STATE BOARD OF COMMUNITY COLLEGES
Mr. Thomas Looney, Chair
September 20, 2024
North Carolina Community College System
Haywood Community College, Juniper Building, Room 6105
185 Freedlander Drive
Clyde, North Carolina 28721

Wednesday, September 18, 2024

Community Tour – Canton, NC	11:00 a.m. - 1:00 p.m.	Southern Porch, Canton, NC
Planning Sessions	1:30 p.m. – 4:30 p.m.	Juniper Building, Room 6105

System Office Culture and Organization
Labor Market & Outcomes Data Insights, and Tools
Deploying an Integrated Marketing Strategy

Thursday, September 19, 2024

Planning Sessions	8:30 a.m. – 11:30 a.m.	Juniper Building, Room 6105

Modernizing Technology Business Model
Strategies for Driving System Innovation
Operationalizing the Propel NC Business Model

HAYWOOD TOUR AND LUNCH	11:45 a.m. – 1:45 p.m.	Juniper Building, Room 6105

Haywood Community College Tour

Presenters:
Dr. Shelley White, President of Haywood Community College

COMMITTEE MEETINGS

Personnel Committee	2:00 p.m. – 2:25 p.m.	Juniper Building, Room 6105
Finance Committee	2:30 p.m. – 3:25 p.m.	Juniper Building, Room 6105
Programs and Student Success Committee	3:30 p.m. – 4:45 p.m.	Juniper Building, Room 6105

Friday, September 20, 2024

BOARD MEETING	9:00 a.m.	Juniper Building, Room 6105

- Call to Order
- Roll Call
- Ethics Awareness and Identification of Conflicts or Potential Conflicts of Interest
- Approval of Minutes – August 16, 2024
- Approval of Agenda
- Approval of Consent Agenda *(Consent Agenda items are listed on the Consent Agenda and designated on the Full Agenda)*

REPORTS

NC Association of Community College Presidents, Mr. David Heatherly, President
NC Association of Community College Trustees, Mr. Jerry Church, Chairman Caldwell CC&TI and Member NCACCT Executive Board
NC Comprehensive Community College Student Government Association (N4CSGA), Ms. Jennifer Maldonado-Castro, President
NC Community College Foundation, Mr. Donny Hicks, Chairman

PERSONNEL COMMITTEE, Mr. Bill McBrayer, Vice-Chair

For Information:

System Office Vacancy Report – September 2024 (Attachment PER 01)
College Presidential Status Report – September 2024 (Attachment PER 02)

FINANCE COMMITTEE, Ms. Lisa Estep, Chair

For Action

Annual Review of Finance Committee Charter (Attachment FC 01)
Contract for Managed Services Support for ERP Modernization (Attachment FC 02)
Proposed Amendment 1E SBCCC 700.2 – Student Activity Fees (Attachment FC 03)
State Board Reserve Funds (Attachment FC 04)
State Board Reserve Funds – Advance, NC (Attachment FC 05)

For Consent Approval

Allocation for Food and Nutrition Services Employment and Training Program Grant (Attachment FC 06)
Allocation for Digital Navigator Project (Attachment FC 07)
Allocation for High-Cost Healthcare Workforce Start-Up and Expansion Fund (Attachment FC 08)
Construction and Property – September 2024 (Attachment FC 09)

For Information

Business and Finance Organizational Chart (Attachment FC 10)
College Budget and Accounting System (Attachment FC 11)
College Capital Delegated Authority (Attachment FC 12)
Annual Report to the State Building Commission on Construction Delegation Authority (Attachment FC 13)

PROGRAMS AND STUDENT SUCCESS COMMITTEE, Ms. Sarah West, Chair

For Future Action

Joint Annual Report to the North Carolina General Assembly Career and College Ready Graduate (CCRG) Program Outcome (Attachment PROG 01)
2023-24 Annual Report to the Joint Legislative Committee - Career Coach (Attachment PROG 02)
Tri-County Community College In-State Tuition Pilot Program Legislative Update August 2024 (Attachment PROG 03)

For Action

Annual Approval of the Programs and Student Success Charter (Attachment PROG 04)

For Consent Agenda

Curriculum Program Applications – Fast Track for Action (Attachment PROG 05)

Combined Course Library – Workforce Continuing Education and College & Career Readiness (Attachment PROG 06)

For Information

ApprenticeshipNC Annual Report FY 2023-2024 (Attachment PROG 07)

Legislative Report: Surry Community College's MOU with Northern Regional Hospital (Attachment PROG 08)

Curriculum Program Applications as Approved by the System President (Attachment PROG 09)

Curriculum Program Terminations as Approved by the System President (Attachment PROG 10)

NCCCS PRESIDENT'S REPORT

NEW BUSINESS

EXPIRING TERMS AND VACANCIES

There are currently no expiring terms and no vacancies for membership of the State Board.

BOARD MEMBERS QUESTIONS/COMMENTS

DATE OF FUTURE MEETINGS

The next State Board meeting is scheduled for Thursday, October 17, 2024, through Friday, October 18, 2024, in the Dr. W. Dallas Herring State Board Room located in the Caswell Building in Raleigh, NC. More information regarding these meetings will be communicated.

ADJOURNMENT

Questions relating to items on the Agenda should be addressed to the Office of State Board Affairs at (919) 807-6970 or by e-mail at stateboard@nccommunitycolleges.edu

CONSENT AGENDA

FINANCE COMMITTEE, Ms. Lisa Estep, Chair

For Consent Approval

Allocation for Food and Nutrition Services Employment and Training Program Grant (Attachment FC 06)
Allocation for Digital Navigator Project (Attachment FC 07)
Allocation for High-Cost Healthcare Workforce Start-Up and Expansion Fund (Attachment FC 08)
Construction and Property – September 2024 (Attachment FC 09)

PROGRAMS AND STUDENT SUCCESS COMMITTEE, Ms. Sarah West, Chair

For Consent Agenda

Curriculum Program Applications – Fast Track for Action (Attachment PROG 05)
Combined Course Library – Workforce Continuing Education and College & Career Readiness (Attachment PROG 06)

State Board of Community Colleges
Caswell Building, 200 West Jones Street
Raleigh, North Carolina
August 16, 2024
9:00 a.m.

CALL TO ORDER

Following proper public notification, Chair Thomas Looney called the State Board of Community Colleges (SBCC) Meeting to order at 9:02 a.m. in Dr. W. Dallas Herring State Board Room of the Caswell Building. Chair Looney welcomed the Board.

ROLL CALL

Dr. Deborah Lamm called the roll, and the following members were present:

Ms. Paula Benson
Dr. Grant Campbell
Dr. Shirley Carraway
Ms. Lisa Estep
Treasurer Dale Folwell*
Mr. Jonathan Harris
(designee for Lt. Gov.)
Mr. John Kane*
Mr. Geoffrey Lang
Mr. Tom Looney
Ms. Jennifer Maldonado-Castro
Mr. Bill McBrayer*
Mr. Mark Merritt
The Hon. David Price*
The Hon. Ray Russell
Ms. Julie Ryan
Mr. Sam Searcy
Mr. Ray Trapp*
The Hon. Terry Van Duyn
Ms. Sarah West*
Ms. Ann Whitford

* Attended via Zoom
Absent: The Hon. Chaz Beasley and Mr. Hari Nath

ETHICS AWARENESS AND IDENTIFICATION OF CONFLICTS OF INTEREST

Ms. Jonnell Carpenter reminded members of the Board of the ethics requirements and requested members to identify any conflicts or potential conflicts of interest.

APPROVAL OF THE MINUTES

Chair Looney asked for a motion to approve the minutes from July 19, 2024. Dr. Campbell moved to approve the motion, Treasurer Folwell seconded the motion, and the motion was unanimously approved by voice vote.

APPROVAL OF THE AGENDA, AND CONSENT AGENDA

Chair Looney polled the committee chairs as to any changes to the agenda. The following additional changes were requested to the agenda.

- Programs and Student Success – Dr. Shirley Carraway requested to move PROG 03 from Consent Agenda to For Future Action.
- Finance – Ms. Lisa Estep stated there are no changes to the agenda.
- Accountability and Audit – Mr. Mark Merritt requested to move AUD 02 from Consent Agenda to For Future Action
- State Board Policy Governance – Hon. Sam Searcy stated there are no changes to the agenda.
- Personnel – Mr. Lang stated there are three (3) items for Closed Session.

Chair Looney asked for a motion to approve the amended August 16, 2024, agenda. Dr. Campbell moved to approve the motion, seconded by Hon. Searcy, and the motion was unanimously approved by voice vote.

Chair Looney asked for a motion to approve the August 16, 2024, Consent Agenda. Dr. Campbell moved to approve the motion, seconded by Hon. VanDuyn, and the motion was unanimously approved by voice vote.

Items approved on the Consent Agenda were as follows:

PROGRAMS AND STUDENT SUCCESS COMMITTEE, Ms. Sarah West, Chair

For Consent Agenda

Curriculum Program Applications – Fast Track for Action (Attachment PROG 02)

~~Annual Review of the Programs and Student Success Charter (Attachment PROG 03)~~

FINANCE COMMITTEE, Ms. Lisa Estep, Chair

For Consent Approval

Allocation for Customized Training – Regional Trainers (Attachment FC 02)
Allocation for High-Cost Workforce Start-Up and Expansion Fund (Attachment FC 03)
Construction and Property – August 2024 (Attachment FC 04)

ACCOUNTABILITY AND AUDIT COMMITTEE, Mr. Mark Merritt, Chair

For Consent

~~Annual Review of the Accountability and Audit Committee Charter (Attachment AUD 02)~~

STATE BOARD POLICY GOVERNANCE AND PERSONNEL JOINT COMMITTEE MEETING, Mr. Sam Searcy, Vice-Chair and Mr. Bill McBrayer, Chair

For Consent Approval

Recommendation for Initial Proprietary School Licensure (Attachment SBPG 02)
Annual Review of the State Board Policy Governance Committee Charter (Attachment SBPG 03)
Annual Review of the Personnel Committee Charter (Attachment PER 01)

REPORTS:

DRAFT

President David Heatherly, President of the North Carolina Association of Community College Presidents (NCACCP)

Chair Looney welcomed President Heatherly for his first monthly report as president of NCACCP. The Board welcomes his leadership.

President Heatherly expressed his pleasure in addressing the State Board. He humorously acknowledged his recent election and the strong support from his board members, including Vice President Dr. Mandy Lee, Secretary JB Buxton, Treasurer Greg McLeod, and Past President Laura Leatherwood.

President Heatherly celebrated the success of the recent NCACCP conference, led by President Leatherwood, and extended gratitude to the host colleges. He also expressed sincere appreciation for Chair Looney and the Hon. Terry Van Duyn's participation and their recognition of outgoing President Leatherwood and retiring Dr. Dale McInnis.

In his report, President Heatherly highlighted a recent collaborative meeting with the North Carolina Association of Community College Trustees, System President Jeff Cox, Trustee Association President Julie Woodson, and Surry Community College President David Shockley. The meeting focused on shared perspectives and the importance of open communication for continuous improvement across the system.

President Heatherly conveyed the presidents' appreciation for the steps taken toward the Propel NC initiative, emphasizing the need for continued efforts to secure enrollment growth funding, especially with the ongoing increase in student numbers. He urged for additional funding to meet the demands of students, businesses, and industries, noting the likely extension of the legislative short session until after the election.

He concluded by reaffirming the commitment of community colleges to educational quality, student success, teamwork, partnerships, and workforce and economic development, expressing enthusiasm for the upcoming academic year and continued collaboration with the State Board.

Chair Looney expressed strong support for addressing the impact of enrollment growth funding on community colleges. He commended President Heatherly for his advocacy, emphasizing that this is the top priority for the colleges and the Board.

Chair Looney praised the NCACCP for organizing a successful meeting in Asheville and highlighted the recognition of Dr. Dale McInnis and Dr. Laura Leatherwood for their contributions. Chair Looney concluded by urging the NCACCP to "move faster than the speed of business" under Heatherly's leadership, noting his confidence in Heatherly's ability to drive progress.

Ms. Julie Woodson, President and CEO of the North Carolina Association of Community College Trustees (NCACCT) Executive Board

Ms. Woodson began by expressing her gratitude for the opportunity to address the Board. She praised President Heatherly for his exceptional leadership and long service at Coastal Carolina, highlighting his ability to build consensus and his impressive qualities.

Ms. Woodson then previewed the upcoming Trustees Leadership Seminar scheduled to take place in Asheville. She mentioned that the seminar will feature keynote speaker Laura Ulrich, who will discuss economic data and its impact on higher education in North Carolina. Additionally, the seminar will include sessions led by John Loyack, focusing on economic development partnerships; Dr. Philip Price, covering fiscal and management practices; and Dr. Zach Barricklow, addressing system-wide initiatives impacting rural community colleges. Dr. Jeff Cox will also lead a session on the importance of trustee engagement.

She also highlighted the orientation for new trustees that will be part of the seminar, along with local onboarding sessions at community colleges. These initiatives aim to help new trustees understand their roles and responsibilities effectively. Ms. Woodson noted that trustees are actively working with their presidents to communicate with legislators about key priorities, including Propel NC and enrollment growth funding.

Ms. Woodson concluded by thanking the Board for their continued support and collaboration with the Trustees Association and inviting any questions regarding her report.

Chair Looney addressed the registration deadline for the upcoming trustees' event, noting that while the official registration period may have closed, exceptions could be made if board members wanted to attend. He encouraged members to contact Ms. Woodson directly for any last-minute arrangements.

Chair Looney highlighted ongoing efforts to enhance the effectiveness of the System Advisory Council. Chair Looney mentioned that the Council, originally established in 2017, had not fully met its advisory role and was more focused on reporting rather than actively shaping discussions. He indicated that there was a consensus among the leadership to revamp the Council to make it more impactful and relevant to the issues facing community colleges.

Ms. Jennifer Maldonado-Castro, President of the North Carolina Comprehensive Community College Student Government Association (N4CSGA)

Ms. Maldonado-Castro addressed the State Board of Community Colleges, expressing her gratitude for the opportunity to present. She outlined two main goals for the upcoming school year. The first goal is to unite the 58 community colleges and increase their participation in N4CSGA. This will involve reimagining communication strategies, fostering connections, and reaching out to colleges that are not currently engaged. A letter emphasizing the importance of student involvement will be sent to the Presidents' Association. Additionally, a Student Presidents' Association will be created to establish direct contact between Maldonado-Castro and local SGA leaders.

The second goal is to address period poverty among community college students, staff, and stakeholders. Period poverty refers to the lack of access to affordable menstrual products and hygiene facilities, which affects physical and mental health. N4CSGA will distribute a survey to all 58 community colleges to assess the impact and explore potential community partnerships to address this issue.

Maldonado-Castro also provided updates on upcoming events, including the fall conference at Forsyth Community College from October 18th to 20th, and division meetings on September 21st, hosted by Randolph Community College, Mitchell Community College, and Carteret Community College. She encouraged the board to visit their website and social media for the latest updates and engagement opportunities.

She concluded by inviting questions and expressed appreciation for the support from the State Board.

Mr. Lang asked how the N4CSGA hopes to use the results of the survey to act. Ms. Maldonado-Castro explained that the survey will guide their next steps and help identify effective solutions. She shared that the focus on period poverty emerged from a spring conference discussion among students. The aim is to assess how different community colleges are addressing the issue and to determine future actions based on the data collected.

Chair Looney suggested that trustees might be able to assist by influencing local governments or counties to support efforts addressing period poverty. He encouraged engaging trustees in this initiative. Looney also highlighted the support from board members Mr. Harris and Mr. Trapp and encouraged Maldonado-Castro to collaborate with Katie Loovis from the foundation to enhance event planning and sponsorships to amplify the efforts of the N4CSGA.

Mr. Donny Hicks, Chair of the North Carolina Community College Foundation

Chair Donnie Hicks provided an update on upcoming key initiatives.

The Foundation will begin fundraising earlier for the 2025 Community College Awards Dinner to build on the success of the 2024 event. Ms. Loovis has a one-page document outlining the ask. They are seeking sponsorships and will have a committee that requires active participation. Chair Hicks invited system members to join this committee for comprehensive, ongoing involvement.

The Foundation is preparing to launch and run a major fundraising campaign. This will involve collaboration with the system to identify fundable priorities and a feasibility study. The goal is to align the campaign with system needs and to potentially raise $100 million.

The Foundation is hosting Future Planning, regional forums to explore the impact of emerging technologies like AI on community colleges. This effort, in partnership with various organizations, aims to anticipate changes and adapt to future job market needs. The forums will be held at community college campuses across the state from 10 a.m. to 2 p.m., with complimentary lunch provided. Hicks emphasized the need to navigate these technological challenges together, aiming to stay ahead and adapt to rapid changes.

The 2025 Community College Awards will likely follow a similar format to 2024, with potential new elements under consideration. The awards ceremony will take place at the Umstead Hotel again, reflecting positive feedback from the previous year.

Chair Looney expressed enthusiasm for the upcoming awards and emphasized the need for collaboration and creativity in shaping the event. Ms. Loovis, the foundation's director, was also praised for her efforts in elevating the foundation's work and handling the logistics effectively.

Chair Hicks expressed gratitude to Dr. Cox and Chair Looney for their exceptional support over the past 15 months. He acknowledged the significant efforts made by both in working with the foundation and their dedication to accelerating business operations. Hicks highlighted the dynamic growth in North Carolina, noting its high business rankings and the challenge of scaling to meet increased demands. He commended the collaboration between the foundation and system leadership and emphasized their readiness to address these challenges. Chair Hicks acknowledged the tremendous amount of effort and time contributed by both Chair Looney and Dr. Cox. He highlighted their shared commitment to advancing the system and their vision for moving at a pace faster than business.

Chair Looney emphasized the importance of integrating efforts to match the state's rapid growth and expressed optimism about the opportunity to elevate operations. He also mentioned successful engagement events and the upcoming award nominations, noting that they would be open next week through October, with selection in November. The format for the 2025 awards event will remain largely the same, with potential new elements under consideration.

Ms. Loovis provided an update on the 2025 awards event, noting that the format will largely remain the same as last year. There will be consideration of new elements such as guest speakers and reflecting on historical figures like Dallas Herring and Governor Scott. The event will be held at the Umstead Hotel again due to positive feedback.

Chair Looney praised Ms. Loovis for her significant contributions as a solo department member and underscored the meaningful work of supporting community college student success. He concluded by thanking everyone for their continued collaboration and invited any questions.

Dr. Jeff Cox, President of the North Carolina Community College System

President Cox began by acknowledging and welcoming local presidents, Trustees Association representatives, and foundation staff, including the newest team member, Amy Mast, who is transitioning from Atlanta and will be the liaison for the State Board.

He then provided an overview of the leadership development initiative underway at the System Office, emphasizing the implementation of Franklin Covey's "4 Disciplines of Execution." These disciplines include focusing on one crucial goal, acting on lead measures, maintaining a compelling scoreboard, and creating a cadence of accountability. President Cox highlighted how this approach will help align

with the vision and strategic plan, enhance cross-functional collaboration, and integrate well with Agile and Lean Six Sigma methodologies.

President Cox outlined the main strategic goal of increasing the number of credential earners in high-demand, high-wage sectors by 2025, aligning with the Propel NC initiative. He detailed five broad areas of focus for the System office: modernizing technology and data infrastructure, updating funding and financial systems, optimizing operational efficiencies, executing marketing and enrollment strategies, and expanding resources and support for colleges.

He discussed how individual strategies will support these broad categories and emphasized the alignment of all staff performance management plans with these goals. The approach aims to ensure that every team and individual is contributing to the overall objectives.

President Cox concluded with a student success story from Surrey Community College. Kayla Wall, a high school senior who participated in the teacher preparation pathway and pre-apprenticeship program through Surry Yakin Works, has achieved 34 college credit hours and plans to pursue a degree in elementary education. This story exemplifies the impactful work being done across the state's community colleges.

President Cox ended the report by inviting questions from the Board.

PROGRAMS AND STUDENT SUCCESS COMMITTEE, Dr. Shirley Carraway, Vice-Chair

For Action

Customized Training Annual Expenditures Report 2023-2024 (Attachment PROG 01)

Dr. Carraway stated that the committee reviewed PROG 01 - Customized Training Annual Expenditures Report for 2023-24, which supports economic development by offering education and training services through the state's 58 community colleges. The program aims to enhance job growth, technology investment, and productivity. The report, required by general statutes, provides data on projects, expenditures, training numbers, and companies served from July 1, 2023, to June 30, 2024. Mr. Loyack summarized the report for the committee, highlighting economic development activities and opportunities for 2024.

On behalf of the Programs and Student Success Committee, Dr. Carraway recommended and moved for approval of PROG 01 as presented. Motion carried.

For Consent Agenda

Curriculum Program Applications – Fast Track for Action (Attachment PROG 02)
Annual Review of the Programs and Student Success Charter (Attachment PROG 03)

For Information

Curriculum Standard Revision as Approved by the System President (Attachment PROG 04)

Curriculum Program Terminations as Approved by the System President (Attachment PROG 05)

FINANCE COMMITTEE, Ms. Lisa Estep, Chair

For Action

State Aid Allocations and Budget Policies (Attachment FC 01)

Ms. Estep shared that the Finance Committee discussed the State Aid Allocation and Budget Policies (Attachment FC 01), also known as the Budget Book or Budget Bible. During the committee meeting, Mr. Alex Fagg and Dr. Phillip Price provided a joint presentation. This presentation reviewed the legislative structure, the differences between long and short sessions, communication with legislative partners, and advocacy efforts related to Propel NC and enrollment growth funding.

The budget includes a 3% salary increase for faculty and staff, with most funds (94%) allocated through the funding formula, over 5% through categorical allocations, and about 1% through performance funding. The allocation aims to address enrollment growth without reducing funds for colleges experiencing growth. Advocacy efforts will continue.

On behalf of the Finance Committee, Ms. Estep recommended and moved for approval of FC 01 as presented to initiate the public comment period. Motion carried.

For Consent Approval

Allocation for Customized Training – Regional Trainers (Attachment FC 02)
Allocation for High-Cost Workforce Start-Up and Expansion Fund (Attachment FC 03)
Construction and Property – August 2024 (Attachment FC 04)

For Information

State Board Reserve Year End Report (Attachment FC 05)
Annual Review of the Finance Charter (Attachment 06)

ACCOUNTABILITY AND AUDIT COMMITTEE, Mr. Mark Merritt, Chair

For Action

FY 2025 System Office Risk Assessment and Audit Plan (Attachment AUD 01)

Mr. Merritt stated that this is one of the most crucial meetings of the year. Mr. David King had reviewed the Risk Assessment and Audit Plan for the committee. The audit plan was developed through interviews with 31 management members. Risk ranking was decided in collaboration with Dr. Cox and Dr. Gold. The responsibility for managing risk falls on Dr. Cox and his team, Mr. King's role is to audit and provide recommendations for addressing any identified issues. The committee faces constraints due to having only one internal auditor, which limits the ability to conduct more than two risk-based audits annually.

The audit plan for 2025 will focus on document retention and procurement processes. However, the committee acknowledges the need for additional resources to enhance internal audit capabilities. Potential solutions include advocating for increased legislative support or engaging external resources for critical audit priorities. The committee has noted strong implementation of audit recommendations, highlighting the value of the internal audit process. Mr. King has made significant progress and is on track with statutory reporting requirements.

The committee recommends adopting the 2025 audit plan and will continue to explore strategies for improving internal audit and risk management capabilities.

On behalf of the Accountability and Audit Committee, Mr. Merritt recommended and moved for approval of AUD 01 as presented. Motion carried.

For Consent

Annual Review of the Accountability and Audit Committee Charter (Attachment AUD 02)

For Information

Engagement Results: Follow-Up Engagement (Attachment AUD 03)
Engagement Results: EAGLE Engagement Results (Attachment AUD 04)
Engagement Results: Self-Assessment Maturity Model (SAMM) (Discussion Only)
FY 2025 Internal Audit Ethics Attestation (Attachment AUD 05)
Internal Audit Charter Review (Discussion Only)
Annual Report with Performance Metrics (Attachment AUD 06)

Information Technology Quarterly Report - Cybersecurity and Enterprise Resource Planning (Attachment AUD 07)

In the area of cyber security, the report underscored notable progress, thanks to resources obtained from the General Assembly. The cyber security team, led by Steven Reeves and Patrick Fleming, has effectively managed this high-risk area, demonstrating how adequate resource allocation can lead to positive outcomes.

STATE BOARD POLICY AND GOVERNANCE and PERSONNEL JOINT COMMITTEE,
Hon. Sam Searcy, Vice-Chair and Mr. Geoffrey Lang, Vice-Chair

For Action:

Amendment to 1C SBCCC 300.1 – Presidential Selection Process – Delegate Authority to Personnel Committee (Attachment SBPG 01)

Hon. Searcy shared that the State Board Policy and Governance Committee met in a joint session with the Personnel Committee. He presented the SBCC Code amendment that was discussed extensively at the last meeting.

On behalf of the State Board Policy and Governance Committee, Hon. Searcy recommended and moved for approval of SBPG 01 as presented. Motion carried.

For Consent Approval:

Recommendation for Initial Proprietary School Licensure (Attachment SBPG 02)
Annual Review of the State Board Policy and Governance Charter (Attachment SBPG 03)
Personnel Committee Charter (Attachment PER 01)

For Information:

2024 Annual Report of Proprietary Schools of North Carolina (Attachment SBPG 04)
System Office Vacancy Report – August 2024 (Attachment PER 02)
College Presidential Status Report – August 2024 (Attachment PER 03)

Closed Session

Mr. Lang moved to go into closed session pursuant to General Statute 143-318.11(a)(1) to prevent the disclosure of information that is confidential or privileged pursuant to North Carolina General Statute 115D-27 and pursuant to North Carolina General Statute 143-318.11(a)(6) to prevent the disclosure of information that is confidential or privileged and to consider the qualifications, competence, performance, character, and fitness of individual prospective public employees. Treasurer Folwell seconded the motion.

The State Board went into closed session at 10:12am.

Once the business was completed, the State Board came back into open session at 10:30am.

NEW BUSINESS

Chair Looney opened the floor for any new business.

Dr. Carraway stated she is very proud of the 58 community colleges, but especially proud of Eastern North Carolina colleges. The North Carolina East Alliance sponsored workforce development workshops across eastern North Carolina for teachers to help them learn how to give students a clear picture of job opportunities. Dr. Carraway said that she is proud of how it was such a collaborative project. The teachers received a stipend, so they were able to attend for free. The sessions were lead by community college staff. Aviation Science was at COA on the Currituck campus, BioPharma manufacturing was at PCC, Green Energy was at Halifax Community College, Blue Economy was at Carteret Community College, Health Science was at COA in Elizabeth City, Smart Agriculture was at James Sprunt, and Aviation Science was at Craven Community College. It was a wonderful collaborative effort with regional opportunities and partnerships. Twenty-nine counties were impacted by the workforce development and professional development opportunities for teachers. Ms. Whitford said she was able to participate at the Blue Economy at Carteret and the teachers who participated were

from Pitt County. She has suggested that the group come to present to the State Board for a Transformational Conversation in the upcoming months.

Chair Looney shared how Carteret Community College has been involved in the work of the North Carolina Coastal Federation in the oyster industry. It is the fastest growing industry in the country. Carteret County is going to have the first oyster agriculture economic development hub, funded by the U.S. Department of Commerce, Golden Leaf, corporations, and the General Assembly. Ms. Whitford shared that she was on the college board when the aquaculture program was acquired. She shared about oyster festivals and variances within the oysters based on the environment.

Hon. Russell shared that he went to a luncheon presentation by North Carolina Association of County Commissioners and the community colleges were prominently and positively featured, particularly the Surry-Yadkin Works program and the importance of workforce development got great billing at the meeting. Chair Looney said that he was at a lunch with President Shockley and President Heatherly and he specifically brought up Surry-Yadkin works which is probably the most impactful program the state has seen with youth internships and healthcare in multiple industries. The Board needs to figure out how to put it on steroids and replicate the impact. The importance is to have real leadership and partnership between the local school districts.

Chair Looney congratulated Congressman Price for the honor of an intersection on I-40 being named in his honor. He has been a true champion of transportation across the region. Congressman Price shared that the intersection would be a few minutes from his home and may have some future controversy, so he was happy to have it named after him.

Chair Looney thanked Whit Tuttle, VP, Tourism for the Economic Development Partnership of North Carolina; Executive Director of Visit NC who came and helped deliver the message at dinner. Under Mr. Tuttle's leadership NC is now number one in tourism for three years in a row and for two years a top State to do business. A lot of it revolved around awareness and marketing with $1,000,000 investment. Today with a $30 million investment over 10 years that the legislators provided; they earn the right to be number one.

Chair Looney shared that Jamie Dimon, Chair and CEO of JPMorgan Chase & Co. talked about the importance of community colleges, credentials, and how students have changed.

Chair Looney shared the following:

- Reminded the Board they will be traveling to Haywood Community College for the September planning meeting and that Dr. Crane has put a lot of work into the schedule. The sessions will revolve around the work that President Cox shared during his report.
- The nomination packages for the System Awards will be sent out next week. Chair Looney asked Ms. Mast to work with the members to identify on which committees they would like to serve. The interviews will not be during the holidays this year.

- Chair Looney welcomed Ms. Mast and looks forward to working with her.

Treasurer Folwell shared the following:

- Reminded the State Board that the State Health Plan is transitioning from Blue Cross Blue Shield to Aetna. This change does not impact retirees who are on Humana.
- Shared that the Treasurer's office has submitted the "stress test" showing the strength of the pension plan.
- Encouraged everyone to consider donating blood.

Chair Looney thanked the Treasurer for his commitment to the State Board and for being involved.

EXPIRING TERMS AND VACANCIES

There are currently no terms expiring or vacancies for State Board membership.

BOARD COMMENTS AND QUESTIONS

There were no comments or questions.

DATE OF NEXT MEETING

The next State Board meeting is scheduled for Thursday, September 19, 2024, and Friday, September 20, 2024, in the Juniper Building, Room 6105 located at Haywood Community College in Clyde, NC.

ADJOURNMENT

The Chair declared the Board adjourned 10:46 a.m.

RESPECTFULLY SUBMITTED BY:
President Jeff Cox, Secretary

APPROVED BY:

_____
Dr. Jeff Cox, System President

_____
Mr. Thomas Looney, Chair

DRAFT

STATE BOARD OF COMMUNITY COLLEGES
SBCC Code Report

FINANCE COMMITTEE

RULE ACTION	RULEMAKING PROCESS	EXPECTED DATE	STATUS
Proposed Amendment to 1E SBCCC 700.2 - Student Activity Fees	Initiation of Rulemaking Process	July 19, 2024	**COMPLETE**
	Publication on NCCCS Website	July 23, 2024	**COMPLETE**
	Written Comment Period Ends	August 22, 2024	**COMPLETE**
	Review Comments with SBCC Committee	September 19, 2024	**PENDING**
	2nd Written Comment Period Ends (if substantive changes)	N/A	
	Hearing Date (if applicable)	N/A	
	Presented to SBCC for Adoption	September 20, 2024	
	Prospective Effective Date of Rule	October 1, 2024	

STATE BOARD POLICY AND GOVERNANCE COMMITTEE

RULE ACTION	RULEMAKING PROCESS	EXPECTED DATE	STATUS
Proposed Amendment to 1D SBCCC 400.2— Admission to Colleges	Initiation of Rulemaking Process	July 19, 2024	**COMPLETE**
	Publication on NCCCS Website	July 23, 2024	**COMPLETE**
	Written Comment Period Ends	August 22, 2024	**COMPLETE**
	Review Comments with SBCC Committee	October 17, 2024	**PENDING**
	2nd Written Comment Period Ends (if substantive changes)	N/A	
	Hearing Date (if applicable)	August 22, 2024	**COMPLETE**
	Presented to SBCC for Adoption	October 18, 2024	
	Prospective Effective Date of Rule	November 1, 2024	

RULE ACTION	RULEMAKING PROCESS	EXPECTED DATE	STATUS
Temporary Amendment to 1E SBCCC 200.2 – Time Due, Deferred Payment, Failure to Pay	Presented to SBCC for Adoption	July 19, 2024	**COMPLETE**
	Publication on NCCCS Website	July 23, 2023	**COMPLETE**
	Prospective Effective Date of Rule	July 19, 2024	**COMPLETE**
	Prospective Expiration Date of Rule	December 31, 2024	**PENDING**

RULE ACTION	RULEMAKING PROCESS	EXPECTED DATE	STATUS
Proposed Amendment to 1C SBCCC 300.1 – Presidential Selection Process (Delegate Authority to Personnel Committee)	Initiation of Rulemaking Process	February 16, 2024	**COMPLETE**
	Publication on NCCCS Website	February 20, 2024	**COMPLETE**
	Written Comment Period Ends	March 21, 2024	**COMPLETE**
	Review Comments with SBCC Committee	July 18, 2024	**COMPLETE**
	2nd Written Comment Period Ends (if substantive changes)	July 30, 2024	**COMPLETE**
	Hearing Date (if applicable)	N/A	**N/A**
	Presented to SBCC for Adoption	August 16, 2024	**COMPLETE**
	Prospective Effective Date of Rule	September 1, 2024	**COMPLETE**

AGENDA
State Board of Community Colleges
PERSONNEL COMMITTEE
Haywood Community College, Juniper Building, Room 6105
Thursday, September 19, 2024 – 2:00 p.m. – 2:25 p.m.
Mr. Bill McBrayer, Chair

Call to Order

Roll Call

Ethics Awareness and Conflict of Interest

Approval of Agenda

Approval of Minutes – August 15, 2024

For Information

- System Office Vacancy Report – September 2024 (Attachment PER 01)
- College Presidential Status Report – September 2024 (Attachment PER 02)

New Business

Adjourn

MINUTES

State Board of Community Colleges

STATE BOARD POLICY AND GOVERNANCE AND PERSONNEL JOINT COMMITTEE

Thursday, August 15, 2024

STATE BOARD POLICY GOVERNANCE COMMITTEE MEMBERS PRESENT

Hon. Sam Searcy, Vice Chair	Mr. Jonathan Harris *	Mr. Bill McBrayer
Dr. Grant Campbell	Mr. John Kane *	Mr. Mark Merritt
Ms. Lisa Estep	Mr. Tom Looney	Hon. David Price *

* Attended via Zoom

Absent: Hon. Chaz Beasley, Chair, Mr. Hari Nath, Ms. Sarah West

PERSONNEL COMMITTEE MEMBERS PRESENT

Mr. Bill McBrayer, Chair	Ms. Lisa Estep	Mr. Tom Looney
Mr. Geoffrey Lang, Vice-Chair	Mr. Jonathan Harris * (delegate Lt. Governor)	Hon. Ray Russell
Ms. Paula Benson		Hon. Sam Searcy
Dr. Grant Campbell	Mr. John Kane *	Mr. Ray Trapp

*Attended via Zoom

OTHER BOARD MEMBERS PRESENT

Dr. Shirley Carraway	Ms. Jennifer Maldonado-Castro, N4CSGA	Hon. Terry Van Duyn
Treasurer Dale Folwell *	Ms. Julie Ryan *	Ms. Ann Whitford

OTHERS IN ATTENDANCE

President Jeff Cox, NCCCS	Mr. David Heatherly, CCCC	Mr. Julian Philpott, CCCC *
Attorney Jonnell Carpenter	Ms. Sondra Jarvis	Dr. Phillip Price
Mr. Scott Corl	Mr. David King	Ms. Halima Sharif
Dr. Patrick Crane	Dr. Deborah Lamm	Mr. Deante Tyler
Attorney Delany Davis	Dr. Amanda Lee, Bladen CC	Ms. Veronia Watson
Mr. Alex Fagg	Ms. Magnolia Lugo	Dr. Joel Welch, Western Piedmont CC *
Mr. Patrick Fleming	Ms. Amy Mast	
Dr. Kimberly Gold	Dr. Brian Merritt *	Mr. James Willamor
Mr. Nathan Hardin *	Mr. Jamal Njai	Ms. Julie Woodson, NCACCT

CALL TO ORDER

Chair McBrayer called the State Board Policy and Governance and Personnel Joint Committee meeting to order at 12:32 p.m.

DRAFT

MINUTES
State Board of Community Colleges
STATE BOARD POLICY AND GOVERNANCE AND PERSONNEL JOINT COMMITTEE
Thursday, August 15, 2024

ROLL CALL FOR STATE BOARD POLICY AND GOVERNANCE COMMITTEE

Ms. Jarvis took the roll call of the State Board Policy and Governance Committee members. Quorum was met.

ETHICS STATEMENT

Attorney Carpenter reminded Committee members of the ethics requirements and requested members to identify any conflicts or potential conflicts of interest. No conflicts were noted.

ROLL CALL FOR PERSONNEL COMMITTEE

Ms. Jarvis took the roll call of the Personnel Committee members. Quorum was met.

APPROVAL OF THE STATE BOARD POLICY AND GOVERNANCE AND PERSONNEL JOINT AGENDA

Chair McBrayer requested any additions or deletions to the joint agenda as presented. He noted there is one addition to Personnel where three (3) items will be discussed in closed session. Mr. Lang made the motion to approve the joint agenda as amended. Mr. Looney seconded the motion, and it was approved by voice vote.

APPROVAL OF THE STATE BOARD POLICY AND GOVERNANCE COMMITTEE MINUTES – JULY 18, 2024

Vice Chair Searcy requested a motion to approve the minutes from the July 18, 2024, meeting of the State Board Policy and Governance Committee. Hon. Price made the motion to approve the minutes as presented, seconded by Dr. Campbell, and approved by voice vote.

APPROVAL OF THE PERSONNELL COMMITTEE MINUTES – JULY 18, 2024

Chair McBrayer entertained a motion to approve the July 18, 2024, meeting minutes of the Personnel Committee. Mr. Trapp made the motion, seconded by Treasurer Folwell, and approved by voice vote.

STATE BOARD POLICY AND GOVERNANCE COMMITTEE

For Action

Amendment to 1C SBCCC 300.1 – Presidential Selection Process (Attachment SBPG 01)

Vice Chair Searcy stated that SBPG 01 (Amendment to 1C SBCCC 300.1 – Presidential Selection Process) was out for the 5-day comment period and no additional comments were received. Noting no questions or discussions, Vice Chair Searcy entertained a motion to approve SBPG 01 as presented. Dr. Campbell made the motion, seconded by Ms. Estep, and approved by voice vote.

DRAFT

For Consent Approval

Recommendation for Initial Proprietary School Licensure (Attachment SBPG 02)

Vice Chair Searcy stated that SBPG 02 (Recommendation for Initial Proprietary School Licensure) is for the initial licensing for four (4) Proprietary Schools. This item is for consent approval and noting no discussions or questions, Vice Chair Searcy requested a motion to approve SBPG 02 as presented. Dr. Campbell made the motion, seconded by Mr. Merritt, and approved by voice vote.

Annual Review of the State Board Policy and Governance Charter (Attachment SBPG 03)

Vice Chair Searcy invited discussion and questions on the consent approval item, SBPG 03 (Annual Review of the State Board Policy and Governance Charter). Noting no questions or discussions, Vice Chair Searcy requested a motion to approve SBPG 03 as presented. Mr. Merritt made the motion to approve, seconded by Ms. Estep, and approved by voice vote.

For Information

2024 Annual Report of Proprietary Schools of North Carolina (Attachment SBPG 04)

Vice Chair Searcy invited discussion or questions on SBPG 04. He stated this item is for information only, and noted there were no discussions or questions.

PERSONNELL COMMITTEE

For Consent Agenda

Personnel Committee Charter (Attachment PER 01)

Chair McBrayer requested a motion to approve PER 01 (Personnel Committee Charter) after confirming there were no discussions or questions on this item. Mr. Trapp made the motion to approve, seconded by Mr. Lang, and approved by voice vote.

For Information

System Office Vacancy Report – August 2024 (Attachment PER 02)

Chair McBrayer mentioned PER 02 (System Office Vacancy Report) is for information only and asked for any discussions on this item. There were no discussions or questions on this item.

College President Status Report – August 2024 (Attachment PER 03)

Chair McBrayer mentioned PER 03 (College President Status Report – August 2024) is for information only and asked for any discussions on this item. There were no discussions or questions on this item.

Chair McBrayer moved to go into closed session at 12:42 p.m. pursuant to NCGS §143-318.11(a)(1)(6) to prevent the disclosure of information that is confidential or privileged in accordance with NCGS §115D-27, and to consider the qualifications, competence, performance, character, and fitness of individual public employees and prospective public employees. Treasurer Folwell seconded the motion, and it was approved by voice vote. The meeting moved into closed session at approximately 12:43 p.m.

DRAFT

MINUTES

State Board of Community Colleges

STATE BOARD POLICY AND GOVERNANCE AND PERSONNEL JOINT COMMITTEE

Thursday, August 15, 2024

The State Board Policy and Governance and Personnel Joint Committee meeting resumed in open session at approximately 1:54 p.m.

New Business

Chair McBrayer requested discussions on any new business. No new business noted.

Adjourn

Chair McBrayer declared the meeting adjourned at 1:55 p.m.

Recording Secretary
Halima Sharif

DRAFT

STATE BOARD OF COMMUNITY COLLEGES
System Office Vacancy Report - September 2024

DIVISION	POSITION NUMBER	POSITION DESCRIPTION	Date Vacant	VACANCY REASON	STATUS	BUDGET	NUMBER OF DAYS VACANT	FT E
ECONOMIC	65032454	Workforce Development Training Spec I	1/11/2023	Separation	Vacant	58,348.00	603	1.000
ECONOMIC	60013024	ApprenticeshipNC Grants Manager I	2/13/2023	Transfer/ Reclass Up	Recruitment Process	70,000.00	570	1.000
ECONOMIC	60088170	Dept Operations Manager	1/1/2024	Retirement Reclass	Recruitment Process	80,000.00	248	1.000
ECONOMIC	65030350	Workforce Development Trning Spclist I	2/2/2024	Retirement	Recruitment Process	65,031.00	216	1.000
ECONOMIC	65030351	Workforce Development Trning Spclist I	2/12/2024	Separation	Recruitment Process	60,682.00	206	1.000
ECONOMIC	65030128	Workforce Development Trning Spclist I	5/1/2024	Transfer	Vacant	61,355.00	127	1.000
ECONOMIC	65023105	Reg Cust Trng Dir	7/1/2024	Retirement	Vacant	82,682.00	66	1.000
ECONOMIC	65040155	Information & Communication Spec I	8/1/2024	New Position	Recruitment Process	58,000.00	35	1.000
EXECUTIVE	60087977	Executive Assistant I	3/9/2024	Reclass in progress	Vacant	57,805.00	180	1.000
EXECUTIVE	60088082	Legislative Liaison	3/25/2024	Separation	Vacant	72,800.00	164	1.000
EXECUTIVE	60095041	VP of Human Resources	7/1/2024	Reclass/Reposted	Recruitment Process	146,403.00	66	1.000
FINANCE	60088116	Building Coordinator	7/20/2024	Separation	Recruitment Process	62,198.00	47	1.000
FINANCE	60088114	Budget Analyst II	9/1/2024	Retirement	Recruitment Process	77,608.00	4	1.000
PROGRAMS	60088145	State Director of Credit Mobility	5/25/2024	Separation	Recruitment Process	84,000.00	103	1.000
PROGRAMS	60088137	State Board & Programs Specialist	7/1/2024	Retirement	Vacant	50,670.00	66	1.000
TECHNOLOGY	60088063	ERP Solutions Specialist II	6/1/2024	Retirement	Vacant	100,872.00	96	1.000
TECHNOLOGY	60088077	Director, IT Operations	7/1/2024	Retirement	Recruitment Process	120,557.00	66	1.000
TECHNOLOGY	60088012	Executive Assistant I	8/5/2024	Transfer	Vacant	59,539.00	31	1.000
TECHNOLOGY	60088038	Cloud Systems Engineer	8/13/2024	Separation	Vacant	113,087.00	23	1.000
					TOTAL	1,481,637.00		19.000

SEPTEMBER METRICS	
BUDGETED POSITION	240
HEADCOUNT	221
VACANCIES	19
VACANCY RATE %	7.92
SEPARATIONS	3

STATE BOARD OF COMMUNITY COLLEGES **Attachment PER 02**

College President Status Report

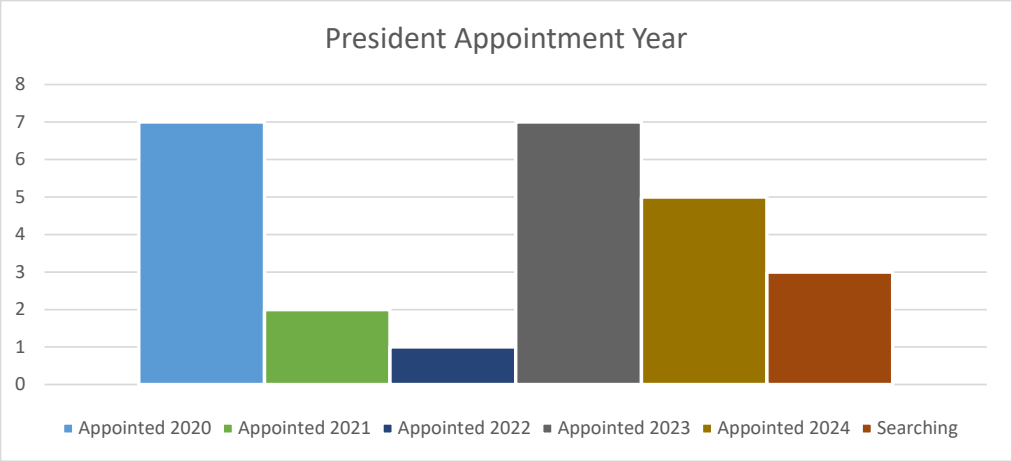
College	President	Appt. Date
Alamance Community College	Dr. Ken Ingle	2/1/2024
Asheville Buncombe Technical Community College	Dr. John Gossett *	7/1/2020
Beaufort County Community College	Dr. David Loope	6/1/2017
Bladen Community College	Dr. Amanda Lee *	2/1/2019
Blue Ridge Community College	Dr. Laura Leatherwood	7/1/2017
Brunswick Community College	Dr. Gene Smith	1/1/2019
Caldwell Community College & Technical Institute	Dr. Mark Poarch	7/1/2016
Cape Fear Community College	Mr. Jim Morton	4/20/2018
Carteret Community College	Dr. Tracy Mancini	6/1/2020
Catawba Valley Community College	Dr. Garrett Hinshaw	8/1/2006
Central Carolina Community College	Dr. Lisa Chapman	4/1/2019
Central Piedmont Community College	Dr. Kandi Deitemeyer *	1/1/2017
Cleveland Community College	Dr. Jason Hurst	4/1/2018
Coastal Carolina Community College	Mr. David Heatherly	1/1/2017
College of The Albemarle	Dr. Jack Bagwell	12/2/2019
Craven Community College	Dr. Raymond Staats	7/20/2015
Davidson-Davie Community College	Ms. Jenny Varner	7/11/2023
Durham Technical Community College	Mr. John Buxton	7/20/2020
Edgecombe Community College	Dr. Gregory McLeod	8/15/2018
Fayetteville Technical Community College	Dr. Mark Sorrells	1/1/2023
Forsyth Technical Community College	Dr. Janet Spriggs	1/1/2019
Gaston College	Dr. John Hauser *	6/1/2020
Guilford Technical Community College	Dr. Anthony Clarke *	11/1/2019
Halifax Community College	Dr. Patrena Elliott	1/1/2023
Haywood Community College	Dr. Shelley White	1/1/2020
Isothermal Community College	Dr. Margaret Annuziata	2/1/2021
James Sprunt Community College	Dr. Jay Carraway	4/29/2019
Johnston Community College	Dr. Vern Linquist	1/15/2023
Lenoir Community College	Dr. Russell Hunt	10/1/2016
Martin Community College	Dr. Tabitha Miller	5/1/2024
Mayland Community College	Dr. John C. Boyd	1/1/2011
McDowell Technical Community College	Dr. James W. Kelley	7/1/2024
Mitchell Community College	Dr. Tim Brewer	3/1/2012
Montgomery Community College	Dr. Chad Bledsoe	4/6/2015
Nash Community College	Dr. Lew Hunnicutt	11/1/2019
Pamlico Community College	Ms. Michelle Willis Kraus (Interim)	11/21/2023
Piedmont Community College	Dr. Pamela Senegal	7/1/2017
Pitt Community College	Dr. Maria Pharr*	8/13/2024
Randolph Community College	Dr. Shah Ardalan	7/1/2023
Richmond Community College	Dr. W. Dale McInnis - Ret 10/31/2024	3/1/2010
Roanoke-Chowan Community College	Dr. Murray Jean Williams	5/1/2021
Robeson Community College	Ms. Melissa Singler	11/1/2019
Rockingham Community College	Dr. Mark Kinlaw	1/20/2015
Rowan-Cabarrus Community College	Dr. Carol S. Spalding	8/11/2008
Sampson Community College	Dr. Bill Starling	3/1/2018
Sandhills Community College	Dr. Alexander “Sandy” Stewart	7/1/2023
South Piedmont Community College	Ms. Michelle Brock (Interim)	8/13/2024
Southeastern Community College	Dr. Chris English	8/3/2020
Southwestern Community College	Dr. Don Tomas	7/1/2011
Stanly Community College	Dr. John Enamait	8/15/2016
Surry Community College	Dr. David R. Shockley	1/1/2012
Tri-County Community College	Dr. Donna Tipton-Rogers	10/19/2007
Vance-Granville Community College	Dr. Rachel Desmarais	8/11/2018
Wake Technical Community College	Dr. Scott Ralls *	2/1/2019
Wayne Community College	Dr. Patty Pfeiffer	1/1/2022
Western Piedmont Community College	Dr. Joel Welch	7/1/2020
Wilkes Community College	Dr. Michael Rodgers	6/1/2024
Wilson Community College	Dr. Jami Woods	6/1/2023

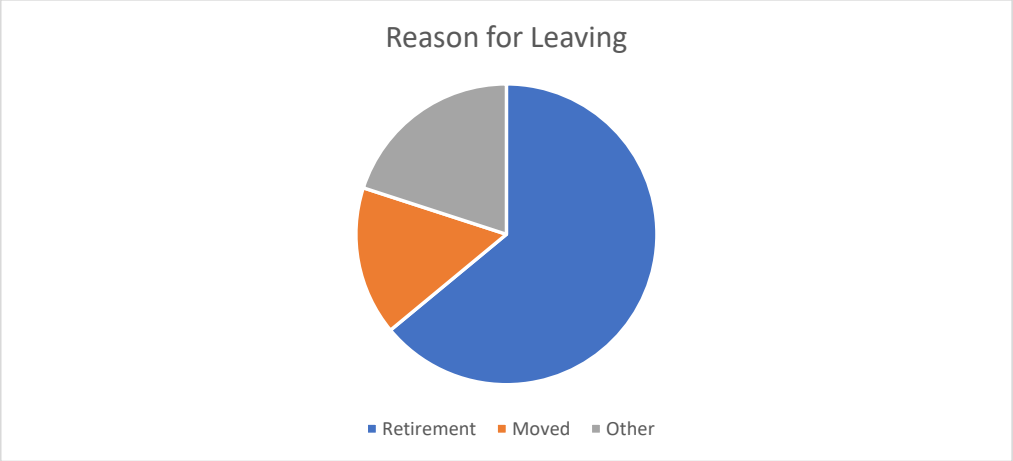
**Previously served as president at another NCCCS college*

STATE BOARD OF COMMUNITY COLLEGES **Attachment PER 02**

College President Status Report

Appointed 2020	**7**		
Appointed 2021	**2**		
Appointed 2022	**1**		
Appointed 2023	**7**	**Retirement**	**16**
Appointed 2024	**5**	**Moved**	**4**
Searching	**3**	**Other**	**5**
Total:	**25**	**Total:**	**25**





AGENDA
State Board of Community Colleges
FINANCE COMMITTEE
Haywood Community College, Juniper Building, Room 6105
Thursday, September 19, 2024 – 2:30 p.m. – 3:25 p.m.
Ms. Lisa Estep, Chair

Call to Order

Roll Call

Ethics Awareness and Conflict of Interest

Approval of Agenda

Approval of Minutes – August 15, 2024

For Action
- Annual Review of Finance Committee Charter (Attachment FC 01)
- Contract for Managed Services Support for ERP Modernization (Attachment FC 02)
- Proposed Amendment 1E SBCCC 700.2 – Student Activity Fees (Attachment FC 03)
- State Board Reserve Funds (Attachment FC 04)
- State Board Reserve Funds – Advance, NC (Attachment FC 05)

For Consent Approval
- Allocation for Food and Nutrition Services Employment and Training Program Grant (Attachment FC 06)
- Allocation for Digital Navigator Project (Attachment FC 07)
- Allocation for High-Cost Healthcare Workforce Start-Up and Expansion Fund (Attachment FC 08)
- Construction and Property – September 2024 (Attachment FC 09)

For Information
- Business and Finance Organization Chart (Attachment FC 10)
- College Budget and Accounting System (Attachment FC 11)
- College Capital Delegated Authority (Attachment FC 12)
- Annual Report to the State Building Commission on Construction Delegation Authority (Attachment FC 13)

New Business

Adjourn

MINUTES
State Board of Community Colleges
FINANCE COMMITTEE
Thursday, August 18, 2024 – 2:45 p.m. – 3:40 p.m.
Ms. Lisa Estep, Chair

Finance Committee Members Present

Ms. Lisa Estep	Ms. Sarah West	The Hon. Terry Van Duyn
Dr. Shirley Carraway	Mr. Mark Merritt	
Ms. Paula Benson	Mr. John Kane*	
Ms. Julie Ryan*	The Hon. Sam Searcy	

Attended via phone or Zoom technology*

Members absent: The Honorable Chaz Beasley and Treasurer Dale Folwell

Other SBCC Members:

Mr. Tom Looney	Ms. Jennifer Maldonado-Castro	Mrs. Ann Whitford
Mr. Geoffrey Lang		The Hon. Ray Russell

OTHERS IN ATTENDANCE:

Dr. Jeff Cox (President)	Ms. Sondra Jarvis	Mr. Stephen Bailey
Dr. Phillip Price	Ms. Delany Davis	Mr. Stephen Reeves
Dr. Kimberly Gold	Ms. Jonnell Carpenter	Ms. Stephanie Fisher
Dr. Patrick Crane	Mr. Deante Tyler	Mr. Greg Becker
Mr. Patrick Fleming	Mr. John Loyack	Dr. Amanda Lee (Bladen County CC)
Mr. Alex Fagg	Ms. Dorrine Fokes	
Mr. Jason Forlines	Ms. Petrina Herring	Mr. David L. Heatherly (Coastal Carolina CC)
Mr. Andrew Gardner	Ms. Megan McNailen	

CALL TO ORDER

Ms. Estep called the meeting to order at 3:00 p.m.

