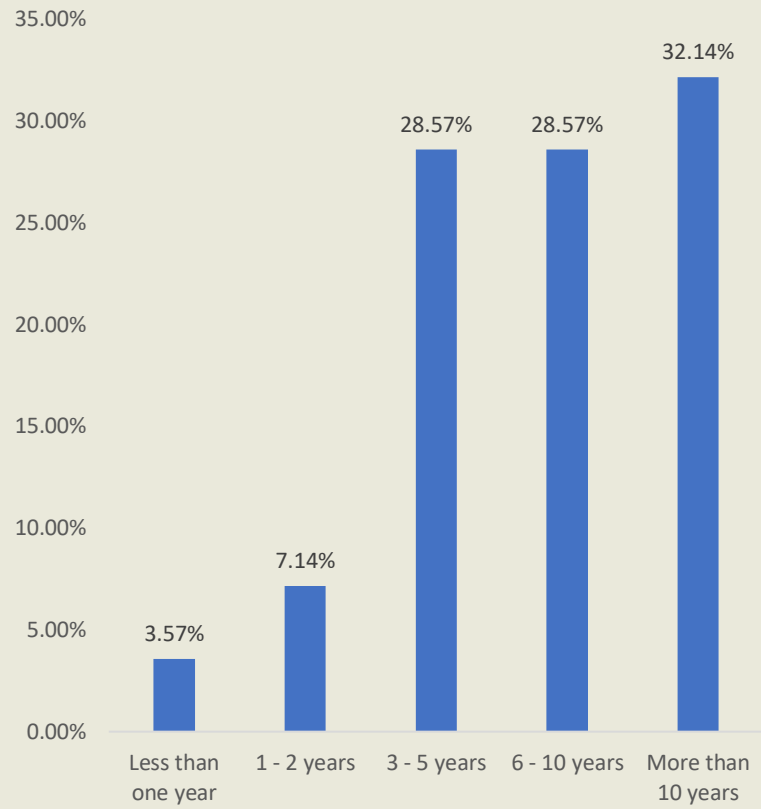
Please indicate the community in which your business is located.



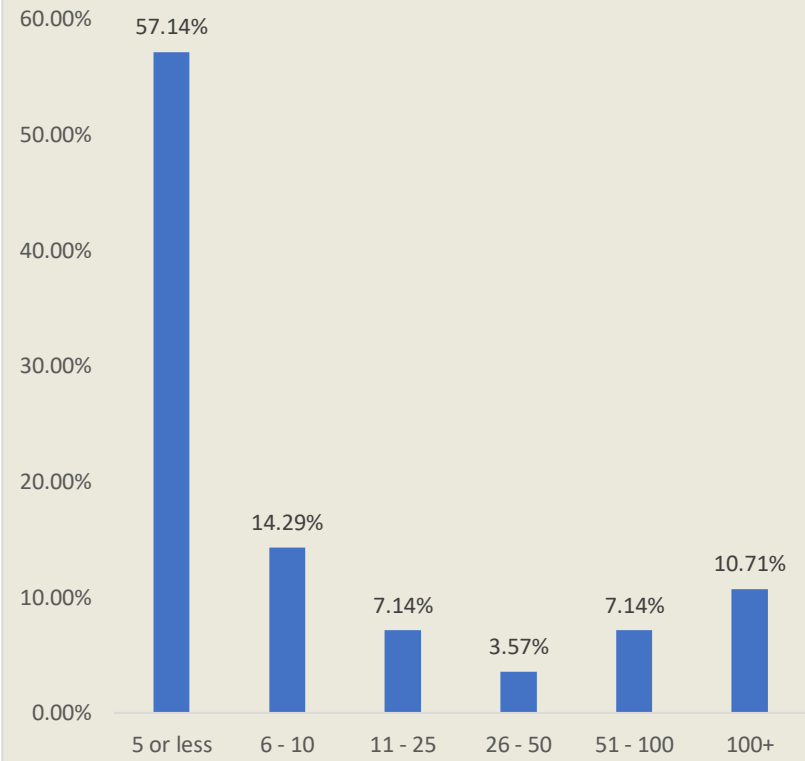
My current business is



How many years has your business been in operation in Moore County?

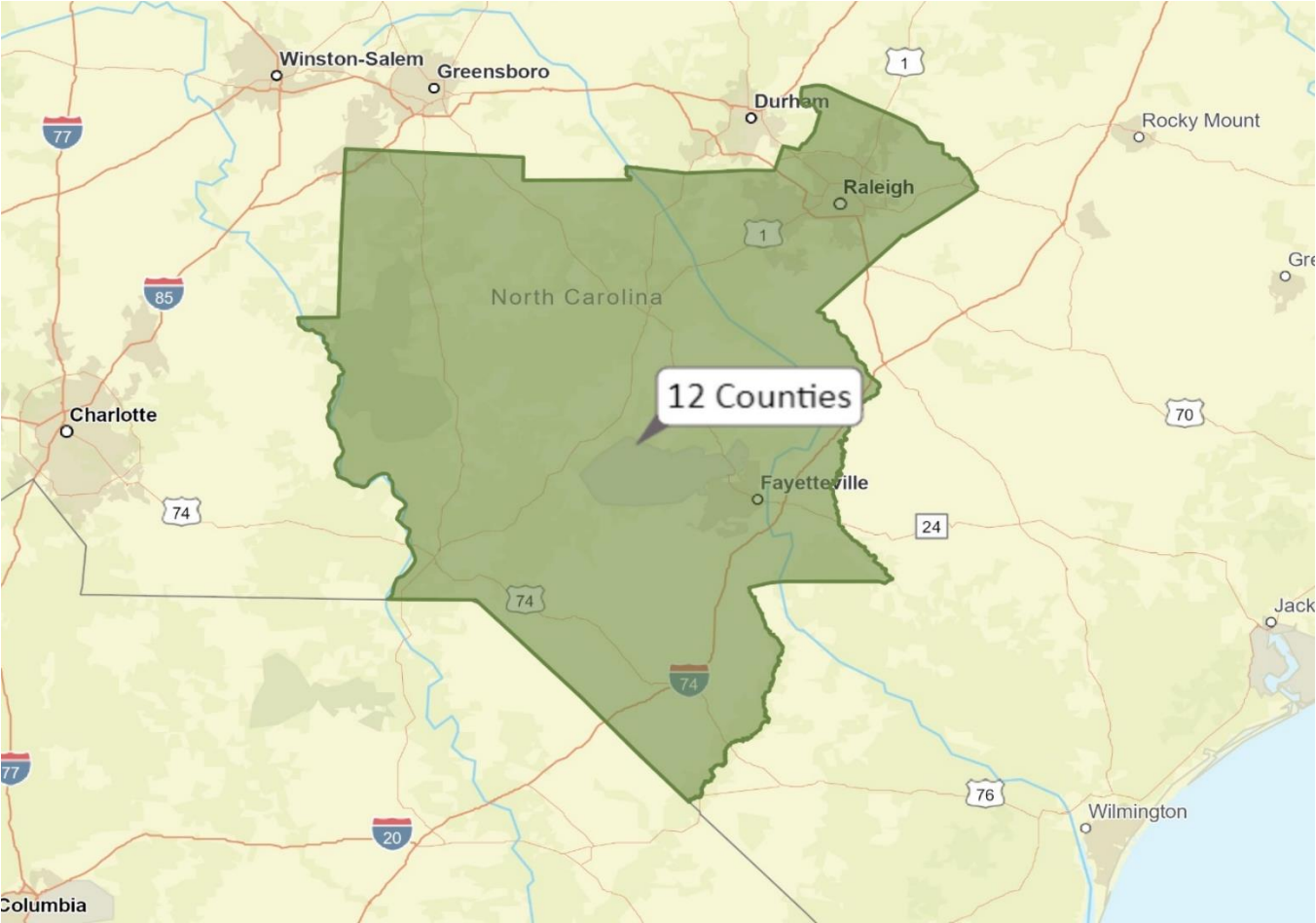


How many employees, full-time equivalents, are employed in your business?



