STATE BOARD OF COMMUNITY COLLEGES
Annual Report to the Joint Legislative Education Oversight Committee
Career Coach Program
GS 115D-21.5(d)

Request: The State Board of Community Colleges is asked to approve the NC Career Coach Program 2020-21 Annual Report to the Joint Legislative Education Oversight Committee.

Background: § 115D-21.5(d) Career Coach Program
Annual Report. –

(1) The board of trustees of a community college that employs one or more career coaches shall report annually to the State Board of Community Colleges on implementation and outcomes of the program, including the following information:

a. Number of career coaches employed.

b. Number of local school administrative units served and names of schools in which career coaches are placed.

c. Number of students annually counselled by career coaches.

d. Impact of career coaches on student choices, as determined by a valid measure selected by the State Board of Community Colleges.

(2) The State Board of Community Colleges shall report annually no later than October 1 to the Joint Legislative Education Oversight Committee on the following:

a. A compilation of the information reported by the board of trustees of community colleges, as provided in subdivision (1) of this subsection.

b. Number and names of partnership applicants for Career Coach Program funding.

c. Number, names, and amounts of those awarded Career Coach Program funding. (2015-241, s. 10.14(a).)

Rationale: The NC Career Coach Program places community college Career Coaches in high schools to assist students with determining career goals and identifying community college programs that would enable students to achieve these goals. The 2020-21 Career Coach Program Annual Report outlines the program implementation and impact.

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NC Career Coach Program

Annual Report to the
Joint Legislative Education Oversight Committee

Submitted by The State Board of Community Colleges

As Required by GS 115D-21.5(d)

September 1, 2021

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SUMMARY

The North Carolina Community College System administers the Career Coach Program, which places community college Career Coaches in high schools to assist students with determining career goals and identifying educational pathways enabling students to achieve these goals. Since the Program's inception in 2015, the General Assembly has shown a commitment to the Program going from an initial $500,000 appropriation to a total of $4,500,000 in 2020 with an additional $230,000 from a partnership with the University of North Carolina System Office Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP). As of July 1, 2021, there are eighty-four (84) Career Coaches across the State. During the 2020-21 academic year, eighty-four (84) Career Coaches at thirty-nine (39) Community Colleges served 27,103 students at fifty-seven (57) Local Education Agencies. While the Career Coach Program has grown and demonstrated success, barriers to on-going success continue. Primarily, these barriers consist of the difficulty in engaging with students during COVID restrictions and the complexity of the data collection process.

During the 2020-21 academic year many public schools in North Carolina altered their instructional approaches due to the COVID-19 pandemic. With many schools choosing to instruct students remotely, coaches have struggled to reach and engage with high school students. While the Coaches continue to implement hybrid and virtual strategies to meet the needs of students, many inequities are still faced by high school students. In Appendix 3 you will see select programs highlighted that have spoken to these inequities and examples of how they have pivoted their services to online platforms. While this impacted our Coaches, the number of students engaged were slightly higher than 2019-2020, indicating the incredible work of Coaches across the state.

BACKGROUND

North Carolina General Statute 115D-21.5 establishes the NC Career Coach Program. The purpose of the Program is to place Career Coaches employed by community colleges in high schools to assist students with determining career goals and identifying community college programs that align with those goals. The Career Coach Program is a partnership between local boards of education and community colleges. Career Coach funds are awarded through an application process based on the following: 1) consideration of the workforce needs of business and industry in the region; 2) targeting of resources to enhance ongoing economic activity within the community college service area and surrounding counties; and 3) geographic diversity of awards.

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STATE FUNDING

State funds for Career Coaches are allocated utilizing the Department of Commerce economic county tier designation. The tier is determined by the location of the local school administrative unit the career coach serves. Tier 1 counties require no local match, Tier 2 counties require one dollar of local funds for every two dollars of state funds, and Tier 3 counties require one dollar of local funds for every dollar of state funds. State funds may be used for salary, benefits, and all other expenses related to the employment of the career coach.