ROLL CALL

Ms. Herring took the roll of the Finance Committee members.

ETHICS STATEMENT

Ms. Estep read the required ethics statement. There were no conflicts of interest.

APPROVAL OF THE AGENDA

Ms. Estep asked for a motion to approve the agenda of the meeting as presented. Dr. Carraway moved, seconded by Mr. Merritt and the motion was unanimously approved via voice vote.

MINUTES
State Board of Community Colleges
FINANCE COMMITTEE
Thursday, August 18, 2024 – 2:45 p.m. – 3:40 p.m.
Ms. Lisa Estep, Chair

APPROVAL OF THE MINUTES

Ms. Estep asked for a motion to approve the minutes of the July 18, 2024, Finance Committee meeting. Mr. Merritt moved, Ms. Van Duyn seconded the motion, and the motion was unanimously approved via voice vote.

For Action

State Aid Allocations and Budget Policies (Attachment FC 01)

Dr. Cox, Dr. Price, Mr. Fagg, and the Committee discussed the item.

Ms. Van Duyn motioned for approval; Mr. Merritt second the motion. The Committee approved the State Aid Allocations and Budget Policies (Attachment FC 01) via voice vote.

For Consent Approval

Allocation for Customized Training – Regional Trainers (Attachment FC 02)

Ms. Estep explained if you recall at our May meeting, we allocated three regional trainer positions at Cleveland CC, Wake CC, and West Piedmont CC.

Ms. Estep stated this is the final position, one person retired before the others were approved. We are grateful to Randolph Community College for stepping up and agreeing to house this individual.

Mr. Loyack and the Committee discussed the item.

Dr. Carraway motioned for approval; Mr. Looney second the motion. The Committee approved the Allocation for Customized Training – Regional Trainers (Attachment FC 02) via voice vote.

Allocation for High-Cost Workforce Start-Up (Attachment FC 03)

Ms. Estep explained the General Assembly allocated $20 million dollars for startup and $15 million dollars for expansion of healthcare programs. We are being asked to allocate $1.4 million dollars for startup and $1.6 million dollars for expansion funds in round four.

Dr. Price noted we are moving to a process where colleges submit applications each month and they will bring them monthly to the Finance Committee for consideration.

Ms. Estep stated we are close to all 58 community colleges receiving funds from one of these two funds. We are at 55 community colleges right now. But we want to be mindful of the fact that these funds be impactful.

Ms. Estep stated I think the committee is doing a very good job of splitting that difference.

Mr. Merritt motioned for approval; Ms. Van Duyn second the motion. The Committee approved the Allocation for High-Cost Workforce Start- Up (Attachment FC 03) via voice vote.

Construction and Property – August 2024 Attachment FC 04)
Ms. Fokes reviewed the Construction and Property items.

Ms. Merritt motioned for approval; Dr. Carraway second the motion. The Committee approved the Construction and Property – August 2024 (Attachment FC 04) via voice vote.

For Information

State Board Reserve Year End Report (Attachment FC 05)
Ms. Estep reviewed the item.

Annual Review of the Finance Charter (Attachment FC 06)
Ms. Estep stated I just wanted to put this on for information, since we have new members on the Finance Committee.

Ms. Estep stated please look at this charter over the next month and then it will be for action next month. If you have any questions, concerns, or anything to add to the item. Please feel free to contact me regarding this item.

New Business

ADJOURNMENT

Dr. Carraway motioned for approval; Ms. Van Duyn second the motion. The meeting was adjourned at 3:40 pm by Ms. Estep.

Respectfully Submitted,

Petrina L. Herring
Recording Secretary

STATE BOARD OF COMMUNITY COLLEGES
Annual Review of the Finance Committee Charter

I. Background

The State Board of Community Colleges derives its authority from North Carolina General Statutes Chapter 115D and the State Board of Community Colleges Code (SBCCC). The Finance Committee has been part of the State Board of Community Colleges since the creation of the Community College System within the State Board of Education in 1963.

II. Purpose

The purpose of the Finance Committee is to oversee fiscal policies and the distribution of State and federal funds that support the administration and operation of institutions within the North Carolina Community College System.

III. Organization

The Finance Committee shall be a standing committee of the State Board of Community Colleges. The Chair of the State Board shall appoint the membership, designate the chair and vice-chair, prescribe the duties, and determine the size of the committee.

IV. Meetings

Regular meetings of the State Board shall be held at least eight times a year on dates determined by the State Board. The Finance Committee shall meet on the same schedule as the other standing committees, as determined by the State Board.

V. Responsibilities

The responsibilities of the Finance Committee shall be:

- To ensure that the System Office and the Community Colleges have in place processes and procedures that assess the following areas:
    - Budgeting – general administration, instructional services, and support services;
    - Collection of established tuition and fees within the policies established by the General Assembly;
    - Fiscal Policy and Management;
    - Capital Improvements and management of the State capital funds
- To understand the allocation process utilized by the System Office to distribute funding to the Community Colleges.
- To ensure that appropriate fiscal information to make well-informed decisions is received; and
- To report to the full State Board on fiscal matters an on-going basis.
- To support the Chair of the State Board, in collaboration with the Chairs of the Personnel Committee and State Board Policy & Governance Committee on an annual and timely basis, to provide oversight, feedback, and review of the performance measurement and review processes of the System President.

DRAFT

VI. Duties

The specific duties of the Finance Committee shall include:

- Budgeting
  - Per G.S. 115D-31, the State Board of Community Colleges is responsible for providing funds to support current operating expenses for general administration, instructional services, and support services. The State Board is also responsible for providing funds for equipment for administrative and instructional purposes and library books;
  - Approve the System's expansion budget request and supports its adoption by the General Assembly;
  - Approve budget allocations to colleges, either via formula basis, competitive Request for Proposal (RFP), or other rationale, except as delegated by 1H SBCCC 200.1(b);
- Tuition and Fees
  - Establish curriculum tuition and continuing education registration fee rates;
  - Establish policies regarding student tuition and fees;
  - Monitor receipt collections;
  - Adopt financial aid award schedules and policies;
- Fiscal Policy and Management
  - Adopt budget and fiscal policies consistent with legislation;
  - Approve System Office contracts in excess of the amounts delegated 1A SBCCC 200.6;
  - Per G.S. 115D-58.14, the State Board may increase or decrease a college's purchasing delegation, in consultation with the Department of Administration. The maximum delegation amount is $100,000.
- Capital Improvements
  - Approve sites and capital improvement projects under G.S. 115D-5, except as delegated by 1H SBCCC 400.4;
  - Approve the sale, exchange, or lease of property under G.S. 115D-15;
  - Approve the acquisition of property under G.S. 115D-20
  - Approve special construction delegation to colleges under G.S. 115D-9.

The Committee may modify or supplement these duties and responsibilities as needed.

The Committee should periodically review and assess the adequacy of the Finance Committee Charter.

DRAFT

STATE BOARD OF COMMUNITY COLLEGES
Contract for Managed Services Support for ERP Modernization
FY 2024-25, FY 2025-26

Request: The State Board of Community Colleges (SBCC) is requested to approve an amount not to exceed $4,000,000 for a thirteen-month contract for full-time resources to assist the ERP modernization team with the current state and the future state ERP.

Strategic Plan Reference: Goal 5: Align System Office support to colleges' needs.
Strategy 5.3.1

Background: The System Office established a Managed Services Contract to provide comprehensive expertise for administration, operation, and maintenance (including applications and related software services, databases, operating systems, and security support) of the College Information Systems (CIS) in use by the System Office and 58 community colleges. Ferrilli and CampusWorks, Inc. currently are the selected vendors for this contract.

Rationale: Leveraging the Managed Services Contract will provide necessary knowledge, skills, and abilities for successful ERP modernization for the key System Office replacement applications, and assistance with the pilot college with the current state and the future state ERP. The vendor will provide resources with a high degree of experience with Ellucian products, ERP migration, project management, and ERP business process transformation support. These resources are necessary to augment System Office functional and technical staff to secure the appropriate level of staffing during ERP modernization.

Method of Procurement: In accordance with the procurement practices of the State of North Carolina, approval for the Managed Services Contract, as an Agency Specific Contract, was awarded by the NC Department of Information Technology. Approval for the services provided by Ferrilli is contingent upon State Board approval.

Contract Amount and Time Period: The contract period is anticipated to begin December 1, 2024, and conclude December 31, 2025, with a budgeted amount not to exceed $4,000,000.

Fund Source and Availability: Funding is available from IT project budget code 26802 and budget fund code 211060.

Contact(s):
Patrick Fleming
Senior Vice President & Chief Information Officer

STATE BOARD OF COMMUNITY COLLEGES
Public Comments

Proposed Amendment 1E SBCCC 700.2 – Student Activity Fees
Comment Period Ending August 22, 2024

	Respondent	Public Comment	System Office Response
1.	Dr. Garrett D. Hinshaw President of Catawba Valley CC	I would like to thank you for your consideration of raising the student activity fee cap for our local colleges. These resources are critical for us to be able to offer quality extracurricular programs for all of our students. These programs directly impact student engagement, retention, and success. When we are able to provide quality activities such as SkillsUSA, a variety of clubs, Student Government, a variety of other student engagement programs, and athletics... we have experienced growth in enrollment and significantly higher retention and graduation rates among the students that participate. These collegiate programs are also important to the communities that we serve and provides our students with opportunities to get involved with the communities through service and engagement. The current fee cap has not been increased in over 14 years, but the cost of these programs that are so important to our mission have increased significantly over the same time period. I strongly encourage your support of this code change as it will allow all 58 colleges the ability to enhance our students' experiences and assist us in meeting our mission as a system.	Thank you for your comment and participation in this process.
2.	Mr. J. Don Coleman Hickory, NC	I have been involved as a Board Member for three college systems: UNC, Lenoir Rhyne University and Catawba Valley Community College in Hickory, NC. In the past few years, I have become more appreciative and supportive of the value of our community college education. Preparing young college students is so well worth of protecting their future opportunities. I have been informed of the $.35 activity fees. Also, I was shocked this important fee has not been increased in over fourteen years. Every individual in state government surely understands the dramatic effect this poses to these institutions. I would appreciate the factors that have led to the lack of increases.	Thank you for your comment and participation in this process.

State Board of Community Colleges Code

TITLE 1. COMMUNITY COLLEGES

CHAPTER E. STUDENT TUITION AND FEES

SUBCHAPTER 700. LOCAL FEES

1E SBCCC 700.2 Student Activity Fees

(a) Student Activity Fee Rates. The local board of trustees is authorized to establish a fee charged to students to support student activities. The student activity fee shall not exceed ~~$35~~ $50 per academic term which will be indexed annually based on the unadjusted 12-month ended December Consumer Price Index percent change for all items each year. Student activity fees shall not be charged to individuals who participate only in meetings or seminars organized by the college. For the purposes of this Subchapter, "meeting or seminar" means a group of people gathered on a one-time basis primarily for discussion under the direction of a leader or resource person(s).

(b) Use of Student Activity Fee Receipts: Colleges shall use student activity fee receipts to support the cost of providing student activities, excluding those activities listed in sub-subsection (3) below.

(1) Permissible Activities: For the purposes of this section, "student activity" means an activity that is provided primarily for the benefit of students and whose participants are primarily students, excluding instruction for which students pay tuition and registration fees. Examples of student activities include the following:

(A) student centers;

(B) student government associations;

(C) student clubs;

(D) student enrichment and student social activities;

(E) student identification cards;

(F) student athletics;

(G) student health services; and

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(H) student accident insurance

(2) Permissible expenses: In support of student activities, the college may use student activity fee receipts to support the following types of expenses:

(A) College personnel directly providing student activities, such as student government association staff, student activity coordinators, coaches, club sponsors, or club advisors;

(B) Stipends or scholarships to students who serve as officers of student organizations;

(C) Employee and student travel to student activities held at off-campus locations;

(D) Other purchased goods or services needed to conduct the student activity;

(E) Equipment, including vehicles, used directly for student activities;

(F) Capital improvement projects constructed for student activities, such as student centers, student lounges, and athletic facilities. If a capital improvement project serves multiple purposes, student activity fee receipts may be used to support capital expenditures in proportion to the square footage of the project dedicated to student activities.

(3) Impermissible expenses: Colleges shall not use student activity fee receipts to support personnel and other operating costs related to college employees having positions that are the fiscal responsibility of the State or local governments and do not directly support student activities, including, but not limited to, academic advisors, counselors, recruiters, admissions staff, and security personnel. Colleges shall not use student activity fee receipts for capital improvements projects constructed for purposes other than student activities.

History Note: Authority G.S. 115D-5; G.S. 115D-39;
Eff. *May 16, 2014*.
Amend Eff. _____

DRAFT

STATE BOARD OF COMMUNITY COLLEGES
State Board Reserve Funds
FY 2024-25

Request: The State Board of Community Colleges (SBCC) is requested to approve up to $20,000.00 to provide colleges with support to comply with the change in accreditation requirements of House Bill 8/SL 2023-132. More specifically, the funds will be used to send key college representatives to professional development opportunities to assist with their process to seek accreditation from agencies other than SACSCOC. Funds will be prioritized for colleges in the upcoming reaffirmation cycles to support compliance with the new accreditation law

Strategic Plan References Goal 5: System Funding and Effectiveness Objectives and Strategies Redefine System Office support for colleges by implementing strategies that improve functional services based on college size and requirements. Identify services that are most effectively provided statewide, regionally, or at the college level.

Strategy 5.3.1:

Background/Rationale:

In 2023, House Bill 8 was passed and became SL 2023-132. This law relates to community college accreditation. GS 115D-6.2(c) reads: "Prohibit Consecutive Accreditation by an Accrediting Agency. – A community college shall not receive accreditation by an accrediting agency for consecutive accreditation cycles…" Further noted in GS 115D-6.2(d), "if the community college is not granted candidacy status by any regional accrediting agency that is different from its current accrediting agency at least three years prior to the expiration of its current accreditation, the community college may remain with its current accrediting agency for an additional accreditation cycle."

The cost to change accreditors will be taxing on colleges, especially for small-to-medium sized and rural colleges in the System. Many smaller institutions across the System have departments of one staff member who coordinate accreditation efforts while wearing many other hats related to duties such as institutional effectiveness, research, and compliance. It goes without saying that maintaining compliance with SACSCOC while also complying with this new accreditation law will be a heavy lift, especially for small, rural colleges.

With this in mind, a key to learning about the accreditation requirements for other accrediting agencies is to attend the annual conferences hosted by other agencies.

Fund Source and Availability: FY 2024-25 funding is available from the State Board Reserve from July 1, 2024 through June 30, 2025. The State Board Reserve is a recurring funding source with $250,000 annually. G.S. 115 D-5(j) provides that "[t]he State Board of Community Colleges shall use its Board Reserve Fund for feasibility studies, pilot projects, start-up of new programs, and innovative ideas.

Contact:
Brian S. Merritt, Ph.D.
Senior VP & Chief Academic Officer

STATE BOARD OF COMMUNITY COLLEGES
State Board Reserve Funds – Advance NC
FY 2024-25

Request: $110,000 is requested to support the Advance NC consortium with the development of micro-credentials that meet critical workforce needs in the advanced manufacturing sector in central North Carolina. $10,000 per college would be granted to eleven colleges that are part of the AdvanceNC consortium and are actively engaging in a two-year credential design project with the Education Design Lab. These funds would go to community colleges to support their participation in the project, including faculty release time, meetings, travel, and/or project management. Allocating these funds is contingent upon raising an additional $165,000 to support college participation in this project.

Strategic Plan References: Goal 4: Economic and Workforce Development
Provide education, training, and credentials to develop the most competitive workforce in the nation. Objective 4.1, Strategies 4.1.2 and 4.1.4.

Background/Rationale: AdvanceNC is a consortium focused on meeting the workforce needs of the advanced manufacturing sector on central North Carolina. The consortium consists of 10 community colleges (Alamance CC, Central Carolina CC, Durham Tech, Fayetteville Tech CC, Johnston CC, Piedmont CC, Randolph CC, Sandhills CC, Vance-Granville CC, and Wake Tech CC) three universities and seven regional workforce development boards. Forsyth Tech CC has applied for membership and their application will be considered in October. The Education Design Lab is a national nonprofit that helps colleges co-design education to workforce pathways. They have worked with more than 50 community colleges across the country to support the design of micro credentials as part of their Community College Growth Engine, including Forsyth Technical Community College. The total project budget for working with 11 community colleges over two years is $2.2 million. $550,000 of that ($50,000 per college, $25,000 per year for two years) goes directly to support college capacity to engage in this work. The Education Design Lab has brought $900,000 to this project and we are working with AdvanceNC and other partners to raise the rest.

Fund Source and Availability: FY 2024-25 funding is available from the State Board Reserve from July 1, 2024 through June 30, 2025. The State Board Reserve is a recurring funding source with $250,000 annually. G.S. 115 D-5(j) provides that "[t]he State Board of Community Colleges shall use its Board Reserve Fund for feasibility studies, pilot projects, start-up of new programs, and innovative ideas.

Contact:
Patrick Crane, Ph.D.
Vice President of Strategic Initiatives

STATE BOARD OF COMMUNITY COLLEGES
Allocation for Food and Nutrition Services Employment and Training Program
October 1, 2024 – September 30, 2025

Request: The State Board of Community Colleges (SBCC) is requested to approve $605,000 of 100% funds and $1,273,896 of 50% federal matching funds for twelve (12) community colleges. Funds will be utilized to reimburse colleges for salary and fringe benefits for program staff, tuition, registration, and fees for participants, other administrative expenses, and participant reimbursements for supportive services to support Food and Nutrition Services Employment and Training (FNS E&T) participants in accessing training opportunities.

Strategic Plan Reference: Goal 4: Provide education, training, and credentials to develop the most competitive workforce in the nation. Strategy 4.3

Background: The FNS E&T Program is a part of the national Food and Nutrition Services (FNS) Program administered by the U.S. Department of Agriculture (USDA). The State Department of Health and Human Services – Division of Child and Family Well-Being (NCDHHS – DCFW) oversees the FNS E&T Program in North Carolina. Involvement is voluntary and determined at the local Division of Social Services (DSS) county office.

The FNS E&T program in North Carolina aims to provide employment and training assistance to participants in identified FNS E&T counties. The goal is that this employment and training assistance will lead to employment at a livable wage and enable participants to become self-sufficient.

As a partner in assisting NCDHHS – DCFW in meeting that goal, the North Carolina Community College System (NCCCS) Student Services Department has joined the SNAP-to-Skills NC Interagency Team. As a partner, the NCCCS will collaborate with identified community colleges to offer successful Employment and Training (E&T) programs.

FNS E&T Education Navigators at the community colleges collaborate with the local DSS county office to provide educational assessments, aid in determining appropriate educational pathways, determine educational/employability plans of action, assist participants in accessing community college resources, coordinate with DSS Staff for participant supportive services, and provide outcome measures tracking.

Method of Allocation: Colleges identified for the FNS E&T program must serve an E&T operating county specified in NCDHHS—DCFW's state plan. Funding is recommended for all colleges where the local DSS county office has submitted an FNS E&T Plan of Action (POA) to NCDHHS – DCFW, however the local DSS office is no longer required to participate in FNS E&T for colleges to operate the program. The colleges will receive 100% funds and 50% reimbursable funds to operate an FNS E&T program.

Asheville-Buncombe Technical Community College is recommended for funding three (3) FNS E&T Education Navigator positions and Durham Technical Community College is recommended for funding two (2) FNS E&T Education Navigator positions based on the potential FNS E&T participants in the counties within their respective service areas (Buncombe, Durham, and Orange). All other colleges are recommended for funding one (1) FNS E&T Education Navigator position.

In addition to the direct FNS E&T grant funds, the NCDHHS – DCFW has made 50% federal matching funds available to participating colleges. Through these funds and under the USDA guidelines, colleges can request 50% reimbursement for non-federally funded administrative and participant reimbursement expenses related directly to participant engagement in the FNS E&T program.

Any reserve funds through this grant will support the onboarding of additional colleges. Utilizing existing delegated authority, the System President will allocate reserve funds for this purpose during the program year on the advice of program staff working to expand the program. To ensure full utilization of resources during the program year, the System President may reallocate among existing and future participating colleges on the advice of program staff to best support college FNS E&T participant caseloads and their education and employment outcomes.

100% Funds for 2024-2025 FFY

Community College	Salary and Fringe Benefits 100% Funds	Tuition, Registration, and Fees 100% Funds	Total Allocation 100% Funds
Asheville-Buncombe Technical CC	$100,000	$10,000	$110,000
Central Carolina CC	$40,000	$5,000	$45,000
Central Piedmont CC	$40,000	$5,000	$45,000
Durham Technical CC	$75,000	$10,000	$85,000
Forsyth Technical CC	$20,000	$2,500	$22,500
Gaston College	$20,000	$2,500	$22,500
Guilford Technical CC	$50,000	$5,000	$55,000
Mitchell CC	$50,000	$5,000	$55,000
Pitt CC	$25,000	$2,500	$27,500
Rowan-Cabarrus CC	$25,000	$2,500	$27,500
Sandhills CC	$50,000	$5,000	$55,000
Wilson CC	$50,000	$5,000	$55,000
Total Allocation	**$545,000**	**$60,000**	**$605,000**

50% Reimbursable Funds for 2024-2025 FFY

Community College	Salary and Fringe Benefits 50/50 Funds	Other Administrative Expenses 50/50 Funds	Participant Reimbursements 50/50 Funds	Total Allocation 50/50 Funds
Asheville-Buncombe Technical CC	$118,011	$8,014	$78,125	$204,150
Central Carolina CC	$23,602	$1,603	$15,625	$40,830
Central Piedmont CC	$75,527	$5,129	$50,000	$130,656
Durham Technical CC	$94,409	$6,411	$62,500	$163,320
Forsyth Technical CC	$47,204	$3,206	$31,251	$81,661
Gaston College	$37,763	$2,565	$25,000	$65,328
Guilford Technical CC	$66,086	$4,488	$43,751	$114,325
Mitchell CC	$75,527	$5,129	$50,000	$130,656
Pitt CC	$47,204	$3,206	$31,251	$81,661
Rowan-Cabarrus CC	$23,602	$1,603	$15,625	$40,830
Sandhills CC	$56,645	$3,847	$37,500	$97,992
Wilson CC	$70,807	$4,808	$46,872	$122,487
Total Allocation	**$736,387**	**$50,009**	**$487,500**	**$1,273,896**

Source of Funds: The FNS E&T program funds are contingent on the 2024-25 NCDHHS – DCFW grant award through USDA.

Allocation Period: October 1, 2024 – September 30, 2025

Contact:
Dr. Michelle Johnson
State Director of Student Support

STATE BOARD OF COMMUNITY COLLEGES
Allocation for the Digital Navigator Project
FY 2024-25

Request: The State Board of Community Colleges (SBCC) is requested to approve the allocation of $200,000 to ten community colleges for the Digital Navigator Project.

Strategic Plan Reference: Goal 3: Student Success Objectives and Strategies
Provide resources inside and outside the classroom for all students to successfully enroll, persist, and complete education or training in a chosen career path.
Strategy 3.1.2

Background: The U.S. Department of the Treasury funds (from the American Rescue Plan Act State Fiscal Recovery Funds) have allocated funding to help improve digital equity and inclusion among underserved populations. The NC Department of Information Technology's (NCDIT) Division of Broadband and Digital Equity oversees these funds for North Carolina. NCDIT has awarded the North Carolina Community College System $1,333,333. Funding from this two-year project will be used to develop digital navigator certification courses in English and Spanish, deploy trained digital navigators at 20 NC community colleges serving Tiers 1 and 2 counties, and promote digital inclusion. This project works to ensure economic mobility and civic participation for NC community college students affected by the digital divide.

Cohort 1 and the two lead colleges received $450,000 under October 2023 FC02 and Cohort 2 received $350,000 under April 2024 FC02. This allocation will support Cohort 1 and the two lead colleges in year two of the grant.

Rationale: The overall goal of the Digital Navigator Project is to promote digital inclusion to ensure economic mobility and civic participation for students at NC community colleges affected by the digital divide by certifying and deploying trained digital navigators at 20 community colleges that serve Tier 1 and/or Tier 2 counties (ten in Year 1 and ten in Year 2).

Craven Community College and McDowell Tech Community College will serve as co-leads for the Digital Navigator Project. Both leads have a documented track record of successful project management and of providing innovative programming and strategies for underserved populations. Additionally, they are geographically dispersed in the Eastern and Western areas of the state. Each will be allocated an additional $50,000 to serve as co-lead.

The ten colleges were identified based upon county tier levels and inclusion of the following Digital Equity Act covered populations in their service areas:

- Incarcerated/justice-involved
- Racial/ethnic minority group
- English language learners (ELLs)
- Veterans
- Rural

Deliverables:

- Serve as first point of contact for participating colleges in their region.
- Manage and provide oversight of the Digital Navigator Project at the pilot community colleges.
- Organize and oversee the Digital Navigator training.
- Capture and report information required by the grant.
- Compile report(s) tracking number of people served, number of digital skills training certifications awarded through NorthStar or other research based online digital skills certification training, and number of Digital Navigator Certifications earned.
- Participate in check-in calls with the NCCC System Office and the NCDIT as required.
- Submit quarterly and end-of-project reports, including all required financial reports, with supporting documentation, in compliance with state and federal statutes, rules, and regulations.
- Attend Digital Navigator cohort meetings to draft and finalize Digital Navigators Best Practices report.
- Submit a final report summarizing the outcomes of the Digital Navigator Project.

The pilot community colleges will:

- Serve as mentors to colleges in Cohort 2.
- Participate in meetings with the NCCC System Office, co-lead colleges, and the NCDIT, as required.
- Compile report(s) tracking number of people served, number of people referred to ACP, number of digital skills training certifications awarded through NorthStar, and number of Digital Navigator Certification earned.
- Attend Digital Navigator cohort meetings to draft and finalize Digital Navigators Best Practices report.
- Submit a final report summarizing the outcomes of the Digital Navigator Project.

Digital Navigator Project	
Provider	**Allocation**
Beaufort Community College	$10,000
Catawba Valley Community College	$10,000
College of The Albemarle	$10,000
Craven Community College	$60,000
Forsyth Tech Community College	$10,000
Lenoir Community College	$10,000
McDowell Tech Community College	$60,000
Nash Community College	$10,000
Robeson Community College	$10,000
South Piedmont Community College	$10,000
Total	**$200,000**

Allocation Amount and Time Period: The total allocation for Cohort 1 is $200,000 for the period of October 1, 2024, through December 31, 2025.

Fund Source and Availability: This project is funded by the NC Department of Information Technology's (NCDIT) Division of Broadband and Digital Equity.

Contact: Sandra M. Thompson, AVP, College and Career Readiness

STATE BOARD OF COMMUNITY COLLEGES
Allocation for High-Cost Workforce Start-Up and Expansion Fund
FY 2024-25 through FY 2025-26

Request: The State Board of Community Colleges (SBCC) is requested to approve an allocation of $2,728,770 in High-Cost Workforce Start-Up funding and $2,188,000 in High-Cost Workforce Expansion funding to support the start-up and expansion of healthcare workforce programs offered at NC community colleges, including new programs offered in short-term workforce development/workforce continuing education (WCE) and curriculum (CU).

Strategic Plan Reference: Goal 4: Economic and Workforce Development
Provide education, training, and credentials to develop the most competitive workforce in the nation.
Strategies: 4.1.1 and 4.2.2

Background: In 2023, the General Assembly appropriated $20,000,000 in non-recurring funds to assist NC community colleges in starting new programs in high-demand healthcare careers that require significant start-up funds. The funds were appropriated through Session Law 2023- 134 Section 6.2 to support the start-up of health-related workforce programs offered at NC community colleges. Further, new programs can be offered in both workforce continuing education (WCE) and curriculum (CU).

The General Assembly also appropriated an additional $15,000,000 in non-recurring funds for community colleges to develop and expand courses that lead to a degree or credential in a healthcare-related field. These program offerings can also be offered in both WCE and CU.

Rationale: The State of North Carolina is committed to ensuring the workforce needs of today and the future are being met. Under this program, eligible colleges will receive start-up and/or expansion funding to support the implementation of new programs and course offerings. This allocation program will build capacity for workforce training in high-demand healthcare occupations where unmet employer demand exists.

Method of Allocation: Per Session Law 2023-134 Section 6.2(c), a community college may only apply for the award of funds to support one new program in CU or CE each fiscal year. Funds shall remain available to the community college for two fiscal years.

In accordance with Session Law 2023-134 Section 6.2(d), colleges receiving start-up funds shall also be required to match a percentage of the total cash cost of the program with non-State funds. The amount of the matched is based on a college's total full-time equivalent (FTE) according to the following:

(1) Community colleges with a total FTE of greater than 6,500 shall be required to match fifteen percent (15%) of the cost.

(2) Community colleges with a total FTE between 2,500 and 6,500 shall be required to match ten percent (10%) of the cost.

(3) Community colleges with a total FTE below 2,500 are not required to provide matching funds.

No matching funds are required for the expansion program.

A Request for Proposals (RFP) for High-Cost Workforce funding was released in March 2024. A team from the System Office reviewed applications received by the August 16, 2024, deadline and scored them using the rubric included in the RFP grant instructions packet. Bonus points were awarded for colleges proposing regional collaborations and/or projects involving rural colleges from Tier 1 counties. The review team was composed of a representative group of System Office staff, along with a part-time project consultant hired in January 2024 with experience in NCCCS as a Chief Academic Officer and nursing educator. The team discussed funding recommendations for Round 4 based on the scores and those applications that best presented plans to start-up and/or expand programs within the project period.

Ten applications were received from 8 separate colleges. The proposals were recommended for funding based on their clear demonstration of need, workforce demand, and readiness to implement. Table 1 and Table 2 outline the funding recommendations for 5 new start-up programs and 5 expansion programs.

Table 1 –Start-Up Funds Allocation and Matching Requirement

College (3)	Program	Allocation	Matching %	Required Matching
Asheville-Buncombe TCC	Behavioral Health Programs (Regional)	$750,000	10%	$75,000
Central Carolina CC	Physical Therapy Assistant	495,770	10%	49,577
Isothermal CC	Dental Hygiene	500,000	N/A	0
Sandhills CC	Emergency Medical Services – Paramedic	483,000	10%	48,300
Vance-Granville CC	Central Sterile Processing	500,000	10%	50,000

Start-up Total Allocation: $2,728,770

Table 2 – Expansion Funds Allocation

College	Program	Allocation
Beaufort CC	Nursing - ADN and/or PN	$400,000
Cleveland CC	Radiography	400,000
Fayetteville TCC	Nursing - ADN and/or PN (Regional)	600,000
Sandhills CC	Medical Assisting	388,000
Vance-Granville CC	Nursing - ADN and/or PN	400,000

Expansion Total Allocation: $ 2,188,000

Impact Assessment & Legislative Report:
Per Session Law 2023-134 Section 6.2(f), a report will be required to the Joint Legislative Education Oversight Committee by December 1, 2024, and annually thereafter. The report will include:

a) the community colleges that received funds, the amount of funds, and the types of healthcare programs started.
b) the uses of funds by community colleges receiving awards, including costs associated with student instruction, faculty salaries, instructional supplies, related instructional equipment, and accreditation costs, and
c) an evaluation of the success of the new community college healthcare programs receiving funds, including enrollment, persistence rates, completion, credential attainment, and program sustainability as these become available; employment and labor market outcomes; and how the program meets local, regional, and statewide workforce demands.

Fund Source and Availability: Funding is available through the ARPA Temporary Savings Fund as authorized by Session Law 2023-134, Section 6.2.

Allocation Period: July 1, 2024-June 30, 2026

Contact:
Dr. Brian Merritt
Senior Vice President & Chief Academic Officer

Dr. Andrew Gardner
AVP of Workforce Strategies

Dr. Lisa Eads
AVP of Programs

A.	New Projects							
	Item	College	Project Number	Description	Fund Source	Prior Budget	Board Action Funding Increase/ Decrease	Current Budget
	1	Alamance	2882	**Biotechnology Center for Excellence Third Floor Upfit (Main Campus)** Renovation of approximately 7,139 sq. ft. to include classrooms for data analytics and artificial intelligence programs.	42120 - SCIF R&R	$0.00	$2,542,000.00	$2,542,000.00
					Total	**$0.00**	**$2,542,000.00**	**$2,542,000.00**
	2	Beaufort	2883	**New Skilled Trades Facility (Main Campus)** Construction of an approximately 12,000 sq. ft. metal building for skilled trades and unmanned aircraft system (drone).	Non-State	$0.00	$500,000.00	$500,000.00
					42120 - SCIF New	$0.00	$1,300,000.00	$1,300,000.00
					Total	**$0.00**	**$1,800,000.00**	**$1,800,000.00**
	3	Cleveland	2872	**West Parking Lot (Main Campus)** Construction of a new 72-space parking lot with lighting.	Non-State	$0.00	$650,000.00	$650,000.00
					Total	**$0.00**	**$650,000.00**	**$650,000.00**
	4	Gaston	2894	**Gaston College Health Science Education and Simulation Center (Main Campus)** Construction of an approximately 129,000 sq. ft. building to support health service programs.	OSBM	$0.00	$15,000,000.00	$15,000,000.00
					Unidentified	$0.00	$45,000,000.00	$45,000,000.00
					Total	**$0.00**	**$60,000,000.00**	**$60,000,000.00**
	5	Randolph	2846	**Applied Industrial Artificial Intelligence Center of NC (Main Campus)** Renovation of approximately 25,000 sq. ft. to create classrooms and lab space for artificial intelligence programs.	Non-State	$0.00	$5,895,000.00	$5,895,000.00
					OSBM	$0.00	$1,500,000.00	$1,500,000.00
					Total	**$0.00**	**$7,395,000.00**	**$7,395,000.00**
	6	Robeson	2827	**Healthcare Education Building (ComTech Campus)** Construction of an approximately 28,000 sq. ft. building for health occupations training programs.	OSBM	$0.00	$10,500,000.00	$10,500,000.00
					Total	**$0.00**	**$10,500,000.00**	**$10,500,000.00**
	7	Wilkes	2895	**Dental Hygiene Lab - Herring Hall (Main Campus)** Renovation of approximately 2,700 sq ft. for dental hygiene lab.	42120 - SCIF R&R	$0.00	$700,000.00	$700,000.00
					Total	**$0.00**	**$700,000.00**	**$700,000.00**
	8	Wilson	2831	**Workforce Training Center (Main Campus)** Construction of an approximately 30,000 sq. ft. building for classrooms and labs.	OSBM	$0.00	$30,000,000.00	$30,000,000.00
					Total	**$0.00**	**$30,000,000.00**	**$30,000,000.00**

B.	Amended Projects							
	Item	College	Project Number	Description	Fund Source	Prior Budget	Board Action Funding Increase/ Decrease	Current Budget
	1	Cleveland	2654	**Student Affairs Office Renovation for Academic Affairs and Business Office (Main Campus)** Project is amended to increase scope to include replacement of HVAC system.	OSBM	$0.00	$425,000.00	$425,000.00
					42120 - SCIF R&R	$751,450.00	$523,550.00	$1,275,000.00
					Total	**$751,450.00**	**$948,550.00**	**$1,700,000.00**
	2	James Sprunt	2628	**Workforce Development Center (Main Campus)** Project is amended to identify funds.	OSBM	$9,000,000.00	$4,000,000.00	$13,000,000.00
					Unidentified	$4,000,000.00	($4,000,000.00)	$0.00
					42120 - SCIF New	$2,745,728.98	$0.00	$2,745,728.98
					42160 - SCIF New	$563,271.02	$0.00	$563,271.02
					Total	**$16,309,000.00**	**$0.00**	**$16,309,000.00**
	3	Richmond	2689	**Hendrick Center for Automotive Training (Main Campus)** Project is amended to reduce size from 15,000 to 9,800 sq. ft. and identify funding sources.	Non-State	$1,000,000.00	$326,000.00	$1,326,000.00
					OSBM	$3,250,000.00	$1,750,000.00	$5,000,000.00
					42120 - SCIF New	$0.00	$550,000.00	$550,000.00
					Unidentified	$1,750,000.00	($1,750,000.00)	$0.00
					Total	**$6,000,000.00**	**$876,000.00**	**$6,876,000.00**

C.	Final Close-Out Projects							
	Item	**College**	**Project Number**	**Description**	**Fund Source**	**Prior Budget**	**Board Action Funding Increase/ Decrease**	**Current Budget**
	1	Martin	2332	**Equine Facility Repairs/Upgrade (Main Campus)** Project is submitted for a decrease in cost for final project close out.	46620 - R&R	$899,219.71	$0.00	$899,219.71
					42160 - SCIF R&R	$23,878.83	($13,319.70)	$10,559.13
					Total	**$923,098.54**	**($13,319.70)**	**$909,778.84**

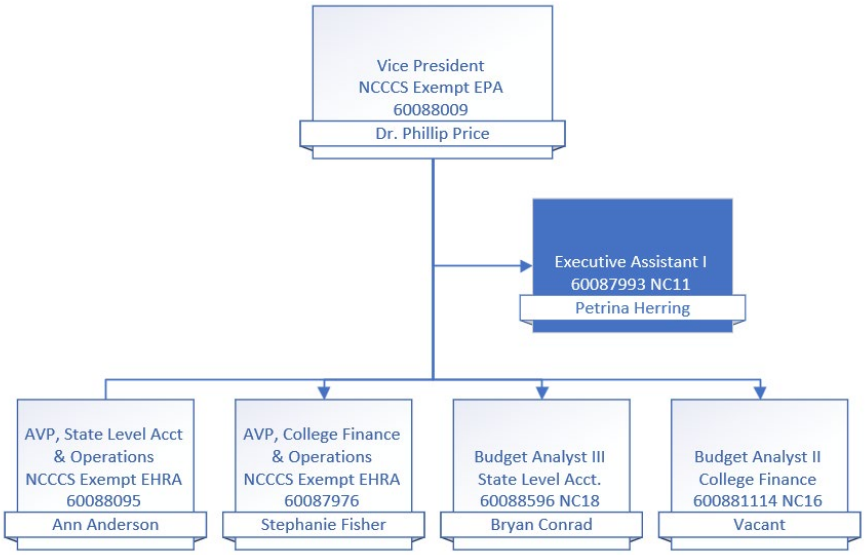
State Fund Legend

40720 - Special Projects/Equipment to Capital/Advanced Planning Funds S.L. 2006-66
41220 - Equipment to Capital S.L. 2011-145
41520 - Equipment to Capital S.L. 2015-241
41720 - Special Project S.L. 2017-57
41820 - Special Project S.L. 2018-5, Hurricane Relief funds S.L. 2018-136
41920 - Special Project S.L. 2019-235
42020 - Special Project S.L. 2019-235
42120 - SCIF ($400M) S.L. 2021-180
42160 - SCIF (Remaining Connect NC Bond Funds as of October 1, 2022 converted to SCIF)
Interest - OSBM - Interest earned on OSBM Administered Funds
OSBM - OSBM Grants S.L. 2021-180, 2022-74, 2022-6, 2023-134
State-Other - State Funds handled locally by college

STATE BOARD OF COMMUNITY COLLEGES
Business and Finance Organization Chart
FY 2024-25

Background:

The Business and Finance division of the System Office performs many important functions. We plan to provide a series of information items where we highlight various sections within the division. We first wanted to start with a high-level review of the division and over the next several meetings will provide additional sections.



Vice President's Office Staffing:

Vice President – Phillip Price services as the VP and CFO. He supervises the division which includes agency accounting, college finance, and budgeting. He has over 20 years of experience, having also worked for Central Carolina Community College, Beaufort County Community College and the NC Office of the State Auditor.

Agency Accounting – Ann Anderson serves as the AVP for State Level Accounting and Operations. She supervisors the accounting functions for the agency. She also supervises the procurement area and staff tasked with managing the operations of the Caswell Building. She has a staff of 10. Ann has over 25 years of experience in state government, having also worked for the Office of State Budget and Management and the Office of the State Controller.

College Finance – Stephanie Fisher serves as the AVP for College Finance and Operations. She supervises the college funding area, capital finance and planning, and technical resources for colleges. She has a staff of 15. Stephanie has over 20 years of experience with community colleges, having also worked for Nash Community College, Stanly Community College, and Edgecombe Community College.

Budgeting – We recently reorganized this area to be a direct report to the CFO. The goal of the reorganization is to better align agency budgeting with college budgeting. We have two budget analyst positions. Bryan Conrad serves as the budget analyst for the agency and has over 20 years of experience having also worked for the NC Office of State Budget and Management. Our college budget analyst position is currently vacant due to a retirement on September 1st.

Executive Assistant – Petrina Lyons Herring serves as the Executive Assistant for the Business and Finance Division. She provides operational support for the department as well as managing agenda items for the State Board Finance Committee.

STATE BOARD OF COMMUNITY COLLEGES
College Budget & Accounting System (CBAS)
Information Only

Background:

Commonly referred to as 'CBAS', the College Budget & Accounting System is the system used by the NC Community College System (NCCCS) to gather financial information from the 58 community colleges. The current CBAS system was developed and maintained by staff to replace the manual workflows that were in use at that time. The system was implemented in 2009.

The system receives revenue, expenditure, and budget data on either a daily or monthly basis, and uses this data for a variety of purposes including:

- Reconciliation of college cash ledger balances to accounts with the NC Department of State Treasurer's office
- Confirmation that state funds budgets recorded by colleges agree with the allocation records of the NCCCS
- Reporting to NC Department of State Treasurer the amount of daily deposits to colleges so those funds can be swept into the treasury
- Receiving monthly requests from colleges specifying the anticipated cash need and depositing funds to the college disbursing account
- Ensuring funds allocated to colleges for specific purposes are not overspent

While the tasks to be accomplished will be the same, a modernized CBAS system will provide great improvements to functionality such as:

- New reports can be written. Because the current system is no longer supported, new reporting cannot be provided.
    - For example, a comprehensive budget vs expenditures report will be available. Currently, there is no report that includes budget and expenditure data. A user must run a separate report for each dataset and manually combine/compare them.
- Data and reports will be available to report out in Excel format.
- Increased and enhanced process validations based on experience with the current system.
- Automated emails will include attachments of necessary information rather than receiving email and then taking another step to retrieve the information.
- Archived reports will generate at the same speed as open period reports.

STATE BOARD OF COMMUNITY COLLEGES
College Capital Delegated Authority
Information Only

Background:

G.S. 115D-9 authorizes the State Board of Community Colleges to delegate special authority to colleges to manage capital improvement projects without the oversight of the State Construction Office. The college may request this delegated authority based on the college's need, and the authority can come in two ways:

- $4M delegation gives the college the authority to spend up to $4M if any state dollars are included and unlimited authority if no state dollars are included.
- $2M delegation gives the college the authority to spend up to $2M regardless of funding source.