Appendix B: Market Data

Moore County Laborshed Region: Moore, Richmond, Hoke, Cumberland, Lee, Harnett, Wake, Chatham, Randolph, Robeson, Montgomery, and Scotland Counties. Data on educational institutions also included Guilford, Durham, and Orange Counties.



Moore County Industry Snapshot

NAICS	Industry	Current			5-Year History		1-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
62	Health Care and Social Assistance	9,716	\$54,182	1.66	1,120	2.5%	1,073	452	467	154	1.6%
72	Accommodation and Food Services	5,913	\$20,661	1.62	1,046	4.0%	1,028	424	535	69	1.2%
44	Retail Trade	4,904	\$27,318	1.19	361	1.5%	676	290	366	21	0.4%
61	Educational Services	3,037	\$38,384	0.92	223	1.5%	317	136	146	35	1.2%
23	Construction	2,203	\$47,931	0.95	258	2.5%	255	78	139	37	1.7%
81	Other Services (except Public Administration)	2,007	\$28,026	1.12	301	3.3%	245	105	125	15	0.8%
31	Manufacturing	1,965	\$39,993	0.59	102	1.1%	194	75	129	-10	-0.5%
56	Administrative and Support and Waste Management and Remediation Services	1,872	\$37,498	0.73	-60	-0.6%	239	92	125	23	1.2%
92	Public Administration	1,843	\$42,211	0.97	134	1.5%	182	72	98	13	0.7%
54	Professional, Scientific, and Technical Services	1,589	\$60,768	0.58	215	2.9%	160	51	86	24	1.5%
71	Arts, Entertainment, and Recreation	1,458	\$20,308	1.79	221	3.3%	225	92	114	19	1.3%
52	Finance and Insurance	775	\$69,396	0.48	-1	0.0%	80	28	45	7	0.9%
48	Transportation and Warehousing	738	\$51,499	0.40	45	1.3%	82	33	45	3	0.4%
42	Wholesale Trade	560	\$56,490	0.37	47	1.8%	61	22	37	2	0.4%
53	Real Estate and Rental and Leasing	552	\$43,995	0.78	55	2.1%	62	26	31	6	1.0%
11	Agriculture, Forestry, Fishing and Hunting	499	\$49,626	0.94	-48	-1.8%	57	23	31	3	0.5%
55	Management of Companies and Enterprises	337	\$74,854	0.55	21	1.3%	34	11	19	3	0.9%
51	Information	335	\$55,428	0.42	26	1.6%	33	12	21	1	0.2%
22	Utilities	117	\$92,177	0.57	33	6.8%	11	4	7	1	0.4%
21	Mining, Quarrying, and Oil and Gas Extraction	18	\$35,014	0.11	3	3.3%	2	1	1	0	1.0%
	Total - All Industries	40,439	\$40,721	1.00	4,104	2.2%	4,853	1,890	2,531	432	1.1%