Year	Total Recurring Funding
2015-16	$500,000
2016-17	$1,000,000
2017-18	$2,100,000
2018-19	$2,800,000
2019-20	$ 2,900,000
2020-21	$ 3,500,000
2021-2022	$ 4,500,000

Application & Award of Funds

- **Application Process:** Since funding is not sufficient to provide Career Coaches at every college and in every LEA, funding is allocated on an RFP basis. Interested colleges must submit an application that includes the requirements of G.S. 115D-21.5(c) as well as the following additional components:
    - A deployment plan describing how NC Career Coaches will:
        - Address targeted need in community served
        - Will be sufficiently supported when serving at the LEA location
        - Effectively and appropriately serves local school administrative service area based on rationale supported by local community leaders.
        - Ensure that the number of Coach(es) requested are able to effectively serve the LEA population
    - A professional development plan that:
        - Prepares Career Coaches to work in a high school setting;
        - Ensures Career Coaches are aware of and have the tools and resources to remain current in their knowledge of career opportunities and required education and training; and,
        - Prepares Career Coaches to serve as effective advisors as college personnel in a high school setting.

        - Ensures that the Career Coaches develop and maintain a relationship with local business and industry leaders.
    - A plan for communicating with stakeholders, including high school students, high school and middle school faculty and staff, parents, guardians, and area employers.
    - An evaluation plan including expected outcomes.
- **Advisory Committee Review:** The Advisory Committee required by G.S. 115D-21.5(c)(1) reviews the applications. This committee is made up of representatives from the NC Community College System, the Department of Public Instruction (DPI), the NC Department of Commerce, and at least three representatives of the business community. The committee evaluates applications based upon the following:
    - Consideration of the workforce needs of business and industry in the region.
    - Targeting of resources to enhance on-going economic activity within the community college service area and surrounding counties.
    - Quality of the deployment, professional development, and communication plans.
    - Geographic diversity of awards.
- **Award & Duration of Funding:** The State Board of Community Colleges awards Career Coach funds based upon the recommendations of the Advisory Committee. Funds are awarded on a State fiscal year basis. Because of the limited amount of funds available, compared to the number of community colleges and LEAs in the State, funding is awarded in three-year cohorts. Any college, including colleges that are already receiving Career Coach funds, may apply for funding during each application period. Although not optimal, the three-year limit on funding does allow additional colleges to apply and allows the Advisory Committee to evaluate the success of the Career Coaches for colleges previously receiving funding.

PARTICIPANTS

2019-22 COHORT PARTICIPANTS

Effective July 1, 2019, the General Assembly appropriated $ 3,100,000 to the NC Career Coach Program for FY 2019-20, FY 2020-21, and FY 2021-22. During the 2020-21 academic year, a total of fifty-five (55) Career Coaches at twenty-six (26) Community Colleges served students at thirty-five (35) LEAs.

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TABLE 2.

2019-22 COHORT APPLICANTS	
COMMUNITY COLLEGE	**LOCAL EDUCATIONAL AGENCY**
Alamance	Alamance-Burlington School System
Bladen	Bladen County Schools
Blue Ridge	Transylvania County & Henderson County Public Schools
Brunswick	Brunswick County Public Schools
Caldwell	Caldwell County Schools
Central Carolina	Lee County Schools, Harnett County Schools, & Chatham County Schools
Cleveland	Cleveland County Schools
Durham	Durham Public Schools
Edgecombe	Edgecombe County Public Schools
Forsyth	Winston-Salem/Forsyth County Schools
Gaston	Gaston County Schools & Lincoln County Schools
Halifax	Halifax County Schools
Haywood	Haywood County Schools
Isothermal	Rutherford County Schools
Lenoir	Lenoir County Public Schools & Greene County Schools
McDowell	McDowell County Schools
Nash	Nash-Rocky Mount Schools
Piedmont	Person County Schools & Caswell County Schools
Pitt	Pitt County Schools
Randolph	Asheboro City Schools & Randolph County Schools
Rockingham	Rockingham County Public Schools
Rowan-Cabarrus	Rowan Salisbury School System
South Piedmont	Union County Public Schools
Southeastern	Columbus County & Whiteville City Schools
Vance-Granville	Warren County Schools & Granville county Schools
Western Piedmont	Burke County Public Schools
26 Colleges	**35 LEAs**

2020-23 COHORT APPLICATIONS

Effective July 1, 2020, the General Assembly appropriated $ 1,400,000 to the NC Career Coach Program for FY 2020-21, FY 2021-22, and FY 2022-23. In partnership with the University of North Carolina (UNC) System Office, the seven-year Gaining Early Awareness and Readiness for

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Undergraduate Programs (GEAR UP) grant funded $237,492 for three coaches from counties selected by the UNC System Office. During the 2020-21 academic year, a total of twenty-nine (29) Career Coaches for at seventeen (17) Community Colleges were approved to serve students at twenty-five (25) LEAs.

TABLE 3.