College Requirements to receive delegated authority

Colleges must submit the indicated form, signed by college President, local board Chair, Chief Financial Officer, and Capital Projects Coordinator (CPC), attesting to the following:

	$2M Form 3-8A	**$4M Form 3-8**
• CPC has attended State Construction Office training course	**X**	**X**
• CPC has experience with capital projects and must have administrative support.	**X**	**X**
• Local Board of Trustees has access to attorney versed in construction law.	**X**	**X**
• College has access to technical construction expertise, as demonstrated by licensed credentials and experience.	**X**	**X**
• College commits to follow the policies, procedures, and guidelines provided by NC General Statute and Administrative Code, NCCCS Construction Guide, and State Construction Manual.	**X**	**X**
• College understands and assumes the duties and responsibilities outlined in the Construction Delegated Authority Guidelines approved by the State Board of Community Colleges.	**X**	**X**
• College has adopted a local construction manual.	**N/A**	**X**

Approved $2M		**Approved $4M**
Asheville-Buncombe Technical CC	Johnston CC	Central Piedmont CC
Bladen CC	Lenoir CC	Fayetteville Technical CC
Blue Ridge CC	Martin CC	Guilford Technical CC
Caldwell CC	Mayland CC	Wake Technical CC
Cape Fear CC	McDowell Technical CC	
Carteret CC	Mitchell CC	
Catawba Valley CC	Nash CC	
Cleveland CC	Richmond CC	
College of The Albemarle	Rowan-Cabarrus CC	
Davidson-Davie CC	Sandhills CC	
Forsyth Technical CC	South Piedmont CC	
Haywood CC	Tri-County CC	
	Wayne CC	

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
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UTILIZING INCREASED CONSTRUCTION DELEGATION AUTHORITY PURSUANT TO G.S. 115D-9

Project Name and Number (Identification)	Date Project Established	Estimated Cost	Design Firm	Design Fee	Contractor (Company or Individual's Name) for each contract awarded	Contract Award Amount	IF CONTRACT AWARD IS TO A MINORITY BUSINESS(ES), (OR PERSON), IDENTIFY BY CATEGORY PROVIDED *					
							(B)	(H)	(A)	(I)	(F)	(D)
Central Piedmont												
Levine Campus Phase 3 (2042)	6/12/14	32,018,106	Moseley Architects	1,866,250								
20653			McCracken & Lopez, PA (C)	108,275								
			Airflow Experts, Inc (SI)	33,760							X	
			Esp Associates, Inc. (SI)	171,226								
					Balfour Beatty Construction (CM)	3,003,743						
					Balfour Beatty Construction (CM)	67,062						
					Bonitz Contracting Company Inc	238,783						
					Briegan Concrete Llc	1,943,035						
					Geoconstructors, Inc.	108,030						
					Sears Contract, Inc.	1,212,330					X	
					Tec Electric, Llc	324,794	X					
					Watson Electric Company Inc	2,915,948						
					Miller Electric Company	1,713						
					Miller Electric Company	4,250						
					Miller Electric Company	4,458						
					Kone Inc	154,680						
					Quality Sprinkler Company, Inc	237,536						
					Triad Fireproofing Inc	35,500						
					Shields, Inc.	449,778						
					Aac Enterprise Llc (Contract #1)	181,297						
					Aac Enterprise Llc (Contract #2)	17,325						
					Mr Clean Maintenance Company	33,350	X					
					Gca Services Group (ABM)	1,210						
					Gca Services Group (ABM)	1,519						
					Harris Wall Systems, Inc	1,773,599						
					Commonwealth Blinds & Shades	77,050						X
					Office Environments	212,062						
					Providence landscape Group	297,410						
					Pyramid Masonry Contractors, Inc	2,092,811						
					Superior Mechanical Systems Inc	3,245,784	X					
					Cabinets by Design Inc	231,961						
					Nycom Inc	299,664						
					Dunlap Paint Contracts Inc	160,203						
					Burgess Sales & Supply Inc	500,188						
					Gastonia Plumbing & Heating Co	1,315,359						
					Eastern Corporation	496,394			X			
					Pedulla Trucking, Excavating	2,438,768					X	
					SteelFab Inc	1,939,526						
					Unified Av Systems	201,587						
					Learning Enviornments	141,068						
					Applied Waterproofing Company	145,555						
					Affinity Systems, Llc	199,827						
					Afl Network Services, Inc.	271,073						
					Affinity Systems, Llc	255,594						
					Miller Electric Company	9,327						
					Miller Electric Company	9,246						
					Gca Services Group	3,059						
					Miller Electric Company	1,909						
					Performance Link Techn	1,201						
					Clear Site Industrial	85,250						
					Projectlink	28,800						
					Signs Designed, Llc	26,021						
Harper Campus Phase 4 (2043)	6/12/14	42,250,000	Jenkins Peer Architects	2,823,154								
20654			Vertex Technology Consultants	3,800								
			Stewart Engineering Inc	4,250				X				
			ADW Architects	52,200								
			McCracken & Lopez, Pa (C)	96,875								
			Intertek-PSI (SI)	173,661								

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							(B)	(H)	(A)	(I)	(F)	(D)
Harper Campus Phase 4 (2043)			Palmetto Air & Water Balance (SI)	54,025								
20654 - Continued			Intertek-PSI (SI)	7,158								
			Terracon (SI)	7,500								
					Balfour Beatty Construction (CM)	3,545,579						
					Balfour Beatty Construction (CM)	96,743						
					Balfour Beatty Construction (CM)	90,113						
					Sears Contract, Inc.	295,821					X	
					Briegan Concrete Llc	3,474,469						
					Sears Contract, Inc.	1,824,588					X	
					T.R. Curlee Electric	4,828,680						
					Watson Electric Company	276,257						
					T.R. Curlee Electric Inc	13,000						
					Republic Electric Co. Inc.	10,516		X				
					Otis Elevator	295,000						
					Alpha Insulation	363,083						
					Fire Sprinkler Service Llc	312,078						
					Bonitz Flooring West. Carolina	264,929						
					Mr Clean Maintenance Company	34,487	X					
					AAC Enterprises	100,993						
					Abaco, Inc	175,471						
					Cutting Edge Piping Services,	2,972						
					J&d Welding & Fabricating Cor	5,000						
					Sewell Contractors Inc.	1,931					X	
					G.W. Liles Construction Co.,	31,832						
					G.W. Liles Construction Co.,	316,346						
					Harris Wall Systems Inc	1,198,762						
					Commonwealth Blinds & Shades	49,653						X
					Lomax Tile & Marble, Inc.	329,123						
					Stratos Solutions, Inc.	15,500						
					Providence Landscape Group	521,012						
					Pyramid Masonry Contractors, Inc	2,455,042						
					Superior Mechanical System Inc	3,828,664	X					
					Digitrol, Inc.	121,314						
					Cabinets by Design, Inc.	283,721						
					Cabinets by Design, Inc.	78,500						
					Charlotte Paint Company Inc.	338,149					X	
					Cook & Boardman	728,928						
					Spc Mechanical Corporation	1,261,169						
					Baker Roofing Company	601,554						
					Blythe Development Co. Contract 1	3,232,438						
					Blythe Development Co. Contract 2	852,156						
					Steel Specialty	2,162,908						
					Strickland Waterproofing Inc	307,000						
					Affinity Systems, Llc	174,553						
					Universal Voice/Data, Inc	4,335						
					Iconnect Technologies, Llc	245,470						
					Iconnect Technologies, Llc	145,715						
					Gca Services Group	1,700						
					Affinity Systems, Llc	128,875						

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							(B)	(H)	(A)	(I)	(F)	(D)
Harper Campus Phase 4 (2043)					Performance Cabling Technologies	1,361						
20654 - Continued					Affinity Systems, Llc	4,206						
					Affinity Systems, Llc	306						
					Foss Demolition, Inc	93,500					X	
					Projectlink	29,925						
					Richa Graphics	30,887			X			
Educational Building aka North Classroom	4/15/16	56,100,000	Bergmann Associates , Architec	22,800								
Building (2045)			Bergmann Associates , Architec	1,349,376								
20657			Whn Architects	1,869,181								
			Bulla Smith Design Engineering	10,200								
			Mccracken & Lopez, Pa	112,800								
			Mccracken & Lopez, Pa	7,570								
			Stanley D. Lindsey & Associates	8,750								
			Vertex Technology Consultants	8,385								
			Colejenest & Stone, P. A.	9,024								
			Colejenest & Stone, P. A.	12,000								
			Vertex Technology Consultants	3,800								
			Stanley D. Lindsey &	3,200								
			Stewart Engineering Inc	28,500				X				
			System Worcx (C)	175,800								
			Abundant Power Group, Llc (C)	10,780								
			Tab Services, Inc. (SI)	97,580								
			S&me, Inc. (SI)	7,200								
			S&me, Inc. (SI)	7,500								
			S&me, Inc. (SI)	59,571								
			High Performance Building (SI)	7,000							X	
			High Performance Building (SI)	5,000							X	
			Terracon Consultants Inc (SI)	3,700								
			Rhino Demolition and (SI)	5,750								
			S&me, Inc. (SI)	14,000								
			S&me, Inc. (SI)	221,485								
					Rodgers Builders (CM)	5,480,222					X	
					Rodgers Builders (CM)	85,948					X	
					Bonitz Contracting Company Inc	605,298						
					Geoconstructors, Inc.	159,840						
					Lithko Contracting, Llc	2,457,616						
					Northedge (Chavez Interiors Llc)	3,214,135		X				
					Miller Electric Company (Contract #1)	272,665						
					Miller Electric Company (Contract #2)	3,717,938						
					Otis Elevator Company	655,464						
					Performance Fire Protection Ll	414,077						
					Architectural Coatings Inc of	353,924						
					Maxson & Associates Inc	208,000						
					Bonitz Flooring Group Inc	540,552						
					Heede Southeast, Inc.	646,188						
					Johnson Controls, Inc.	1,042,050						
					Weeks Williams Devore, Inc	383,000						
					Carolina Material Handling Inc	251,273						
					Lockers by Design of Sumter,	67,000						
					Guy M. Beaty, Inc.	2,275						

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							(B)	(H)	(A)	(I)	(F)	(D)
Educational Building aka North Classroom					Ram Pavement Services, Inc.	35,360						
Building (2045)					Carolina Classic Window & Glass Inc	931,087					X	
20657 - Continued					United Enterprises Inc	444,620						
					Metrolina Landscape Company	394,799						
					Champion Landscapes, Inc.	9,050						
					Pyramid Masonry Contractors, Inc	2,686,640						
					Spc Mechanical Corporation	3,490,095						
					Kirlin-Way Mechanical	4,365,578						
					Gca Services Group	2,737						
					Nycom Inc	531,116						
					Trend Millwork	336,170						
					Specialties Painting, Inc.	304,882						
					Burgess Sales & Supply, Inc.	648,446						
					Aircond Corp dba Emcor Services	116,715						
					Precision Plumbing (Brown Industries)	1,587,986						
					Davco Roofing & Sheet Metal, I	1,016,635						
					Blythe Development Co.	2,587,474						
					Conserv Building Services (BCH Mechanical)	166,487						
					Steelfab, Inc.	3,820,422						
					Strickland Waterproofing Inc (Contract #1)	142,700						
					Strickland Waterproofing Inc (Contract #2)	397,000						
					High Performance Technologies	5,094						
					Iconnect Technologies, Llc	111,500						
					Affinity Systems, Llc	212,110						
					Network Cabling Systems, Inc.	330,219		X				
					Street & Co Llc Dba Seedcomm	6,285						
					Performance Link Technologies	3,400						
					Cabling Solutions Inc.	1,000						
					Dh Griffin Construction	395,187						
					Dh Griffin Construction	787,048						
					Dh Griffin Construction	27,400						
					Projectlink	49,300						
					Poblocki Sign Company LLC	24,563						
					Rlm Group South Charlotte Llc (FastSigns)	6,158						
					Rlm Group South Charlotte Llc (FastSigns)	609						
					The Survey Company, Inc.	10,500						
					The Survey Company, Inc.	3,250						
Student Success Building (2046)	4/15/16	33,571,384	Perkins Eastman	557,857								
20658			McCracken & Lopez, Pa	60,000								
			Morris-Berg Architects, Inc.	69,000								
			Morris-Berg Architects, Inc.	1,763,300								
			Morris-Berg Architects, Inc.	75,000								
			Vertex Technology Consultants	38,950								
			Reverus Corp	4,639								
			Reverus Corp	119,225								
			Boomerang Design, P.A.	48,540								
			Boomerang Design, P.A.	47,200								
			Morris-Berg Architects, Inc.	77,005								
			Rmf Engineering Inc ©	121,806								

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							(B)	(H)	(A)	(I)	(F)	(D)
Student Success Building (2046)			Research Air Flo (SI)	5,895								
20658 - Continued			Research Air Flo (SI)	50,000								
			Terracon Consultants Inc	60,800								
			Ecs Southeast, Llp (SI)	4,860								
			Ecs Carolinas, Llp (SI)	8,400								
					Rodgers Builders (CM)	2,969,479					X	
					Rodgers-Leeper (CM)	387,437	X				X	
					Manganaro Southeast, Llc	673,000						
					Briegan Concrete Llc	1,185,000						
					Tindall Corporation	91,200						
					Precision Walls, Inc.	1,258,000						
					Fountain Services Llc	680,098						
					Miller Electric Company #1	91,000						
					Miller Electric Company #2	1,995,017						
					Otis Elevator Company	255,000						
					Fire Stop Technologies, a	139,922						
					American Fire Technologies Div of The Hiller Compani	160,000						
					David Allen Company, Inc.	281,000						
					Office Environments Inc dba Modular Design	135,000						
					Heede Southeast, Inc.	380,000						
					Precision Walls, Inc.	46,000						
					Rc Specialties, Inc	212,000						
					Learning Environments	31,000						
					Environamics, Inc	175,000						
					Wharton-Smith, Inc.	1,265,462						
					Holston Glass Co., Inc.	1,187,013						
					David Allen Company, Inc.	89,500						
					Onsite Landscape & Irrigation	121,000						
					Pyramid Masonry Contractors,	1,085,000						
					Engineered Control Solutions	160,000						
					Cam-Ful Industries, Inc.	2,684,000						
					Trend Millwork Llc	428,000						
					United Painting Services, Inc.	213,000		X				
					Access Services, Inc.	120,750	X					
					Cook & Boardman Charlotte (REP CBG Holdings)	123,000						
					Emcor Services Aircond #1	59,400						
					Emcor Services Aircond #2	424,000						
					Baker Roofing Company	574,000						
					Blythe Development Co.	1,655,332						
					Cam-Ful Industries, Inc.	464,000						
					Keller North Anerica Inc. (Hayward Baker)	69,000						
					Unit Paving Inc	100,000						
					Steelfab, Inc.	2,430,000						
					Strickland Waterproofing Inc #1	58,600						
					Strickland Waterproofing Inc #2	180,059						
					Performance Cabling Technolog	3,421						
					Performance Cabling Technolog	4,995						

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							(B)	(H)	(A)	(I)	(F)	(D)
Student Success Building (2046)					Performance Cabling Technolog	5,608						
20658 - Continued					Affinity Systems, Llc	7,983						
					Affinity Systems, Llc	601						
					Affinity Systems, Llc	526,345						
					Performance Link Technologies	2,993						
					Information Technology Svcs (Entered as Performance	4,170						
					Foss Demolition, Inc	713,397					X	
					Dakota Contracting Co.	102,017				X		
					Serigraphics Sign Systems	132,405						
					Rlm Group South Charlotte Llc	85,614						
					The Survey Company, Inc.	8,775						
Advanced Technology Center Classroom	9/16/16	33,363,000	Bulla Smith Design Engineering	3,800								
Building Replacement aka NCB@Charlottetowne			Bulla Smith Design Engineering	3,500								
& 5th (2047)			Creech & Associates, Pllc	1,834,440								
20660			Mccracken & Lopez, Pa	67,200								
			Morris-Berg Architects, Inc.	111,400								
			Stanley D. Lindsey &	5,000								
			Morris-Berg Architects, Inc.	49,600								
			Vertex Technology Consultants	4,115								
			Vertex Technology Consultants	3,800								
			Palacio Collaborative, Inc.	2,500				X				
			Vertex Technology Consultants	3,500								
			System Worcx (C)	107,050								
			Abundant Power Group, Llc	7,285								
			Research Air Flo (SI)	8,285								
			Palmetto Air & Water Balance (SI)	40,932								
			Terracon Consultants Inc (SI)	3,000								
			Terracon Consultants Inc (SI)	2,750								
			Terracon Consultants Inc (SI)	2,750								
			Terracon Consultants Inc (SI)	2,800								
			High Performance Building (SI)	6,500							X	
			Terracon Consultants Inc (SI)	750								
			Terracon Consultants Inc (SI)	22,550								
			Terracon Consultants Inc (SI)	134,877								
					Rodgers Builders Inc. (CM)	3,409,442					X	
					Rodgers Builders Inc. (CM)	461,429					X	
					Triad Walls & Ceilings, Inc	201,122		X				
					Lithko Contracting, Llc	1,176,651						
					Keller North America Inc. (Hayward Baker)	75,000						
					Stevens Interiors Inc.	158,147						
					Northedge, Llc (dba Chavez Interiors Llc)	2,034,828		X				
					Fountain Services Llc	147,194						
					Miller Electric Company (Contract #1)	76,624						
					Miller Electric Company (Contract #2)	2,221,350						
					Otis Elevator Company	370,275						
					Warco Construction, Inc.	101,266						
					Carolina Fire Control Inc	213,350						
					Bonitz Flooring Group Inc	93,897						
					Bonitz Flooring Group Inc	355,539						

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							(B)	(H)	(A)	(I)	(F)	(D)
Advanced Technology Center Classroom					Sterling Construction	367,619	x					
Building Replacement aka NCB@Charlottetowne					Nycom Inc	18,490						
& 5th (2047)					Carolina Classic Window & Glass Inc	598,399					x	
20660 - Continued					David Allen Company	161,957						
					Pyramid Masonry Contractors, I	2,682,186						
					Pc Godfrey Inc (Contract #1)	144,459						
					Pc Godfrey Inc (Contract #2)	2,093,047						
					Nycom Inc	948,030						
					United Painting Services, Inc. (Contract #1)	112,863		x				
					United Painting Services, Inc. (Contract #2)	143,505		x				
					Cook & Boardman, Inc. (Contract #1)	158,480						
					Cook & Boardman, Inc. (Contract #2)	429,114						
					Cam-Ful Industries, Inc.	46,630						
					Gastonia Plumbing & Heating Co (Contract #1)	111,000						
					Gastonia Plumbing & Heating Co (Contract #2)	1,333,768						
					Aar of North Carolina, Inc.	476,875						
					Showalter Construction Company	1,581,591						
					Steelfab, Inc.	2,415,829						
					Strickland Waterproofing Inc	351,094						
					Affinity Systems, Llc	12,663						
					Information Technology Svcs	280,077						
					Affinity Systems, Llc	103,738						
					Performance Link Technologies	1,699						
					Premiere Communications	3,983						
					Performance Link Technologies	536						
					Cabling Solutions Inc.	9,583						
					Performance Cabling Technolog	66,357						
					D. H. Griffin Wrecking Co., Inc	44,700						
					Projectlink	24,570						
					Rlm Group South Charlotte Llc - Fast Signs	1,609						
					Rlm Group South Charlotte Llc - Fast Signs	3,053						
					Richa Graphics	13,198			x			
					Green Star Solutions, Llc	912						
					Rlm Group South Charlotte Llc - Fast Signs	459						
					Rlm Group South Charlotte Llc - Fast Signs	23,379						
					Rlm Group South Charlotte Llc - Fast Signs	824						
					Rlm Group South Charlotte Llc - Fast Signs	506						
					Rlm Group South Charlotte Llc - Fast Signs	4,204						
					Rlm Group South Charlotte Llc - Fast Signs	502						
					Rlm Group South Charlotte Llc - Fast Signs	334						
					Rlm Group South Charlotte Llc - Fast Signs	1,158						
					Rlm Group South Charlotte Llc - Fast Signs	392						
					The Survey Company, Inc.	27,875						
Hendrick Automotive Tech Center Expansion 20659	7/21/17	4,406,502	Redline Design Group Pa	192,185								
& Hendrick Skylight Replacement 20988 (2048)			Vertex Technology Consultants	7,950								
			Clark Nexsen Construction	35,892								
			Esp Associates, Pa (SI)	4,524								
			Esp Associates, Pa (SI)	33,016								

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Hendrick Automotive Tech Center Expansion 20659					Balfour Beatty Construction,	309,590						
& Hendrick Skylight Replacement 20988 (2048)					Christopher Bryan Company, Inc	226,025						
Continued					Bonitz Contracting Company Inc	50,530						
					Caryl Mechanicals Inc (The Boswell Group)	375,825					X	
					Quality Sprinkler Company, Inc	63,001						
					Mr Clean Maintenance Company	65,264	X					
					United Automation Corporation	28,357						
					S&s Glazing Llc	108,500						
					Holden Building Company, Inc.	99,600						
					Lomax Tile & Marble, Inc.	35,194						
					Providence Landscape Group	28,105						
					Gates Construction Co., Inc.	764,769						
					Southeastern Plumbing and Heating	274,010						
					Stoneworks Ltd	1,994						
					Charlotte Paint Company Inc.	57,301					X	
					Burgess Sales & Supply, Inc.	40,341						
					Maxson and Associates, Inc	68,000						
					Caryl Mechanicals Inc (The Boswell Group)	112,418					X	
					Aar of North Carolina, Inc.	115,500						
					Pedulla Trucking, Excavating	573,652					X	
					Steel Specialty Co. of	204,785						
					Iconnect Technologies, Llc	34,273						
					Performance Link Technologies	408						
					PPS	31,890						
					Quorum Group, Llc Dba Takeform	6,273						
Merancas Campus Building Phase 4 (2049)	7/21/17	27,428,000	ADW Architects	1,820,327								
20655			Cenero, Llc	1,050								
			ADW Architects	38,755								
			Mccracken & Lopez, Pa © (npw CMTA)	95,430								
			Kleinfelder (SI)	106,033								
			Tab Services, Inc. (SI)	65,750								
			Kleinfelder (SI)	9,300								
			Kleinfelder (SI)	41,400								
					Rodgers Builders Inc. (CM)	2,720,357					X	
					Manganaro Southeast, Llc	467,746						
					Manganaro Southeast, Llc	1,581,722						
					Global Team Electric, Llc	1,470,517						
					Miller Electric Company	2,100,544						
					Otis Elevator Company	146,718						
					First Defense Fire	226,113						
					Office Environments Inc dba Modular Design	306,016						
					Warco Construction, Inc.	203,350						
					G.W. Lliles Construction	247,146						
					Harris Wall Systems, Inc.	996,811						
					Tilesetters of Raleigh Inc.	196,502						
					Old North State Masonry	900,441						
					Pc Godfrey Inc	2,183,473						

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Merancas Campus Building Phase 4 (2049)					United Mechanical Corporation	289,410						
20655 Continued					Learning Environments	338,019						
					Cabinets by Design, Llc	162,816						
					United Painting Services, Inc.	150,819		x				
					Cook & Boardman Charlotte	175,470						
					Aircond Corp dba EMCOR Services	116,255						
					Cam-Ful Industries, Inc.	1,053,163						
					Davco Roofing & Sheet Metal, I	548,193						
					Showalter Construction Company	2,591,635						
					Camps Construction Company	733,091		x				
					Steel Specialty Co. of Belmont	1,860,682						
					Eastern Corporation	812,645			x			
					Strickland Waterproofing Inc	254,595						
					Affinity Systems, Llc	122,937						
					Information Technology Svcs (Entered as Premiere Co	217,204						
					Projectlink	21,775						
					Poblocki Sign Company, Llc	49,261						
					The Survey Company, Inc.	19,250						
					The Survey Company, Inc.	2,275						
New Learning Resource Center (New Library) (2374)	9/21/18	82,912,884	Morris-Berg Architects, Inc.	340,370								
20932			Stanley D. Lindsey &	26,180								
			Morris-Berg Architects, Inc.	5,081,250								
			Morris-Berg Architects, Inc.	131,150								
			Morris-Berg Architects, Inc.	200,000								
			Morris-Berg Architects, Inc.	5,240								
			Morris-Berg Architects, Inc.	35,500								
			Morris-Berg Architects, Inc.	4,200								
			Vertex Technology Consultants	14,950								
			Vertex Technology Consultants	4,800								
			Reverus Corp	153,125								
			Vertex Technology Consultants	8,750								
			Cenero, Llc	6,600								
			Ferris & Associates	56,200								
			Reverus Corp	119,225								
			Rmf Engineering Inc (C)	331,534								
			System Worcx ©	13,600								
			Ecs Southeast, Llp (Sl)	265,272								
			Research Air Flo (Sl)	138,905								
			Ecs Southeast, Llp (Sl)	22,320								
			Ecs Southeast, Llp (Sl)	79,998								
			Ecs Southeast, Llp (Sl)	2,300								
			Terracon Consultants Inc. (Sl)	2,100								
			Ecs Southeast, Llp (Sl)	27,837								
			Terracon Consultants Inc	7,295								
			Ecs Southeast, Llp (Sl)	18,265								
					Rodgers-Leeper	7,787,916	x				x	
					Manganaro Southeast, Llc	1,682,481						

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New Learning Resource Center (New Library) (2374)					Briegan Concrete Llc	4,104,416						
20932 - Continued					Tindall Corporation	246,800						
					Precision Walls, Inc.	4,898,562						
					Miller Electric Company #1	397,984						
					Miller Electric Company #2	6,914,299						
					Miller Electric Company #2	162,171						
					Miller Electric Company	16,928						
					Otis Elevator Company	719,036						
					Fire Stop Technologies (TruTeam Builders Services In	458,933						
					American Fire Technologies (The Hiller Companies) us	452,935						
					David Allen Company, Inc. #1	768,758						
					Office Environments Inc dba Modular Designs	431,937						
					Heede Southeast, Inc.	754,452						
					Precision Walls, Inc.	148,763						
					Rc Specialties, Inc	536,853						
					Learning Environments (General)	84,290						
					Environamics, Inc	671,073						
					Holston Glass Co., Inc.	3,438,371						
					David Allen Company, Inc. #2	242,258						
					Onsite Landscape & Irrigation	488,006						
					Pyramid Masonry Contractors,	3,029,115						
					Engineered Control Solutions	453,057						
					Cam-Ful Industries, Inc.	7,492,050						
					Trend Millwork Llc	1,410,265						
					United Painting Services, Inc.	689,067		X				
					Cook & Boardman Charlotte (REP CBG Holdings)	399,113						
					Maxson & Associates	209,785						
					Besam Aes, Inc. (dba Assa Abloy Entrance Systems Us	31,560						
					Emcor Services Aircond #1	166,167						
					Emcor Services Aircond #2	1,216,706						
					Baker Roofing Company	1,642,599						
					Blythe Development Co.	3,051,552						
					Cam-Ful Industries, Inc.	1,288,726						
					Keller North Anerica Inc. (Hayward Baker)	170,903						
					Unit Paving Inc	629,977						
					Steelfab, Inc.	7,657,413						
					Skc Communication Products, Ll	1,174,595						
					Learning Environments (Seating)	235,024						
					Stage Rigging Services, Inc.	1,054,626				X		
					Strickland Waterproofing Inc #1	173,228						
					Strickland Waterproofing Inc #2	536,540						
					Network Cabling Systems, Inc.	1,080		X				
					Information Technology Svcs (Entered as Performance	630,213						
					Affinity Systems, Llc	1,823						
					Security 101 Holdings, Llc	4,601						
					Performance Cabling Technolog	794						
					Foss Demolition, Inc	906,331					X	

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New Learning Resource Center (New Library) (2374)					Dakota Contracting Co.	265,949				X		
20932 - Continued					Projectlink	62,750						
					Serigraphics Sign Systems	362,204						
					Home Art Designs	45,000						
					City of Charlotte	187,800						
					The Survey Company, Inc.	7,598						
					The Survey Company, Inc.	5,750						
Card Access Installation Phase 1, 2, & 3 (2531)	3/19/20	1,392,222	Vertex Technology Consultants	38,000								
20921 & 20943 & 20962			Vertex Technology Consultants	32,000								
					Affinity Systems, Llc	393,629						
					Affinity Systems, Llc	435,477						
					Affinity Systems, Llc	428,293						
Merancas Redundant Chiller Addition (2551)	9/18/20	765,739	Optima Engineering, Pa	17,900								
20968					Digitrol, Inc.	734,858						
Center of Arts Interior and Exterior Renovations (2591)	10/15/21	3,500,000	C Design Inc.	311,000								
20980			Cmta, Inc.	4,800								
			Cmta, Inc.	18,000								
			Terracon Consultants Inc	32,909								
			Trane - Charlotte	5,148								
			Mullinax Tab, Inc.	4,500							X	
			Terracon Consultants Inc	37,875								
			Terracon Consultants Inc	6,350								
			Terracon Consultants Inc	5,300								
					Wharton-Smith, Inc.	1,572,978						
					Digitrol, Inc.	155,225						
					Security 101 Holdings, Llc	4,255						
					Performance Cabling Technolog	823						
College Wide Air Handler Renovation (2596)	1/20/23	763,850	Ame Consulting Engineers, Pc	75,000								
(02.161.50305)					Digitrol, Inc. (Ph 1)	322,000						
					Digitrol, Inc. (Ph 2)	366,850						
Advanced Technology Building Renovation (2606)	7/15/22	27,313,935	Morris-Berg Architects, Inc.	30,000								
20982			Morris-Berg Architects, Inc.	300,300								
			Morris-Berg Architects, Inc.	18,800								
			Morris-Berg Architects, Inc.	1,457,200								
			System Worcx	89,800								
			Mobile Communications America	1,394								
			Terracon Consultants Inc	8,500								
			Terracon Consultants Inc	10,125								
			Terracon Consultants Inc	24,950								
					Rodgers-Leeper	346,781	X				X	
					The Survey Company	10,350						
Central High Renovations (2609)	4/19/24	9,659,808										
20990												
Fire Training Facilities - Merancas Campus (2671)	10/21/22	19,059,863										
20983												
Joe Hendrick Roof Top Unit Replacement (2694)	1/20/23	851,230	R.G. Vanderweil Engineers, Llp (Ph1)	32,800								
(02.161.50305)			R.G. Vanderweil Engineers, Llp (Ph 2)	16,300								

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Joe Hendrick Roof Top Unit Replacement (2694)					Ht Airsystems Carolinas Dba Insight Partners (Ph 1)	272,447						
(02.161.50305) Continued					Digitrol, Inc. (Ph 1)	75,900						
					United Automation Corporation	21,782						
					Digitrol, Inc. (Ph 2)	432,000						
Behavioral Health Services Clinic (2747)	10/20/23	575,000	Clark Nexsen Inc	52,494								
(Grants)			Terracon Consultants Inc	2,850								
			Neo Corporation	1,800								
					Foard Construction	244,244						
Wellness Cosmetology Program Renovations (2749)	7/21/23	20,000,000	Mcmillan Pazdan Smith Llc	63,600								
20994			Mcmillan Pazdan Smith Llc	1,305,950								
			S&me, Inc.	5,000								
Card Access Installation Phase 4 - All Campuses (2778)	8/18/23	840,000	See NCCCS 2531 (Card Access Install Ph 1, 2, & 3)									
20997					Security 101 Holdings, Llc	724,104						
Replacement Strategy for Discontinued Security	8/18/23	584,250	Vertex Technology Consultants	35,500								
Cameras - All Campuses (2779)					Security 101 Holdings, Llc	586,523						
20998												
Center of Justice Locker Room & Restroom	10/20/23	730,383	Brownstone Construction Group	34,687			X					
Renovation (2783)					Holden Building Company, Inc.	672,200						
20963												
Greenhouse for Horticulture Program (2790)	10/20/23	403,033	Aeroraq Engineering Inc	10,000			X					
20807			Design Collaborative	49,750								
			Vertex Technology Consultants	6,200								
Public Safety Training Facility (2793)	10/20/23	79,835,360	Boomerang Design, P.A.	531,000								
20806												
Fayetteville Tech												
Softball Field, #2592	10/15/21	2,529,713	Crawford Design Company	148,900								
#23931					M&E Contracting	2,287,555						
Closed 9/15/23					M&E Contracting	4,904						
					Fayetteville PWC	39,149						
					NCDEQ	503						
					Fayetteville Observer	339						
					City of Fayetteville	1,475						
					Conder Flag Company	15,398						
					Brantley Electric of Fay, Inc.	5,007						
					Sports Facilities Group	26,483						
Swift Water Rescue Trainer, #2605	11/19/21	4,819,246	HH Architecture, PA	274,625							X	
#24032					Metcon, Inc.	4,496,408				X		
Pending Final Closeout					NCDEQ	908						
					Cumberland County	300						
					Fayetteville PWC	1,000						
					ECS Southeast	26,237						
					Fayetteville PWC	11,223						
Nursing Education and Simulation Center Addition, #2615	2/18/22	3,999,999	Becker Morgan Group, INC	270,253								
#24508					M&E Contracting	3,234,025						
					FedEx	9						
					NCDEQ	100						

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Nursing Education and Simulation Center Addition, #2615					NC Holdings, Inc	281						
#24508 Continued					Fayetteville Development	460						
					Becker Morgan Group, INC	2,163						
					Fayetteville PWC	13						
					BFPE International	35,855						
Neill Currie HVAC Renovation, #2636	3/18/22	2,108,400	Dewberry	135,500								
#24530					M&E Contracting	1,868,400						
					NC Holdings, Inc	281						
					City of Fayetteville	740						
Advanced Technology Center Roof Replacement, #2659	7/15/22	975,000	Fleming and Associates, PA	88,112								
#25200					AAR of North Carolina, Inc.	840,185						
Submitted Closeout NCCCS 3-1 6/18/24					NC Holdings, Inc	288						
					City of Fayetteville	1,350						
Tiny Town Renovation, #2676	7/15/22	2,750,000	Fleming and Associates, PA	285,300								
#25189					CED Fayetteville	20,970						
					NC Holdings, Inc	255						
Horace Sisk Chiller Replacement, #2677	7/15/22	1,000,000	Fleming and Associates, PA	48,000								
#25201					M&E Contracting	866,945						
Submitted Closeout NCCCS 3-1 6/18/24												
Building Trades Center, #2699	9/16/22	3,820,000	C Design	216,000								
#25462												
Guilford Tech												
Boiler & Chiller for Service Careers and	9/18/20	1,801,698	McVeigh & Mangum	65,500								
Williams Hall (#2557)					Lee BHM Corporation	338						
					Carolina Peacemaker	240	X					
					CCRS Inc	489,009						X
					Ridge Mechanical	1,211,012						
					The Phoenix Agency	6,100						
					Commissioning WorCx	29,500						
Equipment Installation - Fire Training (2613)	2/18/22	2,271,442	Westcott Small & Associates	142,460								
					Carolina Peacemaker	100	X					
					Lee BHM Corporation	192						
					S&ME	8,600						
					Davis-Martin-Powell	9,850						
Cosmetology Renovation (2645)	5/20/22	2,939,107	LS3P	288,250								
					Carolina Peacemaker	340	X					
					Walter B Davis Company	2,517,654	X					
					Lee BHM Corporation	636						
					Greater Diversity News	327	X					
					Phoenix Agency	15,000						
					Regional Land Surveyors	16,284						

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Aviation Training Center (2610)	8/19/22	34,600,000	LS3P (Advanced Planning)	285,150								
			LS3P (Design)	1,815,465	Blum Construction	264,635						
					Carolina Peacemaker	465	X					
					ECS Southeast	13,200						
					Lee BHM Corporation	847						
					Greater Diversity News	384	X					
					MBP Carolinas	157,200						
					Regional Land Surveyors	34,680						
Esports Facility & Equipment (2706)	11/18/22	778,439	LS3P	58,800								
					CCRS	428,858						X
					Critical Components	38,196						
					Lenovo	45,636						
					CDW	4,922						
					Pinnacle Structured Cabling	22,385						
					Clark-Powell	25,339					X*	
					Krueger International	22,163						
					Progressive Business Solutions	62,677	X					
					R-Associates, Inc.	54,116						
					ByteSpeed	14,742						
Davis Hall Air Handler Unit (2720)	1/20/23	854,936	CPL	50,000								
					Carolina Peacemaker	243	X					
					Lee BHM Corporation	515						
					Greater Diversity News	213	X					
					Ridge Mechanical	713,396						
FAME/IMC Lab & Classroom Renovation Large (2756)	4/21/23	2,000,000	CPL (Advanced Planning)	31,800								
			CPL	138,200	Carolina Peacemaker	105	X					
					Lee BHM Corporation	660						
					Greater Diversity News	299	X					
					Guilford County Planning Department	5,075						
FAME/IMC Lab & Classroom Renovation Small (2757)	4/21/23	422,209	CPL	24,500								
					State Electric Supply	6,634						
					Kenco Electric	358,000						
					Ridge Mechanical	33,075						
Technology Education Building Mechatronics Lab (2758)	4/21/23	495,000	CPL	35,500								
					Bar Construction	385,259						
					ECS Southeast	4,400						
					City of Greensboro	543						
Truck Drive Track (2721)	8/18/23	5,000,000	John R. McAdams Company	368,046								
					Carolina Peacemaker	155	X					
					Greater Diversity News	101	X					
					Lee BHM Corporation	231						
Wake Tech												
#1717 NWC Building F, Plant, Bridges, Parking Deck, Hydronic Piping	8/18/08	66,507,771.24	Pearce, Brinkly, Cease & Lee	592,743.41								
95127, 95227, 95327, 95427, 95527			Clark Nexsen	5,553,369.64								
			S&ME, Inc. (CMT)	338,620.00								
			MBP (C)	156,610.00								
			Froehling & Robertson (CMT)	228,018.35						x		
			Froehling & Robertson (CMT for Bridges)	69,969.00						x		

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#1717 NWC Building F, Plant, Bridges, Parking Deck, Hydronic Piping (Continued)			Falcon Engineering (SI)	280,716.50								
			Stroud, Pence & Associates (Structural Review)	37,100.00								
					Skanska USA Building, Inc.	52,873,540.50						
					Greater Diversity News (Ad-CM@R)	48.00	x					
					News & Observer (Ad-CM@R)	288.55						
					City of Raleigh	456,224.60						
					Poyner Spruill	60,000.00						
					Brame	4,385.24						
					Carolina Advanced Digital	155,368.84						
					James Opdenbrouw	16.01						
					AMG Office Solutions Inc.	5,000.00						
					Commonwealth Blinds & Shades	1,887.00						
					Dell	16,646.60						
					Forms & Supply	65.31					x	
					Image 360 - Raleigh	2,519.30			x			
					Interior Systems, Inc.	4,305.23						
					Kruegar International, Inc.	1,429,083.87						
					NC Dept. of Revenue - Sales Tax	68.04						
					Raleigh-Durham Electrical Contract	1,135.36						
					Lowe's Home Centers, Inc.	914.66						
					Ward & Smith PA	169,126.34						
					W.W. Grainger	7,136.87						
					Duncan Parnell	10,610.95						
					Tiger Direct	606.91						
					Tucker Auto-Mation of NC, LLC	3,919.39						
					Mech-Elect	5,901.88						
					Johnson Controls	60,916.13						
					TCC Enterprises (Hydronic Piping)	3,717,919.62						
#1988 RTP Campus - Building, Regional Plant, Roadways	4/19/13	54,744,988.00	Perkins & Will (Building Programming)	187,600.00								
95050 & 95350			Perkins & Will (Building)	4,029,860.00								
			Perkins & Will (Designer Reimbursements)	1,958.04								
			BBH Design (Regional Plant Programming)	71,000.00								
			Stewart Engineering (Surveying)	81,180.00				x				
			Stewart Engineering (Roadways)	469,550.00				x				
			Stewart Engineering (Reibursements)	28,936.22				x				
			Hanson (C)	335,250.00								
			Kleinfelder (GeoTech)	40,100.00								
			Kleinfelder (GeoTech & CMT Roadways)	356,633.00								
			Evoke Studio Architecture, PLLC (Library Wall Design)	16,000.00			x					
			RMF Engineering	24,554.00								
			O'Brien Atkins (RTP Master Plan)	17,500.00								
			Clark Nexsen (Signage Study)	11,485.00								
					Clancy & Theys/Holt Brothers (Pre-Con Building)	394,600.00	x					
					Clancy & Theys/Holt Brothers (Building & Roadways)	44,985,976.46	x					
					Greater Diversity News (Ad-Design, LEED, Cx, Geo, Surve	330.96	x					
					News & Observer (Ad-Design, LEED, Cx, Geo, Surveying,	2,159.15						
					Hatch Mott MacDonald (TIA)	2,700.00						
					Town of Cary	5,312.65						
					Town of Morrisville (Permits & Inspections)	61,431.20						
					Town of Morrisville (Stormwater Maint)	66,187.12						
					Pancho Mitigation Company	141,300.00						
					NC DOT	9,231.26						
					AMG Office Solutions, Inc.	900.00						
					Stroud, Pence & Associates (Peer Review)	38,700.00						
					KBE Landscaping	2,300.00					x	
					Poyner Spruill LLP (Easement Legal Services)	11,354.91						
					Ward & Smith (Construction Legal Services)	190,836.60						
					Lowe's Home Center	487.75						
					VWR International	22,179.19						
					Displays2go	393.38						
					Obex P.E., Inc.	2,320.72						
					Uline	6,601.97						

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#1988 RTP Campus - Building, Regional Plant, Roadways					Staples Advantage	1,346.39						
(Continued)					Krueger International Inc.	1,441,949.51						
					Best Buy for Business	106.48						
					Brame Specialty Company	10,372.29						
					Institutional Interiors Inc	347,794.59						
					Blankenship Associates Inc	11,368.50					x	
					Interior Elements	224,050.62						
					Alfred Williams & Company	2,633.46						
					Duncan Parnell Inc	5,341.05						
					Veritiv Operating Company	2,320.51						
					Maxi Aids	1,436.83						
					Fisher Scientific Company Llc	17,101.85						
					Enhanced Vision Systems, Inc.	2,767.05						
					Forms & Supply, Inc-Fsioffice	247.15					x	
					Quintex of Asheville	2,767.05						
					American Safety Products	4,021.88	x					
					Ablenet Inc	82.59						
					Vhb Engineering Nc, Pc	2,750.00						
					Little Ditty, Llc, Dba Geese Chaser	3,274.99						
					Zoll Medical Corporation	10,785.45						
					Primex Wireless, Inc.	483.07						
					Seven Barks Graphics	511.92						
					RestorePro Reconstruction, Inc.	8,348.67						
					North State Signs, Inc.	384.16						
					SPC Mechanical Corporation	965.25						
					WW Grainger	8,559.50						
					IdeaPaint, Inc.	684.91						
					AOA Signs, Inc.	563.90					x	
					Piedmont Service group	5,331.63						
					The Daniele Company	327,484.00	x					
					Triangle Electric	1,024.24						
					Apex Contract Carpets, Inc.	4,402.17					x	
					Lenovo, Inc.	46,246.20						
					Dell Marketing, LP	4,409.05						
					Strategic Connections	22,321.41						
					Camcor Inc	1,195.77						
#2178 Applied Technologies (Ready Hall Addition)	6/23/2016	12,136,263.02	Davis Kane Architects (Sustainable Energy Programming)	37,500.00								
95010-CONNECT NC			Davis Kane Architects	1,040,375.00								
			MBP Carolinas (C)	27,400.00								
			MBP Carolinas (C)	107,855.00								
			S&ME (Geotech)	18,900.00								
			S&ME (SI)	129,544.71								
			Calyx Engineers and Consultants (Structural Peer Review)	12,000.00								
			Davis Kane (Designer Reimbursements)	30,262.09								
					Greater Diversity	342.80	x					
					News & Observer	1,781.13						
					Crawford Sprinkler (Hydrant Flow Test)	1,000.00						
					Bordeaux Construction (Pre-Construction)	93,000.00						
					Monteith Construction	10,596,280.33						
					Piedmont Service Group	14,957.46						
					Southern Lock and Supply	4,217.67						
					WW Grainger	1,381.76						
					Heat Transfer Sales, LLC	863.36						
					Goodway Technologies Corp.	3,342.57						
					ACR Supply Company	1,078.74						
					United Refrigeration	69,741.06						
					Dominion Energy	933.08						
					AOA Signs Inc.	5,676.86					x	
					KBE Landscaping	1,871.76					x	
					Southport Graphics	1,801.00					x	
					Monteith Construction (Contractor Reimbursements)	10,564.13						

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#2282 RTP Campus - Classroom Building 2	2/17/17	46,967,930.00	O'Brien Atkins (Building Programming)	288,959.00								
95071			O'Brien Atkins	4,241,415.00								
			O'Brien Atkins (Design Reimbursement)	35,331.88								
			CMTA (McCracken & Lopez) (Cx)	141,200.00								
			Stewart Engineering (Stream Removal)	5,625.00				x				
			Stewart Engineering (Reimbursements)	250.00				x				
			S&ME, Inc. (Geotech)	22,000.00								
			Uzun + Case, PLLC (Structural Peer Review)	5,000.00								
			S&ME, Inc. (SI)	139,420.99								
			Clark Nexsen (Signage Study Reimbursements)	1,000.00								
			Clark Nexsen	84,655.00								
			O'Brien Atkins	19,750.00								
					Rodgers Builders, Inc. (Pre-Con)	336,000.00					x	
					Rodgers Builders, Inc.	37,748,714.00					x	
					Greater Diversity News (Ad-Design, CMAR, Cx, Geotech)	248.16	x					
					The News & Observer (Ad-Design, CMAR, Cx, Geotech)	1,263.65						
					Mott MacDonald (TIA)	4,689.46						
					Constructview D/B/A Multivista	13,200.00						
					Town of Morrisville	35,182.50						
					Duke Energy Progress	2,819.37						
					Dell Marketing	141,409.02						
					Blankenship Associates	66,924.41					x	
					Interior Elements	2,298.32						
					Presidio Network Solutions	286,650.29						
					Krueger International, Inc.	1,322,531.70						
					NC DEQ (Stormwater)	102.65						
					Hydro Services	39,560.88						
					BFPE International (Security IP Licenses)	7,769.70					x	
					NCDIT (Cable Runs)	2,522.40						
					Town of Morrisville (Stormwater Maint)	35,182.50						
					Alphagraphics (Wall Graphics)	4,560.45						
					NC Department of Health & Human Services	120.00						
					TintSmith (Window Film)	7,600.00						
					Fisher Scientific Company, LLC	245,909.85						
					WW Grainger	3,158.48						
					Forms & Supply Inc	326.88					x	
					GE Appliances	519.09						
					Amazon	1,541.98						
					Lowes Home Improvement	2,148.86						
					Eurofins Met Labs	680.00						
					Accredited Lock Supply	9,847.34						
					American Safety Products	13,249.48	x					
					AMG	888.83						
					Carolina Advanced Digital Inc	43,288.24						
					Carolina Biological Supply Co.	660.51						
					Cole Parmer	4,871.38						
					Green Building Institute	550.00						
					Global Industrial	117.07						
					Idea Paint	1,968.82						
					J Clifton	6,870.00					x	
					National Car Chariging	67,518.00						
					Stryker Medical	12,755.08						
					Southern Lock & Supply	8,013.54						
					Information Technology Services	2,522.40						
					Brame Specialty Company, Inc.	200.17						
					Alphagraphics of Downtown	4,560.45						
					Design Dimension (Film)	15,722.85						
					Cooper Lighting (Lights)	5,485.00						
					Portalp, USA, Inc. DBA Tucker Auto	5,783.97						
					Uline	3,017.01						
					VWR International	37,015.73						
					DC Electric of Raleigh, Inc.	4,799.44						
					Columbus Masonry & Construction, Inc.	267,800.00						