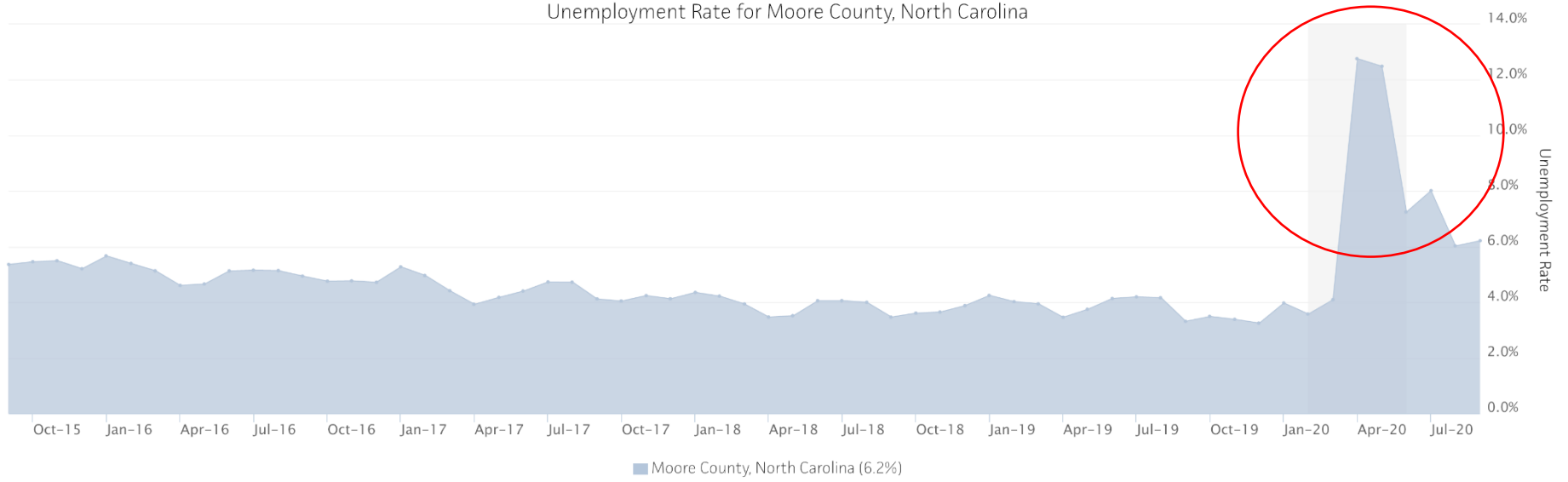
Source: JobsEQ

Region Industry Snapshot

NAICS	Industry	Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
62	Health Care and Social Assistance	121,206	\$52,542	0.88	16,280	2.9%	13,783	5,645	5,836	2,302	1.9%
44	Retail Trade	105,914	\$30,679	1.08	7,316	1.4%	14,748	6,262	7,907	579	0.5%
72	Accommodation and Food Services	90,229	\$18,508	1.04	12,684	3.1%	16,074	6,485	8,170	1,419	1.6%
54	Professional, Scientific, and Technical Services	81,356	\$102,750	1.25	18,376	5.3%	8,685	2,605	4,397	1,683	2.1%
61	Educational Services	79,965	\$46,596	1.02	4,955	1.3%	8,221	3,569	3,849	803	1.0%
31	Manufacturing	73,225	\$69,504	0.93	3,972	1.1%	7,327	2,809	4,808	-290	-0.4%
92	Public Administration	67,933	\$55,706	1.51	2,454	0.7%	6,706	2,645	3,595	467	0.7%
56	Administrative and Support and Waste Management and Remediation Services	64,467	\$41,530	1.05	-1,623	-0.5%	8,330	3,158	4,304	867	1.3%
23	Construction	59,244	\$58,489	1.07	10,311	3.9%	6,863	2,096	3,745	1,022	1.7%
81	Other Services (except Public Administration)	45,155	\$32,425	1.06	4,363	2.1%	5,599	2,353	2,807	439	1.0%
42	Wholesale Trade	32,399	\$79,714	0.90	3,378	2.2%	3,633	1,284	2,125	224	0.7%
52	Finance and Insurance	28,310	\$88,138	0.75	4,358	3.4%	2,991	1,006	1,647	338	1.2%
48	Transportation and Warehousing	25,912	\$46,285	0.59	5,032	4.4%	2,978	1,175	1,590	213	0.8%
51	Information	25,286	\$99,088	1.34	3,083	2.6%	2,800	885	1,566	349	1.4%
71	Arts, Entertainment, and Recreation	19,750	\$24,372	1.03	3,401	3.9%	3,121	1,248	1,541	332	1.7%
53	Real Estate and Rental and Leasing	15,933	\$54,781	0.95	2,127	2.9%	1,830	736	881	212	1.3%
55	Management of Companies and Enterprises	12,560	\$105,718	0.86	194	0.3%	1,322	421	717	183	1.5%
11	Agriculture, Forestry, Fishing and Hunting	5,482	\$46,861	0.44	-24	-0.1%	608	253	341	14	0.3%
22	Utilities	3,626	\$93,659	0.74	186	1.1%	346	119	209	19	0.5%
21	Mining, Quarrying, and Oil and Gas Extraction	550	\$78,017	0.13	85	3.4%	61	18	38	4	0.8%
	Total - All Industries	958,501	\$54,050	1.00	100,908	2.2%	116,199	44,824	60,010	11,366	1.2%

Source: JobsEQ

Unemployment Rate for Moore County, North Carolina

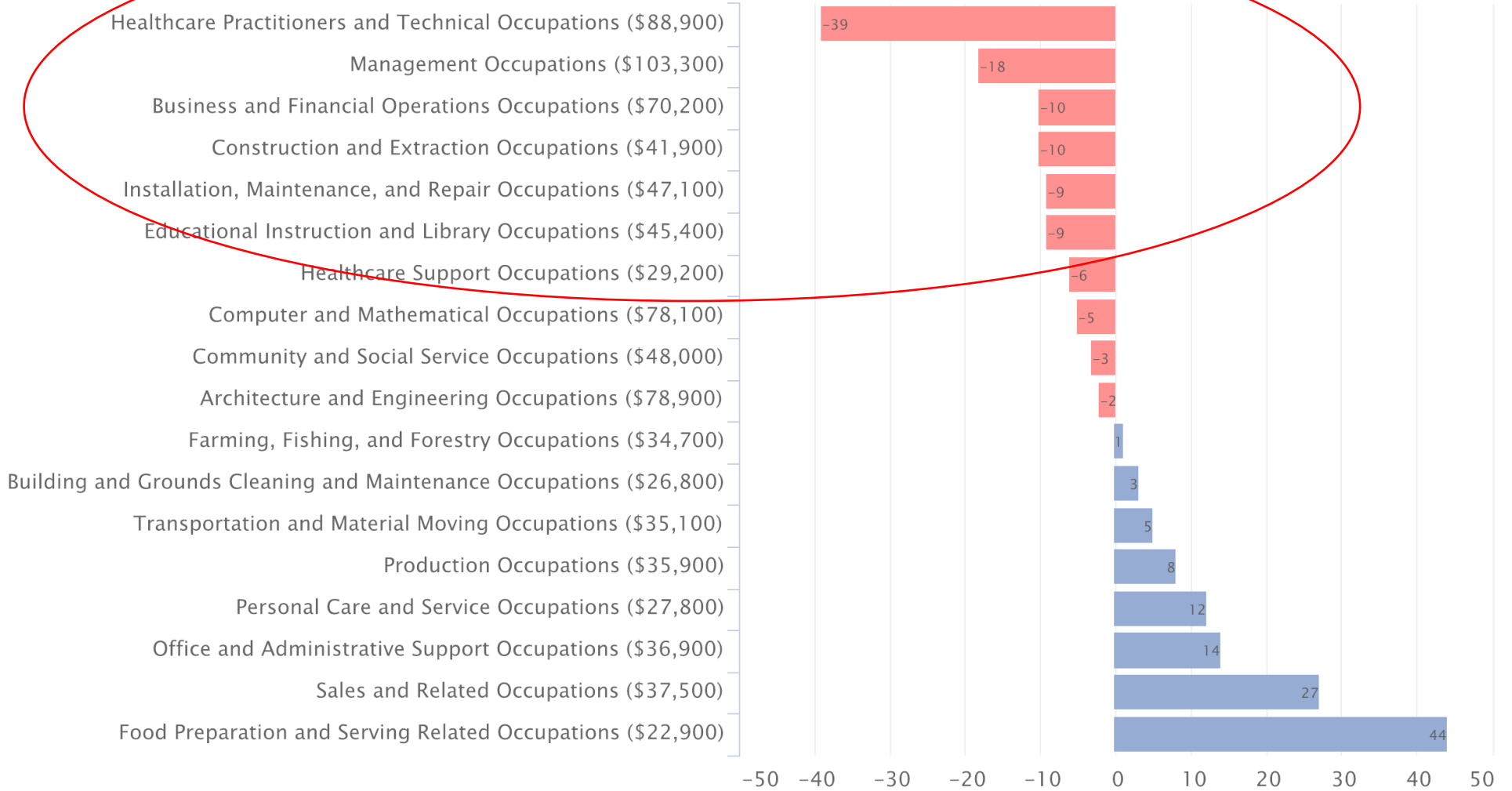


Source: JobsEQ®. Data as of Sep 2020. The shaded areas of the graph represent national recessions.

