



**NORTH CAROLINA COMMUNITY COLLEGE SYSTEM**

*Thomas A. Stith III*

*President*

**NUMBERED MEMO CC21-022**

**TO:** Members of the State Board of Community Colleges  
Community College Presidents  
Chairs of the Boards of Trustees  
Community College Chief Academic Officers, Chief Admissions Officers, Basic Skills Directors, Business Officers, Continuing Education Officers, Chief Financial Officers, Financial Aid Officers, Public Information Officers, Registrars, Student Development Administrators, & Other Interested Parties

**FROM:** Tawanda Foster Artis  
General Counsel

**DATE:** April 20, 2021

**SUBJECT:** Proposed Adoption of Title 4—ApprenticeshipNC, Chapter B. Equal Employment Opportunity in Apprenticeship

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The State Board of Community Colleges has initiated the rulemaking process to adopt a new title into the State Board Code, Title 4—ApprenticeshipNC. Within this Title, there are two chapters: Chapter A. General Provisions and Chapter B. Equal Employment Opportunity in Apprenticeship. Chapter B. only contains one rule, 4B SBCCC 100.1, which incorporates into the State Board Code the federal rules that govern equal opportunity in registered apprenticeships.

**The proposed rule is published on the NC Community College System's website, [www.nccommunitycolleges.edu/sbcccode](http://www.nccommunitycolleges.edu/sbcccode).** For your convenience, a copy of the proposed rule is attached to this memorandum. Strikethroughs indicate deletions of language and underlines indicate additions of language.

Any member of the public has the right to submit written comments on the proposed rule. Please note that any person who submits comments on behalf of their community colleges should comply with the college's local process for submitting comments on a proposed rule. Written comments on the rule must be received by no later than 5:00 p.m. on May 20, 2021. Any member of the public has the right to request a hearing on the proposed rule. Requests for a hearing must be received by no later than 5:00 p.m. on May 5, 2021. Written comments and requests for

hearing shall be directed to the following address: Tawanda Foster Artis, 5001 Mail Service Center, Raleigh, NC 27699-5001 or by email to [publiccomments@nccommunitycolleges.edu](mailto:publiccomments@nccommunitycolleges.edu).



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## State Board of Community Colleges Code

### Title 4. APPRENTICESHIPNC

#### Chapter B. EQUAL EMPLOYMENT OPPORTUNITY IN APPRENTICESHIP

##### 4B SBCCC 100.1 – Adoption of Federal Rules Regarding Equal Employment Opportunity in Apprenticeship

As the State Apprenticeship Agency, the North Carolina Community Colleges System Office (through ApprenticeshipNC) is responsible for implementing equal opportunity standards relating to apprenticeship. These standards are established in Title 29, Part 30 of the Code of Federal Regulations. The following federal regulations are hereby incorporated and adopted, to be administered by ApprenticeshipNC:

- (a) 29 CFR 30.2 – Definitions.
- (b) 29 CFR 30.3 – Equal opportunity standards applicable to all sponsors.
- (c) 29 CFR 30.4 – Affirmative action programs.
- (d) 29 CFR 30.5 – Utilization analysis for race, sex, and ethnicity.
- (e) 29 CFR 30.6 – Establishment of utilization goals for race, sex, and ethnicity.
- (f) 29 CFR 30.7 – Utilization goals for individuals with disabilities.
- (g) 29 CFR 30.8 – Targeted outreach, recruitment, and retention.
- (h) 29 CFR 30.9 – Review of personnel processes.
- (i) 29 CFR 30.10 – Selection of apprentices.
- (j) 29 CFR 30.11 – Invitation to self-identify as an individual with a disability.
- (k) 29 CFR 30.12 – Recordkeeping.
- (l) 29 CFR 30.13 – Equal employment opportunity compliance reviews.
- (m) 29 CFR 30.14 – Complaints.
- (n) 29 CFR 30.15 – Enforcement actions.
- (o) 29 CFR 30.16 – Reinstatement of program registration.
- (p) 29 CFR 30.17 – Intimidation and retaliation prohibited.
- (q) 29 CFR 30.19 – Exemptions.

1 *History Note: Authority G.S. 115D-11.6; 115D-11.7; 115D-11.8*

2 *Eff. \_\_\_\_\_*

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