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#2283 Automotive & Collision Repair Facility	2/17/17	41,951,908.32	Gensler Architecture, Design, & Planning (Program)	208,880.00								
95072			Gensler	3,861,095.00								
			MBP (C)	54,800.00								
			MBP (Scheduling Review)	51,400.00								
			MBP (Construrction C)	177,090.00								
			NOVA Engineering & Environmental (Geotech)	29,183.00								
			NOVA Engineering & Environmental (SI)	143,410.02								
			Uzun+Case, PLLC	9,000.00								
			KimiaPower PLLC	1,920.00					x			
			Gensler (Reimbursements)	7,307.69								
					News & Observer (Ad-Cx, Geotech, CMAR)	975.10						
					Greater Diversity News (Ad-Cx, Geotech, CMAR)	200.40	x					
					Brasfield & Gorrie (Pre-Con)	298,964.00						
					Brasfield & Gorrie	35,655,602.00						
					Constructview D/B/A Multivista	13,582.00						
					Morningstar Law	10,088.00						
					Hollins Construction (Fox Road Crosswalk Construction)	85,527.08	x					
					Hollins Construction (Reimbursements)	847.50	x					
					Victor Stanley	14,878.79						
					Global Equipment Company	2,646.92						
					Presidio Network Solutions	160,100.74						
					Krueger Internation, Inc.	617,261.06						
					Blankenship Associates Inc.	59,765.13					x	
					Carolina Advanced Digital	32,368.91						
					RC Weatherman & Son Inc	1,835.78						
					Uline	4,403.94						
					WW Grainger Inc	4,676.60						
					Southern Lock & Supply	7,850.59						
					Dell	138,638.66						
					All American Relocation	4,719.50						
					Triad Electric Co	27,145.23						
					Filterworks Usa	1,646.29						
					Capital Sign Solutions	186,992.05						
					Johnson Controls	6,027.45						
					Brasfield & Gorrie (Contractor Reimbursements)	245,496.86						
					Carolina Glass and Mirror, Inc.	10,859.07					x	
					Suntrust/Truist	4,410.93						
#2284 Mechanical Equipment Replacement	2/17/17	15,157,508.00	Sigma Engineered Solutions (Adv. Planning)	22,550.00								
95073			Sigma Engineered Solutions	1,107,510.00								
			Sigma Engineered Solutions (Designer Reimbursements)	5,000.00								
			S&ME, Inc. (Hazmat Assessment)	2,200.00								
			Engineered Designs, Inc. (Retro-Cx)	6,580.00							x	
			RDK Engineers NC, Inc (Construction Admin Support)	6,000.00								
			McKim & Creed (QLB SUE Gas Line)	1,500.00								
			MBP Carolinas (SJ Commissioning)	45,200.00								
			RMF Engineering Inc (Designer RP1, RP2, RP3)	48,500.00								
			MBP Carolinas (SK/SL Commissioning)	53,700.00								
			RMF Engineering Inc.	328,500.00								
			Optima Engineering, P.A.	24,600.00								
			Optima Engineering, P.A. (Design Reimbursements)	2,000.00								
			Multivista (Owner Training)	1,125.00								
			MBP Carolinas (SN Chiller Commissioning)	20,500.00								
			Affiliated Engineers, Inc (AEI)	157,300.00								
					Greater Diversity News	665.68	x					
					News & Observer	3,272.87						
					Amazon	217.00						
					Hockaday Mechanical Corporation	778,289.13						
					Garrett Construction Services, Inc.	1,357,552.45						
					Comfort Systems USA (MidAtlantic), LLC	459,760.17						
					Bernhard MCC (Bi Polar Ionization)	430,023.63						
					Piedmont Service Group (SJ Chiller Replacement)	1,104,250.52						

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#2284 Mechanical Equipment Replacement (Continued)					Piedmont Service Group (Multiple Chiller Replacement)	634,268.00						
					Superior Mechanical Services, Inc	364,000.00						
					Superior Mechanical Services, Inc. (SL Chiller Group 5)	446,379.89						
					WATCO Corp. (Bldg HE Group 5)	197,780.80						
					WATCO Corp.	173,180.05						
					Bar Construction Co., Inc.	2,489,260.55						
					Brady Trane Service, Inc.	194,000.00						
					Marrins Mooving	1,520.00						x
					AMG Office Solutions	4,750.91						
					Mechanical Maintenance (EWEC HVAC Unit Replacement	32,233.00					x	
					BFPE (Fire Sprinkler)	475.81					x	
					CMS Controls (BACNET Install)	4,182.75						
					All American Relocation	24,643.68						
					Krueger International, Inc	604.89						
					Piedmont Service Group	433.71						
					Mannington Commercial	4,104.68						
					Production Painting & Decorating, Inc.	9,900.00	x					
					Information Technology Service	1,248.48						
					Raleigh-Durham Electrical Contractors	268.13						
					CEI - The Digital Office Company	2,681.25						
					DC Electric of Raleigh	9,604.24						
					Mechanical Maintenance (Gas Regulator Service Call)	820.46					x	
					EEC, Inc. (Asbestos Testing)	1,980.00						
					CMS Controls (JCI Chiller Programming)	2,305.88						
					Brady Trane Service, Inc.	17,600.00						
					Salisbury & Moore Construction, Inc.	519,000.00						
					Superior Mechanical Services, Inc. (SL Chiller Group 5)	532,000.00						
					Primoris Energy Services Corporation	3,566,150.00						
					Hanson Professional Services, Inc.	71,669.60						
					Heat Transfer Solutions, Inc.	13,942.50						
					Frye Fence Co.	5,791.50						
					Wake County (Permits)	408.00						
					Lowes Home Improvement	1,048.83						
#2285 Building Automation Controls Upgrade	2/17/17	5,157,765.00	Essex Consulting Group	2,962,472.10								
95074			Essex Consulting Group	97,932.05								
			Essex Consulting Group (Consultants Reimbursements)	3,000.00								
			Engineered Designs, Inc. (C)	70,600.00							x	
					CMS Conrols (Misc Controls Services)	8,740.89						
					Johnson Controls (Software Package)	64.05						
					Schneider Electric	4,936.82						
					Johnson Controls (NAEs and NCE Controls)	6,425.73						
					Johnson Controls (NJ Jace Replacement)	5,326.33						
					CMS Controls (NCM Network Changes)	8,740.89						
					Forms & Supply	8.92					x	
					Vardell Technical (Controls Training)	3,723.94						
					Schneider Electric (Holding Hall JACE Reprogramming)	5,755.42						
					Newcomb and Company	155.00						
					ACR Supply Company	1,303.12						
					Brady Trane Service, Inc.	11,712.00						
					Activelogix	19,750.00						
					Digital Communications	3,861.00						
					Johnson Controls (NCM to JACE Conversion)	2,553.67						
					Champion Systems	253.43						
#2286 Elevator Modernization	2/17/17	2,525,630.00	John Hawkins (Designer)	151,200.00								
95075			John Hawkins (Designer Reimbursements)	561.00								
					Greater Diveristy News	126.72	x					
					News & Observer	479.65						
					H.M. Kern Corporation (PHSC)	437,457.00						
					McClure & Associates Construction, Inc.	64,144.00					x	
					HM Kern (SB Elevators)	220,700.00						
					Columbus Masonry & Construction, Inc.	488,425.00				x		

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#2286 Elevator Modernization (Continued)					Piedmont Service Group	48,767.21						
					HM Kern (Permit Reimbursements)	204.00						
					S&ME (Hazardous Materials)	2,500.00						
					McClure & Associates Construction, Inc.	875.00					x	
					Columbus Masonry & Construction, Inc. (Reimbursements	4,482.00						
#2287 Building Envelope Upgrades	2/17/17	5,561,998.00	MHA Works (Programming)	120,280.00								
95076			MHA Works	204,235.00								
			MHA Works (Design Reimbursements)	3,000.00								
			Summit Design and Engineering Services	32,025.00								
			Raymond Engineering	21,879.00				x				
			Raymond Engineering	70,896.00				x				
			Taylor Wiseman & Taylor	1,075.00								
					Hamlin Roofing Co. Inc.	106,975.00						
					Diamond Contracting	21,549.26						
					Midwest Maintenance, Inc.	810,900.00						
					News & Observer / McClatchy	793.85						
					Greater Diversity	131.84	x					
					Exterior Diagnostic Services	4,670.74						
					Advanced Exterior Systems	10,078.00						
					The Daniele Company, LLC	73,910.41	x					
					Troy Hutchins Construction LLC	178,317.47						
					Baker Roofing Company	13,314.59						
					Owens Roofing, Inc.	569,797.00						
					Tech Electric Corporation	103,288.00						
					Strickland Waterproofing	13,180.00						
#2288 Electrical Replacement	2/17/17	8,113,555.00	RDK Engineers N.C., Inc.	294,460.00								
95077			RDK Engineers N.C., Inc. (Design Reimbursements)	5,000.00								
			NV5 Engineers and Consultants, Inc. (Bldg SL Standby Power)	2,750.00								
					Greater Diversity News	47.44	x					
					News & Observer	226.25						
					Duke Energy Progress, Inc.	5,000.00						
					Piedmont Service Grup	4,072.52						
					Troy Hutchins Construction, LLC	725,875.38						
					Troy Hutchins Construction, LLC (Contractor Reimbursem	7,000.00						
					Engineered Construction	663,815.00						
					Engineered Construction (Contractor Reimbursements)	5,000.00						
					Strickland Waterproofing Inc.	3,720.60						
					Tech Electric Corporation (Paint Shop Panel)	4,922.00						
					Tech Electric Corporation (Gym Lighting Replacement)	31,602.29						
					Tech Electric Corporation (Building K Outlets)	7,578.00						
					AGK Electric Inc.	2,110.00						
					Raleigh-Durham Electrical Contractors	4,097.12						
					Tech Electric (SB Chiller Power Upgrades)	14,581.71						
					CMS Controls (PSEC HVAC Controls)	27,350.00						
					KimiaPowere (NWC MDP Survey)	3,360.00			x			
					KimiaPower (NWC Study RP1, RP2 and RP3)	60,800.00			x			
					KimiaPower (SB Power Outlets)	6,000.00			x			
					KimiaPower (Electrical Inspection)	6,000.00			x			
					KimiaPower (SC Electrical Panel)	22,767.25			x			
					KimiaPower (SF Electrical Design)	28,480.00			x			
					Watson Electrical Construction Company (SN Group 3)	128,195.00						
					Watson Electrical Construction Company (SL Group 3)	395,720.00						
					Watson Electrical Construction Company (SC Panels Grou	129,633.69						
					RTP Electrical Services	299,082.08					x	
					Multivista	268.13						
#2289 Life Safety Equipment	2/17/17	1,084,729.00	McKim & Creed, Inc. (Study)	15,270.00								
95078			McKim & Creed, Inc.	77,835.00								
			McKim & Creed Inc (Designer Reimbursement)	5,000.00								
					Greater Diversity News	48.64	x					
					News & Observer	235.30						

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							(B)	(H)	(A)	(I)	(F)	(D)
#2289 Life Safety Equipment (Continued)					Duke Energy Progress, Inc.	2,844.88						
					Piedmont Service Group	2,862.90						
					Raleigh-Durham Electrical Contractors	3,069.22						
					Bartlett Tree Experts	4,692.00						
					BFPE International	38,375.66					x	
					MartinT-KNOX Company	388.25						
					Schneider Electric	79,172.00						
					Nationwide Electrical Services Inc.	133,720.00					x	
					Patterson Group Services, Inc.	96,275.00						
					Staff One (Fire Watch)	1,938.30						
					Johnson Controls, Inc.	1,225.50						
					Greybar Electric Company, Inc.	684.86						
					Godwin Elevator Company	861.00						
#2291 Security Cameras Upgrades & Additions	2/17/17	3,152,300.00	Protus3 (Programming)	53,820.00								
95080			Protus3	365,347.84								
			Protus3 (Designer Reimbursements)	3,000.00								
					Greater Diversity News (VMS Ad)	50.56	x					
					News & Observer (VMS Ad)	278.60						
					Johnson Controls (Access Controls)	7,755.00						
					BFPE International	612,918.60					x	
					BFPE International (Group 1 Cameras)	121,865.16					x	
					BFPE International (Group 2 Cameras)	60,989.00					x	
					BFPE International (Group 3 Cameras)	274,654.28					x	
					Advanced Security Solutions, Inc. (Group 1 Card Readers)	58,972.04						x
					Advanced Security Solutions, Inc. (Group 2 Card Readers)	159,186.29						x
					Brady Integrated Security, Inc. (Group 3 Card Readers)	139,963.10						
					Johnson Controls, Inc. (Group 4 Card Readers)	302,155.35						
					Tucker Automation (Card Reader Access)	28,287.53						
					Johnson Controls (Card Reader Access Coordination)	34,177.36						
					Johnson Controls (License Upgrade)	5,693.51						
					Presidio Network Solutions	115,548.89						
					Advanced Security Solutions, Inc.	2,954.74						x
					WW Grainger Inc.	860.96						
					BFPE International (Camera Reimbursement)	3,276.99					x	
					BFPE International (Camera Purchase)	8,954.02					x	
					BFPE International (Beltline Center Camera Install)	3,982.75					x	
					BFPE International (SNWC Failing Secuirty Camera Repla	27,819.79					x	
					Amazon (Camera Hard Drives)	1,874.46						
#2295 Campus Signage Upgrades	2/17/17	1,974,700.00	John R. McAdams Company	21,000.00								
95082			O'Brien Atkins (Master Plan)	176,168.00								
			Clark Nexsen (Exterior Entrance Signage)	131,480.00								
			Clark Nexsen (Reimbursements)	2,728.00								
			Clark Nexsen (Wake Tech East Signage)	54,238.00								
					TCC Enterprises Inc	355,453.76						
					Carolina Sign & Service	444.05						
					APCO Signs (No Smoking Signs)	1,284.33						
					Signarama	5,351.79						
					McClure & Associates Construction, Inc. (SWC Interior Wa	131,625.36					x	
					APCO Signs (SWC Interior Wayfinding)	22,750.00						
					Riley Contracting Group	303,934.00						x
					Riley Contracting Group (Contractor Reimbursements)	577.85						x
					KB Landscaping	29,213.46					x	
					Duke Energy Progress	3,336.00						
#2296 Site Accessibility Upgrades	2/17/17	3,533,031.00	BSA LifeStructures (Programming)	36,000.00								
95083			BSA LifeStructures	438,583.25								
			S&ME, Inc. (Geotech)	40,498.25								
			BSA LifeStructures (Designer Reimbursements)	5,000.00								
					KBE Landscaping Inc.	4,515.50					x	
					Carolina Sign and Service	128.40						
					Turner Asphalt	107,435.00						

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							(B)	(H)	(A)	(I)	(F)	(D)
#2296 Site Accessibility Upgrades (Continued)					TCC Enterprises	1,799,537.05						
					Smith Anderson. LLP	4,476.25						
					HM Kern	517,166.60						
#2297 Southern Loop Road & Paving	2/17/17	13,883,133.00	John R. McAdams Company	1,391,085.00								
95084			John R. McAdams Company (Designer Reimbursements)	75,000.00								
			S&ME, Inc. (Geotech)	21,100.00								
			S&ME, Inc. (CMT)	175,907.90								
			S&ME, Inc. (Parking Lot Geotech)	18,800.00								
					The News & Observer	318.40						
					Greater Diversity News	65.60	x					
					Fred Smith Company	2,995,441.64						
					RDU Paving, Inc. (PHSC Lot Paving)	46,724.51					x	
					Gaines and Company, Inc. (SWC Waterline)	482,945.25						
					Rifenburg Construction	2,641,647.42						
					Triangle Grading & Paving Inc.	394,554.00						
					NCDOT	6,038.96						
					Diamond Contracting (Waterline Removal)	975.00						
					Blalock Paving Inc.	4,314.00						
					TG Contracting (Monumental Signage Removal)	2,574.00	x					
					Bartlett Tree Experts	3,267.00						
					KB Landscaping, Inc.	15,424.38					x	
					Home Depot	154.73						
					MCNC (Fiber Relocation)	37,804.43						
					TCC Enterprise (Signage)	23,386.23						
					Turner Asphalt (Tech Road Paving)	1,497,703.94						
					DARI (Daffodil House Demolition)	33,962.00					x	
					TCC Enterprise (ADA Construction Work)	78,520.85						
					Smith Anderson	20,000.00						
					Duke Energy (Conduit Install)	18,268.90						
					NCDIT (Fiber Relocation)	52,340.00						
					Information Technology Service	35,615.86						
					Piedmont Service Group	949.16						
					BFPE International (Lift Station Cellular Replacement)	1,675.78					x	
					Carolina Containers & Transport LLC (Motorcycle Storage)	750.75						
#2299 Facilities Management & Warehouse Building	2/17/17	19,493,890.00	Williard Stewart Architects (Building Programming)	150,000.00								
95085			Williard Stewart Architects	1,919,654.50								
			Williard Stewart Architects (Designer Reimbursements)	1,500.00								
			John R. McAdams Company (Plat Surveying)	6,000.00								
			John R. McAdams Company (Surveying)	3,500.00								
			Kleinfelder, Inc. (SI)	152,795.00								
			Kleinfelder, Inc. (GeoTech)	16,185.00								
			RMF Engineering, Inc (C)	161,430.00								
			Lynch Mykins Structural Engineers, PC	23,500.00							x	
			Osterlund Architexts, PLLC	27,200.00								
					Resolute Building	13,577,406.20						
					Wake County Gov't (Road Abandonment)	780.00						
					Smith Anderson (Legal Services)	20,000.00						
					Mid-Atlantic Associates, Inc. (Well Monitoring)	15,825.77						
					Greater Diversity News	102.48	x					
					News & Observer	481.37						
					Dell Marketing L.p.	17,319.88						
					DC Electric	608.98						
					Portalp USA, Inc.	3,795.03						
					KBE Landscaping, Inc.	2,307.59					x	
					Duke Energy Progress (Advantage Way Boring)	13,546.45						
					PODS (ITS Storage Space)	4,744.87						
					Persidio Network Solutions	99,257.22						
					Blankenship Associates, Inc.	24,723.28					x	
					Krieger International, Inc.	4,096.97						
					Alfred Williams & Company	633,530.47						

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							(B)	(H)	(A)	(I)	(F)	(D)
#2299 Facilities Management & Warehouse Building					Systel Business Equipment Co.	6,858.64						
(Continued)					Supreme Maintenance Organization	1,327.10						
					National Car Charging	7,162.17						
					SolarView (Window Film)	6,432.13						
					Office Revolution (Acoustic Tile)	8,636.92						
					Piedmont Paperhanging (Walltalkers & Installation)	4,041.38						
					Brock Contract Service (Baffles)	7,373.44						
					Zoll Medical Corporation	5,661.19						
					Carolina Advanced Digital	19,673.40						
					All American Relocation	10,735.36						
					Stryker Medical	6,387.54						
					Cooks Direct	4,227.74						
					Singer T&L	25,449.40						
					Arc 3 Gases	18,132.76						
					3Form DBA Light Art	23,288.26						
					The Wurth Group	118.94						
					Comm Gear	2,540.65						
					Lowes Home Improvement	4,114.62						
					Amazon Market Place	1,495.67						
					Tool Doctor	679.94						
					Toolstoday.com	1,231.12						
					Brame Specialty Company, Inc.	506.22						
					W W Grainger, Inc.	9,632.04						
					Cook & Boardman, LLC	1,536.46						
					Carolina Furnishing + Design	1,997.81						
					Uline	1,591.16						
					Scotchman Industries	1,308.09						
					Southern Lock and Supply Co.	16,001.95						
					Lenovo, Inc.	527.67						
					Home Depot (Trim)	19.14						
					BFPE International	3,158.69					x	
					Amg Office Solutions, Inc.	1,716.00						
					Rakks (Racking System)	206.82						
					NC Department of Labor (Boiler Inspection)	100.00						
					Sun Protection, LLC	3,108.11						
					Information Technology Services	44,142.45						
					Aed Brands	5,661.19						
					Netplanner	14,289.17						
#2301 New Health Sciences Building & Parking Deck	10/20/2023	105,065,000.00	Stewart Engineering, Inc. (Utility Survey)	45,035.00				x				
95188			Stewart Engineering, Inc. (Utility Survey)	60,700.00				x				
			CMTA of Kentucky, Inc. (C)	28,000.00								
			Bennett & Pless, Inc. (Structural Peer Review)	25,000.00								
					Brasfield & Gorrie, LLC (Design-Build Advanced Planning)	572,800.00						
					Brasfield & Gorrie, LLC	5,290,448.00						
					Parker Poe (Legal Services)	50,573.30						
					Greater Diversity	146.48	x					
					News & Observer	416.44						
#2302 EWS General Education & Student Services Building	10/16/2020	72,452,000.00	BSA LifeStructures (Advanced Planning)	279,800.00								
95453			ESP Associates Inc (SI)	229,363.00								
			S&ME (Boring)	17,100.00								
			BSA LifeStructures	4,642,840.00								
			BSA LifeStructures (Design Reimbursements)	30,000.00								
			Affiliated Engineers, Inc (Commissioning)	54,400.00								
			Uzun+Case (Structural Peer Review)	15,000.00								
			Affiliated Engineers, Inc. (C)	351,000.00								
			Gets Inc. (Community Art)	25,000.00								
			Cherry Bekaert (Audit Services)	27,000.00								
					Monteith Construction (Pre-Con)	391,081.00						
					Monteith Construction	59,082,763.28						
					Monteith Construction (Contractor Reimbursements)	100,000.00						

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							(B)	(H)	(A)	(I)	(F)	(D)
#2302 EWS General Education & Student Services Building					Greater Diversity	289.76	x					
(Continued)					News & Observer	1,556.60						
					Multivista (Construction Monitoring)	25,445.76						
					Assured Fire Protection	225.23						
					Dell Marketing, Lp	617,774.72						
					Presidio Network Solutions	557,112.49						
					Singer T&L	110,405.85						
					Apple, Inc.	55,283.11						
					ACCU Tech Corporation	4,674.22						
					Brame Specialty Company Inc.	1,976.14						
					Interior Systems, Inc.	63,717.99						
					Fisher Scientific Company LLC	32,078.27						
					Govconnection, Inc	2,557.81						
					Lenovo, Inc.	51,465.85						
					Cooks Direct	16,597.92						
					GE Appliances	9,224.56						
					CDW Government LLC	734.08						
					Blankenship Associates, Inc.	187,782.06					x	
					Amazon Marketplace	119.78						
					Keyper Systems	10,635.52						
					Krueger International	2,411,154.01						
					Webstaurant Store	1,232.30						
					National Car Charging LLC	22,830.00						
					Southern Lock and Supply Co.	25,415.72						
					Uline	946.13						
					Stryker	12,775.08						
					Vwr International LLC	17,585.32						
					Lowes	1,856.28						
					WW Grainger Inc.	27,043.99						
					Carolina Advanced Digital	166,344.68						
#2303 EWS Public Safety Simulation Complex	10/16/20	63,415,515.00	Boomerang (Advanced Planning)	202,350.00								
95353			Boomerang (Design)	3,974,877.00								
			Boomerang (Design Reimbursements)	15,500.00								
			MBP Carolinas (C)	190,900.00								
			MBP Carolinas (C)	76,350.00								
			Summit Design & Engineering Services (Geotech)	19,880.00								
			Summit Design & Engineering Services (SI)	199,420.00								
			Summit Design & Engineering Services (Lightpole Geotech)	5,460.00								
			NV5 Engineers and Consultants, inc. (Structural Peer Review)	39,000.00								
			HH Architecture, P.A.	153,000.00							x	
			HH Architecture, P.A.	1,745,560.00								
			RMF Engineering, Inc.	130,900.00								
			NV5 Engineers and Consultants, inc.	16,500.00								
			Cherry Bekaert (Audit Services)	27,000.00								
					Samet Corporation (Pre-Construction)	176,968.00						
					Balfour Beatty Construction (Pre-Construction)	38,918,273.00						
					Balfour Beatty Construction (Pre-Construction)	291,077.00						
					Multivista (Construction Monitoring)	14,720.24						
					Presido Network Solutions (ITS)	256,362.38						
					Carolina Advanced Digital (ITS)	85,836.20						
					Greater Diversity	300.48	x					
					News & Observer	2,330.60						
					NC DEC (Permit Fee)	100.00						
					Action Target	248,712.75						
					American Diversity Business Solutions	643.50						
					Brame Specialty Company, Inc.	1,407.48						
					Carolina Advanced Digital (ITS)	85,836.20						
					CDW Government LLC	271.34						
					Multivista (Construction Monitoring)	14,720.24						
					Dana Safety Supply	1,949.81						
					Dell Marketing, LP	100,233.01						
					GE Applicances	10,383.92						

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							(B)	(H)	(A)	(I)	(F)	(D)
#2303 EWS Public Safety Simulation Complex					Govconnect	1,670.96						
(Continued)					Information Technology Services	1,969.26						
					Lenovo	2,911.84						
					Krueger International Inc.	878,475.12						
					Knight Technology Group	192.99						
					National Car Charging	44,348.00						
					Unline	2,812.69						
					WW Grainger	15,529.36						
					Victor Stanley	4,629.98						
					Tractor Supply	375.36						
					Virtra Inc.	168,298.13						
#2305 EWS Central Energy Plant	7/17/20	64,095,000.00	Skanska (Pre-Design)	1,048,874.00								
95253			NV5 Engineers (Structural Peer Review)	8,500.00								
			McKim & Creed (C)	276,300.00								
			Summit Design and Engineering Services (SI)	292,870.00								
					Skanska USA Building (Design-Build Construction)	53,384,174.00						
					Skanska USA Building (Reimbursements)	105,000.00						
					Smith Anderson LLP	7,500.00						
					Greater Diversity	219.44	x					
					News & Observer	533.95						
					EBX-Neuse (Wetlands Mitigation)	119,000.00						
					Wildlands Holdings (Mitigation & Permits)	240,689.00						
					Multivista (Construction Documentation)	30,900.00						
					City of Raleigh (Permitting)	1,000,000.00						
					City of Raleigh (Water Hydrant Usage)	75,000.00						
					Activelogix/Building Controls & Solutions (Master System I	189,978.00						
					Cherry Bekaert (Audit Services)	27,000.00						
					BFPE (Fire Alarm Monitoring)	1,029.60					x	
					WW Grainger Inc.	14,617.27						
					Web Sales USA	2,626.01						
					Dell Marketing, L.P.	3,070.51						
					Blankenship Associates Inc.	16,085.36					x	
					Southern Education System Inc.	1,661.31						
					Southern Lock and Supply Co.	6,292.63						
					Progressive Business Solutions	84,605.89						
					Presidio Network Solutions	313,368.96						
					MCNC	858,000.00						
					National Car Charging	6,678.00						
					Amg Office Solutions, Inc.	107.25						
					Carolina Industrial Trucks	77,917.13						
					Solarview	641.31						
					Lowes (Microwave)	331.40						
					Information Technology Service (NCDIT)	144,920.38						
					Amazon	487.85						
					Capital Flag & Flagpole	1,026.88						
					Krueger International, Inc.	583.20						
					NCDEQ Stormwater	205.30						
#2470 Ready Hall Lab Renovations	7/17/20	6,816,000.00	Boomerang Design	758,540.00								
95054			Boomerang (Design Reimbursements)	2,000.00								
			A1 Consulting (CMT)	16,272.50					x			
			Timmons Group (CMT)	11,000.00								
			MBP Carolinas, Inc (C)	46,800.00								
			Taylor Wiseman & Taylor (Subsurface Utility Engineering Svs.	1,280.00								
					Tracco LLC (Hazardous Waste Removal)	5,500.00	x					
					Lomax	2,990,623.00						
					Watson Electrical	38,473.00						
					BridgePoint Contracting	2,268,994.72					x	
					A1 Consulting (Asbestos Assessment)	6,485.00			x			
					Eurofins Met Labs	729.30						
					Instron / Illinois Tool Works, Inc.	139,615.92						
					Arc3Gases	221,406.90						

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							(B)	(H)	(A)	(I)	(F)	(D)
#2470 Ready Hall Lab Renovations (Continued)					Krueger International Inc	11,301.57						
					Southern Educational Sys, Inc.	27,787.41						
					Information Technology Service (NCDIT)	16,651.91						
					Pace Technologies Corporation	4,659.95						
					WW Grainger Inc	7,876.16						
					Amg Office Solutions, Inc	10,570.35						
					Inter Technologies Corporation	86,424.00						
					Airgas USA	74,349.53						
					Presidio Networked Solutions	5,242.64						
					AT&T	2,704.26						
					Dell Marketing, L.P.	10,207.98						
					Mid-Atlantic Infrastructure	10,028.00						
					Dominion Power	7,812.75						
					Amazon	25.19						
					Wood Craft	3,217.46						
#2535 EWS Technology 4.0	10/15/21	60,360,924.16	EYP Architecture & Engineering, PC (Advanced Planning)	210,600.00								
95553			Lord Aeck Sargent	3,394,235.00								
			Uzun + Case (Structural Peer Review)	18,000.00								
			S&ME, Inc. (GeoTech)	23,000.00								
			MBP Carolinas, Inc. (C)	298,645.00								
			Nova Engineering & Environmental, Inc. (SI)	141,350.00								
			Lord Aeck Sargent (Design Reimbursements)	7,500.00								
					Greater Diversity News	661.76	x					
					News & Observer	2,632.48						
					Smith Anderson	15,000.00						
					Metcon, Inc (Pre-Construction)	330,000.00				x		
					Metcon, Inc	31,082.75				x		
					Metcon, Inc (Reimbursements)	3,244.26				x		
					Monteith Construction Corp.	37,720,500.00						
					William Scotsman (Site Trailer)	44,948.75						
					Eypae, Inc.	210,600.00						
#2688 South Campus Multi-Facility Renovations	1/20/23	20,396,301.23	Lord Aeck Sargent (Advanced Planning)	79,500.00								
95056			Lord Aeck Sargent	1,700,340.00								
			Taylor Wiseman & Taylor (Survey)	12,445.00								
			Taylor Wiseman & Taylor	3,960.00								
			Matrix Health & Safety Consultants, LLC (Environmental Testir	19,500.00								
			MBP Carolinas, Inc. (C)	67,210.00								
			Bennett & Pless, Inc. (Structural Peer Review)	10,000.00								
					Greater Diversity News	254.40	x					
					News & Observer	1,729.52						
					Balfour Beatty Construction, LLC (Pre-Con)	168,504.00						
#2795 Western Wake Campus Relocation	10/20/23	75,500,000.00										
Total		**1,321,537,578**		**90,381,362**		**744,965,362**	**58**	**24**	**14**	**10**	**84**	**10**

*** Minority Business Category:**
(B) - Black
(H) - Hispanic
(A) - Asian American
(I) - American Indian
(F) - Female
(D) - Disadvantaged (Socially and Economically)

AGENDA
State Board of Community Colleges
PROGRAMS AND STUDENT SUCCESS COMMITTEE
Haywood Community College, Juniper Building, Room 6105
Thursday, September 19, 2024 – 3:30 p.m. - 4:45 p.m.
Ms. Sarah West, Chair

Call to Order

Roll Call

Ethics Awareness and Conflict of Interest

Approval of Agenda

Approval of Minutes – August 15, 2024

For Future Action

- Joint Annual Report to the North Carolina General Assembly Career and College Ready Graduate (CCRG) Program Outcome (Attachment PROG 01)*
- 2023-24 Annual Report to the Joint Legislative Committee - Career Coach (Attachment PROG 02)*
- Tri-County Community College In-State Tuition Pilot Program Legislative Update August 2024 (Attachment PROG 03)*

For Action

- Annual Approval of the Programs and Student Success Charter (Attachment PROG 04)

For Consent Agenda

- Curriculum Program Applications – Fast Track for Action (Attachment PROG 05)
  - Asheville-Buncombe Technical Community College
    - Biomedical Equipment Technology (A50100)
  - Roanoke-Chowan Community College
    - Practical Nursing (Diploma) (D45660)
  - Southwestern Community College
    - Dental Hygiene (A45260)
- Combined Course Library – Workforce Continuing Education and College & Career Readiness (Attachment PROG 06)
  - New Course Approvals, Modifications, and Tier Designations
    - New Course Approval – VFISNC
      - VFIS Emer. Veh. Driving T-T-T (FIP – 3651)
      - VFIS Emergency Veh. Driving (FIP – 3652)
    - New Course Approval – NC Fire Rescue Commission and NC Office of the State Fire Marshal
      - TR Intro Course (FRC – 1200)
      - TR Rope Rescue Series (FRC – 1201)TR Rope Rescue Awareness (FRC – 1202)
      - TR Rope Rescue Operations (FRC – 1203)
      - TR Rope Rescue Technician (FRC – 1204)
      - TR Structural Collapse Series (FRC – 1205)
      - TR Confined Space Series (FRC – 1206)

        - TR Pass Veh. Rescue Series (FRC – 1207)
        - TR Pass Veh. Awareness (FRC – 1208)
        - TR Pass Veh. Operations (FRC – 1209)
        - TR Pass Veh. Technician (FRC – 1210)
        - TR Heavy Veh. Series (FRC – 1211)
        - TR Wilderness S&R Series (FRC – 1212)
        - TR Trench Rescue Series (FRC – 1213)
        - TR Machinery Rescue Series (FRC – 1214)
        - TR Surface Water Series (FRC – 1215)
        - TR Swift Water Series (FRC – 1216)
    - Course Modification – NC Fire Rescue Commission and NC Office of the State Fire Marshall
        - Emergency Medical Dispatcher (EMS – 3091)

For Information

- ApprenticeshipNC Annual Report FY 2023-2024 (Attachment PROG 07)
- Legislative Report: Surry Community College's MOU with Northern Regional Hospital (Attachment PROG 08)
- Curriculum Program Applications as Approved by the System President (Attachment PROG 09)
    - Asheville-Buncombe Technical Community College
        - Esthetics Instructor (C55270)
        - Manicuring Instructor (C55380)
- Curriculum Program Terminations as Approved by the System President (Attachment PROG 10)
    - Asheville-Buncombe Technical Community College
        - Civil Engineering Technology (A40140)
    - Davidson-Davie Community College
        - Recreation and Leisure Studies (A55360)
        - Cancer Information Management (A45130)
        - Health Science: Therapeutic & Diagnostic Services/Emergency Medical Science (D45910)
        - Health Science: Therapeutic & Diagnostic Services/Medical Assisting (D45920)
        - Health Science: Therapeutic & Diagnostic Services/Pharmacy Technology (D45940)
        - Health Science: Therapeutic & Diagnostic Services/Phlebotomy (D45950)
        - Histotechnology (A45370)
        - Manufacturing Technology (A50320)
        - Motorcycle Mechanics (D60260)
        - Healthcare Interpreting (A45430)
        - Phlebotomy (Certificate)(C45600)
    - Lenoir Community College
        - Computer-Integrated Machining (A50210)
        - Emergency Management (A55460)
        - Industrial Engineering Technology (A40240)
        - Mechanical Engineering Technology (A40320)
        - Supply Chain Management (A25620)

- Montgomery Community College
  - Accounting and Finance (A25800)
  - Metal Engraving (Diploma) (D30240)
  - Professional Crafts: Clay (A30300)

New Business

Adjourn

***The Programs and Student Success Committee will be asked to suspend the rules and move this item to the FOR ACTION agenda.**

MINUTES
State Board of Community Colleges
PROGRAMS & STUDENT SUCCESS COMMITTEE
Thursday, August 15, 2024

MEMBERS PRESENT:

Shirley Carraway, Vice Chair	Jenny Maldonado-Castro	Ray Trapp
Lisa Estep	Mark Merritt	Terry Van Duyn
Jonathan Harris*	Ray Russell	Ann Whitford
Geoffrey Lang	Julie Ryan	
Tom Looney	Sam Searcy	

*Attended via phone or Zoom technology.

MEMBERS ABSENT:

Sarah West, Chair	Grant Campbell	David Price
Paula Benson	Hari Nath	

NCACCP LIAISONS:
Amanda Lee, President, Bladen Community College

SYSTEM OFFICE STAFF AND OTHERS:

Brian S. Merritt	Barbara Boyce	Monty Hickman
Lisa Eads	James Willamor	Todd Roth
Torry Reynolds	Kenny Weatherington	Michael Caviness
Andrew Gardner	Major Hooper	Sondra Jarvis
Ashley Croom	Tracy Hooper	Julie Woodson
Jeff Cox	Jonnell Carpenter	President, NCACCT
Kimberly Gold	Delany Davis	David Heatherly, President,
Melissa Smith	John Loyack	NCACCP/Coastal Carolina
Hilmi Lahoud	Jennifer Fisher	
Tonya Clark	Phillip Price	

WELCOME AND ETHICS STATEMENT: Vice Chair Dr. Carraway called the meeting to order at 2:02 p.m. in the Dr. W. Dallas Herring State Board Room, at the Caswell Building. Roll was taken and there was a quorum. Ms. Croom read the Ethics Awareness and Conflict of Interest Statement and asked if there were any known conflicts. None were noted.

APPROVAL OF THE AGENDA: Vice Chair Dr. Carraway requested a motion to approve the August 15, 2024, agenda. Hon. Van Duyn made the motion, seconded by Mrs. Whitford. The agenda was approved via voice vote by the committee.

APPROVAL OF THE MINUTES: Vice Chair Dr. Carraway requested a motion to approve the July 18, 2024, minutes. Hon. Van Duyn made the motion, seconded by Mr. Looney. The minutes were approved via voice vote by the committee.

Tracy Hooper formally known as Tracy McPherson was recognized for her 30 plus years of service and presented with the Order of the Longleaf Pine Award. Dr. Andrew Gardner provided some highlights about Tracy's career. In the 1980s, Tracy began her journey at Vance Granville Community College which led to her helping the Community College System as a whole.

Kenny Weatherington, who replaced Tracy upon her retirement, acknowledged that the public safety community would not be where they are today without her. Tracy worked on several commissions, guided them, and always worked behind the scenes. Mr. Weatherington noted that no one will ever know how much work Tracy did behind the scenes to maintain smooth transitions for the colleges. Barbara Boyce, Tracy's former supervisor noted that Tracy kind of supervised her. Tracy was highly dedicated to her role and in the end, it was the students who benefited from Tracy's dedication.

President Cox highlighted the significance of the Longleaf Pine Award which is the highest award given by the State of North Carolina. President Cox acknowledged Tracy was a great asset to the system office for many years. President Cox read the Longleaf Pine Award.

Mrs. Tracy Hooper was pleasantly surprised as she thought she was simply receiving her retirement gift, a rocking chair. Mrs. Hooper was truly honored despite often being accused of being passionate. Mrs. Hooper was a public information officer at a public University in North Carolina when the opportunity arose to go to Vance-Granville Community College. Mrs. Hooper was able to work with Bob Scott and his administration as well as teach GED at Wake Technical Community College. There was an opportunity to do a general assembly study on prison education which required a lot of committee meetings and reports which Mrs. Hooper took on and became a part of the programs team.

Over time Mrs. Hooper transitioned to Public Safety. Mrs. Hooper admitted one of the reasons she worked so many hours is because prison education involves a 24-hour establishment. Similarly, in public safety responders are training and working 24/7 365 days a year. Colleges are training the public safety responders every day despite campus closures. Mrs. Hooper noted that the team was very customer service oriented so if people were out working so were they. It didn't matter if Mrs. Hooper received messages at night or on the weekends, she would try her best to be responsive. It was Mrs. Hooper way of supporting the work the colleges were doing which are remarkable things in public safety training.

Mrs. Hooper mentioned her husband who is a graduate of the College of The Albemarle. Mrs. Hooper's Mother-in-Law is also a community college retiree as she ran the GED program and the library at the College of The Albemarle. Mrs. Hooper further noted that her son is a graduate of the college transfer program at Wake Tech and is currently a nurse with a bachelor's degree.

In closing, Dr. Carraway expressed her deepest gratitude to Mrs. Hooper for her unwavering commitment and dedication over the past three decades. Mrs. Hooper's leadership, innovation, and tireless efforts have left an indelible mark on the community college system and the State of North Carolina as a whole.

FOR ACTION:

Customized Training Annual Expenditures Report 2023-24 (Attachment PROG 01)

Vice Chair Dr. Carraway provided an overview of the Customized Training Program which supports the economic development efforts of the state by providing education, training and support services for eligible new, expanding, and existing business and industries in North Carolina through its network of fifty-eight community colleges serving all one hundred counties in the state. The program's goal is to foster and support three key aspects of a company's well-being: job growth, technology investment and productivity enhancement in compliance with North Carolina general statutes as of September 1, 2024, an annual report of expenditures needed to be produced.

Mr. Loyack credited Betty Silver and her team for the most companies served ever, highest level of expenditures in five years, as well as the highest number of trainees in five years. The total is up to 14,000 in three years. This was accomplished with about seventy percent of the colleges participating at a significant level, with plenty of room for growth as well.

Massive projects have begun such as the Noro Nordisk project which employed an additional 1,000 employees at their facility in Johnston County as well as the Boviet Solar project in Pitt that added nine hundred jobs. Mr. Loyack noted that in addition to the jobs, the investments into the communities are significant as well. The Fuji Film Diosynth project for example in Wake is projected to add an additional $1.2 billion dollars to the over a billion investment in that particular facility. Mr. Loyack mentioned another project that will be located at the Kingsborough mega site and would impact Edgecombe County as well as the 10-15 counties surrounding it.

There's been triple the increase in the amount of capital investment with the expectation to increase another $1.4 billion dollars by the new project being announced in Edgecombe County. Some of the trends include automotive, energy, even a combination of the two such as the battery industry that has continued to grow. Japanese and Northern European investments have been substantial noting the Japanese Prime Minister's visit in May, something that has never happened before. The Japanese Prime Minister is aware of what's happening in North Carolina with interest being driven by the Japanese investment into the state.

The total projects are up to 853, which is the most companies ever served, resulting in almost 30,000 people being trained as a result of the work which represents the highest in a number of years. Mr. Loyack mentioned that the Customized Training Program is granted $12.6 million each year with any unused funds allowed to roll over to future years of training. There was about $22 million rolling over which was used and for the first time the customized training program is well ahead of the spending curve. There have been a couple of years of underspending so Betty and her team have been building things up by bringing on new instructors where needed, as well as new regional resources where needed so that growth can continue. Approximately $8 million goes towards instruction overall out of the $12.6 million each year.

In terms of company impact, companies are being innovative by utilizing the customized training program to train their workforce. It's the existing businesses that are approaching the program to stay ahead of the curve and get people up skilled in an ever-changing market.

Every territory with the exception of the southwest region has seen growth in the number of projects. The amount of growth we've seen in new and expanding businesses in the Piedmont Triad as well as in the Raleigh region. Raising awareness is a key activity for the year as more businesses need to be aware of the opportunity to utilize the customized training program. Additionally, there were a number of colleges that didn't have any projects this year, so those will be worked with first to get them back on board. This can occur for a variety of reasons such as turnover in the directors of customized training programs. There are also communities that have a limited amount of industry, which means figuring out different ways to serve those communities using the customized training program.

Mr. Lang inquired if part of the innovative marketing communications plan included getting the word out to more businesses.

Mr. Loyack responded that he believed so and elaborated that there's a lot that the marketing team is doing, which includes website improvement. Mr. Loyack would love to mimic some of the improvements they've made on the Apprenticeship side of the house.

Mr. Looney inquired about what's going on in the economic development community particularly in regard to water and sewer. Without water and sewers, it could impact employment growth.

Mr. Trapp noted that electricity should also be included.

Mr. Loyack noted it goes beyond economic development. For example, a conversation regarding a massive aviation project would require a training facility, however it's not one of the items included. That said perhaps some of the things required should be included in the incentive discussion so that the state is aware of what will be needed in addition to the water, sewer, power, and everything else that goes into the sites. Once the training center has been built there's going to be millions of dollars of equipment that's needed as well. In Wilson County it was discovered that an additional $1 million will be needed from the county to support the $35 million for the building. Another $13 million in funding is needed to outfit the building with machinery. Rather than continue to work within the confines of $12.6 million it would be phenomenal if there was additional funding that could be drawn from as the incentives are being written. It's currently an extremely data driven industry. There's awareness that there's a site in Edgecombe County that doesn't have a substation installed, which keeps businesses away.

Mr. Looney inquired how would demand for economic development in terms of electricity be met.

Mr. Trapp noted as an organization they never want to be the reason that a project slows, so working hand in hand with everyone to make it happen is key.

Mr. Loyack closed his presentation by stating that the new course codes for customized training allow colleges to understand the trends and help him when adding regional instructors. Mr. Loyack also thanked Patrick Fleming and his team for their efforts in reporting enhancements.

Vice Chair Dr. Carraway encouraged everyone to look through the report as she was pleasantly surprised by some of the information that was included particularly surrounding the sector projects and which sectors had the most projects.

Vice Chair Dr. Carraway requested a motion and a second to approve PROG 01. On a motion made by Mr. Looney, seconded by Mr. Lang PROG 01 was approved for the For Action Agenda at their meeting on August 16, 2024. Motion was approved via voice vote.

Mr. Lang inquired what happens when the report goes to the assembly.

Mr. Fagg noted that it's read by a specific committee along with other internal staff after which it's posted to their website for the public. Occasionally there are follow-up questions but typically come at a later date.

FOR CONSENT AGENDA

Curriculum Program Applications – Fast Track for Action (Attachment PROG 02)

- Montgomery Community College
  - Dental Hygiene (A45260)
- Rowan-Cabarrus Community College
  - Social and Human Services (A45380)

Vice Chair Dr. Carraway reviewed PROG 02. The committee had no questions or concerns. Vice Chair Dr. Carraway requested a motion and a second to approve PROG 02. On a motion made by Mrs. Whitford, seconded by Hon. Van Duyn, PROG 02 was approved for the For Consent Agenda at their meeting on August 16, 2024. Motion was approved via voice vote.

Annual Review of the Programs and Student Success Charter (Attachment PROG 03)

Vice Chair Dr. Carraway requested a motion and a second to move PROG 03 to the For Future Action Agenda. On a motion made by Hon Van Duyn, seconded by Mr. Looney PROG 03 was approved for the For Future Action Agenda at their meeting on August 16, 2024. Motion was approved via voice vote.

FOR INFORMATION

Curriculum Standard Revision as Approved by the System President (Attachment PROG 04)

- Montgomery Community College
  - Taxidermy (Diploma) (D30380)

Vice Chair Dr. Carraway reviewed the item. The committee had no questions or concerns.

Curriculum Program Terminations as Approved by the System President (Attachment PROG 05)

- Bladen Community College
  - Mechatronics Engineering Technology (A40350)
- Coastal Carolina Community College
  - Basic Law Enforcement Training (Certificate) (C55120)
- Nash Community College
  - Supply Chain Management (A25620)

Vice Chair Dr. Carraway reviewed the item. All documents are in order.

Mr. Looney asked if there were any issues with mechatronics at Bladen County and law enforcement going to certificates versus curriculum as a trend across the state or specific to the colleges.

President Heatherly noted in the case of law enforcement the program was converted to the curriculum program a decision that had more to do with money. President Heatherly has considered law enforcement training by nature to be more continuing ed than curriculum in his opinion.

Dr. Lee noted that mechatronics and industrial systems technology are being run concurrently as they did not have enough enrollment to do both. Mechatronics fell flat as people weren't familiar with it. As a result, industrial systems were spruced up as it resonates more with the community.

NEW BUSINESS

Dr. Merritt provided an update on accreditation. The president of the Higher Learning Commission (HLC) met with the Presidents with the reason being that all fifty-eight colleges replied to the status request. As of June 30, 2024, a total of twenty-eight colleges reported via survey that they had made the decision to move to the HLC. As you may recall, the law was put in place last year that requires colleges to make the change to a different accrediting body other than SACSCOC once their reaffirmation period approached. The colleges have either already taken or are preparing to take the first step to communicate to the Department of Education about their intent to move to HLC. It's a multi-step process.

The law does state that colleges have a three-year window to implement the change. If colleges have not achieved candidacy status with a different accreditation agency within three years of the end of their reaffirmation period they can stay with SACSCOC. The remaining thirty colleges have reported that they're in progress or under consideration. Many of those colleges have just recently been reaffirmed or are substantially far out from their reaffirmation date with SACSCOC. One of the main points of the emphasis that the HLC president made in Nashville with the President's Association was the one provision in the law that requires colleges to change accreditors every reaffirmation cycle is a bad business model and won't be sustainable long term.

ADJOURN

On a motion made by Hon. Russell, seconded by Mr. Lang, the meeting was adjourned at 2:52 p.m.

Recording Secretary
Ashley Croom

NORTH CAROLINA
State Board of Education
Department of Public Instruction

Report to the North Carolina General Assembly

Career and College-Ready Graduate Program (Program Outcomes)

S.L. 2015-241, Section 10.13, as amended by S.L. 2016-94, Section 10.5 and S.L. 2018-5, Section 9.4

DRAFT

Date Due: October 15, 2024

Submitted by the State Board of Education, in conjunction with the State Board of Community Colleges

STATE BOARD OF EDUCATION

STATE BOARD OF EDUCATION VISION: Every public school student in North Carolina will be empowered to accept academic challenges, prepared to pursue their chosen path after graduating high school, and encouraged to become lifelong learners with the capacity to engage in a globally-collaborative society.
STATE BOARD OF EDUCATION MISSION: The mission of the North Carolina State Board of Education is to use its constitutional authority to guard and maintain the right of a sound, basic education for every child in North Carolina Public Schools.

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Report to the NC General Assembly:
Career and College Ready Graduates (CCRG) Program
S.L. 2015-241, Section 10.13, as amended by S.L. 2016-94 and S.L. 2018-5

Executive Summary
Report on Career and College-Ready Graduate Program (Program Outcomes)
S.L. 2015-241, Section 10.13, as amended by S.L. 2016-94, Section 10.5 and S.L. 2018-5, Section 9.4

CONTEXT

S.L. 2015-241, Section 10.13 amended by S.L. 2016-94, Section 10.5 and S.L. 2018-5, Section 9.4, Career and College Ready Graduates (CCRG), requires the State Board of Community Colleges (SBCC), in consultation with the State Board of Education (SBE), to develop a program that introduces the college developmental mathematics and developmental reading and English curriculums in the high school senior year and provides opportunities for college remediation for students prior to high school graduation. This program is the Career and College Ready Graduates (CCRG) Program. The fully implemented CCRG model is a partnership between the North Carolina Department of Public Instruction (NCDPI) and the North Carolina Community College System (NCCCS) that includes training, technical assistance, professional development, and the NROC/EdReady platform for North Carolina's public Local Education Agencies (LEAs). This executive summary depicts the 2023-2024 CCRG tier test completions, as well as key findings from the optional statewide student and staff survey, regional focus groups, and other data sources to inform on the progress of the CCRG program.