2020-23 COHORT APPLICANTS	
COMMUNITY COLLEGE	**LOCAL EDUCATIONAL AGENCY**
Asheville-Buncombe Tech	Madison County Schools
Beaufort County – Hyde Co.	Hyde County Schools
Beaufort County – Tyrrell Co.	Tyrrell County Schools
Cape Fear	New Hanover County Schools
Carteret	Carteret County Public Schools
Central Carolina	Lee County Schools
Central Piedmont	Mecklenburg County Schools
Davidson-Davie – Davie Co.	Davie County Schools
Davidson-Davie – Davidson Co.	Davidson County Schools
James Sprunt	Duplin County Schools
Johnston	Johnston County Public Schools
Martin – Bertie Co.	Bertie County Schools
Martin – Martin Co.	Martin County Schools
McDowell Tech	McDowell County Schools
Mitchell	Iredell-Statesville Schools
Rowan-Cabarrus	Kannapolis City Schools
Sampson	Clinton City Schools & Sampson County Schools
South Piedmont – Union Co.	Union County Schools
Wilkes	Wilkes, Ashe, and Alleghany County Schools
GEAR UP Funding:	
Beaufort County – Washington Co.	Washington County Schools
South Piedmont – Anson Co.	Anson County Schools
Southwestern	Jackson County Schools
17 Colleges	**25 LEAs**

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TOTAL STATEWIDE CAREER COACHES AS OF JULY 1, 2021

TABLE 4.

COLLEGE (REGION)	TOTAL # OF COACHES AS OF 7/1/20	FY 20-21 AWARD** (# OF COACHES)	FY 21-22 AWARD** (# OF COACHES)	LEA	MATCHING FUND SOURCE
Alamance (Central)	**2**	$ 105,552 (2)	$ 105,552 (2)	Alamance-Burlington School System	Alamance-Burlington School System
Asheville-Buncombe Tech (Western)	**1**	$ 52,776 (1)	$ 52,776 (1)	Madison County Schools	Madison County Schools Funds, College Institutional Funds
Beaufort County – Hyde County (Eastern)	**1**	$ 79,164 (1)	$ 79,164 (1)	Hyde County Schools	No match required
Beaufort County – Tyrrell County (Eastern)	**1**	$ 79,164 (1)	$ 79,164 (1)	Tyrrell County Schools	No match required
Beaufort County – Washington Co. (Eastern)	**1**	$ 79,164 (1)	$ 79,164 (1)	Washington County Schools	No match required
Bladen (Eastern)	**1**	$ 79,164 (1)	$ 79,164 (1)	Bladen County Schools	No match required
Blue Ridge (Western)	**2**	$ 79,164 (2)	$ 79,164 (2)	Henderson County Schools	County Funds
Blue Ridge (Western)	**1**	$ 52,776 (1)	$ 52,776 (1)	Transylvania County Schools	County Funds
Brunswick (Eastern)	**2**	$ 79,164 (2)	$ 79,164 (2)	Brunswick County Public Schools	College Institutional Funds
Caldwell (Western)	**4**	$ 211,104 (4)	$ 211,104 (4)	Caldwell County Schools	Institutional Funds
Cape Fear (Eastern)	**1**	$ 39,582 (1)	$ 39,582 (1)	New Hanover County Schools	College Institutional Funds
Carteret (Eastern)	**2**	$ 105,552 (2)	$ 105,552 (2)	Carteret County Public Schools	College Institutional Funds

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College (Region)	Total # of Coaches as of 7/1/20	FY 20-21 Award** (# of Coaches)	FY 21-22 Award** (# of Coaches)	LEA	Matching Fund Source
Central Carolina (Central)	**4**	$ 197,910 (4)	$ 197,910 (4)	Chatham County Schools, Lee County Schools, & Harnett County Schools	Institutional Funds
Central Piedmont (West)	**1**	$ 39,582 (1)	$ 39,582 (1)	Mecklenburg County Schools	Sugar Creek Charter School Funds & College Institutional Funds
Cleveland (Western)	**3**	$ 237,492 (3)	$ 237,492 (3)	Cleveland County Schools	College Institutional Funds
Davidson-Davie – Davie Co. (Western)	**1**	$ 39,582 (1)	$ 39,582 (1)	Davie County Schools	County Funds
Davidson-Davie – Davidson Co. (Western)	**1**	$ 52,776 (1)	$ 52,776 (1)	Davidson County Schools	County Funds
Durham (Central)	**1**	$ 39,582 (1)	$ 39,582 (1)	Durham Public Schools	Local Funds
Edgecombe (Eastern)	**2**	$ 158,328 (2)	$ 158,328 (2)	Edgecombe County Public Schools	College Institutional Funds
Forsyth (Central)	**4**	$ 211,104 (4)	$ 211,104 (4)	Winston-Salem/Forsyth County Schools	College Foundation Funds
Gaston – Lincoln Co. (Western)	**1**	$ 39,582 (1)	$ 39,582 (1)	Lincoln County Schools	College Institutional Funds
Gaston – Gaston Co. (Western)	**1**	$ 52,776 (1)	$ 52,776 (1)	Gaston County Schools	College Institutional Funds
Halifax (Eastern)	**1**	$ 79,164 (1)	$ 79,164 (1)	Halifax County Schools	College Institutional Funds
Haywood (Western)	**2**	$ 79,164 (2)	$ 79,164 (2)	Haywood County Schools	College Foundation Funds

