

Durham County Office of Economic Development



Office of Economic Development

Policy Revision Process

1. Review of 2008 Policy - Board Feedback and Revision Goals (Spring Retreat, 2018)
2. School of Government Presentation - Economic Development Fundamentals and Legal Parameters (June Worksession, 2018)
3. Policy Benchmarking of NC Peers - Identify Strategies to Revise Policy (Fall Retreat, 2018)
4. Policy Revision Phase I - Contract Strengthening, Criteria & Threshold Refinement (June Worksession, 2019)
5. Initial Draft Proposal and Board Feedback (October Worksession, 2019)
6. Stakeholder Feedback from Partner Institutions and Organizations (October 2019)
7. Board Briefings on Proposed Changes and Feedback (December 2019)



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Board Feedback of Current Policy and Revision Goals: Spring Retreat 2018

- Researching best practices from other communities
- Strengthening of contract criteria, claw back provisions and performance requirements
- Desire to encourage living wage jobs that don't require an advanced degree
- Promotion of business development in minority and low-income areas
- Better coordination with the City
- Enhancing MWBE's access to capital investment projects
- Emphasizing infrastructure as incentives and labor force development



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Process Goals: Fall Retreat 2018

Overarching: Update policy with strategies that pursue the County's community goals as informed by best practice and legal parameters while maintaining our *economic competitive and comparative advantage*

Factors that make Durham County an attractive area for businesses to locate and expand that include a skilled workforce, industry clusters, cost of living, quality of sites and economic policies

Short-term: Identify the policy practices that we want to adopt, begin crafting policy language revision changes for feedback and implementation

Long-term: Create a document that clearly defines criteria for incentive consideration so that we are prepared for quick-moving investment opportunities and is mutually understood by interested businesses



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In Addition to Spring Retreat 2018 Goals Achieved, Policy Areas Strengthened:

- Definition of qualified Full Time Employee
- Environmental standards
- Parameters set for when payments can be invoiced
- Legal compliance
- Incentive calculation offer
- Identified valued Company Policies, Project Attributes and Workforce Development Partnerships



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Since January 2019, 6 project announcements have been informed by the new policy to include:

Company Policies and Project Attributes	Projects Included
Diversity of project's employment opportunities, jobs not requiring an advanced degree	5
Employer provided childcare support or pre-k programming	1
Sustainable building design, construction, and operating practices	2
Employers that hire current or previous justice-involved individuals	1
Diversity Purchasing program or M/WBE targets for purchasing contracts	3
Project will result in Company's Headquarters in Durham County	2
Retention of existing jobs at stake	1
All project positions meet the Durham County Living Wage	6
Includes high paying jobs with an increased multiplier effect on the Durham economy	6



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Since January 2019, 6 project announcements have been informed by the new policy to include:

	Projects Participating
Workforce Partnerships	
Post Job Openings with NC Works	6
Holding job fairs with NC Works	5
Paid summer Internships and jobs	6
Participate in any of the following DPS Career and Technical Education programs:	
Educational sessions with students to include Guest Speaking and Career Conversations	5
Hosting teachers over the summer or Career Readiness Expo participation	4
Hosting students to include Job Shadowing and the Scholars at Work Program	4
Serving as a Durham Public Schools Career and Technical Education Advisor	3
Collaborating with North Carolina Central University's BRITE Center	5
Contract with local organizations to advise with minority vendor selection or attend related training events	3
Participate in minority purchasing trade events	3
Partner with Criminal Justice Resource Center to identify employment ready participants	1
Work with Durham Public Library STEAM Center to provide Job awareness programming	3
Collaborating with Durham Technical Community College's BioWorks Advisory Committee to recruit local talent	4
Communicate employment opportunities to relevant industry networks like DTCC's BioWorks Program, RTCC, etc.	4
Engage Duke's Office of Durham and Regional Affairs to participate in workforce and community activities	4



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Since January 2019, 6 project announcements have been informed by the new policy to include:

- \$1.24 billion in new investment
 - Projected to generate \$17.4 million in new property tax revenue
 - County performance-based awards total \$7.5 million
 - ROI of \$2.3 to \$1
- 2,443 new jobs
 - Approx. 225 that will require an Associate's or Vocational Degree
 - Approx. 250 where an Associate's or Bachelor's Degree is preferred
 - Approx. 450 positions that will likely not require an Advanced Degree
 - All project positions meet the Durham County Living Wage



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Questions and Comments



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