PROGRAM OUTCOMES

In order to receive credit to enter North Carolina's community colleges remediation-free, students must complete the math and/or English Tier Tests with an 80 or higher. Below indicates the pass rate for CCRG English and CCRG math:

- English Tier Test Completions:
    - Among students who took the English CCRG content, 1,407 of students passed the English I tier tests and 590 passed the English 2 tier tests.
    - That equates to a 24% pass rate for English 1 and 18% pass rate for English 2.
    - For English 1, that is a 14% increase and for English 2, that is a 13% increase from the previous academic year (2022-2023).
- Math Tier Test Completions:
    - Among students who took the math CCRG content, 5,412 of students passed the Math 1 Tier Tests, 4,286 passed the Math 2 Tier Tests, and 3,560 passed the Math 3 Tier Tests.
    - That equates to 89% pass rate for Math 1, an 86% pass rate for Math 2, and an 89% pass rate for Math 3.
    - For each of the tier tests—Math 1, Math 2, and Math 3—that is a 3% increase from the previous academic year (2022-2023).

RECOMMENDATIONS

Below is a list of recommendations for continuous improvement of the CCRG program:

- Continued collaboration between NCDPI and NCCCS.
- A review of eligibility criteria to increase access and equity based on the needs of students.
- Continued funding to support the CCRG implementation.
- Continue communication with constituents for strong implementation.
- Continue consideration of how CCRG English can be implemented more effectively.

CONCLUSIONS

Based on the multiple data sources for that contributed to this report, the following conclusions emerged:

DRAFT

- The NCDPI and NCCCS staff will work collaboratively to ensure greater communication to LEAs about the intent and benefits of CCRG to ensure greater access and opportunity to all subgroups.
- The NCDPI and NCCCS continue to provide professional development and technical assistance throughout the fall/spring of the 2024-2025 academic year.
- The NCDPI and NCCCS will determine ways to deliver CCRG content in a secure avenue that ensures academic integrity.
- The NCDPI and NCCCS will work to initiate CCRG course realignment and eligibility with post-secondary pathways.
- The NCDPI and NCCCS will work collaboratively to review CCRG eligibility criteria. Review CCRG eligibility as a part of the curriculum realignment.
- The NCDPI and NCCCS will work collaboratively to determine changes to the CCRG curriculum to make data-informed improvements that result in increased student outcomes in CCRG math and English.

DRAFT

Full Report
Report on Career and College-Ready Graduate Program (Program Outcomes)
S.L. 2015-241, Section 10.13, as amended by S.L. 2016-94, Section 10.5 and S.L. 2018-5, Section 9.4

BACKGROUND OF CAREER AND COLLEGE READY GRADUATES (CCRG) PROGRAM

Session Law 2018-5, Section 9.4 requires that the SBCC and the SBE report annually to the Joint Legislative Oversight Committee on the progress of implementation. This report encompasses several critical components to provide a comprehensive overview of the initiative's impact.

Firstly, the report will include detailed remediation results in both mathematics and English for 12th-grade students participating in the College and Career Readiness Graduates (CCRG) program during the 2023–2024 school year. This will allow for a clear understanding of the CCRG program's effectiveness in preparing students for post-secondary education.

Additionally, the report will integrate focus group data collected throughout the 2023–2024 school year. This qualitative data will offer insights into the experiences and perceptions of the students and educators involved in the CCRG program, highlighting areas of success and opportunities for improvement.

This report also features a comprehensive analysis of the CCRG Staff Survey and CCRG Student Survey results. The CCRG Staff Survey had approximately 200 respondents. The CCRG Student Survey had approximately 400 respondents.

Furthermore, the report includes information on the support provided by CCRG to school districts, such as professional development, office hours, webinars, a professional learning community, and CCRG Canvas Course. CCRG Canvas Course analytics are also presented to illustrate the frequency of use of this support tool.

Finally, this report offers recommendations to improve CCRG and to continue its support across North Carolina's public schools. This annual report presents a comprehensive evaluation of the CCRG program's outcomes and demonstrates the program's effectiveness.

CCRG Program Overview

S.L. 2015-241, Section 10.13 amended by S.L. 2016-94, Section 10.5 and S.L. 2018-5, Section 9.4, Career and College Ready Graduates (CCRG), requires the State Board of Community Colleges (SBCC), in consultation with the State Board of Education (SBE), to develop a program that introduces the college developmental mathematics and developmental reading and English curriculums in the high school senior year and provides opportunities for college remediation for students prior to high school graduation. The fully implemented CCRG model is a partnership between NCDPI and NCCCS that includes training, technical assistance, professional development, and the NROC/EdReady platform. Initial implementation of the model began in the 2016-2017 academic year with pilots. Partial implementation occurred despite financial and COVID-19 Pandemic challenges from 2020 through 2022. In November 2021, the 2022-2023 budget was passed with funding for CCRG, and the NCDPI immediately began the process to contract with the vendor, The NROC Project/EdReady, herein referred to as NROC/EdReady. The 2022-2023 contract was in place as of July 2022 for Year 1 of full implementation, and the NCDPI renewed the contract in July 2023 for Year 2 and in July 2024 for Year 3 of full implementation.

Through various communication efforts, namely an email series to Curriculum Leaders and CCRG Leads to inform, professional development opportunities and conferences, office hours, and updated CCRG support documents and the CCRG Canvas Resource Course, all LEAs were informed of the implementation of CCRG during the full implementation academic years. As with the previous year's implementation, high schools were required to use the curriculum approved by the SBCC, in consultation with the SBE. **Appendix A: CCRG Eligibility and Exemptions** outlines the criteria for students to take CCRG. Professional development was prepared and delivered by the professional development sub-

committee of the Career and College Ready Graduate Alignment Partnership (CCRGAP) committee, which consists of the NCDPI and NCCCS. In addition, throughout implementation, the CCRGAP worked collaboratively to develop and carry out the CCRG Evaluation Plan detailed in greater depth below.

CCRG Program Purpose

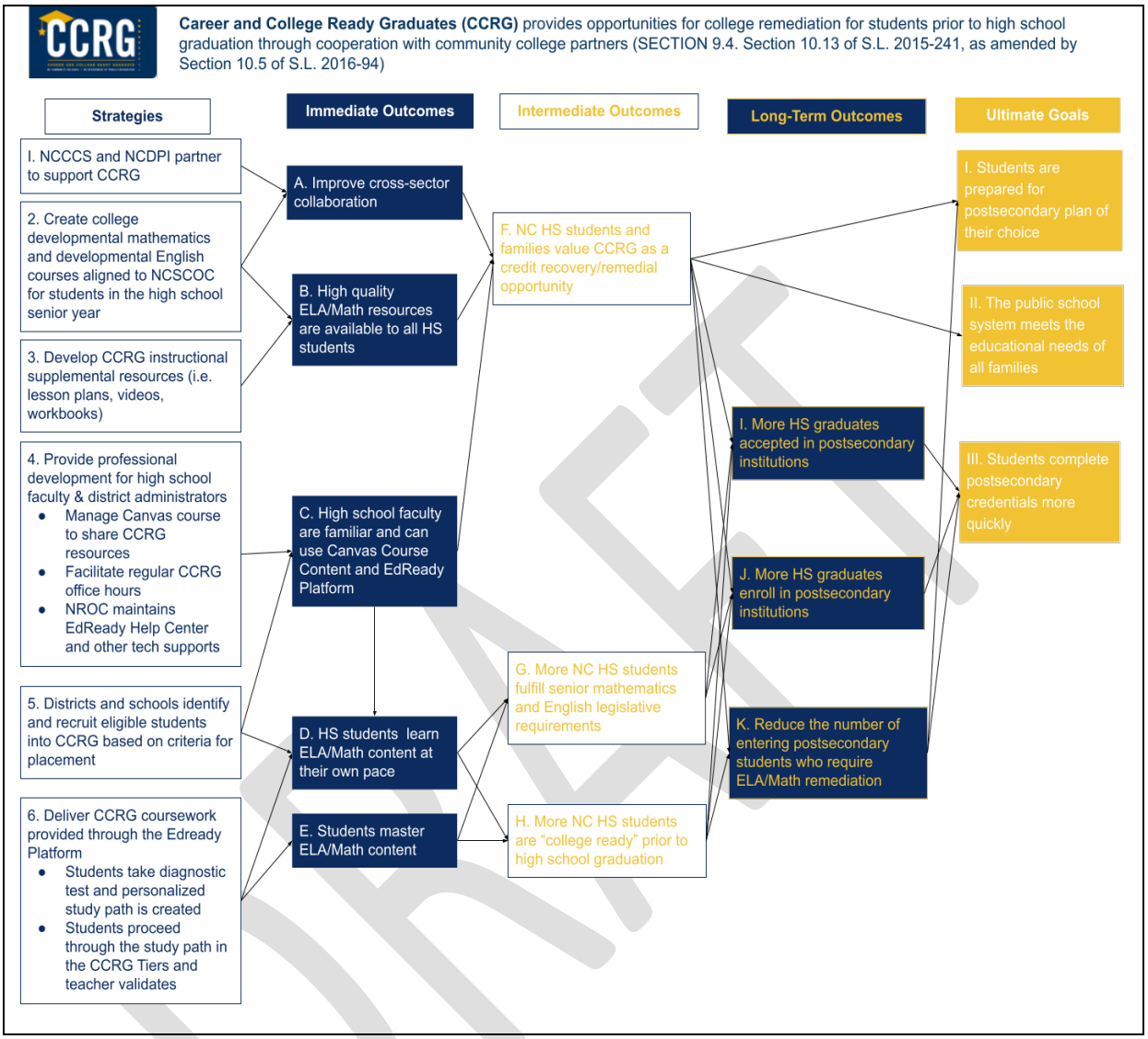
The CCRGAP collaborated to offer statewide support and achieve the overall objective of ensuring North Carolina high school seniors successfully graduated from public high schools as career and college ready graduates. Therefore, the CCRGAP engaged in developing additional strategies to target specific academic deficiencies, which are outlined in the CCRG Evaluation Plan below.

CCRG Program Evaluation Plan

Several major questions guide the full evaluation plan for CCRG and are aligned to the program's logic model. Figure 1 depicts the CCRG Logic Model; Table 1 depicts the evaluation questions, strategies, outcomes, and data sources. The evaluation plan for the second year of CCRG, academic year 2023-2024, continued focused on program implementation. Specifically, the CCRGAP committee focused on measuring the success of implementing the six strategies identified in the CCRG logic model. Later years will continue to evaluate fidelity of implementation and further examine learning outcomes for students. In 2024-2025, we continue to evaluate the CCRG program's implementation. If CCRG implementation changes in subsequent years, the CCRG Logic Model will reflect those changes; however, for this year's implementation, there were no changes to implementation or the CCRG Logic Model Strategies, Immediate Outcomes, Intermediate Outcomes, Long-Term Outcomes, and Ultimate Goals.

DRAFT

Figure 1. CCRG Logic Model



DRAFT

Table 1. Summary Table of Evaluation Questions and Data Sources

Evaluation Questions	Strategy	Outcomes	Data Sources
To what extent was CCRG a successful cross-sector partnership between the North Carolina Community College System and North Carolina Department of Public Instruction?	1. NCCCS and NCDPI partner to support CCRG	A. Improve cross-sector collaboration	CCRG Staff and Student Survey
What resources and tools were available and helpful throughout the CCRG implementation process?	2. Develop college developmental mathematics and developmental English courses/curricula for students in the high school senior year 3. Develop CCRG instructional supplemental resources (i.e., lesson plans, videos, workbooks)	B. High quality ELA/Math resources are available to all HS students	CCRG Staff and Student Survey Canvas Resource Course Analytics
What was the quality of support provided by the NCDPI and NCCCS as it pertains to professional development, technical assistance, office hours, and other applicable outreach efforts?	4. Provide professional development for high school faculty & district administrators	C. High school faculty are familiar and can use Canvas Course Content and EdReady Platform	CCRG Staff Survey
What types of criteria were used by districts to determine eligibility for CCRG? How did districts inform students and families of this opportunity?	5. Districts and schools identify and recruit eligible students into CCRG based on criteria for placement	B. High quality ELA/Math resources are available to all HS students	CCRG Staff and Student Survey
How many students enrolled and accessed CCRG courses? What are participation rates by student group, school and district characteristics?	5. Districts and schools identify and recruit eligible students into CCRG based on criteria for placement	D. HS students learn ELA/Math content at their own pace	NROC/EdReady Platform Analytics
How many students successfully completed CCRG coursework?	6. Deliver CCRG coursework provided through the EdReady Platform	E. Students master ELA/Math content	Ed Ready Platform Analytics

CCRG PROGRAM SUPPORT

To ensure smooth and effective implementation, monthly check-in meetings were held between NCDPI, NCCCS, and NROC/EdReady. These meetings focused on facilitating procurement progress, professional development, and other support efforts.

The CCRG Program Administrator plays a crucial role in overseeing the implementation of the program by facilitating ongoing communication between NCDPI, NCCCS, and NROC/EdReady. Regular updates are shared through various channels to keep stakeholders informed and engaged. These include the following:

- **CAO Newsletters**: These newsletters provided detailed updates on CCRG activities, developments, and upcoming events.
- **Emails**: Direct communication via email ensured timely updates and responses to any inquiries from stakeholders. An email series with short videos and links to important resources continued from the previous school year.
- **Frequently Asked Questions (FAQ) Documents**: These documents were frequently updated to address common questions and concerns from Local Education Agencies (LEAs), which ensured they understood the CCRG implementation process.
- **Feedback from the Field**: Continuous feedback was gathered from members in the field to improve the implementation process and address any challenges that arise.
- **Weekly Office Hours**: These sessions, totaling more than 100 hours, provided a dedicated time for stakeholders to ask questions, seek clarifications, and receive support from the CCRG team.
- **Professional Development**: The Program Administrator, an English teacher, and an NROC representative presented at the 2023 AIM Conference. They shared updates on CCRG and strategies to improve English scores.
- **Professional Learning Communities and Communication:** As a new communication strategy, two professional learning community (PLC) opportunities were introduced for CCRG administrators, math, and English teachers, as most districts have one CCRG administrator and having a network of other CCRG administrators aided in planning and pivoting, as needed, throughout the 2023-2024 implementation.

CCRG PROGRAM EVALUATION RESULTS AND INTERPRETATION

To provide a comprehensive review of the 2023-2024 program implementation, this portion of the report will include several components:

Part I: CCRG Tier Test Completion Data
Part II: Results and Key Findings:
   a. CCRG Focus Groups
   b. CCRG Student Survey
   c. CCRG Staff Survey
Part III: CCRG Canvas Course Analytics

PART I: CCRG TIER TEST COMPLETION DATA

To enter a North Carolina Community College remediation-free, high school students must complete the math and/or English modules, depending on their needs in one or both content areas. The module content is determined by the students' initial diagnostic test, which identifies their study path. Additionally, students must complete the Tier Tests associated with math and English with a score of 80 or higher.

The CCRG (Career & College Ready Graduate) content for mathematics involves mastery-based modules through the NROC/EdREADY platform. These modules can be taught as an independent mathematics course, integrated into another existing mathematics course, or offered during an intervention timeframe. The standalone CCRG Math course earns a fourth mathematics credit towards

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graduation requirements; however, the CCRG content does not satisfy a fourth-level mathematics course and does not meet UNC System minimum course requirements for admission.

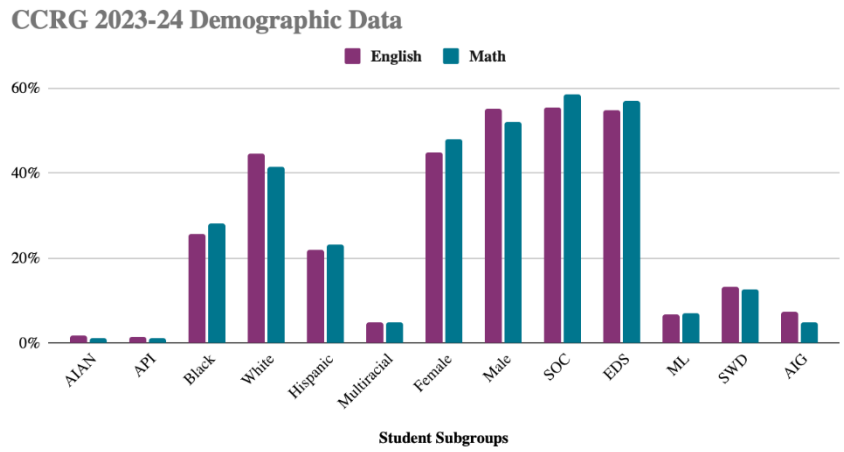
The CCRG content for English Language Arts (ELA) is integrated into English IV, with specific guidance to identify students who are receiving this content.

Of the 115 LEAs, 17,083 students completed math and English Tier Tests during the 2023-2024 school year. In 2023, the completion rate for English Tier 1 was 10%, which increased to 24% in 2024. For English Tier 2, with at least one student passing, the completion rate was 7% in 2023 and rose to 18% in 2024.

In math, Tier 1 remained consistently high, with an 86% completion rate for both 2023 and 89% for 2024. For math Tier 2, the percentage of students passing at least one Tier Test increased from 83% in 2023 to 86% in 2024. Finally, for math Tier 3, the completion rate improved from 86% in 2023 to 89% in 2024. Important to note is that within NROC/EdReady, graduation date is self-reported by students.

Regarding CCRG student participation, student demographics were also reviewed. **Figure 2** provides a data visualization of student subgroups based on student enrollment in CCRG for the 2023-2024 academic year. Demographic data of students' Tier Test completions—or success rates—was not provided. Figure 2 depicts that a greater portion of CCRG participants is male as compared to students not participating in CCRG. Additionally, a CCRG student is more likely to be male than female, and a greater portion of CCRG participants are from the Economically Disadvantaged Students (EDS) background. Further, more than 50% of CCRG students, with 55% in English and 58% in math, are identified as Students of Color (SOC), which encompasses all non-white subgroups. However, this data does not imply that the greater portion of CCRG students is male, EDS and SOC. Multilingual (ML) and Academically and Intellectually Gifted (AIG) students equate for less than 8% of the CCRG student participant population.

Figure 2. CCRG Student Demographic Data



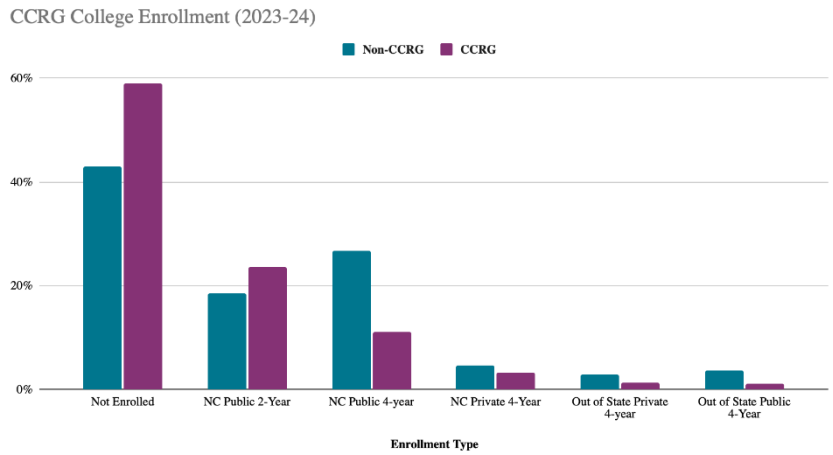
National Student Clearinghouse (NSC) 2023 - 2024 Data

The primary purpose of the CCRG program is to ensure students have the opportunity to attend a NC Community College remediation free. To determine CCRG's effectiveness, recent National Student Clearinghouse (NSC) data was reviewed. The data showed that the majority of CCRG students (59%) do not enroll in any college, while also revealing a trend that indicates CCRG students are 16 percentage points less likely to enroll in any higher education as compared to non-CCRG students. As depicted in **Figure 3**, data also revealed showed that of those CCRG students in college, NC 2-year public institutions were the most popular choice, accounting for 24% of enrollment. This data also revealed CCRG students were 5 percentage points more likely to attend community college compared to non-CCRG students. In terms of 4-year institutions, CCRG students enrolled mainly in in-state public colleges

(11%). However, CCRG students were much less likely to enroll in these 4-year institutions when compared to non-CCRG students, with trends indicating that CCRG students were 16 percentage points less likely to enroll in public NC colleges compared to non-CCRG students. Lastly, NSC data showed that CCRG enrollment in out-of-state college institutions remained low, at less than 3%.

Use of the NSC data to evaluate the CCRG program is a new endeavor and thus will improve our understanding of the impact of the program over time.

Figure 3. CCRG College Enrollment (2023 – 2024)



CCRG English Content and Tier Test Workflow

English Language Arts

The CCRG English content has been developed to align with the ELA Standard Course of Study as well as NCCCS student outcomes.

- The CCRG content for English Language Arts will be integrated into English IV with specific program enrollment guidance to indicate students who are receiving this content.
- For CCRG content guidance, refer to the NCCCS.
- For CCRG implementation guidance, refer to the NCDPI.

Within each Tier:
Students will begin in the Main Module / primary study path and then will move on to a Tier Test when they are ready. Students that perform well on the Tier Test will be ready to move on to the following Tier, while others will need to work in the Test study path and take an additional Tier Test.

English Score Thresholds:

- Students need to earn a score of 90 in the Main Module / primary study path
- Students need to earn a score of at least 80 on a Tier Test (diagnostic test for a "Test" study path) to earn the right to move on to the next Tier

Current Step	Score Needed		
Type	On Initial Diagnostic	On Study Path	Next Step
Main Module	90		The Test for this tier
Test for this Tier	80	90	• If the student earns at least an 80 on the diagnostic (Tier Test), student is ready for the next tier's Main Module • Otherwise the student must work in the generated study path: will need to earn a score of 90 to earn the right to take an additional Test attempt

Tier Test Attempts:
The CCRG English approach has a *maximum of 5 Tier Test attempts* available for students to complete: there are 5 attempts for Tier 1 and Tier 2. Students will **not** be able to test more than what is available in EdReady, so it is critical that they are only given access to each Test attempt when they have completed the work to learn the items, they did not previously get correct on the last attempt.

IMPORTANT: Tier Test scores in EdReady are the only details shared with North Carolina Community Colleges and are used to give students credit for completing the CCRG-equivalent courses at the college-level.

2023-2024 Tier Test Attempts and Completions – English
Among students who took the English CCRG content, 1,407 of students passed the English I tier tests and 590 passed the English 2 tier tests. That equates to a 24% pass rate for English 1 and 18% pass rate for English 2. For English 1, that is a 7% increase and for English 2, that is an 8% increase from the previous academic year (2022-2023). **Table 2** indicates the number of passed tests, these are not attempts, but unique students. For example, there were 5,761 unique students in English Tier 1. Passed more accurately refers to the number of students with at least one passed tier test in that tier. “Percent pass rate” is better referred to as the percent of students with at least one passing tier test in that tier.

Table 2. English Tier Test Completions

2023-2024 English Tier Test Completions			
	Passed	**Attempts**	**Percent Pass Rate**
English 1	1407	5761	24%
English 2	590	3312	18%

CCRG Math Content and Tier Test Workflow

Mathematics

The CCRG content for mathematics involves mastery-based modules through the chosen NROC/EdReady platform.

- The CCRG mathematics units may be integrated into another existing mathematics course or offered during an intervention time frame. The CCRG mathematics units may also be delivered through a stand-alone course during their senior year.
- The CCRG mathematics content does not satisfy a fourth level mathematics course and does not meet UNC System Minimum Course Requirements for admission because it does not build on Math 3.
- The standalone CCRG Math course will earn a fourth mathematics credit towards high school graduation requirements.

Within each Tier:
Students will begin in the Main Module/ primary study path and then will move on to a Tier Test when they are ready. Students that perform well on the Tier Test will be ready to move on to the following Tier, while others will need to work in the Test study path and take an additional Tier Test.

Math Score Thresholds:

- Students need to earn a score of 100 in the Main Module/primary study path
- Students need to earn a score of at least 80 on a Tier Test (diagnostic test for a "Test" study path) to earn the right to move on to the next Tier

Current Step	Score Needed		
Type	On Initial Diagnostic	On Study Path	Next Step
Main Module	100		The Test for this tier
Test for this Tier *attempts 1-3*	80	100	• If the student earns at least an 80 on the diagnostic (Tier Test), student is ready for the next tier's Main Module • Otherwise the student must work in the generated study path: will need to earn a score of 100 to earn the right to take an additional Test attempt
Test for this Tier *attempts 4-5*	80	N/A	• If the student earns at least an 80 on the diagnostic (Tier Test), is ready for the next tier's Main Module • Otherwise, student must show mastery outside of EdReady. Should be given access to the next Tier Test when ready.

Tier Test Attempts:
The CCRG Math approach has a *maximum of 5 Tier Test attempts* available for students to complete. Students will **not** be able to test more than 5 times, so it is critical that they are only given access to each Test attempt when they have completed the work to learn the items they did not previously get correct on the last attempt.

> **NOTE:** the first, second, and third attempts will all generate a study path, allowing the student to study the items they did not get correct on the Tier Test. The fourth and fifth attempts DO NOT generate a study path, so their instructor should provide additional intervention. The previous study paths (main module and all previous Tier Tests) will remain available for the student to review.
>
> **IMPORTANT:** Tier Test scores in EdReady are the only details shared with North Carolina Community Colleges and are used to give students credit for completing the CCRG-equivalent courses at the college-level.

2023-2024 Tier Test Attempts and Completions – Math

As with the previous academic year, during the 2023-2024 academic year, students taking CCRG math had greater success in passing the math Tier Tests as compared to English. Among students who took the math CCRG content, 5,412 of students passed the Math 1 Tier Tests, 4,286 passed the Math 2 Tier Tests, and 3,560 passed the Math 3 Tier Tests. That equates to 89% pass rate for Math 1, an 86% pass rate for Math 2, and an 89% pass rate for Math 3. For each of the tier tests—Math 1, Math 2, and Math 3—that is a 3% increase from the previous academic year (2022-2023). **Table 3** indicates the number of passed Tests, these are not attempts, but unique students. For example, there were 6,114 unique students in Math Tier 1. "Passed" more accurately refers to the number of students with at least one

passed tier test in that tier. "Percent pass rate" is better referred to as the percent of students with at least one passing tier test in that tier.

Table 3. Math Tier Test Completions

2023-2024 Math Tier Test Completions			
	Passed	**Attempts**	**Percent Pass Rate**
Math 1	5412	6114	89%
Math 2	4286	4974	86%
Math 3	3560	3998	89%

PART II: RESULTS AND KEY FINDINGS

PART II A: CCRG FOCUS GROUPS

Conceptualization of the Research
In October 2023, the full 2022-2023 report was submitted to the Joint Legislative Education Oversight Committee (JLEOC) with some areas of growth in English. Overall, students excelled with over 80% pass rate in Tiers 1, 2 and 3. However, in English our students did not exceed 11% pass rate on English I and English II Tiers. As a result, the CCRG Program Administrator conducted statewide focus group meetings to obtain feedback from superintendents, chief academic officers (CAOs), CCRG district leads, math and English teachers and other relevant stakeholders to gain a deeper understanding of the program's implementation. The focus groups served as one of the primary data points for the 2023-2024 report.

Development of Interview Questions
The focus group script and interview questions (can be found in **Appendix I**) were developed through a collaborative review process with the NCDPI Office of Research and Evaluation to ensure the CCRGAP committee effectively provided valuable data. Several iterations of the questions were drafted before the final selection of the six evaluation questions were determined. A Systems Theory[1] approach was done to gather information from participants that would allow the data to provide information from the micro to macro level.

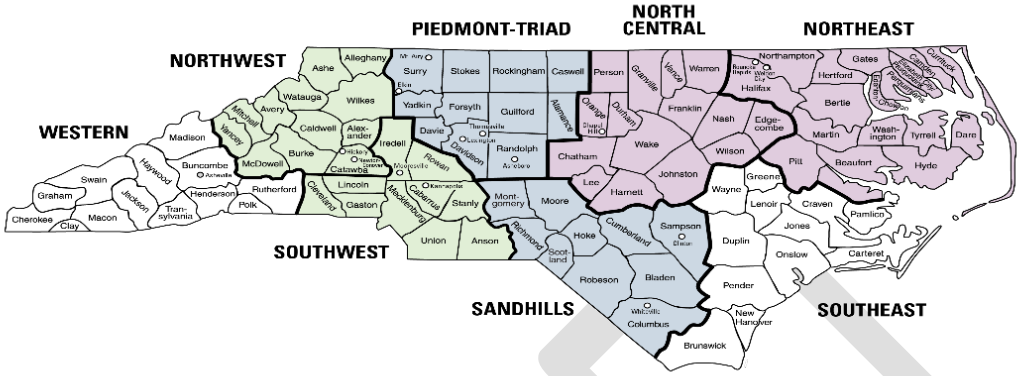
Selection of Focus Group Participants
Seven focus groups were conducted across North Carolina in the 2023-2024 school year. Participants were selected and received an email inviting them to participate in the optional focus group discussions. These focus groups included math and English teachers, as well as CCRG Leads, participating virtually. Invitations to participate were extended to individuals throughout all eight regions. Focus Group conversations occurred based on the geographical location of the respective State Board of Education Districts, or regions. Participants in six regions representing the horizontal (northern and southern) parts of the state, two regions each, participated in virtual sessions. Additionally, two in-person vertical (eastern and western) regional sessions were held after a full day of observations, with members from the entire LEA district team present. The team was composed of teachers, counselors, and administrators. Lastly, two one-on-one focus groups were conducted in person with the presence of school counselors and an administrator. Below is a breakdown of how regions were combined:

- Sandhills and Piedmont
- Northwest and Southwest
- Northeast and Southeast

[1] Systems Theory – a way of looking at things where we study an entire picture, not just the separate pieces. It helps us understand how various parts work together to make up a bigger system. In research, you receive input from several different individuals to receive a collective picture (Lou-Barton & Davis, 2019).

- Western, *represented by Buncombe County Schools*
- North Central, *represented by Chapel Hill-Carrboro City Schools*
- Southwest, *represented by Union County Public Schools*
- Southeast, *represented by Brunswick County Schools*

Figure 4. CCRG focus group mapping



The CCRGAP team chose to divide focus groups by regions and roles to capture a broad range of viewpoints. Pairing the northern and southern regions together, as well as the western and eastern regions together helped the CCRGAP team identify potential differences in perspectives throughout North Carolina's 8 SBE Districts. During the focus group sessions, participants shared their roles, provided feedback on the CCRG implementation from their perspectives, and shared other lessons learned and areas for growth to inform the CCRGAP team. Following the focus group sessions, the CCRG Program Administrator worked with other members of the CCRGAP team to analyze the responses, drawing comparisons across the regions. The following information provides greater detail about the Data Gathering and Management, Collaboration and Tools, and Analysis and Interpretation.

Data Gathering and Management
The thematic methodological approach to analyzing the data consists of transcribing the data to determine the findings. The CCRG Program Administrator served as the principal investigator, actively participating in each data collection focus group session. Data management involved cleaning up transcripts, color coding the data, creating a codebook, comparing results, and composing various documents for thorough analysis.

Collaboration and Tools
To interpret and analyze the data, the CCRG Program Administrator collaborated with the NCDPI's Research Analyst, who shared input on the survey question creation, data preparation for coding, (Computer-assisted qualitative data analysis software CAQDAS) management and data interpretation strategies. The analysis and interpretation strategy involved examining precoding documents and identifying the coding scheme, color coding the data received, creating a codebook, consulting with our quantitative data analysis experts at NCDPI and an Atlas.ti consultant to ensure the analyzation process was done accurately.

Analysis and Interpretation
Atlas.ti was the primary source of data (management (CAQDAS) tool used to assist with organizing and supporting the overall development of the themes associated with these focus groups) interpretation used to assist in the analyzation process. Intentional Artificial Intelligence (AI) coding was used to support the coding process. The AI summary codes aligned with the researcher's interpretation. More than 200 codes were created and then grouped into six main categories. The categories are as follows:

1. Additional Support Recommendations
2. CCRG English Redesign
3. Experience Feedback

4. Implementation Success
5. Parent Communication Support
6. Target Population and GPA Criteria

Additional Support Recommendations

Additional Resources

The analysis revealed a recommendation for additional resources and support from various educational entities like the NCDPI, NCCCS, and NROC Project/EdReady for a district or school's CCRG implementation. The common theme shared amongst respondents for additional resources were the following:

- Encouraging students to understand the benefits of CCRG
- Timing the program introduction
- Providing more resources for English IV
- Feedback mechanisms for students
- Communication with parents about CCRG

One respondent from the Western Region expressed: “Needing more immediate feedback as to what students got wrong. [The] study path needs to share immediate feedback” (Staff, 2024).

Positive Support Structures and Communication

Data also underscored encouraging students to understand the benefits of CCRG, timing the program introduction, lack of resources for English IV, feedback mechanisms for students, and communication with parents about CCRG. The data emphasized the need for resources that can engage students and parents effectively in the CCRG process and notes the positive impact of existing support structures. This theme was common in a majority of the SBE regions. Two respondents noted: “Communication needs to happen [during the] freshman and sophomore years about CCRG. This is going to be what happens if your GPA falls or you earn a certain score on ACT” (Staff, 2024). “Provide students with advance warnings of CCRG” (Staff, 2024).

Academic Integrity and Motivation

Some challenges educators identified consist of the following:

- Students maintaining academic integrity online because they are using apps to assist with answering the math questions.
- Staff lacking guidance on implementation and communication with parents about the program.
- Staff motivating students who are not college-bound to complete all Tiers.

Key staff insights included the following:

- “Restructure CCRG to include merging English and math courses and utilizing specialist teachers to support students effectively.” (Staff, 2024)
- A respondent from the Southwest shared this quick story, “A student went on a college visit in the Spring of 2022. She currently attends Cape Fear Community College. Her experience did not become real until the student started talking to the college that she expressed appreciation for CCRG.” (Staff, 2024)
- “There is a disconnect with a subset of students who do not value the notion of remediation courses regardless of the opportunities for cost and time savings.” (Staff, 2024)

Essentially, as the key insights and identified challenges identified above indicate, focus group participants were able to articulate some real experiences and attitudes regarding the 2023-2024 CCRG implementation.

CCRG English Redesign

During the focus group discussions, respondents provided feedback regarding the previous year’s English results. As a result, the following recommendations for redesigning CCRG English were provided:

1. Consider creating a course code for CCRG in English IV to make it clear on transcripts.
2. Provide advanced CCRG warning to sophomore or junior students.
3. Implement more flexible scheduling to accommodate CCRG in English classes.
4. Offer CCRG as an elective credit, pairing math and English CCRG in one class.
5. Engage seniors by offering incentives like senior leave for completing CCRG.

6. Organize students taking CCRG in clusters to ensure consistent instruction.
7. Encourage independent work time and motivation for CCRG tasks.
8. Provide clear explanations to students about CCRG placement and expectations.
9. Implement academic conversations and peer work to enhance learning in CCRG.

In addition, some noteworthy findings/suggestions are provided below:

- "There is a misplacement of students in CCRG when we base it solely on GPA and test scores" (Staff, Southeast, 2024).
- "Provide more flex time so students can work on it independently. Have students intentionally scheduled so a teacher can have CCRG students clustered in the same class instead a bunch of one offs" (Staff, North Central, 2024).

Experience Feedback

The data suggest a need for improved communication with parents regarding CCRG and implementing more protected supplemental materials for students to ensure students are working through the academic instruction with academic integrity. Suggestions include introducing CCRG information to students earlier in their high school years, providing resources to teachers, and integrating CCRG into the curriculum. A call for better communication efforts with parents and a focus on motivating students to engage with the material also emerged as common sentiments.

Areas for Growth to Support Staff

Respondents expressed gratitude for the support that the NCDPI and NCCCS provided thus far in CCRG implementation; however, the respondents continued to express an ongoing need for the following:

- Teacher training
- Effective communication within districts
- Enhancing student engagement

Implementation Success

Implementation Challenges and Recommendations

The series of CCRG Virtual Focus Group discussions exposed some implementation challenges of the program across different regions. The data collected provided insight into the perspectives of these topics using the regional sample for this phase of data collection. A significant issue was the lack of awareness among educators regarding the CCRG English implementation. This lack of awareness highlights the need for better dissemination of CCRG information, training for educators to implement the program effectively, teacher buy-in, and effective communication. Proposed solutions included additional training and networking opportunities to address challenges. Respondents also highlighted the importance of ongoing support and collaboration among educators.

Effectiveness and Successes of CCRG Implementation

Participants identified these areas as effective components for CCRG implementation.:

- Implementation in Alternative High School: CCRG seems to be working effectively in the alternative high school setting. Small classes allow attentive teachers to monitor students' progress closely and provide support when needed.
- Personalize Approach: Teachers are actively involved in helping students to monitor the data.
- Designated Time: Consistent and dedicated CCRG days help maintain student engagement. The incentive of arriving at school late or leaving early is a great incentive that helps students to get through the Tiers efficiently.

Implementation Success

The feedback from various focus group sessions regarding the use of CCRG in different regions highlighted what worked well and what barriers were faced. Some of the key points mentioned include scheduling challenges, the effectiveness of targeted groups, lack of communication with parents, the need for teacher buy-in, and the implementation of CCRG in different districts. Suggestions were made for better communication with students and parents, providing more resources and support, and addressing motivational issues among students. Additionally, concerns were raised about the placement

of students in CCRG based solely on GPA and test scores, the need for more proactive planning with students about their future goals and improving the reporting and feedback process within the program. One staff member even noted: “Allow students to opt into CCRG. Don’t want kids to see this as a punishment” (Staff, 2024).

Parent Communication Support

Protected Supplemental Materials

Protected supplemental materials that are not online should be available for students. Staff within the focus groups across several regions explained that this will help combat students utilizing web-based resources to search for the answers or have the answers solved automatically, such as through Google Homework Help.

Early Communication

Early communication in freshman and sophomore years about CCRG guidelines is essential, including meeting CCRG eligibility criteria for GPA drops or certain ACT scores. Suggestions for additional support include peer work, academic discussions, scheduling regular sessions, motivating students to work at home, and pairing Math and English CCRG in one elective class.

Target Population and GPA Criteria

The CCRG program in this area targets students who are credit deficient, especially those with unweighted GPAs in the range of 2.2-2.7. Feedback suggests that students at the upper range of the GPA finish math requirements faster, while those with lower GPAs struggle. English IV students may lack motivation compared to math students in the program. To improve CCRG participation, it is suggested to base eligibility on English or Math GPAs separately and provide advanced notification of the program. Challenges include scheduling difficulties and motivating students, particularly those aiming for university rather than community college. There is a need to inform students about CCRG earlier, in sophomore or junior year, and consider offering a combined Math and English elective class. Teachers caution against overemphasizing the program and highlight a higher percentage of students with exceptionalities benefiting. Ongoing evaluation and support through small class sizes and consistent teacher involvement have shown success in an alternative high school setting. “Systematically come up with a way to have conversations with students about future plans/goals. Ten-minute conversations with a school counselor is not enough” (Staff, 2024).

CCRG Focus Groups Conclusions

Overall, the focus groups underscored the importance of continuous evaluation, targeted support, and fostering collaboration to enhance CCRG implementation across North Carolina. The focus groups provided a valuable platform in hearing directly from those involved in the field, offering firsthand insights and real-world examples of CCRG in action. This direct feedback is instrumental in sharing future strategies and ensuring the program’s success.

PART II: RESULTS AND KEY FINDINGS

B: CCRG STUDENT SURVEY

To gather insights into student perceptions of the CCRG program, an optional statewide survey was distributed across various school districts. This survey, consisting of 15 questions, was designed to provide partner organizations with a comprehensive understanding of how students view the CCRG program. For reference, the complete list of student survey questions is available in **Appendix E**.

The survey's optional nature allowed students to skip questions, leading to varying response rates for each question. Despite this, nearly 400 students responded to all questions on the survey, demonstrating engagement (detailed data can be found in **Appendix B**).

The survey results are categorized into three main areas to facilitate analysis and understanding:

1. **Perceptions of Time**: This category examines how students feel about the time commitment required by the CCRG program. Questions in this section address whether students feel the program is

manageable alongside their other commitment, if the session allowed them to work at their own pace, and how they perceive the program's overall scheduling.

2. **Perceptions of Content**: This section focuses on students' views regarding the material covered in the CCRG program. It includes questions about the relevance and difficulty of the content, how engaging and useful students find the lessons, and whether they feel the content helps them achieve their educational goals.

3. **Perceptions of Impact**: This category explores students' perceptions of the CCRG program's effectiveness and its impact on their academic and personal development. Questions here include whether students feel more prepared for future academic challenges and if they have noticed improvements in their skills and knowledge.

To provide a clear and concise summary of the responses, student feedback is consolidated into three groups:

- **Strongly Agree/Agree**: This group includes students who concur and affirm the statements provided in the survey.
- **Neutral**: This group includes students who neither agree nor disagree with the statements, indicating a moderate or undecided view.
- **Disagree/Strongly Disagree**: This group includes students who do not agree and do not affirm the statements provided in the survey.

The analysis of these responses helps identify strengths and areas for improvement within the CCRG program, ensuring that it continues to meet students' needs effectively.

Student Perceptions of Learning about CCRG

Student perceptions of the CCRG (EdReady) program reveal a complex mix of awareness, mandatory participation, and varied sentiments regarding its value and impact. The feedback indicates that while the program aims to provide educational benefits, its implementation and communication strategies may need improvement to better align with student needs and expectations.

Many student respondents reported learning about the CCRG program from their teachers or school counselors. Specifically, 40% of students indicated that their teachers or counselors informed them about the program. Responses such as "My teacher told me that I had to do it" (Student, 2024) and "My school guidance counselor" (Student, 2024) highlight the crucial role that educators and school staff play in disseminating information about educational opportunities. However, the way this information is conveyed, and the context provided about the program's benefits seem to be areas needing attention.

One of the most prominent themes in the survey feedback is the mandatory nature of participation. Approximately 25% of students expressed that they were “required” or “forced” to participate in the CCRG program. Phrases like "I was forced to" (Student, 2024), "It was required to do in my math 4 class" (Student, 2024), and "My teacher made me do it" (Student, 2024) exemplify these sentiments. This compulsory aspect has contributed to a pervasive sense of resentment amongst students. About a quarter of CCRG student participants felt that they had little choice in the matter.

Negative sentiment towards the CCRG program was articulated by 20% of the students, who described the program as tedious, pointless, and a waste of time. Students expressed strong opinions such as "This is not an 'opportunity' that I would want to take advantage of" (Student, 2024), "It takes the fun out of English" (Student, 2024), and "It's pointless" (Student, 2024). These students questioned the program's effectiveness and relevance to their academic goals, expressing frustration with the program's perceived lack of tangible benefits. This negative perception of approximately 2 out of every 10 CCRG students mirrors the staff’s perceptions of English needing a redesign.

A small portion of student respondents, specifically 5%, reported that they were automatically enrolled in the CCRG program without prior knowledge or consent. Statements such as, "I was automictically signed up" (Student, 2024), and "I learned about it when it was added to my schedule for my classes" (Student, 2024), reflect this automatic enrollment, conveying the students' frustration and sense of disempowerment.

On the other hand, an even smaller portion of students, about 2.5%, had positive experiences with the CCRG program. These students acknowledged that the program was helpful and beneficial, often citing encouragement from their counselors or teachers as a motivating factor. For instance, one student noted, "I was told about it by my math teacher and everyone else was told as well and it's a very helpful program" (Student, 2024), indicating that with the right support and framing, the program can be perceived favorably.

Finally, 2.5% of the responses were either miscellaneous or indicated that students had no prior knowledge of the program. This suggests there are still gaps in awareness and understanding of the CCRG program among some students.

In conclusion, the analysis of student perceptions of the CCRG (EdReady) program reveals significant challenges in its current implementation for a small portion of students. The majority of student respondents seemed indifferent regarding positive or negative experiences with the CCRG program. While educators and counselors play a vital role in informing students about the program, the mandatory nature of participation and lack of clear communication about its benefits contributed to the negative experiences; meanwhile, other students found the program to be helpful, depending on their individual needs with the program.

Student Perceptions of Time

When asked about time as a variable to student success, 69% of students either strongly agreed or agreed that the CCRG content allowed them to work at their own pace, while only 7% disagreed or strongly disagreed. Additionally, 54% of students strongly agreed or agreed that CCRG would save them time in college, marking a 15-point increase from last year.

Regarding time as a factor in student success within the NROC/EdReady content, 62% of students strongly agreed or agreed that they had enough time to complete classwork and the Tier Tests required for CCRG credit in each course. Furthermore, 53% of students strongly agreed or agreed that they received a quick response when they had questions about CCRG content. These figures show an increase from the previous year.

Despite more students believing that CCRG saved them time in college, 16% disagreed or strongly disagreed. This piece of data is significant because one of CCRG's purposes is to save student's time. Most schools place students in what are called remedial courses in math or English – a process that is a financial drain on not only students, but also colleges and taxpayers, costing up to an estimated $7 billion a year (Butrymowicz, 2017). Community colleges educate nearly half of all undergraduates, and about two-thirds of community college students take at least one developmental course (Chen & Simone, 2016; Ganga et al., 2018). High school remediation programs aim to save students both time and money by allowing them to complete college entrance requirements in high school rather than at the community college (Ran & Lin, 2022; Scott-Clayton, 2012).

Student Perceptions of the CCRG Content

To assess the effectiveness of the math and English curricula, students were surveyed regarding their experiences with the CCRG content. The aim was to understand its impact on their readiness for college, the military, and the workforce. According to the data, 58% of participants reported learning new content. Additionally, over 30% of students either strongly agreed or agreed that the CCRG materials prepared them for success on the military entrance/ASVAB test. Educators have also noted diverse applications of

the material beyond CCRG preparation, contributing to increased usage across different educational contexts.

Student Perceptions of the CCRG Impact

Student respondents highlighted various impacts, particularly on saving time and money as they progress through post-secondary education. Regarding financial savings, a significant 52% of students strongly agreed or agreed that CCRG would save them money in college. Conversely, 17% disagreed or strongly disagreed with this statement, while 22% remained neutral.

In terms of time savings, students emphasized the value of investing effort in the course content to expedite their progress and potentially avoid remedial coursework at the community college level upon graduation. One student emphasized this point, stating, "Work diligently and stay focused. The coursework isn't overly difficult and completing it promptly can save considerable time" (Student, 2024).

Student Recommendations for CCRG

As the primary users of CCRG and the EdReady/NROC platform, students were asked to provide feedback on their biggest challenges with the CCRG courses this year. The most frequent theme was related to the Tier Tests associated with course completions. Many students expressed concerns about various topics. The following categories summarize the key concerns and suggestions from the students, offering a vivid snapshot of their experiences and recommendations for programmatic improvements:

Reduce Workload and Stress:
- "Don't give so much work at once." (Student, 2024)
- "Give more time with less work. We have plenty of homework as is." (Student, 2024)
- "Get rid of it because it isn't helpful at all." (Student, 2024)

Improve Teaching and Support:
- "Make sure you have a good teacher to help you when you have questions." (Student, 2024)
- "Have more teacher hands-on help." (Student, 2024)
- "If y'all teach us something, have a certified teacher up here to help us. I learned nothing because I've learned this already." (Student, 2024)

Focus and Time Management:
- "Focus on your work and complete assignments on time." (Student, 2024)
- "Just do it and ask for help if there is someone willing to help you." (Student, 2024)
- "Don't rush or procrastinate." (Student, 2024)

Technical and Logistical Improvements:
- "Make the website less confusing with the tiers and practice tests." (Student, 2024)
- "Make it easier to access things and give a little more direction on how to go through the work." (Student, 2024)
- "Only have us do Canvas and Tier Test." (Student, 2024)

Relevance and Content Quality:
- "Material that we might actually retain." (Student, 2024)
- "I think CCRG is stupid. Put children in a classroom with a teacher who can personally help rather than have a computer teach us." (Student, 2024)
- "Make it better to understand." (Student, 2024)

Practical Advice:
- "Try your best and don't be afraid to ask questions." (Student, 2024)
- "The crucial recommendations I have to help make more students successful in CCRG will be paying great focus, speaking up when you need help in a certain topic, feeling confident based on the course, having a negative mindset will not help you lead to your desired goal, keep support around, & try your best." (Student, 2024)
- "Stay focused on your work and complete assignments on time." (Student, 2024)

These insights provide valuable guidance on how to improve the CCRG program, making it more effective and supportive for student learning and achievement.

PART II: RESULTS AND KEY FINDINGS

C: CCRG STAFF SURVEY

To gauge perceptions of CCRG among staff participating in the program, an optional statewide survey was distributed across school districts. The survey comprised 24 Likert scale questions designed to provide the partnering organizations with a better understanding of staff members' views on the CCRG 2023-2024 academic year implementation (see **Appendix F**). The survey respondents included teachers, CCRG leads, and other district staff involved in CCRG implementation. Each question had a varying response rate, as responses were encouraged but not mandatory. The staff response rate ranged between 160 and 200 for individual questions.