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College (Region)	Total # of Coaches as of 7/1/20	FY 20-21 Award** (# of Coaches)	FY 21-22 Award** (# of Coaches)	LEA	Matching Fund Source
Isothermal (Western)	**1**	$ 79,164 (1)	$ 79,164 (1)	Rutherford County Schools	College Institutional Funds
James Sprunt (Eastern)	**1**	$79,164 (1)	$79,164 (1)	Duplin County Schools	No match required
Johnston (Central)	**2**	$79,164 (2)	$79,164 (2)	Johnston County Schools	College Institutional Funds
Lenoir (Eastern)	**2**	$ 158,328 (2)	$ 158,328 (2)	Lenoir County Public Schools & Greene County Schools	College Institutional Funds, College Foundation Funds, Lenoir & Greene County Schools
Martin – Bertie Co. (Eastern)	**1**	$ 79,164 (1)	$ 79,164 (1)	Bertie County Schools	No match required
Martin – Martin Co. (Eastern)	**1**	$ 79,164 (1)	$ 79,164 (1)	Martin County Schools	No match required
McDowell (Western)	**2**	$ 105,552 (2)	$ 105,552 (2)	McDowell County Schools	County Funds, CFI
Mitchell (Western)	**1**	$ 39,582 (1)	$ 39,582 (1)	Iredell-Statesville Schools	College Institutional Funds
Nash (Eastern)	**2**	$ 158,328 (2)	$ 158,328 (2)	Nash-Rocky Mount Schools	College Institutional Funds
Piedmont (Central)	**2.5***	$ 131,940 (2.5)	$ 131,940 (2.5)	Person County Schools & Caswell County Schools	County funds
Pitt (Eastern)	**3**	$ 158,328 (3)	$ 158,328 (3)	Pitt County Schools	College Institutional Funds
Randolph (Central)	**3.5***	$ 158,328 (3)	$ 158,328 (3)	Asheboro City Schools & Randolph County Schools	College Institutional Funds
Rockingham (Central)	**1**	$ 79,164 (1)	$ 79,164 (1)	Rockingham County Public Schools	College Institutional Funds

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College (Region)	Total # of Coaches as of 7/1/20	FY 20-21 Award** (# of Coaches)	FY 21-22 Award** (# of Coaches)	LEA	Matching Fund Source
Rowan-Cabarrus (Western)	**4**	$ 197,910 (4)	$ 197,910 (4)	Rowan Salisbury School System & Kannapolis City Schools	College Institutional Funds
Sampson (Eastern)	**2**	$ 158,328 (2)	$ 158,328 (2)	Clinton City Schools & Sampson County Schools	No match required
South Piedmont (Central)	**4**	$ 197,910 (4)	$ 197,910 (4)	Anson County & Union County Public Schools	College Institutional Funds
Southeastern (Eastern)	**1.5***	$ 79,164 (1)	$ 79,164 (1)	Columbus County Schools & Whiteville City Schools	County funds and Columbus County Industry Group Funds
Southwestern (Western)	**1**	$ 79,164 (1)	$ 79,164 (1)	Jackson County Schools	College Institutional Funds
Vance-Granville (Central)	**1**	$ 63,332 (1)	$ 63,332 (1)	Granville County Schools & Warren County Schools	Institutional and County Funds
Western Piedmont (Western)	**3**	$ 158,328 (3)	$ 158,328 (3)	Burke County Public Schools	College Institutional Funds
Wilkes (Western)	**4**	$ 211,104 (4)	$ 211,104 (4)	Wilkes, Ashe & Alleghany County Schools	College Institutional Funds

* Piedmont CC, Randolph CC, and Southeastern CC requested an additional part-time coach in 2020. The requests were granted as no additional funding was needed.