Moore County Occupation Gaps

Occupation Gaps

Potential Average Annual Occupation Gaps over 10 Years in Moore County, North Carolina

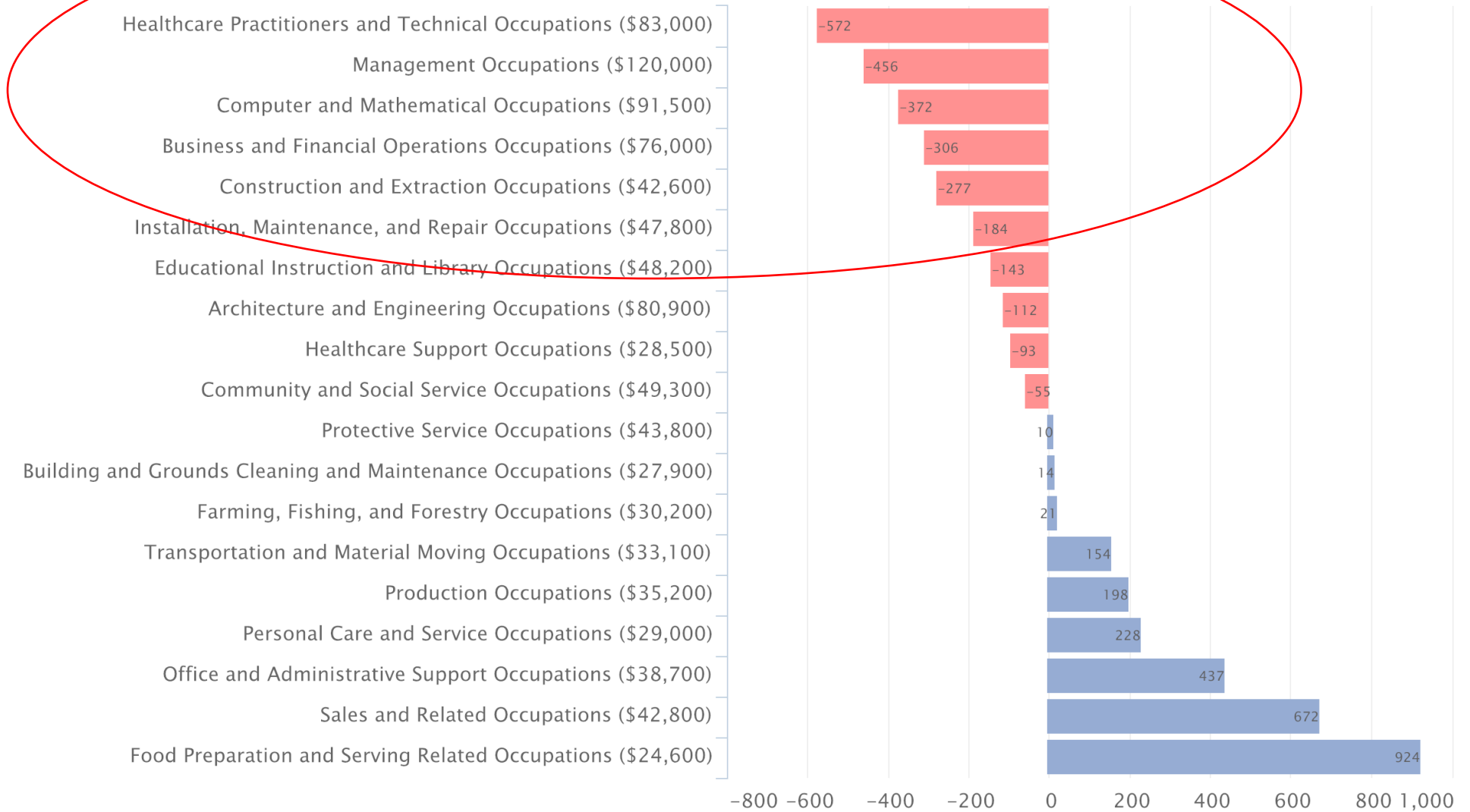


Source: JobsEQ®, Data as of 2020Q1 except wages which are as of 2019

Region Occupation Gaps

Occupation Gaps

Potential Average Annual Occupation Gaps over 10 Years in Moore County Laborshed Region



Source: JobsEQ®, Data as of 2020Q1 except wages which are as of 2019

Certificates and Degrees Granted

Institution	Certificates and 2yr Awards	4yr Awards	Postgraduate Awards	Total Awards	URL	Total School Enrollment
Sandhills Community College	804	0	0	804	www.sandhills.edu	4,206

Source: JobsEQ

Regional Certificates and Degrees Granted

Institution	Certificates 2yr Awards	4yr Awards	Postgraduate Awards	Total Awards	URL	Total School Enrollment
University of North Carolina at Chapel Hill	7	6,027	3,386	9,420	www.unc.edu	29,911
North Carolina State University at Raleigh	154	5,786	3,295	9,235	www.ncsu.edu	34,432
Wake Technical Community College	9,093	0	0	9,093	www.waketech.edu/	22,494
Duke University	0	2,337	3,746	6,083	WWW.DUKE.EDU	16,130
University of North Carolina at Greensboro	0	3,426	1,026	4,452	www.uncg.edu	19,922
Fayetteville Technical Community College	3,788	0	0	3,788	www.faytechcc.edu	11,660
Guilford Technical Community College	2,306	0	0	2,306	www.gtcc.edu	10,072
North Carolina A & T State University	0	1,668	480	2,148	www.ncat.edu	11,877
Campbell University	69	968	689	1,726	www.campbell.edu	6,604
North Carolina Central University	0	1,036	601	1,637	www.nccu.edu	8,097
Central Carolina Community College	1,458	0	0	1,458	www.cccc.edu	5,188
High Point University	0	1,056	136	1,192	www.highpoint.edu	4,951
Fayetteville State University	0	1,019	168	1,187	https://www.unctsu.edu	6,226

Institution	Certificates 2yr Awards	4yr Awards	Postgraduate Awards	Total Awards	URL	Total School Enrollment
Durham Technical Community College	1,039	0	0	1,039	www.durhamtech.edu	5,415
MyComputerCareer.edu-Raleigh	973	0	0	973	www.mycomputercareer.edu	1,358
Richmond Community College	889	0	0	889	www.richmondcc.edu	2,528
Sandhills Community College	804	0	0	804	www.sandhills.edu	4,206
Strayer University-North Carolina	76	296	347	719	www.strayer.edu/campus-locations/north-carolina/morrisville	5,176
Meredith College	0	577	85	662	www.meredith.edu	1,980
Platt College-Miller-Motte-Fayetteville	561	0	0	561	www.miller-motte.edu	681
Randolph Community College	558	0	0	558	www.randolph.edu	2,747
Methodist University	4	407	108	519	www.methodist.edu	2,259
Southeastern Baptist Theological Seminary	21	51	405	477	www.sebts.edu	2,638
Montgomery Community College	382	0	0	382	www.montgomery.edu	925
Guilford College	0	326	0	326	https://www.guilford.edu	1,680
Platt College-Miller-Motte-Raleigh	302	0	0	302	www.miller-motte.edu	443
William Peace University	0	255	0	255	www.peace.edu	930
Shaw University	0	179	28	207	www.shawu.edu	1,660
Virginia College-Greensboro	195	0	0	195	www.vc.edu	401
Aveda Institute-Chapel Hill	189	0	0	189	nurturavedainstitutes.com/chapel-hill/	254
Health and Style Institute	185	0	0	185	www.healthandstyle.edu	451
Greensboro College	0	131	45	176	www.greensboro.edu	1,081
Platt College-Miller-Motte-Cary	154	0	0	154	www.miller-motte.edu	262
Apex School of Theology	22	79	46	147	www.apexsot.edu	824
Leons Beauty School Inc	140	0	0	140	www.leonsbeauty.com	176
Living Arts College	99	37	0	136	living-arts-college.edu	263
St. Andrews University	0	110	18	128	www.sa.edu	665
Gwinnett College	125	0	0	125	www.gwinnettcollege.edu	160
Saint Augustine's University	0	121	0	121	www.st-aug.edu	974
South University-High Point	20	74	22	116	www.southuniversity.edu/high-point#location=High%20Point,%20NC	378
Carolina Career College	79	0	0	79	www.carolinacareercollege.edu	0