Appendix C contains graphs of the survey data, categorized into Perceptions of Support, Perceptions of Resources, and Outcomes. Staff responses are grouped into three categories: strongly agree/agree, neutral, and disagree/strongly disagree. Additionally, **Appendix D** provides data on 'not applicable' and 'do not know' responses, highlighting the significant number of staff who either did not know the answer or found a particular question irrelevant to their role. This information will aid the partner organizations in developing their CCRG communication strategy for the 2024-2025 academic year and ongoing support.

Staff Perceptions of CCRG Support

The CCRG program, a funded initiative as guided by SL 2021-180 (SB 105), offers districts various forms of support, including professional development, help desk assistance, webinars, office hours, and more. According to the survey, over 70% of staff respondents either strongly agreed or agreed that they knew who to contact if they had questions about CCRG and that they received timely responses when help was needed. These responses represented two of the highest satisfaction percentages in the entire survey.

Other forms of support, such as office hours, the help desk, and webinars, received strongly agree/agree ratings ranging from 26% to 39%. Despite these ratings, more staff respondents expressed positive opinions about the support offered than those who disagreed or strongly disagreed.

However, only 26% of staff respondents agreed that the professional development provided to PSUs was helpful. Feedback gathered in the field and during the AIM conference presentation and focus group discussions highlighted a significant demand for face-to-face professional development opportunities. Strengthening professional development is essential to ensure that participants find the information provided useful and beneficial and for implementation. This is a critical area for improvement to enhance overall satisfaction and effectiveness of the CCRG program.

Eligibility Criteria and Identifying Students

To ensure that students were aware of the CCRG program for the 2023-2024 academic year, district and school staff adhered to the NCCCS eligibility requirements to identify and inform students of this opportunity. Detailed CCRG eligibility criteria are available in **Appendix A: CCRG Eligibility and Exemptions.** The CCRGAP committee collaborated to provide essential talking points for district leaders and teachers to use in their communications with students.

When asked to describe the criteria used by their districts to determine CCRG eligibility, most staff indicated that they followed the state guidelines. One staff member noted, "We used the criteria determined by the state. By legislation, high school students will be identified in their junior year as eligible for CCRG courses. Students whose unweighted GPA is between 2.2 and 2.799 will be required to register for CCRG Math and English courses unless they meet one of the exemptions listed below. Students with an unweighted GPA below 2.2 or above 2.8 are also allowed to participate" (Staff, 2024).

Another staff member shared, "We allowed all seniors the opportunity to use this course. It was integrated into the Math 4 course" (Staff, 2024).

In summary, of the nearly 200 respondents to this question, more than 50% cited GPA and ACT scores as the primary criteria for determining CCRG eligibility.

Respondents were also asked about their approach to informing students and families who met the CCRG eligibility criteria. The survey responses indicated that public school units (PSUs) varied in their approaches. One respondent stated, "Counselors notified students of the Math and English CCRG courses when they completed registration during the spring of their junior year" (Staff, 2024). Another respondent detailed their district's communication efforts: "We first notified all parents in the provided letter and made a call home to ensure they received the information. We pulled all students individually at the school level and counseled them on the benefits of CCRG. We then had them enroll with the assistant principal of their school. All eligible students…were enrolled, even though we knew we could not force them to participate. We did all we could to encourage active participation" (Staff, 2024).

Most respondents indicated that their districts sent letters or emails to inform students and families. However, several staff members were unsure how student participants were informed about the CCRG opportunity. One staff member responded, "I'm guessing they didn't because I wasn't even informed about it" (Staff, 2024).

Staff Perceptions of CCRG Resources

Staff had access to various resources to support the CCRG 2023-2024 academic year implementation. To ensure adequate support, staff were asked about the various resources. Responses varied based on knowledge that the resources exist, staff respondents need, etc. In the questions about English and math resources, staff respondents rated not applicable and do not know higher than in other areas on the 7-point Likert scale. Over 10% of staff strongly agreed or agreed that the CCRG English workbooks for students were useful; whereas 15% disagreed or strongly disagreed that the CCRG English workbooks for students were useful. However, over 20% respondents responded, found the English Teacher Handbooks useful. Similar to English, staff respondents felt that the Canvas Resources Teacher Handbooks for Math were also helpful.

Another instructional supplemental resource available to staff was the Canvas Resource Course. When asked the perceptions of this resource to support in CCRG implementation, staff respondents shared the Canvas course materials were some of the materials they used throughout the school year. Other respondents asserted that this was the main resource they relied upon or that it was utilized in addition to district-created resources. Resources received lower than expected results this year. So many factors are in consideration as to why this occurred. Staff turnover, professional development occurred earlier and distribution of Canvas resources differed. Several staff respondents conveyed they did not know of resources. Here is one respondent's response, "I am unaware of any supplemental resources developed to support CCRG" (CCRG Staff, 2024).

Although the CCRGAP committee collaboratively provided many resources and training opportunities, the committee seeks continuous improvement and to provide adequate, useful resources; therefore, staff were also asked to provide any additional supports they felt that the CCRGAP partners could provide to help with next year's implementation. Over 100 staff respondents shared feedback, and the following are representative of the key findings:

- "I am unsure of the role the Community College system actually plays in this program. Perhaps representatives from our local community college speaking to our students regarding this program would be beneficial." (Instructor, 2024)
- "This is not productive and cuts into the Eng 4 curriculum WAY too much. Scatter it throughout the English courses instead of forcing seniors to do it all." (Instructor, 2024)
- "We desperately need more training. We need training on the platform, the resources available and anything else to make this a successful opportunity for our students." (Instructor, 2024)

- "They could make CCRG its own course rather than implementing it through Math IV and English IV. In math, the material of CCRG is very different than Math IV, so it does not make sense to have it be taught within the Math IV curriculum. It should be a separate class all together." (Anonymous, 2024)
- "I think there was plenty of support. I just want to mention that this whole program seems completely unnecessary as a requirement for students. They should be offered, not forced, to take CCRG." (Instructor, 2024)
- "The teacher handbooks appear to be very helpful. Maybe add some possible talking points teachers can use with their students to help create buy-in as to why students should aim to work in the platform, especially for kids who fall in the GPA range but do not plan to attend community college. Some teachers did a great job "selling" it but most do not and then have students who disengage from working the in the platform." (Instructor, 2024)

Staff Perceptions of CCRG Outcomes

Staff respondents shared the challenges in meeting the needs of all families regarding CCRG this academic year. Some of the common challenges shared have been getting students motivated and bought into the program. Over 20% of respondents shared motivating students was difficult. One respondent said, "Our challenges are all around all the opportunities our students have who do not plan on attending college. Our students who are enrolled in welding, cosmetology, HVAC, electrical, etc. will be going to work straight out of high school. They are apprentices and interns serving now as juniors and seniors, so they have jobs lined up. It was a challenge to convince them to take on additional work within the school day/class periods" (Instructor, 2024). Other challenges respondents shared were time, scheduling conflicts, and students' internet access at home.

As staff prepare for Fall 2024, many respondents were able to share lessons learned this year's implementation and the previous year's implementation. Overall, LEA staff feel better accustomed to implementing CCRG and have improved information-sharing about the program with students and school-based scheduling and implementation; however, the CCRGAP committee must reconsider the English course programming and ways to increase training and technical assistance.

PART III: CANVAS RESOURCE COURSE ANALYTICS

The CCRG Canvas Resources Course was developed as part of the 2020-2021 academic year professional development for staff and the information is still be utilized today. Canvas is a learning management system (LMS) by Instructure. Training materials are added to the course on an ongoing basis, and the course remains available for LEA personnel. Currently, the course is being reviewed and updated by an e-Learning specialist to enhance its usability.

Staff participants log into the Canvas platform to utilize the program resources, which include English and math manuals and review materials for both students and educators. During the 2023-2024 academic year, the course saw several dozen discussions and engaged over 2000 active students throughout the state.

Figure 5 illustrates a notable increase in staff activity between August and September 2023 and again between January and February 2024. This pattern demonstrates a heightened use of the CCRG Canvas Resources Course at the beginning of each semester. The trend suggests that educators increasingly turn to professional development and training resources at these times, likely to better prepare for the influx of students starting their coursework with the CCRG program through NROC/EdReady.

This reliance on the CCRG Canvas Resources Course at the start of each academic term indicates that educators are actively seeking to enhance their teaching strategies and familiarize themselves with the latest updates and resources provided by CCRG. Such preparation is crucial as it ensures that they are well-equipped to support their students effectively from the outset. Consequently, the increased activity underscores the importance of ongoing professional development and the valuable role of training resources in maintaining high educational standards and improving student outcomes.

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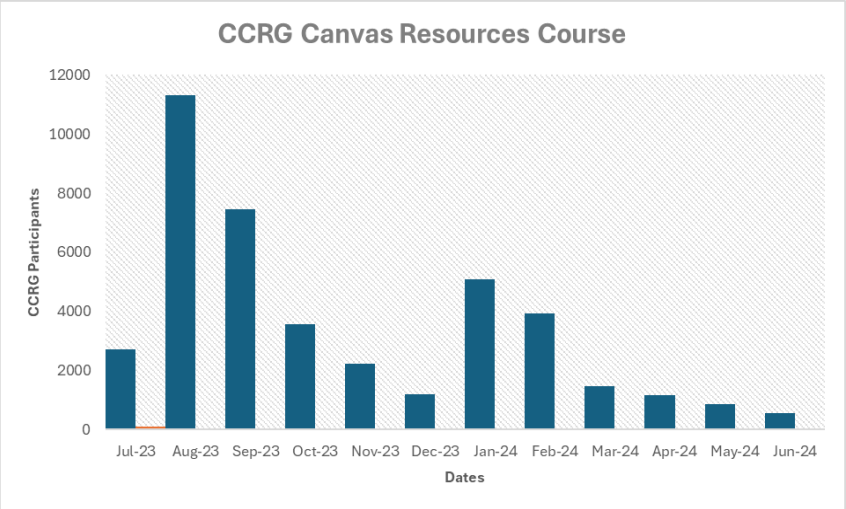
Figure 5. CCRG Canvas Resources Course Participation Rates by Month



CCRG FUTURE PLANS

CCRG professional development and support were planned and provided for Summer 2024 and continue through Fall 2024. In addition, the CCRGAP committee has professional development planned for the Spring 2025 term. The NCCCS will continue its active partnership with the NCDPI during the 2024 – 2025 school year with the recent addition of the State Director of College Ready Graduates and Developmental Education. This key representative from the NCCCS will act as a thought partner with NCDPI's CCRG Program Administrator and assist in providing webinars and support materials to help LEA Administrators and teachers navigate CCRG implementation each semester. Additionally, the CCRG Program Administrator and new State Director of College Ready Graduates and Developmental Education will collaborate with other key NCCCS and NCDPI leaders to determine the best direction and future of the CCRG program.

Looking ahead to Fall 2025 and beyond, the NC Community College System will be implementing the realigned developmental education to provide a more seamless transition for high school students into higher education and/or the workforce. This realigned curriculum will allow CCRG students to access coursework through community colleges. The CCRG courses will follow the chosen Developmental Education model for the high schools' local community college. These strategic initiatives aim to enhance the effectiveness of the CCRG program, ensuring that more students are prepared for college and career success as they transition from high school to higher education institutions. The continued collaboration between NCCCS and NCDPI will be pivotal in achieving these goals and setting a clear direction for the future of college readiness in North Carolina.

Collaboration and Support:

The NCDPI and NCCCS partnered with the vendor, The NROC Project/EdReady in various ways:

- Communicating with LEAs
- Providing timely and ongoing updates
- Facilitating CCRG Office Hours

NCDPI and NCCCS collaborated with NROC/EdReady to ensure continued platform access, appropriate data sharing, and contractual progress into the subsequent (2024-2025) academic year.

CCRG RECOMMENDATIONS

Utilizing the available quantitative and qualitative data, including student and staff feedback detailed in the Student Perceptions of CCRG and Staff Perceptions of CCRG sections below, the NCDPI and NCCCS make the following recommendations:

1. Continued Support of the Overall Program

2. Continued Reassessment of the Overall Program:
   - Focus Area: English curriculum implementation to continue improvements.
   - Rationale: Tier Test data indicates a much higher pass rate in math than in English. However, improvements have been made. Continuing in the right trajectory and determining ways to improve results faster.
   - Current Limitation: English can only be implemented as part of the English IV curriculum.

3. CCRG Math and English Implementation:
   - Recommendation: Continue considering how CCRG English can be implemented more effectively.

CONCLUSIONS

Based on the multiple data sources and challenges for sustainability, the following conclusions emerged:

- The NCDPI and NCCCS staff will work collaboratively to ensure greater communication to LEAs about the intent and benefits of CCRG to ensure greater access and opportunity to all subgroups.
  - The NCCCS is in a transition year as they continue to evaluate their developmental and supplemental education practices and policies. This period of transition involves a thorough review of current practices to identify what has been effective and what needs improvement. The goal is to refine these practices to better serve students and ensure that they are adequately prepared for the demands of college-level work. As the NCCCS engages in this transition period, the NCDPI remains extensively collaborative and involved.
- The NCDPI and NCCCS continue to provide professional development and technical assistance throughout the fall/spring of the 2024-2025 academic year.
  - Given the turnover across LEAs, NCDPI and NCCCS staff recognize ongoing support is essential to the CCRG program's success.
  - Despite any potential changes after the upcoming transition period, CCRG legislation remains in place and CCRG for the 2024-2025 academic year is not optional.
- The NCDPI and NCCCS will explore ways to deliver CCRG content in a secure avenue that ensures academic integrity.
  - Focus group participants shared that this would help combat students utilizing web-based resources to search for the answers.
- The NCDPI and NCCCS will determine potential CCRG course realignment with post-secondary pathways:
  - Colleges have been provided flexibility in serving students based on local needs. Benchmarks for remediation remain in place, and CCRG Tier Test scores will be accepted at colleges for placement into college-level courses. This means that while colleges can tailor their support services to better fit their students, they must still adhere to certain standardized criteria to ensure consistency and quality in student readiness for college coursework.
  - Together, the NCCCS and NCDPI are evaluating and determining what will be most beneficial as they review the past two years of data. This data-driven approach allows them to make informed decisions about the future of the CCRG program. By analyzing the outcomes of students who have participated in the program, they can identify trends, strengths, and areas for improvement. This continuous evaluation process is essential for adapting the program to meet the evolving needs of students and ensuring its long-term sustainability and effectiveness.

- The NCDPI and NCCCS will work collaboratively to review CCRG eligibility criteria. Review CCRG eligibility as a part of the curriculum realignment.

- The NCDPI and NCCCS are working collaboratively to determine changes to the CCRG curricular options to make data-informed improvements.
    - The System Office will continue to work collaboratively with NCDPI to ensure that students receiving CCRG content and passing the assessments provided through CCRG enter college without the need for further remediation. This collaboration is crucial as it aims to create a seamless pathway from high school to college, reducing the need for additional preparatory courses that can delay students' progress and increase their educational costs.

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Appendix A

CCRG Eligibility and Exemptions

CCRG Student English Eligibility and Exemptions

Any NC high school student who has an unweighted GPA (UGPA) between 2.2 and 2.799 as a high school junior after the completion of the first semester or second semester is required to take English with the CCRG content in the senior year of high school.

Students with an unweighted GPA below 2.2 may opt into CCRG English.

If students meet any one of the following criteria in English, they will be exempt from the CCRG English content.
CCRG English Exemptions

- Cumulative high school UGPA- 2.8 or higher
- PSAT 10 and PSAT/NMSQT 2015 and future - 26 or a composite score of 460 for evidenced-based
  reading and writing
- SAT ERW- 480 or higher
- Pre-ACT English- 18 or higher
- Pre-ACT Reading- 22 or higher
- ACT English- 18 or higher
- ACT Reading- 22 or higher
- AP Language & Composition- 3 or higher
- AP Literature & Composition- 3 or higher
- IB English A- 4 or higher
- AS Level English Language- grade C or higher
- A Level English Language- grade C or higher
- AS Level Language and Literature in English- grade C or higher
- For CCP/CIHS students*: College GPA 2.8+ and 6+ UGETC credits earned with a grade of C or higher
- For CCP/CIHS students*: Completion of ENG 111 or ENG 110 with a grade of C or higher
- RISE Placement Test English - 70 or higher on Tier 1 and Tier 2

*CIHS students are those attending early colleges, middle colleges, or other cooperative innovative high schools.

The Military Interstate Children's Compact guidelines will apply as appropriate for most beneficial placement for military-connected students.

CCRG Student Math Eligibility and Exemptions

Any NC high school student who has an unweighted GPA (UGPA) between 2.2 and 2.799 as a high school junior after the completion of the first semester or second semester is required to take CCRG math content in the senior year of high school.

Students with an unweighted GPA below 2.2 may opt into CCRG math.

If students meet any one of the following criteria in math, they will be exempt from the CCRG math content.
CCRG Math Exemptions

- Cumulative high school UGPA- 2.8 or higher

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- PSAT 10 and PSAT/NMSQT 2015 and future - score of 24.5 or 510 in mathematics
- SAT Math- 530 or higher
- Pre-ACT Math- 22 or higher
- ACT Math- 22 or higher
- Math 3 EOC- 4 or 5
- AP Calculus AB- 3 or higher
- AP Calculus BC- 3 or higher
- IB Math (Higher Level) - 4 or higher
- IB Advanced Math (Higher Level)- 4 or higher
- IB Mathematical Studies (Standard Level)- 4 or higher
- Cambridge International Exam: AS Level Math- grade C or higher
- Cambridge International Exam: A Level Math- grade C or higher
- Cambridge International Exam: A Level Mathematics-Further- grade C or higher
- For CCP/CIHS students*: College GPA 2.8+ and 6+ UGETC credits earned with a grade of C or higher
- For CCP/CIHS students*: Completion of MAT 110, MAT 121, MAT 143, MAT 152, or MAT 171 with a grade of C or higher
- RISE Placement Test Math - 70 or higher on Tier 1 and Tier 2, and Tier 3

*CIHS students are those attending early colleges, middle colleges, or other cooperative innovative high schools.

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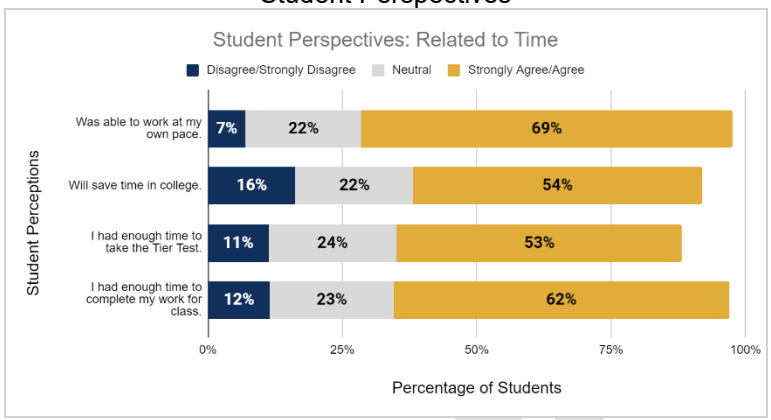
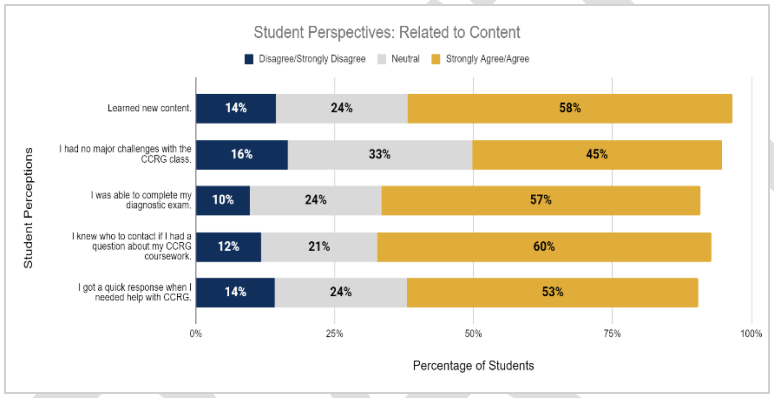
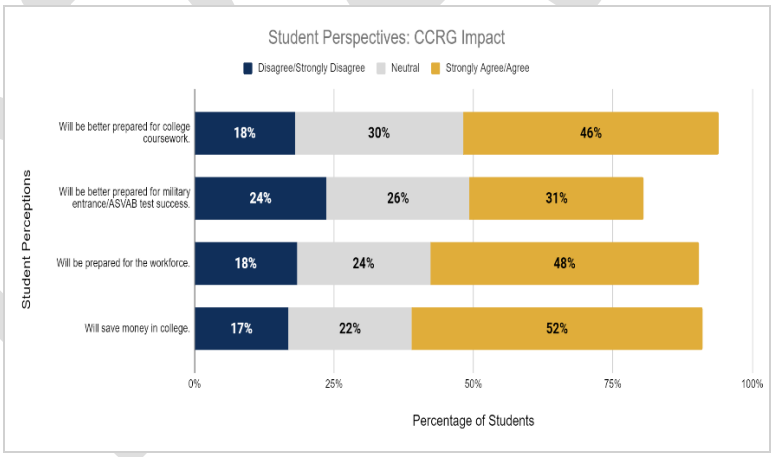
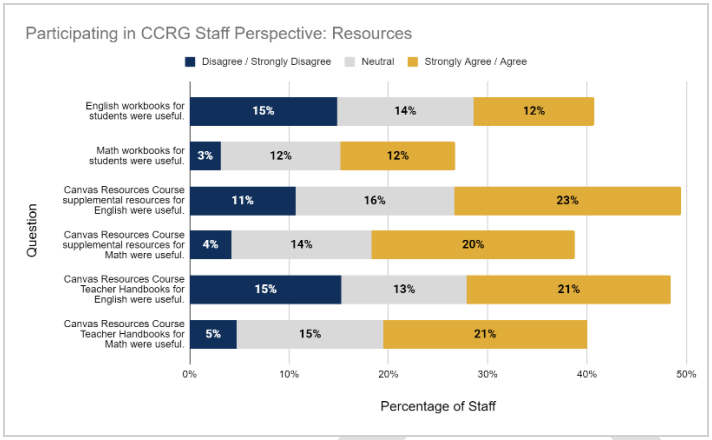
Appendix B
Student Perspectives

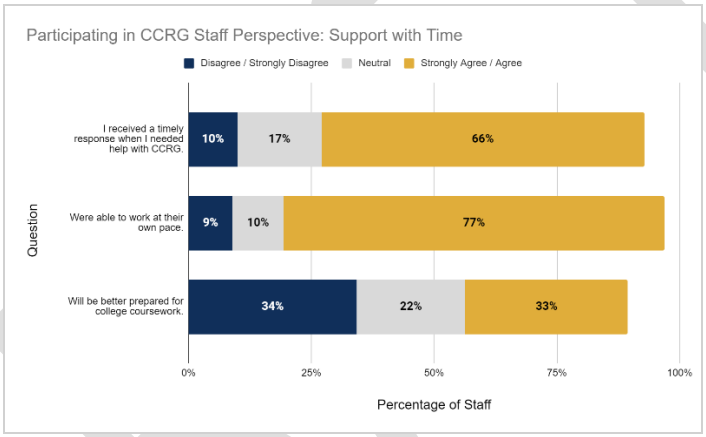


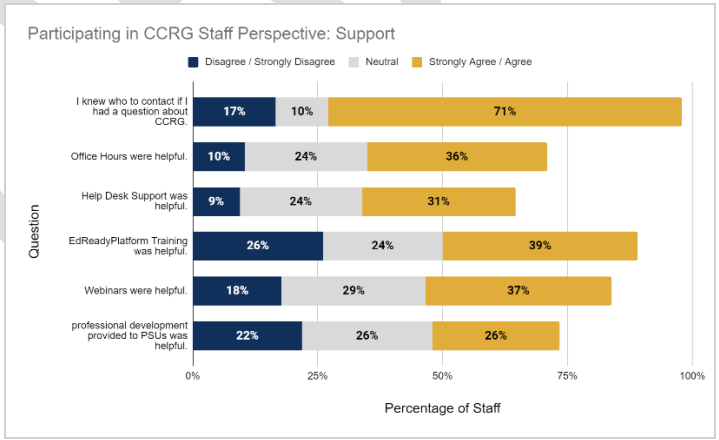


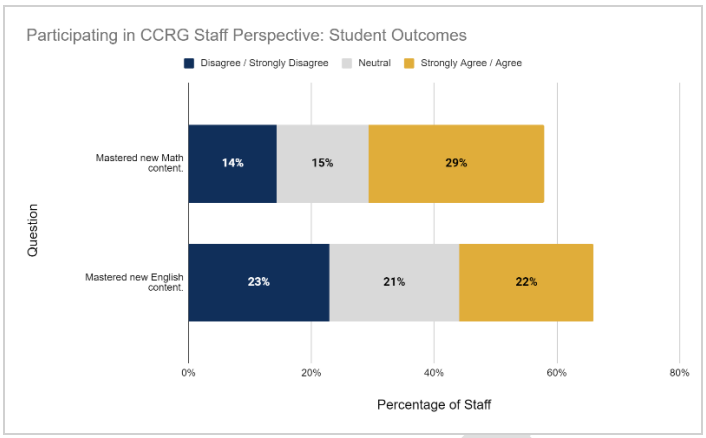


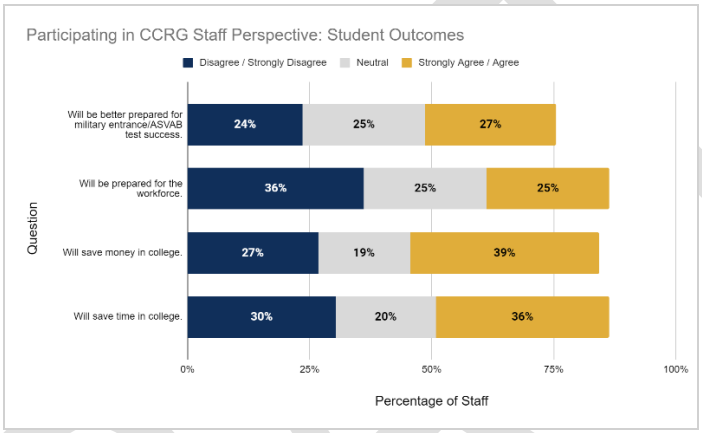
Appendix C
Staff Perspectives

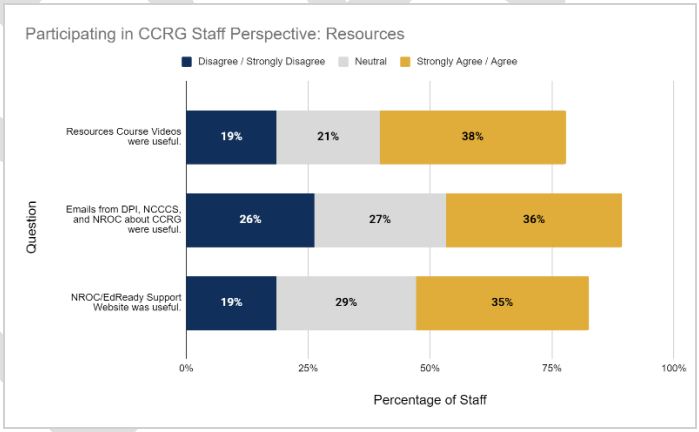






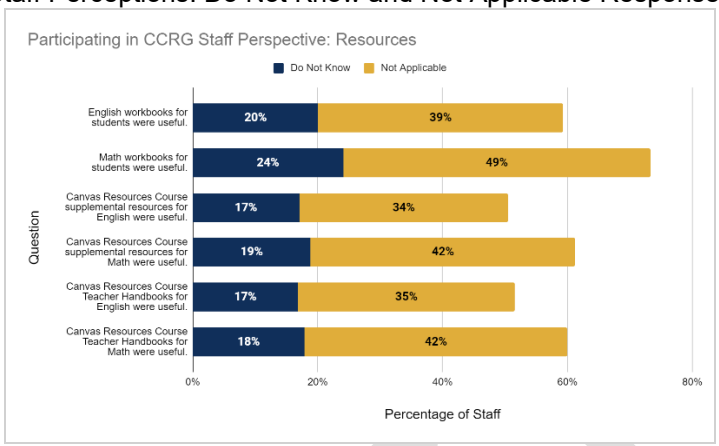

Participating in CCRG Staff Perspective: Student Outcomes
Disagree / Strongly Disagree
Neutral
Strongly Agree / Agree
Question
Mastered new Math content.
14%
15%
29%
Mastered new English content.
23%
21%
22%
0%
20%
40%
60%
80%
Percentage of Staff

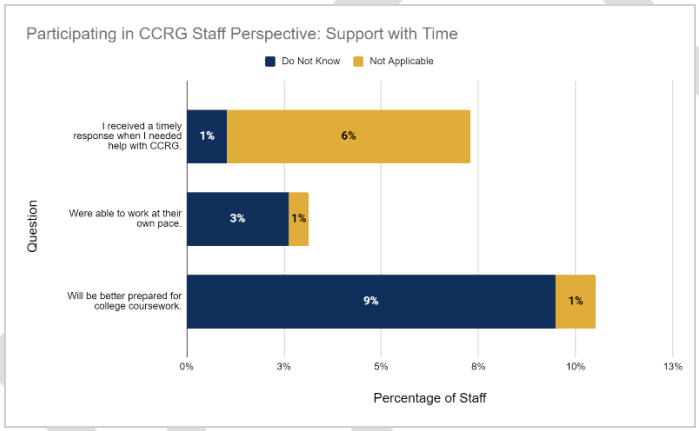

Participating in CCRG Staff Perspective: Student Outcomes
Disagree / Strongly Disagree
Neutral
Strongly Agree / Agree
Question
Will be better prepared for military entrance/ASVAB test success.
24%
25%
27%
Will be prepared for the workforce.
36%
25%
25%
Will save money in college.
27%
19%
39%
Will save time in college.
30%
20%
36%
0%
25%
50%
75%
100%
Percentage of Staff

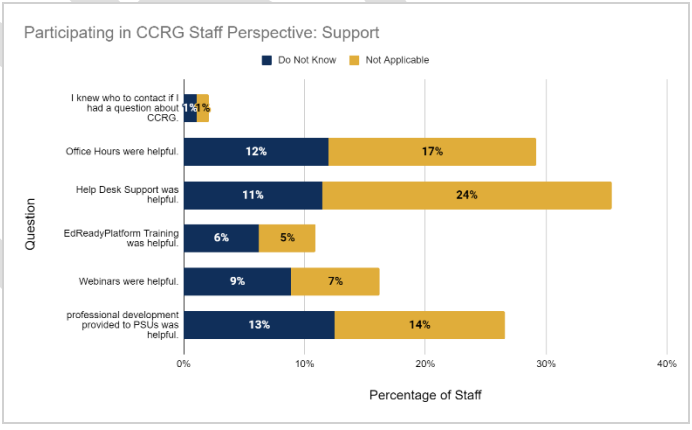

Participating in CCRG Staff Perspective: Resources
Disagree / Strongly Disagree
Neutral
Strongly Agree / Agree
Question
Resources Course Videos were useful.
19%
21%
38%
Emails from DPI, NCCCS, and NROC about CCRG were useful.
26%
27%
36%
NROC/EdReady Support Website was useful.
19%
29%
35%
0%
25%
50%
75%
100%
Percentage of Staff

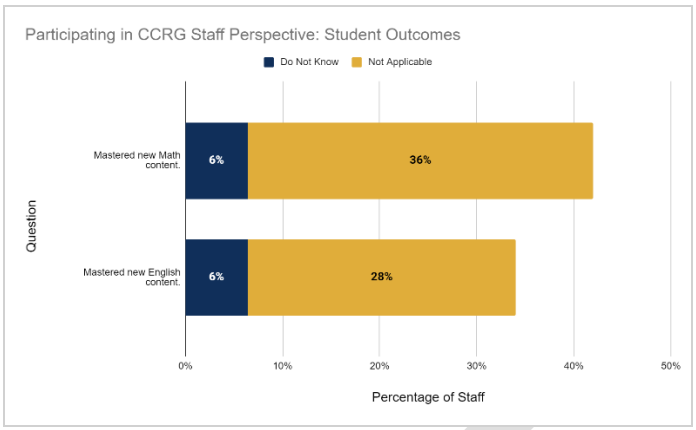
Appendix D

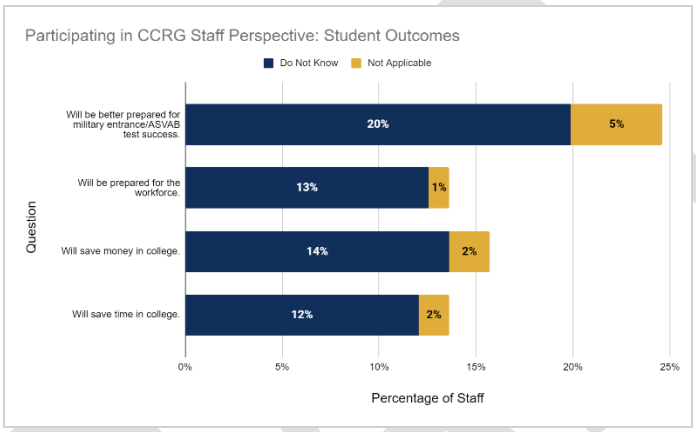
Staff Perceptions: Do Not Know and Not Applicable Responses

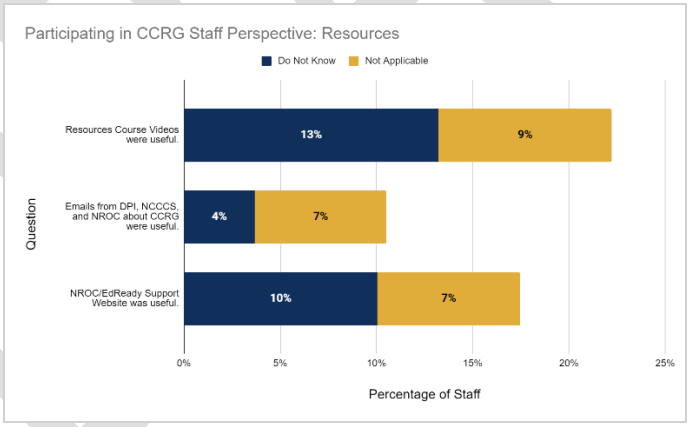







Participating in CCRG Staff Perspective: Student Outcomes
Do Not Know
Not Applicable
Question
Mastered new Math content.
6%
36%
Mastered new English content.
6%
28%
0%
10%
20%
30%
40%
50%
Percentage of Staff


Participating in CCRG Staff Perspective: Student Outcomes
Do Not Know
Not Applicable
Question
Will be better prepared for military entrance/ASVAB test success.
20%
5%
Will be prepared for the workforce.
13%
1%
Will save money in college.
14%
2%
Will save time in college.
12%
2%
0%
5%
10%
15%
20%
25%
Percentage of Staff


Participating in CCRG Staff Perspective: Resources
Do Not Know
Not Applicable
Question
Resources Course Videos were useful.
13%
9%
Emails from DPI, NCCCS, and NROC about CCRG were useful.
4%
7%
NROC/EdReady Support Website was useful.
10%
7%
0%
5%
10%
15%
20%
25%
Percentage of Staff

Appendix E

Student Survey Questions

Select the name of your School District or Charter School.

▼ A.C.E. Academy - 13C (1) ... Other (335)

Which CCRG class did you take?

- English - Fall 2023 - Spring 2024
- Math - Fall 2023 - Spring 2024
- Both English and Math - Fall 2023 - Spring 2024

To what degree to do you agree with the following statements about the Career and College Ready Graduates (CCRG) Program for the 2023-2024 school year:

Item Response Options
SA – Strongly Agree
A – Agree
N – Neither Agree or Disagree
D – Disagree
SD – Strongly Disagree
DNK – Do Not Know
NA – Not Applicable

Student Outcomes

As a result of participating in CCRG, I…

1. Was able to work at my own pace.
2. learned new content.
3. Will be better prepared for college coursework
4. Will be better prepared for military entrance/ASVAB test success
5. Will be prepared for the workforce
6. Will save money in college
7. Will save time in college

Course Logistics

8. I had no major challenges with the CCRG class.
9. I was able to complete my diagnostic exam.
10. I had enough time to take the Tier Test.
11. I had enough time to complete my work for class.
12. I knew who to contact if I had a question about my CCRG coursework
13. I got a quick response when I needed help with CCRG.

Open-Ended

14. How did you find out your school was offering a CCRG course?
15. What qualified you to take the CCRG course?
16. What recommendations do you have to help make students more successful in CCRG?
17. How did you learn about CCRG EdReady and that you were qualified to take advantage of this opportunity?
18. What were your biggest challenges in your CCRG course this year?

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Appendix F

Staff Survey Questions

Select the name of your School District or Charter School.

▼ A.C.E. Academy - 13C (1) ... Other (335)

What is your role?

Which CCRG class did you implement/teach?

- English - Fall 2023 - Spring 2024
- Math - Fall 2023 - Spring 2024
- Both English and Math - Fall 2023 - Spring 2024

To what degree to do you agree with the following statements about the Career and College Ready Graduates (CCRG) Program for the 2023-2024 school year:

Item Response Options
SA – Strongly Agree
A – Agree
N – Neither Agree or Disagree
D – Disagree
SD – Strongly Disagree
DNK – Do Not Know
NA – Not Applicable

Partnership

1. The leading organizations (North Carolina Community College System, North Carolina Department of Public Instruction, and The NROC Project/EdReady) collectively supported implementation of CCRG.

Supports

2. I knew who to contact if I had a question about CCRG.
3. I received a timely response when I needed help with CCRG.
4. CCRG Office Hours were helpful.
5. CCRG Help Desk Support was helpful.
6. CCRG Platform Training was helpful.
7. CCRG Webinars were helpful.
8. Local/PSU-provided CCRG professional development was helpful.

Resources

9. CCRG English workbooks for students were useful.
10. CCRG Math workbooks for students were useful.
11. CCRG Resources Course supplemental resources for English (documents, handouts, printables) were useful.
12. CCRG Resources Course supplemental resources for Math (documents, handouts, printables) were useful.
13. CCRG Resources Course Teacher handbooks for English were useful.
14. CCRG Resources Course Teacher handbooks for Math were useful.
15. CCRG Resources Course Train-the-Trainer presentation slides were useful.
16. CCRG Resources Course Videos were useful.
17. Emails from DPI, NCCCS, and NROC to the CCRG PSU Administrator were useful.
18. NROC/EdReady Support Website was useful.

Student Outcomes

As a result of participating in CCRG, our students

19. Were able to work at their own pace.
20. Mastered new math content.
21. Mastered new English content.
22. Will be better prepared for college coursework
23. Will be better prepared for military entrance/ASVAB test success
24. Will be prepared for the workforce
25. Will save money in college

DRAFT

26. Will save time in college

Open-Ended

27. Describe the criteria used by your districts to determine eligibility for CCRG.
28. How did your district inform students and families of this opportunity?
29. Describe types of instructional supplemental resources that were developed to support your district or charter's CCRG teachers and students.
30. What were your challenges in meeting the needs of all families as it pertains to CCRG this academic year?
31. Looking ahead to Fall 2024, what lessons learned from this 2023-2024 academic year will inform how you implement the CCRG Program?

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Appendix G

Sample Parent Letter

Greetings Parents,

We are writing to inform parents and guardians that the North Carolina Department of Public Instruction is conducting an optional survey of all the College and Career Ready Graduate (CCRG) participants. CCRG is a program that introduces the college developmental math, reading, and English curriculum prior to high school graduation. High school seniors who are not career and college ready by the end of their junior year will have opportunities for college remediation prior to high school graduation through cooperation with community college partners through the CCRG program.

Survey participation is completely voluntary. We are asking that our seniors who are participating in CCRG through the EdReady platform complete a short survey. ***The survey is not a requirement***. The purpose of the optional survey is to gather information from students that participated in the CCRG Program during the 2023 – 2024 school year. Students are allowed to exit the survey at any time. Survey responses will be collected anonymously, and survey results will remain confidential.

We remain committed to improving our services. As a result, student survey responses will help us learn more about their experiences and determine ways to make improvements and increase effectiveness.

Again, your student participation is completely voluntary and will be used to improve the CCRG Program.

Sincerely,

DRAFT

Appendix H

Focus Group Direct Quotes

Focus Group Direct Quotes from Participants

Administrator / CCRG Lead
"Math tends to be more successful than English. When everyone is on their own pathway in English it makes it challenging for teachers to do consistent instruction. The passages are long. Kids are not moving fast. The students feel defeated and the teachers feel like it is pulling teeth."
"Biggest thing is getting teacher buy-in is a barrier. Not tested. Asking them to integrate is a challenge."
"Shared a testimonial email from a student that expressed appreciation for CCRG. Student that went on a college visit in the Spring of 2022. She attends Cape Fear Community College. Not real until student talking to the college. It helps when students come back to share."
"Completion certificate recommended for students to take with them along with their transcript to the community college."
"Institutional knowledge base is gone due to change in leadership."

Teacher
"I do not mind implementing anything. English IV is left alone and often forgotten about. There is nothing for English IV in the statewide test bank."
"They need to be told sophomore or junior year what CCRG looks like."
"Pair students with Math and English CCRG in one class. Offer it as an elective credit. Call it CCRG. Solve staffing and transcript issues."
"Most students are there because they didn't apply themselves, not because they don't know the math."

School Counselor
"Alternative high school it's working well. Small classes and teachers are always pushing kids and monitoring the data. Come to the school with a low gpa. Based on team meeting students can stay at the school or go to the base school."
"Send a letter from the district to parents. Parents call and adds the information to the spreadsheet."

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Appendix I

Focus Group Script / Questions

Welcome & Thank You…no limits for the discussion (my only stipulation is to ensure that I stay on time because I value the work you do with our students).
I have approximately 6 questions with hopes of taking no longer than 30 minutes. If you have input that was not conveyed or captured, and you would like to stick around after we are done feel free.
The Purpose & Goal of the Focus Group Discussion is to hear about CCRG from those in the field. You are doing the work and your insight is invaluable.

1. Tell us about how you used CCRG in your district - what worked well? What were barriers?
2. How would you recommend redesigning CCRG English?
3. From your perspective, who is the most critical target population for CCRG? Do you have any feedback on the unweighted GPA of 2.2-2.7 and eligibility criteria for senior students.
4. What additional resources and/or support would you recommend from NCDPI, the Community College System, or The NROC Project/EdReady for your district or school's CCRG implementation?
5. Describe how you communicate with parents about CCRG? How can we help support those communication efforts?
6. Do you have anything else you wish to share regarding your experience with CCRG?

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DRAFT

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, 2024

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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 $5,600,000 in 2022 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, 2024, there are ninety-one (91) Career Coaches across the State. During the 2023-24 academic year, ninety-one (91) Career Coaches at forty-five (45) Community Colleges served **20,093** students at sixty-four (64) Local Education Agencies. Individual student engagements over the year totaled **31,841**. While the Career Coach Program has grown and demonstrated success, barriers to on-going success continue. These barriers consist of the difficulty of consistent PowerSchool access for data collection and staff turnover.

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.

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, support for the advising process, 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	$ 5,600,000
2022-2023	$ 5,600,000
2023-2024	**$ 5,655,000**

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

2023-28 COHORT PARTICIPANTS

Effective July 1, 2023, the General Assembly appropriated $ 5,655,000 to the NC Career Coach Program for FY 2023-24, FY 2024-25, FY 2025-26, FY 2026-27 and FY 2027-28. During the 2023-24 academic year, a total of ninety-one (91) Career Coaches at forty-five (45) Community Colleges served students at sixty-four (64) LEAs. A new cohort model was implemented beginning July 1, 2023, that offered an allocation to colleges that applied for the program and a competitive process for the remaining funds.

TABLE 2.

2023-28 COHORT APPLICANTS	
COMMUNITY COLLEGE	**LOCAL EDUCATIONAL AGENCY**
Asheville-Buncombe Tech	Madison County Schools
Beaufort County	Hyde and Tyrell County Schools
Bladen	Bladen County Schools
Blue Ridge	Henderson County Public Schools & Transylvania County Schools
Brunswick	Brunswick County Public Schools
Caldwell	Caldwell County Schools
Cape Fear	New Hanover Schools
Carteret	Carteret County Public Schools
Central Carolina	Harnett County Schools & Lee County Schools
Central Piedmont	Charlotte-Mecklenburg Schools
Cleveland	Cleveland County Schools
College of The Albemarle	Edenton-Chowan Public Schools and Elizabeth City-Pasquotank Public Schools
Craven	Craven County Schools
Davidson-Davie	Davie County Schools & Davidson County Schools
Durham	Orange County Schools
Edgecombe	Edgecombe County Public Schools and North East Carolina Prep
Fayetteville Tech	Cumberland County Public Schools
Forsyth	Winston-Salem-Forsyth County Schools
Gaston	Gaston County Schools & Lincoln County Schools
Halifax	Roanoke Rapids Graded School District
Haywood	Haywood County School System
Isothermal	Rutherford County Schools & Polk County Schools
James Sprunt	Duplin County Schools
Lenoir	Greene County Schools & Lenoir County Public Schools
Martin	Bertie County Schools & Martin County Schools
McDowell	McDowell County Schools

2023-28 Cohort Applicants	
Community College	**Local Educational Agency**
Mitchell	Iredell-Statesville Public Schools
Piedmont	Caswell County Schools & Person County Schools
Pitt	Pitt County Schools
Randolph	Randolph County School System
Richmond	Richmond County Schools & Scotland County Schools
Robeson	Public Schools of Robeson County
Rockingham	Rockingham County Public Schools
Rowan-Cabarrus	Kannapolis City Schools & Rowan-Salisbury Schools
Sampson	Clinton City Schools & Sampson County Schools
Sandhills	Hoke County Schools
South Piedmont	Anson County Schools & Union County Public Schools
Southeastern	Columbus County & Whiteville City Schools
Southwestern	Jackson County Schools & Swain County Schools
Tri-County	Cherokee County Schools & Graham County Schools
Wake Tech	Wake County Public Schools
Wayne	Wayne County Public Schools
Western Piedmont	Burke County Public Schools
Wilkes	Wilkes County Schools
Wilson	Wilson County Schools
45 Colleges	**64 LEAs**

TOTAL STATEWIDE CAREER COACHES AS OF JULY 1, 2024

TABLE 5.