** Award amounts indicate the funding level at the time the SBCC approved the award.

(See Appendix 2 for grouping by Region.)

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IMPACT DATA FOR 2020-21

STUDENT ENGAGEMENT

Student engagement is the one-on-one session with a Career Coach discussing the student's career interests, identifying opportunities for deeper exploration and immersion, and developing a guided pathway towards appropriate course selection related to the student's career interest. In addition to student engagement, Career Coaches may also hold groups sessions and activities.

TABLE 4.

COLLEGE (REGION)	NO. OF COACHES	COACHING SESSIONS	HIGH SCHOOL
Alamance (Central)	2	234	Southern Alamance HS & Cummings HS
Asheville-Buncombe Tech (Western)	1	29	Madison HS
Beaufort County (Eastern)	3	116	Mattamuskeet Early College HS, Columbia HS, Washington County HS, Washington County Early College
Bladen (Eastern)	1	248	West Bladen HS, East Bladen HS, Bladen Early College
Blue Ridge (Western)	3	687	North Henderson HS, East Henderson HS, West Henderson HS, Rosman HS, Hendersonville HS, Brevard HS & Davidson River Academy
Brunswick (Eastern)	2	698	North Brunswick HS, South Brunswick HS, West Brunswick HS, & Center for Applied Sciences and Technology
Caldwell (Western)	4	1211	Hibriten HS, Career Center Middle College, South Caldwell HS, & West Caldwell HS
Cape Fear (Eastern)	3	1781	Laney HS & New Hanover HS
Carteret (Eastern)	3	447	Croatan HS, East Carteret HS, West Carteret HS, MaST Early College HS, Early College HS
Central Carolina (Central)	4	1050	Jordan Matthews HS, Southern Lee HS, Lee County HS, & Triton HS
Central Piedmont (Central)	1	152	Sugar Creek Charter School

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College (Region)	No. of Coaches	Coaching Sessions	High School
Cleveland (Western)	3	888	Burns HS, Crest HS, Kings Mountain HS, Turning Point Academy, Pinnacle Classical Academy & Shelby HS
Davidson-Davie (Western)	2	437	Davie County HS & South Davidson HS
Durham (Central)	1	190	Orange HS
Edgecombe (Eastern)	2	1138	North Edgecombe HS, Southwest Edgecombe HS, Edgecombe Early College, North East Carolina Prep School & Tarboro HS
Forsyth (Central)	4	477	Carver HS, Parkland Magnet HS, West Stokes HS & North Forsyth HS
Gaston (Western)	2	454	Bessemer City HS, Hunter Huss HS, North Gaston HS, Lincolnton HS & West Lincoln HS
Halifax (Eastern)	1	225	Southeast Halifax HS & Northwest Halifax HS
Haywood (Western)	2	152	Pisgah HS & Tuscola HS
Isothermal (Western)	1	173	R-S Central HS, Chase HS, & East Rutherford HS
James Sprunt (Eastern)	1	36	East Duplin HS & Wallace-Rose Hill HS
Johnston (Eastern)	2	346	Clayton HS, Corinth-Holders HS, Smithfield-Selma HS, South Johnston HS, North Johnston HS, West Johnston HS, Cleveland HS, & Princeton HS
Lenoir (Eastern)	2	132	Greene Central HS, South Lenoir HS, North Lenoir HS, & Kinston HS
Martin (Eastern)	2	102	Bertie HS & Riverside HS
McDowell (Western)	2	2425	McDowell HS
Mitchell (Western)	1	145	Statesville HS & West Iredell HS
Nash (Eastern)	2	966	Northern Nash HS, Southern Nash HS, Nash Central HS, Center for Industry, Tech & Innovation (CITI) HS & Rocky Mount HS
Piedmont (Central)	2.5	260	Person HS & Barlett-Yancey HS