Institution	Certificates 2yr Awards	4yr Awards	Postgraduate Awards	Total Awards	URL	Total School Enrollment
The Art Institute of Raleigh-Durham	13	64	0	77	www.artinstitutes.edu/raleigh-durham	370
Bennett College	0	72	0	72	www.bennett.edu/	493
Paul Mitchell the School-Raleigh	67	0	0	67	paulmitchell.edu/raleigh	139
Paul Mitchell the School-Fayetteville	64	0	0	64	paulmitchell.edu/fayetteville	154
Watts School of Nursing	59	0	0	59	www.wattsschoolofnursing.org	145
Grace College of Divinity	27	11	2	40	www.GCD.edu	144
Sherrill's University of Barber & Cosmetology	34	0	0	34	www.sbcuniv.edu	96
Mitchell's Hair Styling Academy-Raleigh	30	0	0	30	www.mitchells.edu	43
Carolina College of Biblical Studies	11	17	0	28	ccbs.edu	193
Empire Beauty School-E Greensboro	24	0	0	24	www.empire.edu	82
Empire Beauty School-West Greensboro	23	0	0	23	www.empire.edu	90
Shepherds Theological Seminary	0	0	20	20	shepherds.edu	93
Durham Beauty Academy	15	0	0	15	www.durhambeautyacademy.edu	141
Heritage Bible College	3	7	0	10	www.heritagebiblecollege.edu	42
Bull City Durham Beauty and Barber College	6	0	0	6	www.bullcitybarbercollege.com	6

Source: JobsEQ

Moore County Top 25 Education Programs by Total Awards

Program	Certificates and 2yr Awards	4yr Awards	Postgraduate Awards	Total Awards
Liberal Arts and Sciences/Liberal Studies	245	0	0	245
Computer Engineering Technology/Technician	60	0	0	60
Registered Nursing/Registered Nurse	59	0	0	59
Culinary Arts/Chef Training	37	0	0	37
Liberal Arts and Sciences, General Studies and Humanities, Other	33	0	0	33
Business Administration and Management, General	28	0	0	28
Health and Physical Education/Fitness, Other	26	0	0	26
Automobile/Automotive Mechanics Technology/Technician	22	0	0	22
Early Childhood Education and Teaching	20	0	0	20
Cosmetology/Cosmetologist, General	19	0	0	19
Criminal Justice/Police Science	18	0	0	18
Surgical Technology/Technologist	17	0	0	17
Clinical/Medical Laboratory Technician	16	0	0	16
Computer Systems Networking and Telecommunications	15	0	0	15
Information Technology	13	0	0	13
Massage Therapy/Therapeutic Massage	13	0	0	13
Medical Office Management/Administration	13	0	0	13
Radiologic Technology/Science - Radiographer	13	0	0	13
Respiratory Care Therapy/Therapist	13	0	0	13
Game and Interactive Media Design	12	0	0	12
Landscaping and Groundskeeping	12	0	0	12
Criminal Justice/Safety Studies	10	0	0	10
Accounting	9	0	0	9
Baking and Pastry Arts/Baker/Pastry Chef	9	0	0	9
Civil Engineering Technology/Technician	9	0	0	9

Source: JobsEQ

Region Top 50 Education Programs by Total Awards

Program	Certificates and 2yr Awards	4yr Awards	Postgraduate Awards	Total Awards
Business Administration and Management, General	1,886	2,086	2,321	6,293
Liberal Arts and Sciences/Liberal Studies	3,291	409	46	3,746
Accounting	1,191	414	185	1,790
Psychology, General	0	1,580	114	1,694
Biology/Biological Sciences, General	0	1,503	56	1,559
Registered Nursing/Registered Nurse	567	964	0	1,531
Computer Systems Networking and Telecommunications	1,109	231	96	1,436
Criminal Justice/Safety Studies	892	410	9	1,311
Computer Science	0	838	437	1,275
Information Technology	1,193	48	0	1,241
Early Childhood Education and Teaching	865	50	12	927
Medical Office Management/Administration	904	0	0	904
Political Science and Government, General	0	819	53	872
Social Work	0	396	396	792
Liberal Arts and Sciences, General Studies and Humanities, Other	728	22	36	786
Law	0	0	699	699
Mass Communication/Media Studies	0	669	25	694
Cosmetology/Cosmetologist, General	689	0	0	689
Speech Communication and Rhetoric	0	619	13	632
Economics, General	0	488	66	554
Mechanical Engineering	0	359	184	543
English Language and Literature, General	0	431	82	513
Medical/Clinical Assistant	491	0	0	491
History, General	0	409	75	484
Game and Interactive Media Design	445	34	0	479
Chemistry, General	0	348	123	471
Electrical and Electronics Engineering	0	232	232	464
Health and Physical Education/Fitness, General	0	439	6	445
Kinesiology and Exercise Science	0	387	56	443
Bioengineering and Biomedical Engineering	0	298	138	436
Sociology	0	376	48	424
Aesthetician/Esthetician and Skin Care Specialist	421	0	0	421

Program	Certificates and 2yr Awards	4yr Awards	Postgraduate Awards	Total Awards
Public Policy Analysis, General	0	344	76	420
Office Management and Supervision	413	0	0	413
Computer Engineering, General	0	247	133	380
Commercial and Advertising Art	367	0	0	367
Textile Sciences and Engineering	0	250	93	343
Mathematics, General	0	283	58	341
Sport and Fitness Administration/Management	0	324	0	324
Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician	322	0	0	322
Divinity/Ministry	7	22	291	320
Econometrics and Quantitative Economics	0	226	91	317
Welding Technology/Welder	306	0	0	306
Elementary Education and Teaching	14	248	42	304
Medicine	0	0	289	289
Child Development	225	56	0	281
Truck and Bus Driver/Commercial Vehicle Operator and Instructor	280	0	0	280
Civil Engineering, General	0	167	111	278
Health/Health Care Administration/Management	0	112	165	277
Total Awards – Not all degrees shown in this table.				34,752

Source: JobsEQ

Appendix C: Entrepreneurship Resource List

	Resources	Notes	Website
Statewide	Business Link North Carolina (BLNC)	A free service for anyone seeking to start a small business or in need of general business support in North Carolina. Partners with EDPNC and NCDOC	https://edpnc.com/start-or-grow-a-business/start-a-business/
	Small Business and Technology Development Center (SBTDC)	Provides management counseling and educational services to small and mid-sized businesses.	http://www.sbtdc.org/

County	Resources	Notes	Website
Moore	Sandhills SCORE	Sandhills SCORE Chapter offers mentoring and seminars for aspiring entrepreneurs who wish to start, buy, or sell a small business. Serving Cumberland, Harnett, Hoke, Lee, Montgomery, Moore, Richmond, Robeson, and Scotland counties.	https://sandhills.score.org/
	Sandhills Community College Small Business Center	The Small Business Center provides high quality, readily accessible assistance to entrepreneurs, prospective and existing small business owners leading to job creation and retention.	https://www.sandhills.edu/sbc/
	Ice House Entrepreneurship Program at the Southern Pines Public Library	Designed to develop creativity, critical thinking, effective problem solving, teamwork, and other entrepreneurial skills. The goal is not necessarily to start a new business, but to inspire the power of entrepreneurial thinking in everyone.	https://www.southernpines.net/FormCenter/Library-11/Ice-House-Entrepreneurs-Program-Regis-80