College (Region)	Total # of Coaches as of 7/1/24	FY 23-24 Award*	LEA	Matching Fund Source
Asheville-Buncombe Tech (Western)	**1**	$ 90,000	Madison County Schools	Madison County Schools Funds
Beaufort County – (Eastern)	**2**	$ 190,000	Hyde & Tyrell County Schools	No match required (Tier 1)
Beaufort County – Washington Co. (Eastern)	**1**	$ 81,935 **(GEAR UP)**	Washington County Schools	No match required (Tier 1)

College (Region)	Total # of Coaches as of 7/1/24	FY 23-24 Award*	LEA	Matching Fund Source
Bladen (Eastern)	**2**	$ 161,730	Bladen County Schools	No match required (Tier 1)
Blue Ridge (Western)	**2**	$ 130,914	Henderson & Transylvania County Schools	County Funds
Brunswick (Eastern)	**2**	$ 77,260	Brunswick County Public Schools	College Institutional Funds
Caldwell (Western)	**2**	$ 164,152	Caldwell County Schools	County Funds
Cape Fear (Eastern)	**1**	$ 42,466	New Hanover County Schools	College Institutional Funds
Carteret (Eastern)	**2**	$ 87,936	Carteret County Public Schools	College Institutional Funds
Central Carolina (Central)	**2**	$ 88,625	Harnett County Schools & Lee County Schools	Institutional Funds
Central Piedmont (West)	**1**	$ 39,582	Charlotte-Mecklenburg County Schools	Sugar Creek Charter School Funds & College Foundation Funds
Cleveland (Western)	**2**	$ 150,372	Cleveland County Schools	College Institutional Funds
College of The Albemarle (Eastern)	**2**	$ 168,944	Edenton-Chowan Public Schools & Elizabeth City-Pasquotank Public Schools	No match required (Tier 1)
College of The Albemarle (Eastern)	**1**	$ 81,935 **(GEAR UP)**	Elizabeth City-Pasquotank Public Schools	No match required (Tier 1)
Craven (Eastern)	**1**	$ 46,580	Craven County Schools	College Institutional Funds
Davidson-Davie Co. (Western)	**2**	$ 126,000	Davie County & Davidson County Schools	County Funds
Durham (Central)	**1**	$ 45,545	Orange County Public Schools	Local Funds
Edgecombe (Eastern)	**2**	$ 180,160	Edgecombe County Public Schools & North East Carolina Prep	College Institutional Funds

College (Region)	Total # of Coaches as of 7/1/24	FY 23-24 Award*	LEA	Matching Fund Source
Fayetteville Technical (Central)	**2**	$ 139,812	Cumberland County Schools	No match required (Tier 1)
Forsyth (Central)	**2**	$ 111,914	Winston-Salem/Forsyth County Schools	College Foundation Funds
Gaston – (Western)	**2**	$ 148,163	Gaston County & Lincoln County Schools	Gaston County & Lincoln County Schools
Halifax (Eastern)	**1**	$ 92,596	Roanoke Rapids Graded School District	College Institutional Funds
Haywood (Western)	**2**	$ 114,001	Haywood County School System	College Foundation Funds
Isothermal (Western)	**2**	$ 139,670	Polk County & Rutherford County Schools	College Institutional Funds
James Sprunt (Eastern)	**2**	$ 160,452	Duplin County Schools	No match required (Tier 1)
Lenoir (Eastern)	**2**	$ 168,309	Lenoir County Public Schools & Greene County Schools	No match required (Tier 1)
Martin – (Eastern)	**2**	$ 163,546	Bertie & Martin County Schools	No match required
McDowell (Western)	**2**	$ 115,000	McDowell County Schools	County Funds
Mitchell (Western)	**1**	$ 39,765	Iredell-Statesville Schools	College Institutional Funds
Piedmont (Central)	**2**	$ 162,000	Caswell County Schools & Person County Schools	County funds
Pitt (Eastern)	**2**	$ 97,910	Pitt County Schools	College Institutional Funds
Randolph (Central)	**3.5**	$ 176,000	Randolph County School System	College Institutional Funds
Richmond (Central)	**2**	$ 157,584	Richmond County & Scotland County Schools	No match required (Tier 1)
Robeson (Central)	**2**	$ 188,854	Public Schools of Robeson County	No match required (Tier 1)
Rockingham (Central)	**2**	$ 170,000	Rockingham County Schools	College Institutional Funds

College (Region)	Total # of Coaches as of 7/1/24	FY 23-24 Award*	LEA	Matching Fund Source
Rowan-Cabarrus (Western)	**2**	$ 182,458	Kannapolis City Schools & Rowan-Salisbury Schools	College Institutional Funds
Sampson (Eastern)	**3**	$ 172,230	Clinton City Schools & Sampson County Schools	No match required (Tier 1)
Sandhills (Central)	**1**	$ 80,920	Hoke County Schools	No match required (Tier 1)
South Piedmont (Central)	**2**	$ 138,582	Union County Public Schools	College Institutional Funds
South Piedmont (Central)	**1**	$ 81,935 **(GEAR UP)**	Anson County Schools	College Institutional Funds
Southeastern (Eastern)	**2**	$ 190,000	Columbus County & Whiteville City Schools	County funds & Columbus County Industry Group Funds
Southwestern (Western)	**1**	$ 71,057	Swain County Schools	No match required (Tier 1)
Southwestern (Western)	**1**	$ 81,935 **(GEAR UP)**	Jackson County Schools	College Institutional Funds
Tri-County (Western)	**2**	$ 123,554	Cherokee County & Graham County Schools	No match required (Tier 1)
Wake Technical (Central)	**2**	$ 86,298	Wake County Public Schools	College Foundation Funds
Wayne (Eastern)	**1**	$ 93,000	Wayne County Public Schools	No match required (Tier 1)
Western Piedmont (Western)	**3**	$ 149,058	Burke County Public Schools	No match required (Tier 1)
Wilkes (Western)	**2.5**	$ 95,000	Wilkes County Schools	No match required (Tier 1)
Wilson (Eastern)	**1**	$ 88,472	Wilson County Schools	No match required (Tier 1)

* Award amounts indicate the funding level at the time the SBCC approved the award.
(See Appendix 2 for grouping by Region.)

IMPACT DATA FOR 2023-24

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 6.

College (Region)	No. of Coaches	Individual Coaching Sessions	Group Coaching sessions*	High School
Asheville-Buncombe Tech (Western)	1	99	545 students served	Madison HS & Madison Early College
Beaufort County (Eastern)	3	1,017	4,804	Columbia HS, Hyde Academy, Mattamuskeet HS, Washington County HS, Washington County Early College
Bladen (Eastern)	2	354	2,949	West Bladen HS, East Bladen HS, Bladen Early College
Blue Ridge (Western)	2	591	2,671	Brevard HS, Davidson River HS, East Henderson HS, North Henderson HS & Rosman HS
Brunswick (Eastern)	2	1,220	4,397	North Brunswick HS, South Brunswick HS, West Brunswick HS, & Center for Applied Sciences and Technology
Caldwell (Western)	2	283	97	Caldwell Applied Sciences Academy & West Caldwell HS
Cape Fear (Eastern)	1	663	1,032	Laney HS & New Hanover HS
Carteret (Eastern)	2	569	2,045	Croatan HS, East Carteret HS & West Carteret HS
Central Carolina (Central)	2	1,383	0	Harnett County HS & Lee County HS
Central Piedmont (Central)	1	336	4,935	Sugar Creek Charter School
Cleveland (Western)	2	830	15	Burns HS, Cleveland Innovation, Crest HS, & Shelby HS

COLLEGE (REGION)	NO. OF COACHES	INDIVIDUAL COACHING SESSIONS	GROUP COACHING SESSIONS*	HIGH SCHOOL
College of The Albemarle (Eastern)	3	270	281	John A. Holmes HS, Northeastern HS & Pasquotank HS
Craven (Eastern)	1	122	3,928	New Bern HS
Davidson-Davie (Western)	2	575	2,006	Davie County HS, Ledford HS & North Davidson HS
Durham (Central)	1	158	2,817	Cedar Ridge HS, Orange HS & Partnership Academy
Edgecombe (Eastern)	2	4,938	1,855	North Edgecombe HS, Southwest Edgecombe HS, Edgecombe Early College, Northeast Carolina Prep School & Tarboro HS
Fayetteville Technical (Central)	2	280	0	Douglas Byrd HS, E.E. Smith HS, Seventy-First HS, South View HS & Westover HS
Forsyth (Central)	2	227	0	Carver HS, North Forsyth HS, Parkland Magnet HS & Winston Salem Preparatory Academy
Gaston (Western)	2	1,443	2,841	Bessemer City HS, Hunter Huss HS, Lincolnton HS, North Gaston HS & West Lincoln HS
Halifax (Eastern)	1	167	0	Roanoke Rapids HS
Haywood (Western)	2	632	1,453	Pisgah HS & Tuscola HS
Isothermal (Western)	2	212	439	Chase HS, East Rutherford HS, Polk HS & R-S Central HS
James Sprunt (Eastern)	2	360	47	East Duplin HS, North Duplin HS, James Kenan HS & Wallace-Rose Hill HS
Lenoir (Eastern)	2	384	850	Greene Central HS, Kinston HS, North Lenoir HS & South Lenoir HS
Martin (Eastern)	2	304	1,821	Bertie HS, Riverside HS & South Creek HS
McDowell (Western)	2	749	1,328	McDowell HS
Mitchell (Western)	1	71	158	Statesville HS & West Iredell HS

College (Region)	No. of Coaches	Individual Coaching Sessions	Group Coaching sessions*	High School
Piedmont (Central)	2	389	2,572	Barlett-Yancey HS & Person HS
Pitt (Eastern)	2	245	1,221	Farmville Central HS, J.H. Rose HS, North Pitt HS & South Central HS
Randolph (Central)	3.5	1,429	3,040	Asheboro HS, Eastern Randolph HS, Providence Grove HS, Randleman HS, Southwestern Randolph HS, Uwharrie Ridge & Wheatmore HS
Richmond (Central)	2	438	247	Richmond Senior HS & Scotland HS
Robeson (Central)	2	739	0	Fairmont HS & Red Springs HS
Rockingham (Central)	2	1,069	2,864	Dalton McMichael HS, Morehead HS, Reidsville HS & Rockingham HS
Rowan-Cabarrus (Central)	2	508	2,898	A.L. Brown HS & North Rowan HS
Sampson (Eastern)	3	231	0	Clinton HS, Hobbton HS, Lakewood HS & Midway HS
Sandhills (Eastern)	1	247	932	Hoke County HS
South Piedmont (Central)	3	1,598	891	Anson HS, Cuthbertson HS, Forest Hills HS, Monroe HS, Piedmont HS, Porter Ridge HS & Sun Valley HS
Southeastern (Eastern)	2	902	8,457	East Columbus HS, South Columbus HS, West Columbus HS, & Whiteville HS
Southwestern (Western)	2	701	0	Cherokee HS, Jackson County School of the Alternatives, Smoky Mountain HS, Summit Charter School, Swain County HS & Victory Christian Academy
Tri-County (Western)	2	78	0	Murphy HS & Robbinsville HS
Wake Tech (Central)	2	126	241	Athens Drive HS, Garner HS, Rolesville HS & Sanderson HS
Wayne (Eastern)	1	187	488	Eastern Wayne HS & Goldsboro HS
Western Piedmont (Western)	3	2,849	0	East Burke HS & Freedom HS

College (Region)	No. of Coaches	Individual Coaching Sessions	Group Coaching sessions*	High School
Wilkes (Western)	2.5	1,754	0	East Wilkes HS, North Wilkes HS & Wilkes Central HS
Wilson (Eastern)	1	114	789	Beddingfield HS
TOTALS	**91**	**31,841**		**64 LEAs**

*Students served in a group setting such as classroom presentations, group tours, orientation sessions, etc.

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 2023-2024 academic year **552** workforce engagement activities supported the adjustment to available pathways in order to better meet the state and local workforce need.

PATHWAY ENROLLMENTS

Students enrolled in a variety of high school Career & Technical Education (CTE) pathways and community college Career and College Promise (CCP) CTE pathways. Both high school and community college CTE pathways educate students in a variety of careers such as Advance Manufacturing, Agriculture, Biotechnology, Health Sciences, Information Technology, Robotics, Welding, and many other career opportunities. The community college CTP pathway serves students in careers requiring a bachelor's degree such as Engineering.

TABLE 7.

Pathway	2023-2024
High School – Career & Technical Education	51,869
Community College – Career & College Promise: Career & Technical Education	6,769
TOTALS	**58,638**

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.

Turnover. NC Career Coach staff rate of replacement has increased during and after the COVID-19 pandemic. The System Office responded by extending the newest cohort beginning on July 1, 2023, to a 5-year cycle. We will continue to monitor the turnover rate to see if more measures are needed to mitigate this concern.

CONCLUSION

The NC Career Coach Program is successfully helping high school students to choose a viable career path. Although there are only ninety-one (91) 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 2). These narratives illustrate the creative efforts to guide students on the path through excellent education into the workforce. However, difficulties persist regarding the match required for small, rural colleges, and managing coach retention.

APPENDIX 1

Career Coaches by Region

REGION	COLLEGE	TOTAL # OF COACHES AS OF 7/1/23	LEA	MATCHING FUND SOURCE
Central	Central Carolina	**2**	Harnett County & Lee County Schools	Institutional Funds
	Davidson-Davie	**2**	Davie County & Davidson County Schools	County Funds
	Durham Technical	**1**	Orange County Public Schools	Local Funds
	Fayetteville Technical	**2**	Cumberland County Schools	No match required
	Forsyth Technical	**2**	Winston-Salem/Forsyth County Schools	College Foundation Funds
	Piedmont	**2**	Caswell County Schools & Person County Schools	County funds
	Randolph	**2**	Asheboro City Schools & Randolph County School System	College Institutional Funds
	Richmond	**2**	Richmond and Scotland County Schools	No match required
	Robeson	**2**	Public Schools of Robeson County	No match required
	Rockingham	**2**	Rockingham County Public Schools	College Institutional Funds
	Sandhills	**1**	Hoke County Schools	No match required
	South Piedmont	**3***	Anson County & Union County Public Schools	College Institutional Funds
	Wake Technical	**2**	Wake County Public Schools	College Foundation Funds
Eastern	Beaufort County	**3***	Hyde County, Tyrell County & Washington County Schools	No match required

REGION	COLLEGE	TOTAL # OF COACHES AS OF 7/1/23	LEA	MATCHING FUND SOURCE
	Bladen	**2**	Bladen County Schools	Local Funds
	Brunswick	**2**	Brunswick County Public Schools	College Institutional Funds
	Cape Fear	**1**	New Hanover County Schools	College Institutional Funds
	Carteret	**2**	Carteret County Public Schools	College Institutional Funds
	College of The Albemarle	**3***	Edenton-Chowan Public Schools & Elizabeth City-Pasquotank Public Schools	No match required
	Craven	**1**	Craven County Schools	College Institutional Funds
	Edgecombe	**2**	Edgecombe County Public Schools & North East Prep	College Institutional Funds
	Halifax	**1**	Roanoke Rapids Graded School District	College Institutional Funds
	James Sprunt	**2**	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
	Pitt	**2**	Pitt County Schools	College Institutional Funds
	Sampson	**2**	Clinton City Schools & Sampson County Schools	No match required
	Southeastern	**2**	Columbus County Schools & Whiteville City Schools	County funds and Columbus County Industry Group Funds
	Wayne	**1**	Wayne County Public Schools	No match required
	Wilson	**1**	Wilson County Schools	No match required

REGION	COLLEGE	TOTAL # OF COACHES AS OF 7/1/23	LEA	MATCHING FUND SOURCE
Western	Asheville-Buncombe Technical	**1**	Madison County Schools	Madison County Schools Funds
	Blue Ridge	**2**	Henderson County Schools & Transylvania County Schools	County Funds
	Caldwell	**2**	Caldwell County Schools	County Funds
	Central Piedmont	**1**	Charlotte-Mecklenburg Schools	Sugar Creek Charter School Funds & College Foundation Funds
	Cleveland	**2**	Cleveland County Schools	College Institutional Funds
	Gaston College	**2**	Gaston County Schools & Lincoln County Schools	Gaston County and Lincoln County Schools
	Haywood	**2**	Haywood County Schools	College Foundation Funds
	Isothermal	**2**	Polk County Schools & Rutherford County Schools	College Institutional Funds
	McDowell	**2**	McDowell County Schools	County Funds
	Mitchell	**1**	Iredell-Statesville Schools	College Institutional Funds
	Rowan-Cabarrus	**2**	Kannapolis City Schools & Rowan-Salisbury School System	College Institutional Funds
	Southwestern	**2***	Jackson County Schools & Swain County Schools	College Institutional Funds
	Tri-County	**2**	Cherokee County Schools & Graham County Schools	No match required

REGION	COLLEGE	TOTAL # OF COACHES AS OF 7/1/23	LEA	MATCHING FUND SOURCE
	Western Piedmont	**2**	Burke County Public Schools	College Institutional Funds
	Wilkes	**2**	Wilkes County Schools	Alleghany County Funds & Private Donation

*This includes one GEAR UP funded NC Career Coach.

Appendix 2

Career Coach Narratives

Gaston College

CTE Tuesday is a monthly 15-minute webinar facilitated by Gaston College, where students learn about a featured career. The Rhino Roadmap to CTE Careers open house was designed to bring together participants from this successful webinar series, providing a face-to-face networking event for deeper engagement with featured careers, Gaston College faculty, and local employers. [This] event was hosted by the CTE Tuesday webinar committee (myself & partnered Coach, Dean of CTE, Director of A321, and instructor CTE). We partnered with Educational Partnerships and the CTE Division heavily.

Employers featured included: Aptar, Belmont Fire Department, CaroMont Health, Cataler North America, CBM, CMPD Animal Care & Control, Covenant Community Preschool, Gardner-Webb University, Gaston Business Association, Gaston Community Action Head Start, Gaston County EDC/Association of Manufacturers, GSM Services, Hester & Payseur PLLC, Image Design, Momentum Tire & Car Care, MSI Defense solutions, Nuport dba J&L Machine & Fabrication, Powerhouse Equipment & Engineering, Premier South, Recore Electric, Sennebogen LLC, Sodoma Law, Storyline Music + Mix, Teguar, The Law Offices of Ronald J Shook, Tindol Ford/Subaru/Roush, Tower Engineering professional, UrgentVet Pet clinic, WIFT-Carolinas/KP Film Studio.

Lenoir Community College

Careers on Wheels at the Lenoir County Fairgrounds brought together more than 600 fourth graders with 28 public and private entities that showed the vehicles and other wheeled machines used in their work. LCC also had its annual Job Fair and we scheduled it on the same day as the Junior Showcase so our high school juniors could explore and network with representatives from over 100 local businesses and industries. Students were encouraged to create and bring resumes and practice speaking to employers. It was a fabulous day, the students enjoyed it ALMOST as much as I did.

McDowell Technical Community College

I attended the monthly Rotary meeting to connect and network with workforce and community members. This invitation was a great opportunity to let community members know the opportunities available to high school students, but also helped me to make valuable

connections that could be used for students for internships, industry tours, etc. This meeting also allowed us to raise awareness of the services that career coaches offer to our county.

Richmond Community College

For Black History month, I worked with the high school to host a Business/Entrepreneurship Expo. There were 12+ black owned businesses that came to talk with students about starting their own business. Business types ranged from photography/media, clothing, esthetician, baking, art studios, etc. Students were able to walk around and talk to businesses individually and ask questions about how they started their business, how long they have owned their business and get any advice on how to do it themselves one day.

Rockingham Community College

I attended the Counselor Luncheon at Rockingham Community College. This was a networking event for all counselors in Rockingham County Schools. During the meeting, RCC leaders spoke about the benefit of counselors, as well as discussed new changes to RCC that will benefit the students at Rockingham County Schools. I also spoke in front of the counselors, stating the importance of my role, as well as sharing the work I have been doing in high schools.

Southeastern Community College

Industry partners met with Southeastern Community College faculty and instructional staff for the Fall Advisory Committee Meeting in Nesmith Student Center Thursday night. Everyone enjoyed a catered Joe's BBQ dinner before breaking out into program meetings across campus. The event was in partnership with SCC, Columbus County Schools, and Whiteville City Schools to bring about work based learning experiences for students. Employers discussed the needs of their employees, while faculty and instructional staff addressed challenges in the classroom and the needs of students.

Wake Technical Community College

I attended the monthly Business Exchange Breakfast with the Garner Chamber of Commerce, sponsored by the Costal Federal Credit Union in Garner, NC. In attendance was a combination of local business and community leaders. During the course of the event, I had the opportunity to connect with several local professionals and discussed my role and how we could potentially partner in the near future. In addition, I had interesting conversation with Kellie Bradley of byteKraft workshops. She provides courses and train businesses how to properly integrate Al in their daily business practices. I also connected with Michelle Doeffinger of Triangle Social Media, LLC . A company that offers social media management, marketing, and training to the Triangle. Among others I met was Matthew Coppedge, President and CEO of the Garner Chamber as well

as Jesse Moore, Owner of Best Options Restoration, a company that specializes in HVAC and home/commercial solutions. The overall event was informative and a great way to make connections with area businesses.

At another event hosted by the Garner Chamber, I met Shaye Polk of the Modern Woodmen Fraternal Financial Group. Shaye is a financial representative and we began to discuss our roles with our respected organizations. Later, I sat down with Shaye, Daniel Polk, Regional Director of Modern Woodmen, and Jeff Sidney in a face-to-face meeting. I explained in more depth my role as a NC Career Coach. The three of us talked about potential event sponsorships, job shadowing/apprenticeship, class/group presentations, and networking opportunities. In addition, Shaye and Jeff conducted a thorough presentation about Modern Woodmen and the various services that they offer.

Wayne Community College

THE FORWARD conference is an opportunity to look ahead at a snapshot of the regional economic outlook and communication about the obstacles we are facing as a community and our plan to address them. The conference dove into discussions with experts regarding the opportunities and threats that exist on the horizon for every person who holds a vested interest in the future of Wayne County.

I met with NC Works to introduce myself and discuss what I do for the community's students, to understand what they do for the community, and to discuss how we can partner to help our students who are ready to get out there and work.

In-State Tuition Pilot Program Legislative Update August 2024

Section 6.13 of S.L. 2023-134 permitted the State Board of Community Colleges to establish an in-state tuition pilot program at Tri-County Community College (TCCC). This program, marketed as "Success Without Borders," allows TCCC to offer in-state tuition to up to 100 residents from the following Georgia counties bordering North Carolina: Fannin, Rabun, Towns, and Union. The Success Without Borders program is contingent on ensuring that out-of-state students do not displace any North Carolina residents eligible for in-state tuition. The pilot program began October 2023 and will run until the end of the 2026-2027 academic year.

- The number of out-of-state students who were enrolled at the in-State tuition rate through the pilot program,

Term	Reciprocity Students
2024 Spring	28
2024 Summer	21
2024 Fall	46
Total Students	**62**

- A list of the programs the pilot program students chose,
  - Air Conditioning, Heating & Refrigeration Tech.
  - Associate in Arts
  - Associate in Engineering
  - Associate in General Education - Pre-Medical Sonography
  - Associate in General Education - Pre-Nursing
  - Associate in Science
  - Automotive Systems Technology
  - Building Construction Technology
  - Business Administration
  - Cosmetology
  - Criminal Justice Technology
  - Electrical Engineering / Systems Technology
  - Emergency Medical Science
  - Esthetics Technology
  - Medical Assisting
  - Medical Sonography
  - Nursing
  - Public Safety Administration
  - Therapeutic Massage
  - Welding Technology

- A list of any programs unavailable to the pilot program students due to potential displacement of North Carolina Residents,
    - No NC Residents were displaced by the out-of-state students in the pilot program.
- Any indicators of increased economic development as a result of this pilot program, and
    - The students in the pilot program not only directly contribute to the regional economy through their spending on transportation and local services while taking classes, but they also enrich the talent pool of our workforce upon their graduation. Many of the students participating in the pilot program have enrolled in high-skilled, technical programs that lead directly to careers in our service area. In particular students in Building Construction, Electrical, and Air Conditioning have been able to establish relationships with local employers, both contractors and subcontractors. Welding employers have been excited about the pilot program helping to expand a high school-community college-workforce pipeline, and articulation agreements with local high school programs in the Georgia counties have been established. The pilot program has also helped build and expand clinical relationships in the healthcare workforce.
- The number of out-of-state students who do not qualify for the in-State tuition rate
    - 18 Out of State students did not qualify for the in-state rate:
        - 9 Georgia
        - 8 Tennessee
        - 1 New York

STATE BOARD OF COMMUNITY COLLEGES
Programs and Student Success Committee Charter

I. Background

The State Board of Community Colleges (State Board) derives its authority from Chapter 115D of the North Carolina General Statutes and the State Board of Community Colleges Code (the Code). The structure of the SBCC committees is defined by the Bylaws of the State Board.

The Programs Committee has been part of the State Board since the creation of the Community College System within the State Board of Education in 1963.

II. Purpose

The purpose of the Programs Committee is to establish policies for the addition and revision of educational programs within the North Carolina Community College System (NCCCS) that comply with N.C. General Statutes and support the System's mission of providing high-quality, accessible educational opportunities that minimize barriers to post-secondary education, maximize student success, develop a globally and multi-culturally competent workforce and improve the lives and well-being of individuals.

The Programs Committee's purview impacts Curriculum, instruction for Captive and Co-opted groups, Student Services, Career and College Promise, Work-Based Learning, Customized Training, High School Equivalency, Tiered Funding Levels, Developmental Education, Basic Skills Plus, Curriculum Instructional Contracts, and Instructional Service Agreements to offer students a variety of learning opportunities throughout the state.

III. Organization

The Programs Committee shall be a standing committee of the State Board. Per Article II of the Bylaws of the State Board, the Chair of the State Board shall appoint the membership, designate the chair and vice-chair, and determine the size of the committee. The membership of the committee may be rotated at the discretion of the Chair of the State Board.

IV. Meetings

Per G.S. 115D 2.2(i) The State Board shall meet at stated times established by the State Board, but not less frequently than eight (8) times a year. The Programs Committee shall meet on the same schedule as the other standing committees or as needed, but no less than four times a year, as determined by the State Board.

V. Responsibilities

The responsibilities of the Programs Committee shall be:

- To ensure that the System Office continues to work with the education partners (for example, DPI, UNCGA, and Independent Colleges and Universities) to provide quality education that is accessible to all students.

- To ensure that the System Office continues to work with business, industries, local governments, government agencies, and communities, to ensure that our community colleges are meeting workforce needs.
- To review the programs and courses that are offered within the state of North Carolina to assure that the colleges are best serving their communities.
- To learn about trends and needs of the student population to assure what is being requested is what is needed.
- Facilitating cross-functional collaboration across departments within the System Office to ensure alignment with private, government, community, and philanthropic partners in pursuit of resources that can support the work of the System strategic plan.

VI. Duties

The specific duties of the Committee on Programs shall include review and/or approval, as required, as outlined in G.S. 115D-4 and G.S. 115D-5, of the following:

- Curriculum Program Applications
- Curriculum Program Terminations
- Curriculum Standard Revisions
- New curriculum courses submitted through new-to-the system program applications for the *Combined Course Library*
- New continuing education courses for the Combined Course Library.
- Tier funding designations for continuing education and curriculum courses
- Programs and courses within the Captive/Co-opted groups;
- Articulation agreements between the NCCCS and the various education partners.
- System Office will collect information regarding needs of the new academic programs by NC communities and students, and annually present them to the Committee for its review.
- Criteria for the following:
    - Career and College Promise
    - Work-Based Learning
    - Customized Training
    - High School Equivalency
    - Tiered Funding Levels
    - Developmental Education
    - Basic Skills Plus
    - Curriculum Instructional Contracts
    - Instructional Service Agreements

The Committee may modify or supplement these duties and responsibilities as needed.

The Committee will have oversight of the relevant elements of the strategic plan and the annual operating plan.

The Committee should annually review and assess the adequacy of the Programs Committee Charter in accordance with the Bylaws.

STATE BOARD OF COMMUNITY COLLEGES
Curriculum Program Applications
Fast Track for Action [FTFA*]

Request: The State Board of Community Colleges is asked to approve the curriculum program at the listed college on the condition that equipment funds are available to the college and operating funds generated by the budget formula will permit the offering of the program without any special allocation of funds.

Asheville-Buncombe Technical Community College
Biomedical Equipment Technology (A50100)

Roanoke-Chowan Community College
Practical Nursing (Diploma) (D45660)

Southwestern Community College
Dental Hygiene (A45260)

Background: Program applications must meet the following criteria in order to be placed on the Fast Track for Action (FTFA) program approval request presented to the State Board of Community Colleges as part of the consent agenda:

- The curriculum program title currently exists within the System and does not require the creation of a new program title and new curriculum standard;
- The application is complete, requires no further analysis or documentation, and has the endorsement of Academic Programs;
- There are no negative impact assessments from other colleges; and
- The college does not go outside of its service area for planning purposes.

Contact(s):
Dr. Hilmi Lahoud
Senior State Director of Business and IT
and Academic Programs Operations

STATE BOARD OF COMMUNITY COLLEGES
Program Application
Summary Evaluation Report
Asheville-Buncombe Technical Community College
Biomedical Equipment Technology (A50100)

Program Planning: Asheville-Buncombe Technical Community College is seeking approval for the Biomedical Equipment Technology (A50100) program to begin Spring 2025. The planning area is defined as the college's service area of Buncombe and Madison counties. All colleges were notified of the planning process for this program.

The proposed program was approved by the Board of Trustees at Asheville-Buncombe Technical Community College on December 4, 2023. Minutes from this Board meeting were attached to the program application. The President and the Board of Trustees of Asheville-Buncombe Technical Community College have certified the following:

- The proposed program will enhance the workforce of North Carolina, will provide educational and training opportunities consistent with the mission of the college, and will not duplicate the opportunities currently offered.

- They have assessed the need for the proposed program and the resources required to maintain a viable program and certify that the college can operate the proposed program efficiently and effectively within the resources available to the college.

- The college will complete a program accountability report including student success measures, enrollment trends, completion rates, and employment data three years after implementation of the program.

Program Rationale: Asheville-Buncombe Technical Community College (A-B Tech) indicates the following:

- The healthcare sector is rapidly evolving, with an increasing reliance on sophisticated biomedical equipment and technology. There is a growing demand for skilled biomedical equipment technicians who can ensure the proper functioning and maintenance of these devices.

- The employment outlook for jobs related to graduates from Biomedical Equipment Technology (A50100) is very good in the current market. According to the U.S. Bureau of Labor Statistics, as of 2022 there were approximately 66,400 jobs nationally and that number is projected to increase by 13 percent from 2022-2032.

- The U.S. Bureau of Labor Statistics is reporting as of September 11, 2023 that the annual mean wage for individuals practicing in this field within North Carolina is $31.59 per hour or $65,710 annually.

- This projected growth is driven by advancements in medical technology, an aging population and the need for more healthcare services in the area. While gathering information and surveying local employers, including hospitals, clinics, and medical equipment manufacturers located within the A-B Tech service area many companies expressed a need for qualified technicians with the skillset students obtain upon graduation from a program like Biomedical Equipment Technology (A50100).

- The VA Medical Center in Asheville is a great example of an area employer that has immediate needs for graduates of this program. Currently the VA Medical Center has an employment vacancy of 18.4 percent companywide for positions which require a skillset such as that acquired upon graduation from a program like Biomedical Equipment Technology (A50100).

- Other local industry areas where Engineering Technicians are often employed are medical device companies, electronic technology companies, research companies, and the military.

- A-B Tech is working with local healthcare industries to secure job opportunities for students. This includes work-based learning (WBL), full-time, part-time, temporary, and long-term opportunities.

- The Biomedical Equipment Technology (A50100) AAS degree is designed in a way that allows itself to overlap with other engineering technology programs, such as Electronics Engineering Technology (A40200), Electrical Systems Technology (A40180), and Computer Engineering Technology (A40160). This allows students the opportunity to enroll in multiple programs and expand their knowledge and skillsets.

- Existing A-B Tech faculty with engineering backgrounds will serve as faculty for the new program.

- Upon program approval, A-B Tech is considering future plans to implement a Career and College Promise (CTE) pathway with the high schools, charter schools, and home school participants within the service area of A-B Tech.

- Required labs, hardware, and software are in place to offer the program.

Impact of the Proposed Program on Other Programs: Four community colleges are currently approved to offer Biomedical Equipment Technology (A50100). An impact assessment was sent to five (5) contiguous colleges that offer similar programs. **No negative impact assessments were received.**

Implementation of Collaborative Plan: Not Applicable

Curriculum Design: The proposed program of study is in compliance with the State Board approved curriculum standard.

Curriculum Description as Designated on Curriculum Standard:
This curriculum is designed to prepare students through the study and application of principles from mathematics, natural sciences, technology, and applied processes based on these subjects. Course work includes mathematics, natural sciences, engineering sciences, and technology. Graduates should qualify to obtain occupations such as technical service providers, materials and technologies testing services, process improvement technicians, construction technicians and managers, industrial and technology managers, and research technicians.

Contact(s):
Todd M. Roth
State Director of Skilled Trades and Work-Based Learning

STATE BOARD OF COMMUNITY COLLEGES
Summary Evaluation Report
Roanoke-Chowan Community College
Practical Nursing Diploma Program (D45660)

Program Planning: Roanoke-Chowan Community College is seeking approval for the Practical Nursing Diploma (D45660) Program to begin Spring 2025. The planning area is defined as the college's service area of Hertford, Bertie, and Northampton counties. All colleges were notified of the planning process for this program.

The proposed program was approved by the Board of Trustees at Roanoke-Chowan Community College on August 27, 2024. Minutes from this Board meeting were attached to the program application. The President and the Board of Trustees of Roanoke-Chowan Community College have certified the following:

- The proposed program will enhance the workforce of North Carolina, will provide educational and training opportunities consistent with the mission of the college, and will not duplicate the opportunities currently offered.

- They have assessed the need for the proposed program and the resources required to maintain a viable program and certify that the college can operate the proposed program efficiently and effectively within the resources available to the college.

- The college will complete a program accountability report including student success measures, enrollment trends, completion rates, and employment data three years after implementation of the program.

Program Rationale: Roanoke-Chowan Community College (R-CCC) indicates the following:

- According to the U.S. Bureau of Labor Statistics, employment of Licensed Practical Nurses (LPNs) is projected to grow by 5% from 2022 to 2032, which is faster than the average for all occupations.

- In North Carolina, the median annual salary for LPNs is approximately $57,760. As of August 2024, there were 1800 job openings for LPNs in the state and 118 openings in Hertford, Bertie, and Northampton Counties (source: NCCareers.org). The state anticipates a 5% increase in LPN positions by 2026, This increased demand is attributed to the expansion of healthcare facilities statewide and attrition by retirement and nurses leaving the profession.

- The Practical Nursing (PN) Program acts as a vital career ladder between the Nurse Aide and Associate Degree Nursing (ADN) Program. It equips Nurse Aides with advanced skills and knowledge, allowing them to become LPNs, thus increasing their employability and earning potential. The PN Program also provides foundational education and clinical

experience that prepares students for the rigorous demands of an ADN Program. By offering a clear pathway for career advancement, the program not only addresses the nursing shortage but also encourages lifelong learning and professional development, ultimately supporting the healthcare system's need for skilled nursing professionals.

- The PN program will be offered in the evening and weekends to allow working adults the opportunity to a pathway in the nursing profession. Apprenticeship pathways will also be created to support working adults.

- Local healthcare institutions, ECU Health Roanoke-Chowan Hospital and Ahoskie Health and Rehabilitation expressed their endorsement, recognizing the program's role in preparing skilled nursing professionals who can provide high-quality patient care. These partnerships not only validate the program's curriculum and clinical training but also ensure that graduates have ample employment opportunities in the community, thereby enhancing the healthcare system's capacity to meet the growing demand for nursing services.

Impact of the Proposed Program on Other Programs: Forty-seven colleges are approved to offer the Practical Nursing Diploma (D45660) program. Since the program does contain a clinical component, an impact assessment form was sent to fifty-six colleges offering a same or similar program, to include Associate Degree Nursing (A45110). ***Thirty-four colleges responded and were in agreement with the Impact Assessment.***

Implementation of Collaborative Plan: Not Applicable

Curriculum Design: The proposed program of study is in compliance with the State Board approved curriculum standard.

Curriculum Description as Designated on Curriculum Standard:
The Practical Nursing curriculum provides knowledge and skills to integrate safety and quality into nursing care to meet the needs of the holistic individual which impact health, quality of life, and achievement of potential. Course work includes and builds upon the domains of healthcare, nursing practice, and the holistic individual. Content emphasizes safe, individualized nursing care and participation in the interdisciplinary team while employing evidence-based practice, quality improvement, and informatics. Graduates are eligible to apply to take the National Council Licensure Examination (NCLEX-PN) which is required for practice as a Licensed Practical Nurse. Employment opportunities include hospitals, rehabilitation/long term care/home health facilities, clinics, and physicians' offices.

Contact(s):
Melissa Smith
Senior State Director, Health Science Programs

STATE BOARD OF COMMUNITY COLLEGES
Summary Evaluation Report
Southwestern Community College
Dental Hygiene (A45260)

Program Planning: Southwestern Community College is seeking approval for the Dental Hygiene Program (A45260) to begin Fall 2025. The planning area is defined as the college's service area of Jackson, Macon, and Swain counties. All colleges were notified of the planning process for this program.

The proposed program was approved by the Board of Trustees at Southwestern Community College on May 21, 2024. Minutes from this Board meeting were attached to the program application. The President and the Board of Trustees of Southwestern Community College have certified the following:

- The proposed program will enhance the workforce of North Carolina, will provide educational and training opportunities consistent with the mission of the college, and will not duplicate the opportunities currently offered.

- They have assessed the need for the proposed program and the resources required to maintain a viable program and certify that the college can operate the proposed program efficiently and effectively within the resources available to the college.

- The college will complete a program accountability report including student success measures, enrollment trends, completion rates, and employment data three years after implementation of the program.

Program Rationale: Southwestern Community College (SCC) indicates the following:

- Western North Carolina faces a critical shortage of Dental Hygienists. According to the NC Health Workforce - North Carolina Health Professional Supply Data (unc.edu) from the Sheps Center at UNC, the SCC service area is below the state average of 6 Dental Hygienists per 10,000 population, including 3 per 10,000 for Jackson County and 4 per 10,000 people for Swain and Macon Counties.

- Employment for dental hygienists is projected to grow by 7% from 2022 to 2032, which is faster than the average for all occupations. This growth is driven by an increasing demand for preventive dental care and a greater emphasis on the link between oral health and overall health. On average, there are expected to nationally be about 16,300 openings for dental hygienists each year due to new job creation and the need to replace retiring workers or those who leave the field (Bureau of Labor Statistics, Occupational Outlook Handbook).

- In North Carolina, the median annual salary for Dental Hygienists is approximately $79,200. As of August 2024, there were 159 job openings for Dental Hygienists in the state (NC Careers.org). Indeed.com lists 24 job postings for Dental Hygienists in the Western Prosperity Zone, while a survey of dental providers in the SCC service area identified an immediate need for 19.5 dental hygienists.

- The college currently offers an accredited Dental Assisting program. In a recent survey of Dental Assisting graduates, over half expressed a strong interest in pursuing a Dental Hygiene program if it was offered at SCC. The nearest Dental Hygiene program is located 100 miles from the SCC service area and admits only 20 students annually. A 2023 Program Demand Gap Analysis, conducted by Lightcast, identified Dental Hygiene as one of three significant associate degree-level program gaps within this service area. Establishing this program at MCC would address this gap and offer a vital solution to the local workforce needs.

- In 2023, the NC Golden Leaf Foundation awarded the college $500,000 to SCC for dental equipment and supplies to support the establishment of a Dental Assisting program subsequent Dental Hygiene program. SCC also received $500,000 in High Cost Start Up funding to begin the Dental Hygiene program.

- Letters of support were provided by the North Carolina Dental Society, the Cherokee Indian Hospital Authority, four local dental practices, and the SCC Dental Program Advisory Committee which is comprised of 15 dental professionals from the college service area.

Impact of the Proposed Program on Other Programs: Thirteen colleges are currently approved to offer the Dental Hygiene Program. Since the program does contain a clinical component, an impact assessment form was sent to colleges with the same program. ***All thirteen colleges agreed with the impact assessment. No negative impact responses were received.***

Implementation of Collaborative Plan: Not Applicable

Curriculum Design: The proposed program of study is in compliance with the State Board approved curriculum standard.

Curriculum Description as Designated on Curriculum Standard:
The Dental Hygiene curriculum provides individuals with the knowledge and skills to assess, plan, implement, and evaluate dental hygiene care for the individual and the community. Students will learn to prepare the operatory, take patient histories, note abnormalities, plan care, teach oral hygiene, clean teeth, take x-rays, apply preventive agents, complete necessary chart entries, and perform other procedures related to dental hygiene care. Graduates of this program may be eligible to take national and state/regional examinations for licensure which are required to

practice dental hygiene. Employment opportunities include dental offices, clinics, schools, public health agencies, industry, and professional education.

Contact(s):

Melissa Smith
Senior State Director of Health Science Programs

STATE BOARD OF COMMUNITY COLLEGES
Combined Course Library – Workforce Continuing Education

New Course Approvals, Modifications, and Tier Designations

The State Board is asked to approve the following courses for placement or modification in the Combined Course Library (CCL).

Request for New Course 1 of 19

Requesting College or Agency: VFISNC (Volunteer Firemen's Insurance Services)

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FIP-3651	VFIS Emer. Veh. Driving T-T-T	12	R30 – Fire and Rescue Services	3/Public Safety and First Responders

Description:	This non-certification Emergency Vehicle Driving train-the-trainer course provides the student with the necessary training to be approved as an instructor to teach this VFIS course.

Request for New Course 2 of 19

Requesting College or Agency: VFISNC (Volunteer Firemen's Insurance Services)

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FIP-3652	VFIS Emergency Veh. Driving	16	R30 – Fire and Rescue Services	3/Public Safety and First Responders

Description:	This non-certification course provides the student with on-going training in safe driving techniques when responding to emergency events, as well as in everyday use. The program stresses the long-term impact of a collision involving an emergency vehicle on the emergency vehicle driver, the emergency service organization and the community. The VFIS curriculum must be used for this course. Instructors must be approved by VFIS through successful completion of an approved train-the-trainer course.

Rationale: These courses are non-certification courses but will provide students with credit hours as required by state entities for maintenance of existing credentials.

Request for New Courses 3-19 of 19

Requesting College or Agency: NC Fire Rescue Commission and NC Office of the State Fire Marshal

The following 16 courses are requested to align the identified state fire and rescue certification programs listed below with the most current version of the National Fire Protection Association (NFPA) standards. Effective January 1, 2025, these courses will replace current courses in the CCL that are aligned with the earlier standards. Course descriptions are provided below the summary.

Technical Rescuer Certification Program Summary:

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FRC-1200	TR Intro Course	45	R30-Fire and Rescue Services	3/Public Safety and First Responders
FRC-1201	TR Rope Rescue Series	111	R30-Fire and Rescue Services	3/Public Safety and First Responders
FRC-1202	TR Rope Rescue Awareness	9	R30-Fire and Rescue Services	3/Public Safety and First Responders
FRC-1203	TR Rope Rescue Operations	51	R-30-Fire and Rescue Services	3/Public Safety and First Responders
FRC-1204	TR Rope Rescue Technician	51	R30-Fire and Rescue Services	3/Public Safety and First Responders
FRC-1205	TR Structural Collapse Series	88	R30-Fire and Rescue Services	3/Public Safety and First Responders
FRC-1206	TR Confined Space Series	48	R30-Fire and Rescue Services	3/Public Safety and First Responders
FRC-1207	TR Pass. Veh. Rescue Series	42	R30-Fire and Rescue Services	3/Public Safety and First Responders
FRC-1208	TR Pass. Veh. Awareness	9	R30-Fire and Rescue Services	3/Public Safety and First Responders
FRC-1209	TR Pass. Veh. Operations	15	R30-Fire and Rescue Services	3/Public Safety and First Responders
FRC-1210	TR Pass. Veh. Technician	18	R30-Fire and Rescue Services	3/Public Safety and First Responders
FRC-1211	TR Heavy Veh. Series	36	R30-Fire and Rescue Services	3/Public Safety and First Responders
FRC-1212	TR Wilderness S&R Series	48	R30-Fire and Rescue Services	3/Public Safety and First Responders
FRC-1213	TR Trench Rescue Series	48	R30-Fire and Rescue Services	3/Public Safety and First Responders

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FRC-1214	TR Machinery Rescue Series	36	R30-Fire and Rescue Services	3/Public Safety and First Responders
FRC-1215	TR Surface Water Series	36	R30-Fire and Rescue Services	3/Public Safety and First Responders
FRC-1216	TR Swift Water Series	36	R30-Fire and Rescue Services	3/Public Safety and First Responders

Rationale: These courses are being updated due to changes in National Fire Protection Standards that direct these courses.

Course Descriptions for Technical Rescuer Program:

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FRC-1200	TR Intro Course	45	R30-Fire and Rescue Services	3/Public Safety and First Responders

Description:	This introduction course will present the Technical Rescuer (TR) with the knowledge, skills, and abilities to satisfactory complete the requirements of various chapters within NFPA 1006-2021 edition: Standard for Technical Rescue Professional Qualifications. Individual topics included in this course are ground ladders, breathing apparatus, PPE, portable extinguishers, basic knots, basic MAS, and helicopter operations. This course should be offered consistent with the most current NC Fire and Rescue Commission guidelines. Contact the Office of State Fire Marshal (OSFM) for details.

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FRC-1201	TR Rope Rescue Series	111	R30-Fire and Rescue Services	3/Public Safety and First Responders

Description:	This Technical Rescuer (TR) Rope Rescue Series will present the Technical Rescuer with the knowledge, skills, and abilities to satisfy the requirements of Chapter 5 (Rope Rescue) of NFPA 1006-2021 edition: Standard for Technical Rescue Professional Qualifications. Individual courses included in this series are TR Rope Rescue Awareness, Operations, and Technician. This course transfers as one series, in its entirety, to the Office of State Fire Marshal (OSFM). This course should be offered consistent with the most current NC Fire and Rescue Commission guidelines. Contact the Office of State Fire Marshal (OSFM) for details.

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FRC-1202	TR Rope Rescue Awareness	9	R30-Fire and Rescue Services	3/Public Safety and First Responders

Description:	This certification-related course in rope rescue (awareness level) will present the Technical Rescuer (TR) with an introduction to rope rescue, size-up, hazards associated with rope rescue, supporting the operations, initiating a response, and technician level rescue incident. This course should be offered consistent with the most current NC Fire and Rescue Commission guidelines. Contact the Office of State Fire Marshal (OSFM) for details.

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FRC-1203	TR Rope Rescue Operations	51	R30-Fire and Rescue Services	3/Public Safety and First Responders

Description:	This certification-related course in rope rescue (operations level) will present the Technical Rescuer (TR) with the development of incident action plans, hazard specific PPE, rescue equipment, ropes and knots, principles of rigging, anchors, fall protection and belay operations, patient evacuation, lowering systems, mechanical advantage systems, and working in suspension. This course should be offered consistent with the most current NC Fire and Rescue Commission guidelines. Contact the Office of State Fire Marshal (OSFM) for details.

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FRC-1204	TR Rope Rescue Technician	51	R30-Fire and Rescue Services	3/Public Safety and First Responders

Description:	This certification-related course in rope rescue (technician level) will present the Technical Rescuer (TR) to horizontal systems, personal vertical skills, pickoff and litter management, and special rescue disciplines. This course should be offered consistent with the most current NC Fire and Rescue Commission guidelines. Contact the Office of State Fire Marshal (OSFM) for details.

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FRC-1205	TR Structural Collapse Series	88	R30-Fire and Rescue Services	3/Public Safety and First Responders

Description:	This Technical Rescuer (TR) Structural Collapse Rescue series will present the Technical Rescuer with the knowledge, skills, and abilities to satisfy the requirements of Chapter 6 (Structural Collapse Rescue) of NFPA 1006-2021 edition: Standard for Technical Rescue Professional Qualifications. This course should be offered consistent with the most current NC Fire and Rescue Commission guidelines. Contact the Office of State Fire Marshal (OSFM) for details.

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FRC-1206	TR Confined Space Series	48	R30-Fire and Rescue Services	3/Public Safety and First Responders

Description:	This Technical Rescuer (TR) Confined Space Rescue series will present the Technical Rescuer with the knowledge, skills, and abilities to satisfy the requirements of Chapter 7 (Confined Space Rescue) of NFPA 1006-2021 edition: Standard for Technical Rescue Professional Qualifications. This course should be offered consistent with the most current NC Fire and Rescue Commission guidelines. Contact the Office of State Fire Marshal (OSFM) for details.

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FRC-1207	TR Pass. Veh. Rescue Series	42	R30-Fire and Rescue Services	3/Public Safety and First Responders

Description:	This certification-related course in Common Passenger Vehicle Rescue will present the Technical Rescuer (TR) with the knowledge, skills, and ability to satisfy the requirements of Chapter 8 (Common Passenger Vehicle Rescue) of NFPA 1006-2021 edition: Standard for Technical Rescue Professional Qualifications. Individual courses included in this series are Common Passenger Vehicle Rescue Awareness, Operations, and Technician. This course transfers as one series, in its entirety, to the Office of State Fire Marshal (OSFM). This course should be offered consistent with the most current NC Fire and Rescue Commission guidelines. Contact the Office of State Fire Marshal (OSFM) for details.

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FRC-1208	TR Pass. Veh. Awareness	9	R30-Fire and Rescue Services	3/Public Safety and First Responders

Description:	This certification-related course in common passenger vehicles (awareness level) will present the Technical Rescuer (TR) with an introduction to vehicle rescue and extrication, vehicle rescue incident awareness, and rescue tools and equipment. This course should be offered consistent with the most current NC Fire and Rescue Commission guidelines. Contact the Office of State Fire Marshal (OSFM) for details.

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FRC-1209	TR Pass. Veh. Operations	15	R30-Fire and Rescue Services	3/Public Safety and First Responders

Description:	This certification-related course in common passenger vehicles (operations and technician level) will present the Technical Rescuer (TR) with information on vehicle anatomy and will introduce new technologies in vehicle devices which present hazards for rescue personnel. Topics included in this course are site operations, mechanical energy and vehicle anatomy, supplemental restraint systems, and advanced vehicle technology: alternative fuel vehicles. This course should be offered consistent with the most current NC Fire and Rescue Commission guidelines. Contact the Office of State Fire Marshal (OSFM) for details.

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FRC-1210	TR Pass. Veh. Technician	18	R30-Fire and Rescue Services	3/Public Safety and First Responders

Description:	This certification-related course in common passenger vehicles (operations and technician level) will present the Technical Rescuer (TR) the steps to stabilize a vehicle on four wheels, a side-resting vehicle, and a roof-resting vehicle. Topics included in this course are vehicle stabilization, victim access and management, alternative extrication and techniques, and terminating the incident. This course should be offered consistent with the most current NC Fire and Rescue Commission guidelines. Contact the Office of State Fire Marshal (OSFM) for details.