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College (Region)	No. of Coaches	Coaching Sessions	High School
Pitt (Eastern)	3	288	North Pitt HS, JH Rose HS, Farmville Central HS, South Central HS, Ayden-Grifton HS, & DH Conley HS
Randolph (Central)	3.5	807	Asheboro HS, Eastern Randolph HS, Providence Grove HS, Randleman HS, Southwestern Randolph HS, Trinity HS, Uwharrie Ridge & Wheatmore HS
Rockingham (Central)	1	266	Rockingham HS, Reidsville HS, Morehead HS & McMichael HS
Rowan-Cabarrus (Central)	3	1568	A.L. Brown HS, North Rowan HS, Salisbury HS, & South Rowan HS
Sampson (Eastern)	2	345	Clinton HS, Midway HS, Union HS, Lakewood HS & Hobbton HS
South Piedmont (Central)	3	1908	Anson HS, Monroe HS, Forest Hills HS, Parkwood HS, Central Academy of Technology and Arts, Sun Valley HS, Piedmont HS & Porter Ridge HS
Southeastern (Eastern)	1.5	85	East Columbus, West Columbus, South Columbus & Whiteville HS
Southwestern (Western)	1	146	Smoky Mountain HS & Jackson County School of the Alternatives
Vance-Granville (Central)	1	220	Granville Central, JF Webb HS, South Granville, Warren New Tech HS & Warren County HS
Western Piedmont (Western)	3	3964	Draughn HS, East Burke HS, Freedom HS, Patton HS, Hallyburton Academy & Burke Middle College
Wilkes (Western)	4	2307	Wilkes Central HS, East Wilkes HS, North Wilkes HS, West Wilkes HS, Ashe HS & Alleghany HS
TOTALS	**84.5**	**27,103**	**57 LEAs**

EMPLOYER ENGAGEMENT

Career Coaches served the community by engaging with the local workforce via meetings with local workforce leaders, chambers of commerce, and other business leaders. During the 2020-2021 academic year 292 workforce engagement activities supported the adjustment to available pathways in order to better meet the state and local workforce need.

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PATHWAY ENROLLMENTS

Pathway enrollment data has been delayed due to the effects of COVID-19. We anticipate receiving this data from the Department of Public Instruction this spring and will provide an addendum when the data is complete.

BARRIERS

The NC Career Coach program has received positive response from both community colleges and employers. However, there are barriers to access for colleges and LEAs.

Match Requirement. Effective July 1, 2019, Senate Bill 61 (Section 3.3) adjusted the matching formula (G.S. 115D21.5(c)(2) b.) based on county tiers. While this was a tremendous show of support from the General Assembly, the dollar-for-dollar matching requirement is still a significant barrier from some colleges, especially small, rural colleges that have limited access to county funds or private funding sources.

Data Collection. Last year the NC Community College System decided to change the format of data collection for all programs. Coaches now collect the PowerSchool ID during all one-on-one student engagement as well as more detailed information about each student contact. The format of collection is labor intensive for the coaches; however, the System Office is able to conduct a data match to the Department of Public Instruction to provide more robust data on the effectiveness of the program.

CONCLUSION

The NC Career Coach Program is successfully helping high school students to choose a viable career path. Although there are only eighty-three (84) Career Coaches statewide, there is broad deployment and strong engagement with coaching students as evidenced by student enrollment in both high school and community college pathways. Career Coaches are also engaging with the local workforce to better align workforce needs with pathways. To further understand program impact at the local level, colleges submitted narratives describing strength and improvement areas (See Appendix 1). These narratives illustrate the creative efforts to guide students on the path through excellent education into the workforce. However, difficulties persist regarding the ability to collect rigorous data as well as manage the impact of COVID-19 on employer and student engagement.

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APPENDIX 1
Selected College Highlights

Beaufort County Community College

"As a career coach it has been my responsibility to expose the students to as many different careers as possible...it is my goal to make sure every student who graduates from CECHS has a career pathway and plan that they can continue to follow even after they graduate. [As a result,] I have partnered with John Deere in Chowan County to get a sponsorship for one of our students to attend Wake Tech Community College enrolling in the John Deere program."

Blue Ridge Community College

"Despite the many challenges of beginning a new school year in the midst of a global pandemic, the career coaches were able to pivot in many ways to continue serving their students in similarly meaningful ways. In the Spring semester, as COVID restrictions were lightening, [one Career Coach] ... facilitated field trips to local manufacturing companies GF Linamar and Meritor, where students were directly exposed to advanced manufacturing jobs."

Caldwell Community College and Technical Institute

"The impact a Career Coach has on high school students depends upon the activities or information shared to familiarize them with the evolving needs of the workplace. It is important to connect the student's interest and skills to a pathway that leads them to a rewarding career opportunity that they choose to pursue. [The Caldwell team provided] six flash mob coordinated dances with Transition Advisor, Counselors, teachers, and administers dressed up as CTE professions (Welder, Plumber, Chef, Nurse, Construction Worker, etc.) to the Space Jam song, "Get Ready For This". This activity took place in the cafeteria during lunches."