County	Resources	Notes	Website
	UPstart Entrepreneurship Center Summer Program	UPstart began as an entrepreneurship learning center at Union Pines High School in 2013. UPstart has attracted students who are diverse thinkers, interested in learning to develop business skills for the global economy. They are being trained to create sustainable start-ups that solve problems. – This program may have ceased but could be a resource to restart.	http://www.upstartecenter.com/summer-program.html
	The Moore County Chamber of Commerce	Connects small businesses to potential clients, supports professional networking, and assists in marketing small businesses.	https://www.moorecountychamber.com/connect/
	Sandhills Community College Entrepreneurship Certificate Program	Sandhills Community College also offers an Entrepreneurship Certificate program for potential and existing entrepreneurs to provide these students with the skills, experience, and networks necessary to start new businesses and be successful business owners. Students in this curriculum work closely with SCC's Small Business Center and community business leaders to become entrepreneurial thinkers	https://www.sandhills.edu/business-administration-entrepreneurship-small-business-mgmt-certificate-course-requirements-2020/
	Revolving Loan Fund	New revolving loan fund to support small businesses	https://www.moorebusiness.org/2019/02/07/new-revolving-loan-fund-to-support-small-businesses/

County	Resources	Notes	Website
Cumberland	Cumberland Kitchen Incubator	Provides business assistance, business concept validation, business development and growth, business space, innovation center, maker space, and customized business training.	https://www.ncceed.org/kitchen-incubator/

SBA Veterans Business Outreach Center at Fayetteville State University	Designed to provide entrepreneurial development services such as business training, counseling, and resource partner referrals to transitioning service members, veterans, National Guard & Reserve members and military spouses interested in starting or growing a small business.	https://www.fsuvboc.com
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County	Resources	Notes	Website
Harnett	Small Business Center and Triangle South Enterprise Center	The Triangle South Enterprise Center is a small business incubator that provides entrepreneurs with an opportunity to locate their business in a business-like environment to test their business idea.	https://www.ncsbc.net/center.aspx?center=75110&subloc=5

County	Resources	Notes	Website
Chatham	Chatham County Small Business Center	The lead organization for small business and entrepreneur support in Chatham County. The Small Business Center is located at Central Carolina Community College in Pittsboro. Chatham County Economic Development Corporation has a strong relationship with the Small Business Center and refers all small business assistance requests to the local office.	https://www.chathamnc.org/business/small-business-center-at-cccc
	Pittsboro Power Professionals, P3	A group of professional business owners and employees that believe in helping others grow their business.	https://www.pittsboropowerprofessionals.com/

County	Resources	Notes	Website
Randolph	Small Business Center	Randolph Community College	https://www.randolph.edu/business-industry/small-business-center.html

County		Notes	Website
Lee	Small Business Center	Central Carolina Community College	(https://www.cccc.edu/e cd/business-industry/small-business-center/) http://www.leesbc.com/

County		Notes	Website
Montgomery	Small Business Center	Montgomery Community College	https://www.montgomery.edu/sbc/

County		Notes	Website
Richmond	Small Business Center	Richmond Community College	http://richmondcc.edu/small-business-center

County	Resources	Notes	Website
Robeson	Robeson Community College Small Business Center	The Small Business Center of Robeson Community College is located in the Charles V. Chrestman Workforce Development Center. It offers approximately 60-75 free seminars each year designed to assist aspiring and existing entrepreneurs.	https://www.robeson.edu/sbc/
	UNC Pembroke SBTDC	The SBTDC's location in Pembroke is committed to helping make your business better. Our team of experienced business professionals is here to help your small & mid-size business: Make better, more informed decisions, Access sources	http://www.sbt dc.org/offices/un cp/

County	Resources	Notes	Website
		of capital and financing, Evaluate and improve your financial performance, Obtain quality business and market information, Improve leadership skills and employee performance Plan for a better future	
	UNC Pembroke Thomas Entrepreneurship Hub	The Thomas Entrepreneurship Hub supports local entrepreneurs through education, networking events, unique resources, and professional assistance. We help start-ups and small businesses succeed and create jobs.	http://thethomashub.org/

County	Resources	Notes	Website
Wake	SCORE Chapel Hill Durham	Serving Orange, Durham, Chatham counties and surrounding areas	
	Aloft Raleigh Meeting Space	Incubator, Innovation Hub, collaborative workspace	
	HQ Raleigh	HQ fosters inclusive communities of entrepreneurs through shared workspace creating lasting economic and social impact in the world.	
	ThinkHouse	Incubator, Innovation Hub, collaborative workspace	
	The Nest	Nest Raleigh, or as the locals call us "The Nest," is an independently owned unique co-working space with communal workspace, dedicated desks, private suites, and event space.	
	The Frontier at RTP	Central to everything in the Triangle, our innovation campus offers meeting and office	

County	Resources	Notes	Website
		spaces, educational opportunities, and networking events for growing businesses	
	First Flight Venture Center	First Flight Venture Center™ is North Carolina's original science, technology, and business incubator. Located in the heart of the Research Triangle Park, we support the launch of bioscience, life science, medical device, and information technology companies by providing the tailored resources, guidance, and connections required for sustained commercial success.	
	Cary Innovation Center	Cary Innovation Center shares collaborative co working office spaces to spark productivity and passion into your work and play.	
	Tech Incubator on Centennial Campus	NC State Technology Incubator	
	DesignBox	Designbox turns great ideas into impactful products, brands, and experiences. Methodology results in smart, sustainable and inventive product design. Market and brand strategy combined with deep understanding of product development, engineering for production and our close relationships with global manufacturers gets past the idea and onto the store shelf.	
	Audacity Factory	An accelerator and collaborative focused on ending modern day slavery.	
	Loading Dock	Incubator, Innovation Hub, collaborative workspace	
	New South Manufactory	Incubator, Innovation Hub, collaborative workspace	
	Industrious	https://www.industriousoffice.com/m/raleigh	
	Coworking Station-Holly Springs	Collaborative workspace	
	Coworking Station-Apex	Collaborative workspace	

County	Resources	Notes	Website
	Iron Yard Raleigh		https://www.theironyard.com/raleigh.html
	Fuquay Coworking	Creative space and community to enhance your business. A unique community of passionate entrepreneurs, designers, telecommuters, and mompreneurs	
	Hatch Coworking	coworking space	
	Wake Forest Office Rental	Offers the convenience of a professional work environment with nearby amenities. Our facility has a variety of professional tenants all sharing conference rooms and common areas while enjoying their own private offices. Utilities and internet are always included	
	OfficeOurs	Office suite, virtual office, co-working solution in the Triangle	
	The Garage at NCSU	For students	
	The Maker's Space	Mission: Empower small creative businesses, educate the public on the value of artisan craft, create a collaborative community of makers.	
	Splat Space		https://splatSPACE.org/
	The Cookery	A certified food production facility located in the historic Durham Food Co-op building on West Chapel Hill Street. Entrepreneurs launching or expanding upon a culinary business can rent the kitchen for one-time events or on an ongoing basis.	
	NC Biotech Library	Coworking space	
	Vibe Cary (female-focused)	A coworking, shared office and meeting space all designed with a different vibe.	
	Destiny Deployment	Accelerator program	
	Helius foundation	Accelerator program	

