



NORTH CAROLINA COMMUNITY COLLEGE SYSTEM

Thomas A. Stith III

President

NUMBERED MEMO CC21-040

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: August 25, 2021

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

On August 20, 2021, the State Board of Community Colleges voted 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 adoption will be effective September 1, 2021. The new title will be published on the NC Community College System’s website, www.nccommunitycolleges.edu/sbcccode. For your convenience, a copy of the rule in its final form is attached to this memorandum.



1 **State Board of Community Colleges Code**
2 **Title 4. APPRENTICESHIPNC**

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4 **Chapter B. EQUAL EMPLOYMENT OPPORTUNITY IN APPRENTICESHIP**

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6 **4B SBCCC 100.1 – Adoption of Federal Rules Regarding Equal Employment**
7 **Opportunity in Apprenticeship**

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9 As the State Apprenticeship Agency, the North Carolina Community Colleges System
10 Office (through ApprenticeshipNC) is responsible for implementing equal opportunity
11 standards relating to apprenticeship. These standards are established in Title 29, Part
12 30 of the Code of Federal Regulations. The following federal regulations are hereby
13 incorporated and adopted, to be administered by ApprenticeshipNC:

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

Title 4 Chapter B. is adopted as follows:

- 1 *History Note: Authority G.S. 115D-11.6; 115D-11.7; 115D-11.8*
- 2 *Eff. [September 1, 2021](#)*