Davidson-Davie Community College

"In November of 2020 I started a podcast called "Career Coach Chronicles" that focused on the programs of Davidson-Davie Community College in an effort to get information out to the students and community when I was unable to have the kind of one-on-one (in person) meetings and group session and classroom/ community visits. I was [also] able to connect remotely with some local industries, and toward the end of the school year was able to do three onsite visits with advanced manufacturing companies involved in the Davidson Davie Apprenticeship Consortium; KURZ Transfer Products, Egger Wood Products, and CPM Wolverine Proctor."

Edgecombe Community College

"Career coaches provide one on one advising for students to help them explore possible careers and interests that connect with jobs in our area. The biggest strength is that in a given four-year period our career coaches make contact with every child in our school system."

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Forsyth Technical Community College

"[Our coaches] ...recorded a radio program as part of our Broadcasting Students' final project that showcased the PUSH 21 tutoring program at Parkland while showcasing resources from the Career Development Coordinator as well as the CTE pathways in the Career and College Promise Program. [Coaches]...have worked with the Forsyth Tech Foundation closely this year in advocating for students needs including helping a cohort of students with the supply cost for taking classes in the Welding and Electrical CCP Pathways. [One Coach] personally stepped outside of his comfort zone and created 7 videos and launched the Coach..."2 Minute Drill" series. By leveraging relationships with teachers, counselors, CDCs, and champions in the building, our coaches were able to focus on the little things that made a big difference."

Gaston College

"One of the bigger events this year was the Manufacturing Career Expo virtual event that the Career Coach helped facilitate. During this one-week event, over 700 students watched videos (the link to those videos is here: https://docs.google.com/document/d/1J6HCUyfKzZlTvCvt6CuKjfiNaLflx_wff1I-MZ8FlIU/edit) from over 23 different business and industries in Gaston County. Students were able to hear directly from local employers regarding not only local employment opportunities but also the needed education and experience required to obtain these local jobs."

Lenoir Community College

"Even though [business speakers] were limited in the Fall for students; we were able to start mid Spring semester bringing individuals on campus to speak in small groups. One example, we had two students from North Lenoir along with a couple of students we invited from Greene Central to join us and listen to Charlie Ingle (physical therapist from Select Physical Therapy) discuss "A Day in the life of a Physical Therapist! And what it takes to get into Physical Therapy school". Mr. Ingle also brought a student from ECU who happened to be on her first day of clinicals with Select. Ironically, Mrs. Ashley King is a former student from Jones Senior who also is a former LCC CCP student in which she graduated high school with her Associates degree. It was a great session of collaboration with our neighboring high schools, and it gave each of the attendees a better understanding of what the day to day operations of a Physical Therapist looks like."

Rockingham Community College

"Please click...the link below to view a student lead session in the machining lab. The student was teaching the Career Coach how to set the tool on reference 0 to the part and turn the shoulder on the machine.
https://rcc365-
my.sharepoint.com/:v:/g/personal/galloways_rockinghamcc_edu/EYrWBxrDVaRHkuaUxsY1I5YB7v03N_u8YRawt1SFKu7mZw?e=EtvXuT."

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APPENDIX 2

Career Coaches by Region

REGION	COLLEGE	TOTAL # OF COACHES AS OF 8/1/21	LEA	MATCHING FUND SOURCE
Central	Alamance	**2**	Alamance-Burlington School System	Alamance-Burlington School System
	Central Carolina	**4**	Chatham County Schools, Lee County Schools, & Harnett County Schools	Institutional Funds
	Durham	**1**	Durham Public Schools	Local Funds
	Forsyth	**4**	Winston-Salem/Forsyth County Schools	College Foundation Funds
	Johnston	**2**	Johnston County Schools	College Institutional Funds
	Piedmont	**2**	Person County Schools & Caswell County Schools	County funds
	Randolph	**3**	Asheboro City Schools & Randolph County Schools	College Institutional Funds
	Rockingham	**1**	Rockingham County Public Schools	College Institutional Funds
	Rowan-Cabarrus	**4**	Rowan Salisbury School System	College Institutional Funds
	South Piedmont	**4**	Anson County & Union County Public Schools	College Institutional Funds
	Vance-Granville	**1**	Granville County Schools & Warren County Schools	Institutional and County Funds
Eastern	Beaufort County	**3**	Bertie County & Martin County Schools	No match required
	Bladen	**1**	Bladen County Schools	Local Funds
	Brunswick	**2**	Brunswick County Public Schools	College Institutional Funds