Higher Education Entrepreneurship Resources

County	Resources	Notes
Moore	Sandhills Community College	Small Business Center at the Dedman Center for Business Leadership
Richmond	Richmond Community College	Leon Levine School of Business and Information Technology; NC REAL Entrepreneurship Boot Camp; Diane Honeycutt Center
Cumberland	Fayetteville State University	The EDA University Center "Forward Cape Fear," The Center for Entrepreneurship
	Fayetteville Technical Community College	"A New Mission" and "Boots to Business" programs
	Methodist University	The Methodist University Center for Entrepreneurship
Robeson	UNC Pembroke	Thomas Entrepreneurship Hub, SBTDC Center
	Robeson Community College	Small Business Center
Lee	Central Carolina Community College	Lee County Small Business Center
Wake	NC State University	Tech Incubator on Centennial Campus
	Wake Tech Community College	LaunchRALEIGH; LaunchWAKEFOREST
	Durham Technical Community College	Small Business Center; Bookkeeper Entrepreneur Certification
Chatham	Central Carolina Community College	Small Business Center
Randolph	Randolph Community College	Small Business Center
Montgomery	Montgomery County Community College	Small Business Center; Center for Entrepreneurial Studies; Business and Entrepreneurial Initiatives Program
Scotland	Partnership between Richmond Community College, Scotland County, Laurinburg	Small Business Innovation Center

County	Resources	Notes
Guilford	Guilford Technical Community College	GTCC Small Business Center
	High Point University	Belk Entrepreneurship Center
	Elon University	Life Entrepreneur Program (LEP); Doherty Center for Creativity, Innovation, and Entrepreneurship
	NC A & T State University	The Center of Excellence for Entrepreneurship and Innovation; Aggie Venture Development Lab; The Entrepreneur-in-Residence Program
	UNCG	Bryan School of Business Entrepreneurship Program; LaunchUNCG
	Guilford College	Business Department Entrepreneurship Club
	Durham	Durham Technical Community College
North Carolina Central University		School of Business Summer Youth Business and Entrepreneurship Academy
Duke University		Duke Innovation and Entrepreneurship Initiative; The program for Entrepreneurs (P4E); Duke Start-Up Challenge; HackDuke; Innovation Co-lab; Melissa & Doug Entrepreneurs Program
Orange	UNC-Chapel Hill	Kenan-Flagler Entrepreneurship Center ; Innovate Carolina

Appendix D: Venture Capital & Angel Investing Organizations

Even though this section is about venture capital and angel investing, we do not want to overlook that Moore County banks have over \$2.3B on deposit. Almost all banks participate in SBA 504 and 7A lending programs.

Venture Capital Organizations

Venture Capital Firm	Comments	Location	Focus	Web Address
8 Rivers	Still investing	Durham, NC	We look for technologies that fit the traditional "disruptive" definition, but with a new twist. Because large-scale technology development is expensive and challenging, we like to collaborate with major corporations to leverage their expertise and resources. Focusing on 3 Comma ideas enables us to engage with the C-Suite of potential industrial partners.	https://8rivers.com/
Bull City Venture Partners	Still investing -	Durham, NC	Investing \$250k to \$2 million in software and internet companies.	https://www.bcvp.com/
Calvert Research	Usually only invest in their clients and research related to their work	Cary, NC	A strategic advisory and equity investment firm with experience in pre-clinical drug development, invests in companies that acquire rights to early-stage pharmaceutical compounds	http://calvert-research.com/
Carolina Small Business Dev Fund	Loan program that 'provides access to capital'	Mecklenburg		https://carolinasmallbusiness.org/

Venture Capital Firm	Comments	Location	Focus	Web Address
Carousel Capital	Erskine Bowles' private equity firm - would be a very large investment-not a start up	Charlotte, NC	Pursue investment in southern based companies involved in business services, consumer services, and healthcare services	https://www.carouselcapital.com
Cato BioVentures	Still investing	Durham, NC	Cato BioVentures and Cato Research have partnered with entrepreneurs, academic institutions and a broad base of biotech and pharmaceutical companies to advance a robust portfolio of successful product development programs. Cato BioVentures invests in opportunities during all stages of development and across multiple therapeutic areas.	http://www.catoventures.com/
Cherokee	Mostly invest in real estate - not in start ups	Raleigh, NC	Investing in brownfield redevelopment	http://cherokeefund.com/
Coastal Women's Ventures	Intricate collaboration, focused on women, housed in the YWCA	Wilmington	Coastal Women's Ventures is a collaborative program with the Carolina Small Business Development Fund focused on creating and supporting small business opportunities for women entrepreneurs through business coaching, mentoring, small business education, and connecting participants to loan capital.	https://www.ywca-lowercapefear.org/what-were-doing/economic-advancement/cwv/

Venture Capital Firm	Comments	Location	Focus	Web Address
Excelerate Health Ventures	Still investing	Research Triangle Park, NC	Healthcare	https://www.exceleratehealth.com/
First Launch Capital	Run by Lou Anne Flanders-Stec at GSO Chamber, good friend of PW	Greensboro	Very early fund run by Launch Greensboro/Greensboro Chamber of Commerce	https://www.firstlaunchcapital.com/
Frontier Growth	Still investing	Charlotte, NC	A software growth equity firm that deploys both investment capital and operational expertise to companies at an inflection point.	https://frontiergrowth.com
Golden Pine Ventures	Still investing	Research Triangle Park, NC	Seeks biotechnology and biomedical opportunities developed by leading researchers	http://goldenpineventures.com/
Hatteras Venture Partners	Still investing	Durham, NC	Invest primarily in early stage companies with a focus on biopharmaceuticals, medical devices, diagnostics, healthcare IT, and related opportunities in human medicine	http://hatterasvp.com/
IDEA Fund Partners	Very active with start ups	Durham, NC	Invest in innovative technology companies in the Southeast and Mid-Atlantic Region	http://ideafundpartners.com/
Intersouth Partners	Not currently investing	Durham, NC	Invest in technology and life-science sectors	https://www.intersouth.com/
Jurassic Capital		Durham	Only invest in software cos	https://jurassiccapital.com/
Morgan Creek Capital Management	Not start ups	Chapel Hill, NC		http://www.morgancreekcapital.com