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REGION	COLLEGE	TOTAL # OF COACHES AS OF 8/1/21	LEA	MATCHING FUND SOURCE
	Cape Fear	**1**	New Hanover County Schools	College Institutional Funds
	Carteret	**2**	Carteret County Public Schools	College Institutional Funds
	Edgecombe	**2**	Edgecombe County Public Schools	College Institutional Funds
	Halifax	**1**	Halifax County Schools	College Institutional Funds
	James Sprunt	**1**	Duplin County Schools	No match required
	Lenoir	**2**	Lenoir County Public Schools & Greene County Schools	College Institutional Funds, College Foundation Funds, Lenoir County Schools and Greene County Schools
	Martin	**2**	Bertie County & Martin County Schools	No match required
	Nash	**2**	Nash-Rocky Mount Schools	College Institutional Funds
	Pitt	**3**	Pitt County Schools	College Institutional Funds
	Sampson	**2**	Clinton City Schools & Sampson County Schools	No match required
	Southeastern	**1**	Columbus County Schools & Whiteville City Schools	County funds and Columbus County Industry Group Funds
Western	Asheville-Buncombe	**1**	Madison High School	Madison County Schools Funds, College Institutional Funds
	Blue Ridge	**3**	Transylvania County Schools & Henderson County Schools	County Funds
	Caldwell	**4**	Caldwell County Schools	College Institutional Funds
	Central Piedmont	**1**	Mecklenburg County Schools	Sugar Creek Charter School Funds & College Institutional Funds

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REGION	COLLEGE	TOTAL # OF COACHES AS OF 8/1/21	LEA	MATCHING FUND SOURCE
	Cleveland	**3**	Cleveland County Schools	College Institutional Funds
	Davidson-Davie	**2**	Davie County & Davidson County Schools	County Funds
	Gaston	**2**	Gaston County Schools & Lincoln County Schools	College Institutional Funds
	Haywood	**2**	Haywood County Schools	College Foundation Funds
	Isothermal	**1**	Rutherford County Schools	College Institutional Funds
	McDowell	**2**	McDowell County Schools	County Funds, CFI
	Mitchell	**1**	Iredell-Statesville Schools	College Institutional Funds
	Southwestern	**1**	Jackson County Schools	College Institutional Funds
	Western Piedmont	**3**	Burke County Public Schools	College Institutional Funds
	Wilkes	**4**	Wilkes County Schools	College Institutional Funds

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APPENDIX 3
Selected COVID Concerns & Strategies

Isothermal Community College

"In the Fall 2020 semester, ...40% of the high school student population chose remote learning, reducing access to students. Another significant challenge was getting students to prioritize career and academic planning when they had so many immediate demands on their time. When speaking with students, they identified work and family responsibilities as their main priority. Some students I spoke with were working full-time jobs, taking a full course load, and caring for younger siblings during the school day."

Gaston College

"Due to COVID there was limited opportunity for the career coach and local industry to come together to share important information with high school students. As a result, the Career Coach, the Lincoln County School CTE department, and the Lincoln Economic Development Association partnered to launch a new website with informational links and videos about opportunities at each high school, at over 16 different local companies, and training/career options. Link to site: https://edgefactor.com/lincolnnc."

McDowell Technical Community College

"Students in grades 9-12 are provided Chromebooks by the school system. However, less than 50% of McDowell County residents have access to the internet at their homes. Wi-fi hotspots were established at McDowell Tech and all McDowell County Schools campuses. Transportation to these sites proved problematic for many students. Contact with students and their families became unreliable, and oftentimes abated, with the high schools and college. As a whole, student (and parent) engagement were markedly decreased than in years passed. Events previously hosted were significantly altered."

Western Piedmont Community College

"EMT was offered at Patton High School this year. Students from East Burke High School and Freedom High School enrolled in the class as well. These students were given a unique opportunity to help with clinics giving Covid-19 vaccinations. One student was credited with giving over 200 vaccinations. Upon successful completion of the course and passing the appropriate tests, these students will be well on their way to becoming EMT personnel."

Forsyth Technical Community College

"There were many roadblocks and difficulties experienced this year due to COVID19. However, the Career Coach along with various departments was able to meet such challenges to help create normalcy for students. Some initiatives taken by Forsyth Tech include paying all fees for high school students taking up to 6 SHC through the dual enrollment program. Students were able to receive assistance through ForsythTechCares like financial or personal such as food."

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