Venture Capital Firm	Comments	Location	Focus	Web Address
NC Innovative Development for Economic Advancement (NC IDEA)	This is a startup support organization, making grants - not investments.	Durham, NC	Recognizes that many new technologies are not successfully transferred out of universities and research institutions because of a funding gap between government and private equity support. NC IDEA offers a grants program to help fill this funding gap and awards selected projects.	https://ncidea.org/
Nova Quest Capital Management	Private equity not venture investment	Raleigh, NC	Provide private equity to tech-enabled healthcare products and services investments within the pharmaceutical and broader healthcare industries.	https://www.novaquest.com
Pappas Ventures	Still active	Durham, NC	Focused exclusively on investing in the life sciences sector (including biotechnology, biopharmaceuticals, drug delivery, medical devices, and related ventures) across the United States and Canada	http://www.pappas-capital.com/
Piedmont Capital Partners, LLC		Greensboro	Owned by Bobby Long and managed by Louise Brady. Invest all over U.S. - no website	
Resilience Ventures	Invest in black-owned businesses	Durham	Closing the wealth gap by expanding access to capital, networks and opportunity to African American entrepreneurs	https://resilientventures.org/

Venture Capital Firm	Comments	Location	Focus	Web Address
Rex Health Ventures	Still active	Raleigh, NC	Supports the discovery and development of new treatments, tools, products, and services that foster innovation and positively impacts the provision of healthcare. RHV invests in and partners with companies and entrepreneurs throughout North Carolina and the U.S. to help bring their products and services into the healthcare marketplace	http://rexhealthventures.com/
River Cities Capital Funds	Still active	Raleigh, NC/Cincinnati, OH	Invest in high-growth IT and healthcare companies	http://rccf.com/
SJF Ventures	Still active	Durham, NC	Focuses on cleantech, business, and Web-enhanced services, and premium consumer products sectors	https://sjfventures.com/
Solidarity Capital Group		Raleigh, NC	An impact investment firm that finances economically sustainable social justice enterprises. They create opportunities for investors to back innovative social entrepreneurs.	http://www.solidaritycap.com
Southern Connection Capital Ventures	This is an Angel Network, not an investment fund.	Raleigh, NC	Invests in software company entrepreneurs that are graduates from the top universities in the South, not just alumni from one school, and not just operating in one location	http://www.socoventures.com/
Tidewater Equity Partners		Wilmington, NC	Focusing on small company direct investment as well as healthcare venture capital	http://www.tidewaterequity.com/

Angel Investor Organizations

Angel Investor Firm	Comments	Location	Focus	Company Web Address	Web Address
Asheville Angels	Investing	Asheville, NC	Invest in and support start-ups and early-stage, high-growth companies in Asheville and across the Southeast.	http://ventureasheville.com/angel-investors/	https://www.anagard.com/blog/2015/05/15/list-of-angel-and-venture-capital-investors-in-north-carolina/
Carolina Angel Network (CAN)	Active	Chapel Hill, NC	Provides an angel investing platform and co-investment fund that leverages the UNC alumni network. Portfolio companies must have a UNC affiliation and be headquartered in the United States.	https://www.carolinaangelnetwork.com/	https://www.ncbiotech.org/funding/external-funding/venture-capital-firms-and-angel-investor-organizations
Charlotte Angel Fund		Charlotte, NC	Investing in early-stage, venture-scalable businesses in Charlotte and the surrounding region.	http://www.cltangelfund.com/	
Duke Angel Network (DAN)	Active	Durham, NC	Supports the Duke entrepreneurial community with an angel investing platform and co-investment fund that leverages the Duke alumni network. Companies must have a Duke affiliation and be located in the United States.	https://dukeangelnetwork.duke.edu/	https://www.ncbiotech.org/funding/external-funding/venture-capital-firms-and-angel-investor-organizations

Angel Investor Firm	Comments	Location	Focus	Company Web Address	Web Address
East Carolina Angels (ECA)		Greenville, NC	Focused on return on investment (ROI) for its Members through facilitation of the flow of capital and support from East Carolina University (ECU) alumni and supporters, as well as other angel investors with an interest in high growth start-ups in eastern North Carolina and the U.S. as a whole. ECA seeks to invest in private companies with the potential for significant growth and financial returns.	http://www.eastcarolinaangels.com/	https://www.anagard.com/blog/2015/05/15/list-of-angel-and-venture-capital-investors-in-north-carolina/
Inception Micro Angel Fund (IMAF)	No longer making investments - at least IMAF and western	Wilmington, NC Rocky Mount, NC Greenville, NC Fayetteville, NC Greensboro, NC Asheville, NC	A group of committed, member-managed seed stage angel capital funds designed to capitalize on the growth in entrepreneurial activity and venture financing throughout the state of North Carolina and in selective areas of Virginia, South Carolina, Georgia and Tennessee.	Multiple sites but only the Triad and Charlotte location had a site	https://www.ncbiotech.org/funding/external-funding/venture-capital-firms-and-angel-investor-organizations
Piedmont Angel Network (PAN)	Has investments currently, not making investments	Piedmont Triad Region, NC	Focuses on investment opportunities in early-stage companies with high potential for rapid growth. PAN prefers life science, software, and technology investments in the North Carolina	http://piedmontangelnetwork.com/	https://www.ncbiotech.org/funding/external-funding/venture-capital-firms-and-angel-investor-organizations

Angel Investor Firm	Comments	Location	Focus	Company Web Address	Web Address
			Piedmont Triad region, but companies from the neighboring states of South Carolina and Virginia that meet the group's investment requirements are also welcome.		
RTP Capital Associates	They do like technology centric or low-tech execution driven business	Research Triangle Park, NC	RTP Capital is an angel network focused on seed and early stage investment opportunities. Our investment focus is relatively broad and is driven by the preferences of our individual members.	https://www.rtpcapital.org/	https://www.ncbiotech.org/funding/external-funding/venture-capital-firms-and-angel-investor-organizations
Southern Connection Capital Ventures	This is an Angel Network, not an investment fund.	Raleigh, NC	Invests in software company entrepreneurs that are graduates from the top universities in the South, not just alumni from one school, and not just operating in one location	http://www.socoventures.com/	
Triangle Angel Partners (TAP)		Chapel Hill, NC	Band of angel investors in the high tech and life sciences industries interested in investing their time, analysis, and money into early life cycle companies.	https://www.triangleangelpartners.com/	https://www.ncbiotech.org/funding/external-funding/venture-capital-firms-and-angel-investor-organizations
Venture South	Also located in the Triad. https://venturesouth.vc/piedmont	Asheville, NC Charlotte, NC		Error! Hyperlink reference not valid. https://venturesouth.vc/asheville	https://www.barneslaw.com/venture

Angel Investor Firm	Comments	Location	Focus	Company Web Address	Web Address
				https://venturesouth.vc/charlotte	
WALE	Wilmington Angels for Local Entrepreneurs - Jim Roberts - former NCDOC guy runs it	Wilmington			
Wilmington Investor Network, LLC (WIN)	Still investing	Wilmington, NC	Provides capital to early-stage, high-growth companies throughout eastern North and South Carolina that have the potential to provide a high rate of return on investment.	http://www.wilmingtoninvestor.com/	https://www.ncbiotech.org/funding/external-funding/venture-capital-firms-and-angel-investor-organizations
Wolfpack Investor Network (WIN)	Investing	Raleigh, NC	Provides an angel investing platform and co-investment fund that leverages the NC State alumni network. Portfolio companies must have an NC State affiliation and be headquartered in the United States.	https://research.ncsu.edu/win/	https://www.ncbiotech.org/funding/external-funding/venture-capital-firms-and-angel-investor-organizations