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FRC-1211	TR Heavy Veh. Series	36	R30-Fire and Rescue Services	3/Public Safety and First Responders

Description:	This Technical Rescuer (TR) Heavy Vehicle Rescue series will present the Technical Rescuer with the knowledge, skills, and abilities to satisfy the requirements of Chapter 9 (Heavy Vehicle Rescue) of NFPA 1006-2021 edition: Standard for Technical Rescue Professional Qualifications. This course should be offered consistent with the most current NC Fire and Rescue Commission guidelines. Contact the Office of State Fire Marshal (OSFM) for details.

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FRC-1212	TR Wilderness S&R Series	48	R30-Fire and Rescue Services	3/Public Safety and First Responders

Description:	This Technical Rescuer (TR) Wilderness Search and Rescue series will present the Technical Rescuer with the knowledge, skills, and abilities to satisfy the requirements of Chapter 11 (Wilderness Search and Rescue) of NFPA 1006-2021 edition: Standard for Technical Rescue Professional Qualifications. This course should be offered consistent with the most current NC Fire and Rescue Commission guidelines. Contact the Office of State Fire Marshal (OSFM) for details.

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FRC-1213	TR Trench Rescue Series	48	R30-Fire and Rescue Services	3/Public Safety and First Responders

Description:	This Technical Rescuer (TR) Trench series will present the Technical Rescuer with the knowledge, skills, and abilities to satisfy the requirements of Chapter 12 (Trench Rescue) of NFPA 1006-2021 edition: Standard for Technical Rescue Professional Qualifications. This course should be offered consistent with the most current NC Fire and Rescue Commission guidelines. Contact the Office of State Fire Marshal (OSFM) for details.

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FRC-1214	TR Machinery Rescue Series	36	R30-Fire and Rescue Services	3/Public Safety and First Responders

Description:	This Technical Rescuer (TR) Machinery Rescue series will present the Technical Rescuer with the knowledge, skills, and abilities to satisfy the requirements of Chapter 13 (Machinery Rescue) of NFPA 1006-2021 edition: Standard for Technical Rescue Professional Qualifications. This course should be offered consistent with the most current NC Fire and Rescue Commission guidelines. Contact the Office of State Fire Marshal (OSFM) for details.

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FRC-1215	TR Surface Water Series	36	R30-Fire and Rescue Services	3/Public Safety and First Responders

Description:	This Technical Rescuer (TR) Surface Water Rescue series will present the Technical Rescuer with the knowledge, skills, and abilities to satisfy the requirements of Chapter 17 (Surface Water Rescue) of NFPA 1006-2021 edition: Standard for Technical Rescue Professional Qualifications. This course should be offered consistent with the most current NC Fire and Rescue Commission guidelines. Contact the Office of State Fire Marshal (OSFM) for details.

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
FRC-1216	TR Swift Water Series	36	R30-Fire and Rescue Services	3/Public Safety and First Responders

Description:	This Technical Rescuer (TR) Swift Water Rescue series will present the Technical Rescuer with the knowledge, skills, and abilities to satisfy the requirements of Chapter 18 (Swift Water Rescue) of NFPA 1006-2021 edition: Standard for Technical Rescue Professional Qualifications. This course should be offered consistent with the most current NC Fire and Rescue Commission guidelines. Contact the Office of State Fire Marshal (OSFM) for details.

The State Board is asked to approve the following course modification for placement in the Combined Course Library (CCL):

Course ID	Course Title	Recommended Hours	Program Area	Tier/WF Sector
EMS-3091	Emergency Medical Dispatcher	~~24~~ 32	L15	3/Public Safety and First Responders

Description:	This course provides the knowledge and skills to become a credentialed emergency medical dispatcher. The course must follow the guidelines established by the NC Office of EMS. Participants who complete the Emergency Medical Dispatcher course shall be eligible for certification through the appropriate proprietary EMD Provider. To obtain an NC OEMS EMD credential, the individual will need to apply for Legal Recognition with an active and valid APCO, IAED and Powerphone certification.

Rationale: One of the credentialing entities for this course has increased its course hours.

Attachment PROG 07

NC COMMUNITY COLLEGES
CREATING SUCCESS

APPRENTICESHIPNC
NC COMMUNITY COLLEGES

2023-2024

APPRENTICESHIPNC ANNUAL REPORT

REGISTERED APPRENTICESHIP: GROWING TOMORROW'S WORKFORCE TODAY

Submitted to the:
Joint Legislative Education Oversight Committee
Chairs of the Senate Appropriations Committee on Education/Higher Education
Chairs of the House of Representatives Appropriations Committee on Education
September 2024

Dr. Jeff A. Cox, President
North Carolina Community College System
Apprenticeship Council
North Carolina State Apprenticeship Agency

SBCC
09/20/2024

Letter from the Director of ApprenticeshipNC

ApprenticeshipNC (ANC), North Carolina's State Apprenticeship Agency (SAA), holds a triple mandate: registration, compliance, and expanding the use of Registered Apprenticeship. As the gold-standard in experiential learning, Registered Apprenticeship is one of the best approaches for employers to develop their employees' skills.

Combining registered pre-apprenticeships as an entryway or bridge to apprenticeships is an excellent approach to ensure apprentices will be successful once they enter a program. Youth Apprentices, including high school seniors, recent graduates, or out of school youth are a great way for employers to create a talent funnel.

The past year has seen significant growth in the use of apprenticeship with 45% growth in Registered Apprenticeship (3,438 FY23 to 4,990 FY24) and 50% growth in registered pre-apprenticeship (1,186 FY23 to 1,774 FY24). The growth has only been possible because of the hard work and dedication of the ANC team, collaboration with the many partners in the workforce ecosystem, and the support of state and federal legislators.

The data and information shared in this report highlight our success and some opportunities for improvement. Unless specified, the term *active* refers to participants in training and could include on-the-job learning, pre-apprenticeship, apprenticeship, and master-craftsman. The term *total served* includes any service provided included active in training, completed training, or cancelled.

Looking forward, we are grateful for the ongoing support of our legislators and are excited to continue the collaborate with our workforce stakeholder partners to improve the ecosystem at the county level and create communities of practice by industry sector.

We trust that this report will provide valuable insights into the progress and future direction of registered apprenticeships in North Carolina.

Sincerely,

Chris Harrington, Ph.D., MBA
State Director, ApprenticeshipNC
Economic Development Division — North Carolina Community College System

About This Report
In compliance with NCGS 115D-11.6, this report is submitted as the annual report of ApprenticeshipNC and includes activities for the reporting period July 1, 2023, through June 30, 2024.

Apprenticeship Council

ANC is required to have an Apprenticeship Council to aid and support the State Board and the Community College System Office in formulating policies for the effective administration of apprenticeship programs (NCGS 115D-11.6). The updated council includes members from diverse industries and broad perspectives.

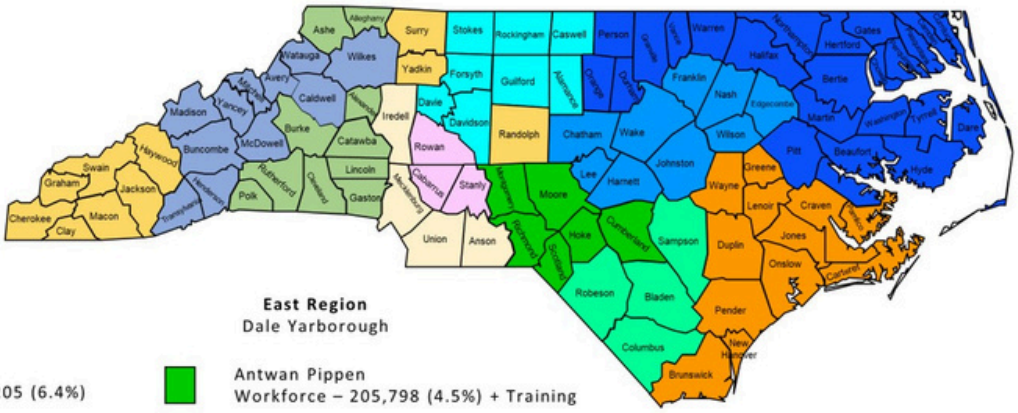
Name	Company	Title	Role	Term
Tammy Simmons	Machine Specialties, Inc.	VP Marketing & Culture Representative of GAP	Employer Representative	6/30/27
Clarence Scott	Smithfield Foods	Talent Development Training Specialtist	Employer Representative	06/30/27
Janice Hill	CaroMont Health	Direct Nursing Workforce Transition Program	Employer Representative	06/30/27
Scott Russo	Toyota Battery Manufacturing	Senior Manager, Regional Talent Development	Employer Representive	06/30/27
Rebecca Axford	International Brotherhood of Electrical Workers	Training Director	Employee Representative	06/30/25
Tyrone Barry Alexander	Daimler Trucks	Technical & Process Training Specialist	Employee Representative	06/30/25
Dan Segovia	Ironworkers Local Union 848	Business Manager	Employee Representative	06/30/27
Evelio Martinez	Mechanical Trades Carolina	Training Director	Employee Representative	06/30/25
Caroline Sullivan	NC Business Committee for Education (NCBCE)	Executive Director	Public at Large	06/30/27
Amy Dulin	Cleveland CC	Dean of Workforce Development	Public at Large	06/30/27
Roger Collins, Chair	Cushman & Wakefield	Workforce & Apprenticeship Training Specialist	Public at Large	06/30/27
Jenni Harris	NC Department of Commerce DWS	Executive Director of Business Services	Commerce Ex Officio	06/30/27
Jeanne Turner	NC Department of Public Instruction	Work-based Learning Consultant	DPI Ex Officio	06/30/27

ApprenticeshipNC Team

Recognized by the Office of Apprenticeship to act on behalf of the U.S. Department of Labor (DOL), ApprenticeshipNC (ANC) is the State Apprenticeship Agency (SAA) operating under the Economic Development Division of the North Carolina Community Colleges System.

The ANC team includes a state director, two regional supervisors, communication director, grants manager, fifteen consultants, and nine support positions (three part-time temporary). Together, they work across the state to assist group sponsors and employers in developing their program standards which include establishing an appropriate progressive wage scale, solidifying supplemental education, and creating on the job the learning competencies.

Dr. Chris Harrington
State Director



Office Admin
- Cyndy Hummel

Part Time / Temp
- Julie Carpenter
- Debi McKeown

Grants
- Grant Manager **Open**
- Mark Roberts
- Patty Moyer

Marketing
- Amy Davis-Moore

Part Time / Temp
- Margaret Spainhour

SOP Project

Part Time / Temp
- James Yarley

West Region
Eric Tillmon

Charlie Milling
Workforce – 297,205 (6.4%)

Cindy Messer
Workforce – 149,317 (3.2%)

Shelby McClain
Workforce – 304,440 (6.6%)

Sylvia Jones + Open Position
Workforce – 941,724 (20.4%)

Wanda Ramos- McPherson + Open Position
Workforce – 640,986 (13.9%)

Dee Simmons,
Support Specialist

East Region
Dale Yarborough

Antwan Pippen
Workforce – 205,798 (4.5%) + Training

Cassandra Royal
Workforce – 84,564 (1.8%) + Ft. Liberty

Caleb Gilley + Open Position
Workforce – 872,025 (18.9%)

Tony McKnight + Future Position
Workforce – 556,226 (12.1%)

Danny Boykin
Workforce – 401,981 (8.7%)

Jen Vogelsberg
Support Specialist

Jill Hendrix
58 Community Colleges

Scott Panagrosso Workforce – 157,532 (3.4%)
20 Workforce Development Boards

Key Data Points from the 2023-2024 Fiscal Year

- Total Employers Served - 3525
- Total Sponsors Served - 1399
- Total Apprentices Served – 15,090
- New Apprenticeship Enrollments – 4,990
- New Pre-Apprenticeship Enrollments – 1774
- New Apprenticeship Programs – 147
- New Occupations (existing programs) - 472
- New Pre-Apprenticeship Programs – 19
- New Occupations (existing programs) - 100
- Active Participants – 9,698
- Cancelations – 45%
- New High Demand Occupations - 772
- New Incumbent Worker Enrollments - 773
- Completions - 5505
- Provisional Assessments - 145

State	LFPR	Employed (000)	Apprentice's State	RAP/ 1000 Workers	Sponsor's State	RAP/ 1000 Workers	Non-Union RAP	N U RAP / 1000 Workers
California	62.0	17,991.30	82520	4.6	78711	4.4	17531	1.0
Texas	64.2	14,159.00	30975	2.2	32424	2.3	20144	1.4
Florida	59.3	9,949.60	16080	1.6	14974	1.5	9636	1.0
New York	61.3	9,829.70	19069	1.9	17405	1.8	2725	0.3
Pennsylvania	62.9	6,149.50	16039	2.6	17136	2.8	3382	0.5
Illinois	64.7	6,143.70	20474	3.3	20569	3.3	2443	0.4
Ohio	61.8	5,637.60	23681	4.2	24507	4.3	9729	1.7
North Carolina	60.6	4,987.90	10207	2.0	11597	2.3	9088	1.8
Georgia	61.5	4,969.40	9352	1.9	8104	1.6	2774	0.6
Michigan	62.3	4,494.10	19544	4.3	18864	4.2	5737	1.3
New Jersey	64.6	4,374.40	10278	2.3	9068	2.1	4415	1.0
Virginia	66.4	4,233.40	11831	2.8	12777	3.0	7960	1.9
Massachusetts	65.1	3,733.00	10257	2.7	9839	2.6	8012	1.9
Washington	63.8	3,645.70	19414	5.3	20117	5.5	3811	1.0
Tennessee	59.6	3,333.00	8986	2.7	11463	3.4	4402	1.3
Indiana	62.5	3,276.60	19091	5.8	23075	7.0	6685	2.0
Arizona	62.2	3,260.60	7481	2.3	7261	2.2	2658	0.8
MIssouri	63.3	3,042.60	17591	5.8	20074	6.6	7442	2.4
Wisconsin	65.6	3,035.30	14407	4.7	12525	4.1	4867	1.6
Minnesota	68.0	3,023.90	10906	3.6	11265	3.7	514	0.2

Federal database includes national programs and could include programs in adjoining state not in NCRAN.

KEY TAKEAWAYS

North Carolina has significant room to grow to realize our potential:

- Eighth highest number of workers (4.99 million)
- Fifth highest number of apprentices (normalized for non-union affiliation) (9,100)
- Fifteenth highest number of apprentices based on the sponsor's location (11,600)
- Nineteenth highest number of apprentices based on where the apprentice resides (10,200)
- Thirty-eighth highest labor force participation rate (60.6%)

Normalized for worker population (apprentices per 1,000 workers)

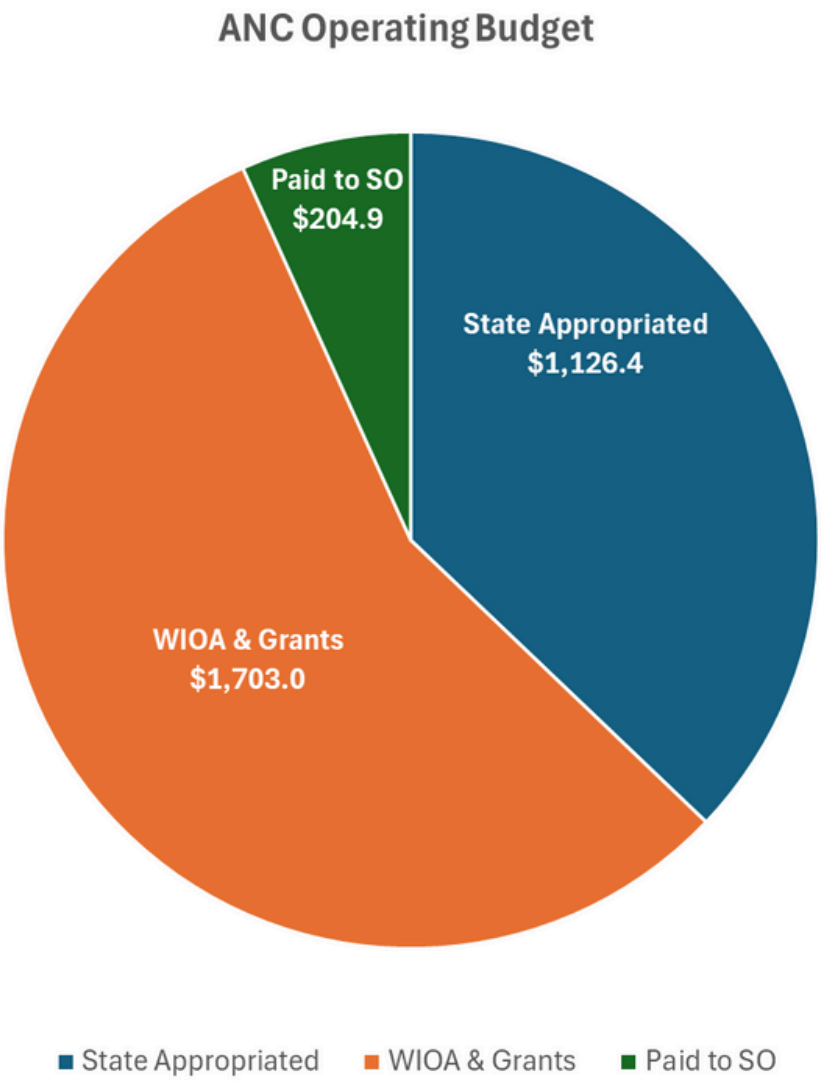
- Thirty-seventh highest based on apprentice's residence (2.0/1,000 workers)
- Forty-seventh highest based on sponsor's location (2.3/1,000 workers)

ApprenticeshipNC Funding

ApprenticeshipNC has an operating budget of $2.83 million for staffing, travel, systems, and marketing of which the majority is not recurrent appropriated funds.

Because of this funding structure, ANC has to seek, acquire, and manage grant funds to carry out the basic functions of the agency. Without the grant funds, the agency would fall short of its legislative mandates and would not achieve growth targets.

In addition to operating funds, the legislature has supported growth through program funds of $11.6 million to directly support employers' implementation of apprenticeship. Those funds are oversubscribed by more than $14 million as of August 2024. In addition to operating funds, the agency has also secured federal grant dollars to support programs including website development, marketing, equity initiatives, and employer supports.



Grants with Funding to Support Employer & Apprentice Enrollment

Apprenticeship Building America

This is a $4 million federal grant that provides operating funds and allocates money to eligible North Carolina employers for apprentices. The eligibility is without age or geographic restrictions and is available to current and new employers/sponsors who register a new high demand occupation and/or a new apprentice in that occupation. The Apprenticeship Building America Grant period ends June 30, 2026.

- ABA Grant Encumbrance $1,25 million (100%)
- ABA Grant Disbursement Approved $.45 million (36%)
- ABA Waitlist $2.2 million

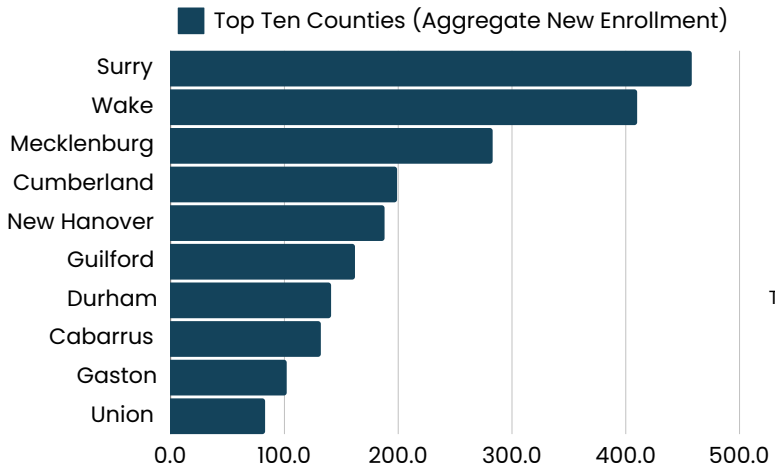
State Fiscal Relief Funds (SFRF) Expansion Grant Funding

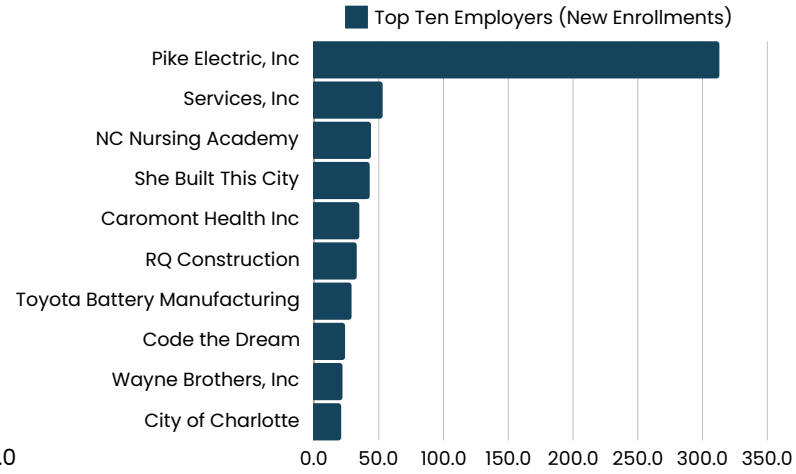
This is a $12 million grant approved by the North Carolina General Assembly for the expansion of Registered Apprenticeship Programs. The funding supports businesses or satellite locations that reside in a tier one or tier two county as designated in the annual ranking performed by the Department of Commerce pursuant to G.S. 143B-437.08 for the 2020 calendar year. To be eligible, the apprentice must be between age 16 and 25 at time of registration, the business must employ less than 500 people, and the business must have at least one specified high demand occupation. The funding also supports grant administration expenses. These non-recurring funds must be fully encumbered by December 31, 2024, and fully disbursed by December 31, 2026.

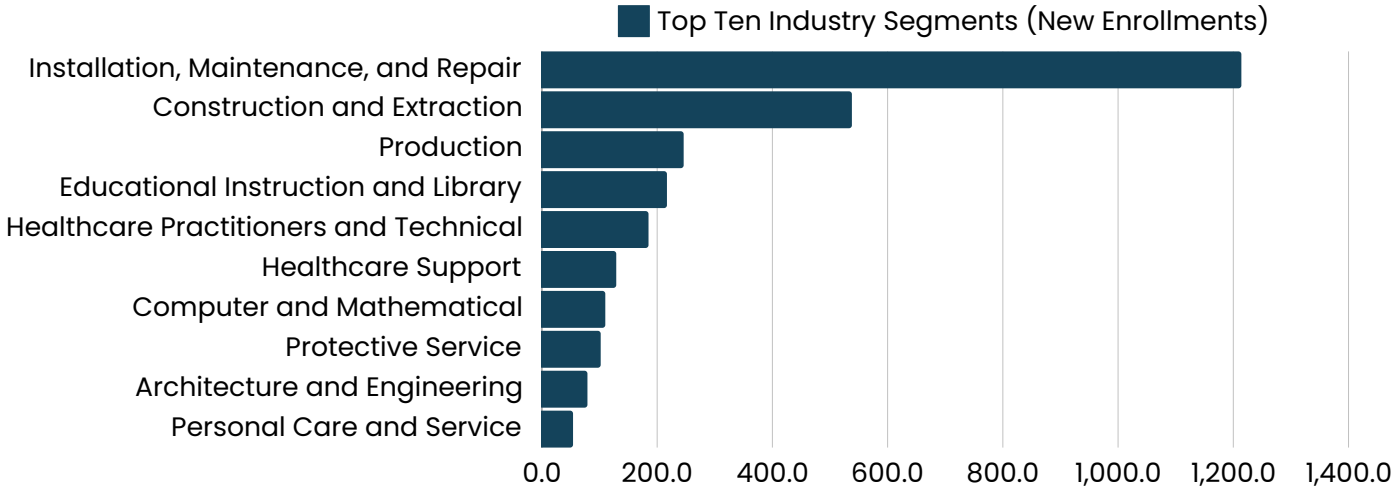
- SFRF Encumbrance $11.6 million (100%)
- SFRF Disbursement Approved $5.2 million (45%)
- SFRF Waitlist $14.3 million

APPRENTICESHIP NC
NC COMMUNITY COLLEGES

Snapshot of the State

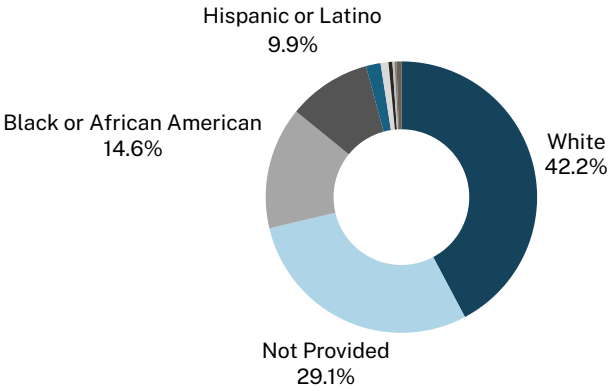




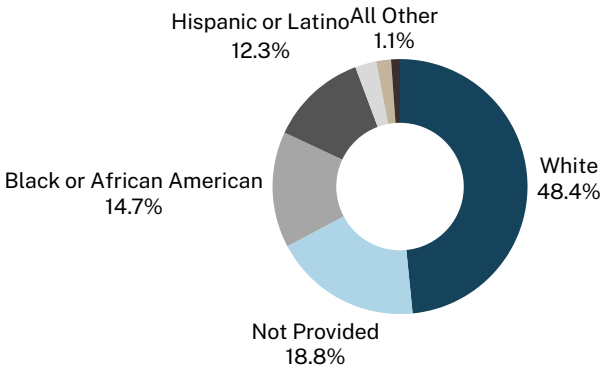


Apprentice Demographics

By Ethnicity
Registered Apprentice (New Enrollments)

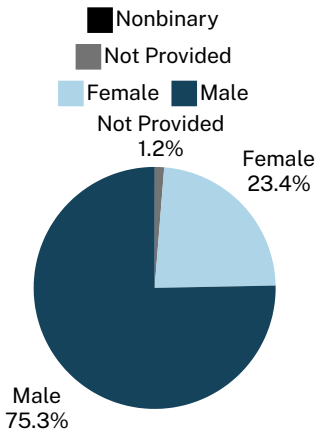


By Ethnicity
Pre-Apprentice (New Enrollments)

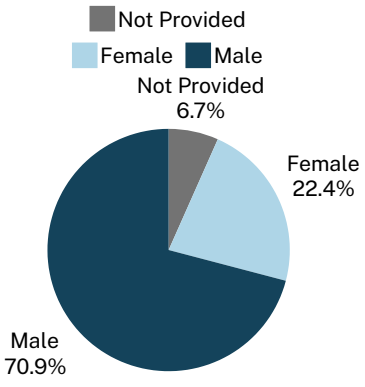


Youth Participants Served 18 & under	1,212
Youth Participants Served 19 - 24	5,328
Adults Served	8,550

By Gender
Registered Apprentice (New Enrollments)



By Gender
Pre-Apprentice (New Enrollments)



Employer & Sponsor Success

Registered Apprenticeship Brings Proven Value

- High Return on Investment (ROI) for Business ($1.47 to $2.00 for every $1.00 invested)
- High ROI for state and federal funds ($23 to $27 for every $1 invested)
- Completion rate of those entering a program is 70%-80%
- Retention rate of completers 90% five years post program completion
- $10,000 per year or more in higher wages for apprentices compared to non-apprentice in same field
- Significantly higher rate of employment in field than non-apprentice.

Paving Pathways to Success

ApprenticeshipNC is proud of the success many programs have had in the expansion of Registered Apprenticeship. Below are but brief glimpses into the accomplishments a handful of our programs achieved this fiscal year. From apprentice enrollment booms to state-wide and national recognition, North Carolina apprenticeship programs are proving their value to apprentices, employers, and the communities they live and operate within.

Surry-Yadkin Works — a multifaceted experiential learning collaboration between Elkin County Schools, Mount Airy City Schools, Surry County Schools, Yadkin County Schools, and Surry Community College — placed 168 Pre-Apprentices with employers for the Spring 2024 semester. As a result of Surry-Yadkin Works' efforts, Surry County has 30 Registered Apprenticeship participants per 1,000 workers. The Surry-Yadkin Works model requires collaboration among many partners as well as grant funding and other financial resources.

In December 2023, Belk Center for Community College Leadership and Research released the Surry-Yadkin Works Playbook. This playbook consists of tips and best practices from the program — highlighting Surry-Yadkin Works as a model for Registered Apprenticeship in both the state and the nation.

Pike Electric, Inc. — an employer with over 7,500 employees across 18 states — enrolled 313 registered apprentices in North Carolina. The Electrician and Powerline Technician occupations are considered High Demand by the US DOL. This boom in apprentice registration solidified the company's place as the leading registered apprentice enroller in the state during the 2023-2024 fiscal year.

Lumbee Holdings, Inc. — a wholly owned subsidiary of the Lumbee Tribe of North Carolina that provides products and services to industry and government partners — was awarded the 2024 Outstanding Registered Apprenticeship Program Award by ApprenticeshipNC.

Seth Bullard, an IT apprentice for Lumbee Holdings, Inc. and former student of Robeson Community College, received the 2024 Outstanding Registered Apprentice Award from ApprenticeshipNC. Seth is one of the first Native American Registered Apprentices to work for a federal contractor in the United States. He is currently pursuing higher education at The University of North Carolina at Pembroke.

Early Childhood Educator (ECE) Registered Apprenticeship is thriving in North Carolina with 358 active enrollments across 44 programs. Child Care Services Association-Durham is leading enrollment numbers with 41 active apprentices. Sunshine Schools NC and Wake Tech Community College also have impressive enrollments numbers with 33 and 25 active apprentices enrolled respectively. Building Bright Futures played a pivotal role in supporting the growth of ECE Registered Apprenticeship.

Marketing & Communications

Podcast Series, Newsletter, Program Spotlight Articles, and Amplify ANC Video Campaign

In September 2023, the ANC Marketing and Communications Department launched Amplify ApprenticeshipNC: The ApprenticeshipNC Podcast. Eight podcast episodes were released in FY23-24 featuring skilled trades, healthcare, golf, and tech.

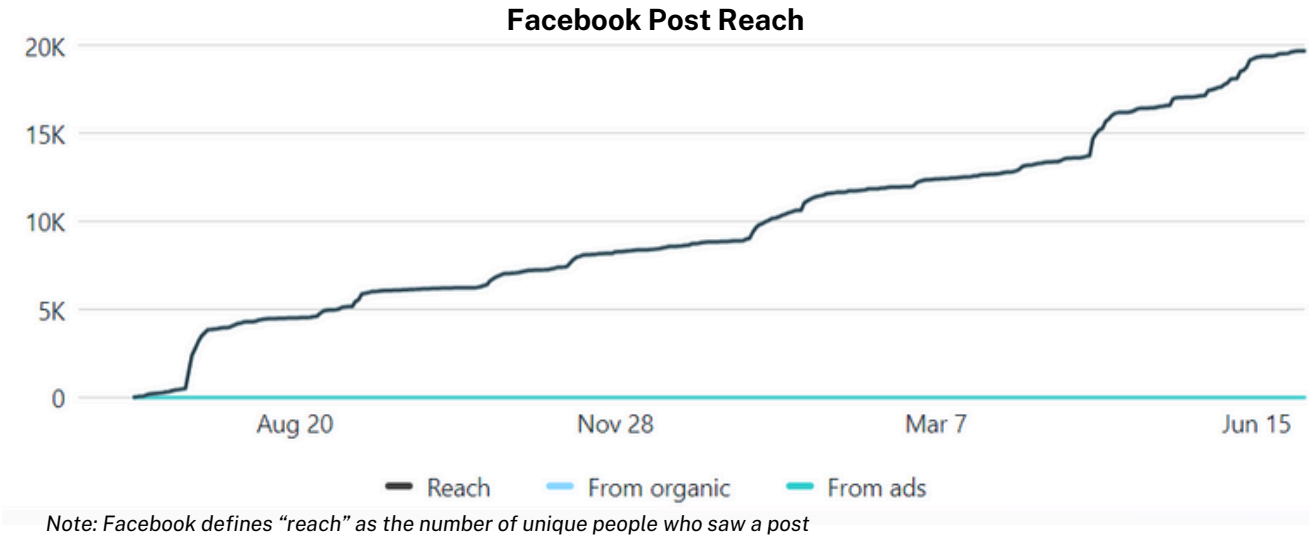
The first issue of The ANC Post: ApprenticeshipNC's Official Newsletter released January 16, 2024. The ANC Post sends once monthly to over 1,800 subscribers and features news from ApprenticeshipNC, program spotlight articles, resource links, apprenticeship in the press, and more. Hand-in-hand with the newsletters release came the publication of ANC's Program Spotlight article series. Each month via a LinkedIn article, ANC promotes the work an RA employer/sponsor. These articles are shared in The ANC Post and have been featured in EdNC newsletters and on the North Carolina Community College System Office website.

The first Amplify ApprenticeshipNC video released May 8, 2024, in celebration of the 1st Annual Youth Apprenticeship Week. This video highlighted the work of Tradesformers—a Youth Apprenticeship Consortium. The second video featured Operation Gateway—a nonprofit whose mission is to decrease recidivism by addressing the social determinants of the health of returning citizens. More Amplify ApprenticeshipNC Spotlight Videos are planned for the 2024-2025 fiscal year.

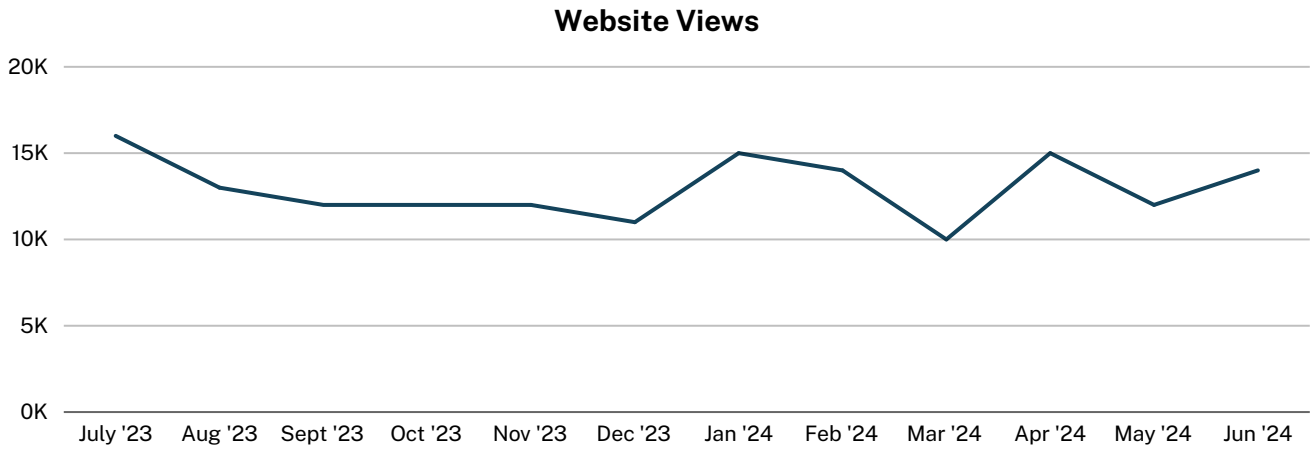
Major Events

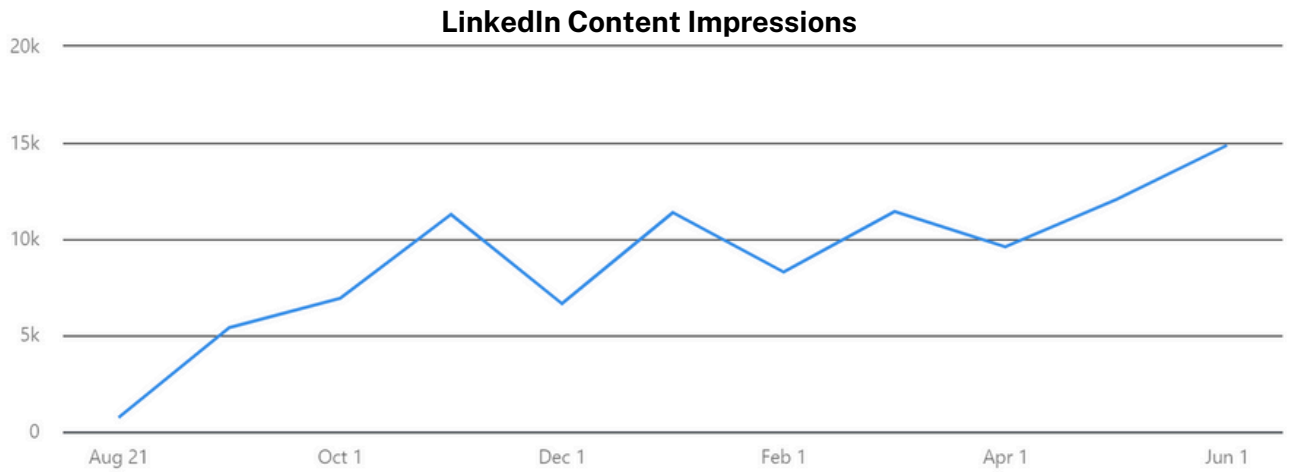
- **2023 N.C. State Fair Apprentice Contests**
  - ANC, in partnership with the N.C. Department of Agriculture and various employer partners, hosted the Annual N.C. State Fair Apprentice Contests October 16, 18-20, 2023. These contests saw over 115 apprentices and pre-apprentices from across the state test their skills in one of the five following trades: masonry, electrical, carpentry, plumbing, and HV/AC-R.
- **9th Annual National Apprenticeship Week (November 13-19, 2023)**
  - ANC sponsors, employers, apprentices, and community partners celebrated the 9th Annual National Apprenticeship Week with over two dozen events happening across the state—including a proclamation from Governor Roy Cooper, the announcement the of the Southeastern Education and Economic Development (SEED) initiative at Wayne Community College, and the recognition of Western Piedmont Community College's PACE Registered Apprenticeship Program.
- **2024 ApprenticeshipNC Conference**
  - ApprenticeshipNC hosted the Annual ApprenticeshipNC Conference April 16-17 at the Benton Convention Center in Winston-Salem. Over 250 apprenticeship stakeholders from across the state attended, including representatives from finance, education, government, health care, manufacturing, technology, transportation, and the skilled trades.
- **1st Annual Youth Apprenticeship Week (May 5-11, 2024)**
  - Governor Roy Cooper proclaimed Youth Apprenticeship Week in North Carolina and 14 events were hosted by Registered Apprenticeship sponsors across the state.

Marketing and Communications Continued



Note: Facebook defines "reach" as the number of unique people who saw a post





Note: LinkedIn defines "content impressions" the number of times a post appears on users LinkedIn feeds. LinkedIn counts an impression when content is displayed on a LinkedIn page, whether or not the user engages with the content.

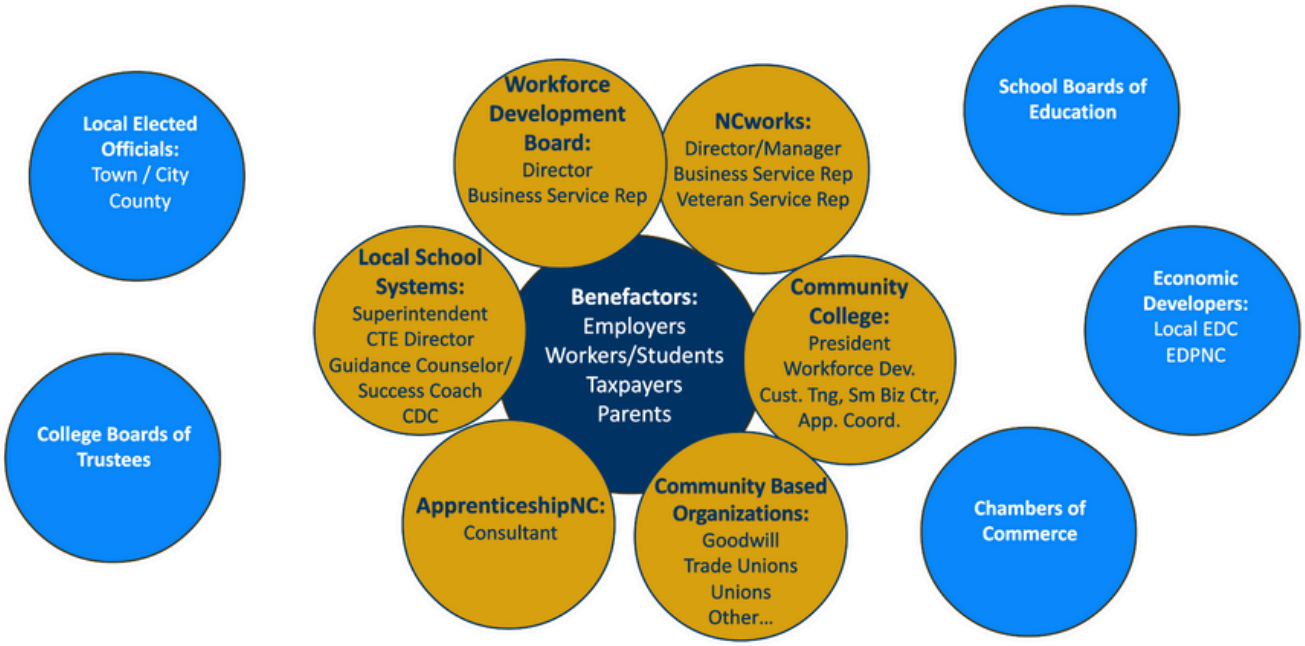
Strategic Plan

During spring '24, the new ANC Director led the staff through the development of an updated strategic plan. During this process, the team completed an environmental scan and stakeholder analysis to understand the current situation and the barriers to realizing the potential of Registered Apprenticeship in North Carolina. The team also identified the Surry-Yadkin approach as a promising practice because of the high number of participants per thousand workers.

Key elements of the strategy include:

- Measuring and sharing the status of apprenticeship in each county, including number of apprentices per thousand workers.
- Identifying all of the players in each local workforce ecosystem, current promising practices, and sharing this with all of the partners in the ecosystem for each county to decide how they might leverage to improve their local workforce.
- Creating communities of practice for key industries where existing employers and sponsors can share best practices, identify industry specific challenges, and become mentors to new employers.
- Streamlining our processes and providing clear understanding of roles, responsibilities, and methods to all stakeholder groups.
- Document value proposition of Registered Apprenticeship from various perspectives and create collateral to help increase awareness.
- Redesign website to improve access to programs and information for employers and apprentices alike.

Local Workforce Ecosystem



Using the number of workers in a county as the potential for apprenticeship and measuring the apprentices and pre-apprentices, we can see where the Surry-Yadkin model has driven significant participation. For context:

- North Carolina average is 2.0 apprentices or pre-apprentices per 1,000 workers
- United States average is 4.0 apprentices or pre-apprentices per 1,000 workers
- Western Europe is 40 - 44 apprentices or pre-apprentices per 1,000 workers

Our ten-year goal is to be at 10 apprentices or pre-apprentices per 1,000 workers (1% of the workforce)

Top 20 Counties in Participants/1000 Workers

County	Establishments	Average Employment	2029 Goal	2034 Goal	Program Count	RAP	PRAP	Participants/1000 Workers
Surry	2,069	29,273	146	293	24	829	37	29.6
Beaufort	1,400	15,520	78	155	18	284	38	20.7
Anson	516	6834	34	68	2	18	18	5.3
Cabarrus	6,781	86,520	433	865	73	396	19	4.8
Cumberland	7,714	124,768	624	1248	18	561	3	4.5
Lee	1,850	26,004	130	260	12	98	11	4.2
Rutherford	1,535	18,264	91	183	6	74	0	4.1
Alexander	716	8651	43	87	1	33	0	3.8
Madison	578	4,310	22	43	3	14	0	3.2
Guilford	17,918	291,227	1456	2912	135	743	134	3.0
Moore	3,446	39,568	198	396	13	118	0	3.0
Gaston	5,743	78,732	394	787	90	190	21	2.7
Hertford	501	8,714	44	87	1	23	0	2.6
Lenoir	1,469	29,470	147	295	8	76	1	2.6
Stanly	1,698	23,585	118	236	20	56	0	2.4
Columbus	1,244	15,188	76	152	22	34	2	2.4
New Hanover	11,407	130,424	652	1304	105	234	74	2.4
Union	7,891	74,207	371	742	66	168	6	2.3
Buncombe	13,216	140,744	704	1407	23	323	2	2.3
Davidson	3,448	46,819	234	468	15	87	19	2.3

Strategic Plan - Three Year Growth Targets

We saw significant growth between fiscal 2023 and 2024. Looking ahead our goals are based on the following assumptions:

- We are able to continue to fund the organization in line with current levels and add support staff as increased demand requires.
- Local counties see the value that apprenticeship can have on their constituents which will become a virtuous cycle of growth.
- Year-over-year growth of 10% in new programs, Registered Apprenticeship, and pre-apprenticeship
- Year-over-year reduction in pre-apprentice and apprentice cancellations of 5% stabilizing at 25% or less.

KPI	'22/23	'23/24	'24/25	'25/26	'26/27
New Registered Apprentice	3,438	4,990	5,500	6,050	6,660
New Registered Pre-Apprentice	1,186	1,774	1,930	2,130	2,340
Active Participants		*9,698	11,500	13,800	17,300
Participants/1000 workers		2	2.5	3	3.75
New Registered Apprentice Programs	138	147	160	176	194
New Registered Pre-Apprentice Program	33	19	30	60	90
New High Demand Occupations		772	846	931	1,024

SURRY Community College™

To: North Carolina General Assembly Fiscal Research Division Team

From: Dr. David Shockley, President, Surry Community College

Date: August 19, 2024

Legislative Report: Surry Community College's MOU with Northern Regional Hospital

This report is submitted to provide an update on the successful partnership between Surry Community College (SCC) and Northern Regional Hospital (NRH) facilitated by the funding provided by the North Carolina General Assembly. This initiative has significantly enhanced nursing education and successfully improved healthcare services in our region. The North Carolina General Assembly allocated funds from the ARPA Temporary Savings Fund to the North Carolina Community College System Office in the 2023-2024 biennium budget to Surry Community College to enter into a memorandum of understanding (MOU) with Northern Regional Hospital to train and employ up to eight licensed nurse educators each year. These nurse educators were to provide clinical instruction for the nursing students in programs leading to nursing licensure at Surry Community College. This report highlights the goals and accomplishments of this initiative.

Surry Community College Nursing Programs

Surry Community College is dedicated to providing the region with high-quality, accessible nursing education that provides its' citizens opportunities to complete that education in their home community, entering the nursing profession prepared to excel in their roles. The college offers programs in Associate Degree Nursing (ADN) that provides qualifications to sit for licensure as a Registered Nurse; Practical Nursing (PN) that allows students to become Licensed Practical Nurses; and an LPN-ADN program which allows Licensed Practical Nurses the opportunity to advance their education becoming Registered Nurses while continuing to work as a Practical Nurse.

Impetus for Partnership

Nursing shortages, exacerbated by COVID-19, hit crisis levels both locally and nationally for the following reasons, and were all more severe in rural North Carolina:

- Nursing profession exhaustion and burnout
- COVID-19 vaccine hesitancy – nurses retiring early or pursuing jobs outside the hospital

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- Nursing turnover and retention due to higher compensation levels as travel nurses
- Aging workforce (average age for RN in NC is 46, average age of LPNs in NC is 47) (NC IOM, 2024)
- North Carolina is in top 10 states with largest projected nursing shortages by 2035 (Rosseter, May 2024)
- Nursing program enrollment/capacity were not offsetting the loss of nurses
- Insufficient facility/space to accommodate the need for more students
- Nurse applicants turned away due to insufficient number faculty and preceptors
- Nationwide shortage of nursing faculty even more significant than bedside nurses
- Nursing program attrition rates exceed 45% during the first year
- Surry Community College forced to constrain numbers of admittance due to a) lack of nursing faculty and b) vying for clinical sites with larger schools and universities

Overall Objectives of Partnership

- Increase the interest in the nursing profession
- Increase the enrollment in the nursing program
- Decrease the attrition rate of enrolled nursing students
- Increase the graduation rate/number of nursing students
- Increase the number of licensed nurses to live and work in our community
- Create a successful program that can be emulated across rural North Carolina

Key Achievements and Benefits

- Enhanced interest in Nursing programs by engaging youth in K-12 system though Surry-Yadkin Works
- Established Interview schedule for incoming students to identify potential barriers (financial, academic & competing priorities) to success in nursing students
- Enhanced Clinical Training though consistent clinical experiences with preferential placement based on student request for site
- Improved student retention with mentoring and individualized/targeted tutoring hours each semester
- Increased access to advanced technology through Anatomage at NRH
- Establishment of innovative learning environment for nursing students with incorporation of best practices in nursing education and integration of clinical and classroom
- NRH scholarships for nursing students helped improve retention through decreased work hours (students formerly dedicated too many hours to working)
- Increased access to education through expanded enrollment in nursing programs
- More nurses for the workforce through increased graduates

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- Career pathways for graduates through pre-apprentice and apprenticeship programs
- Paid student internships during final semester of nursing education
- Graduates enter the workplace more prepared to excel after years of clinical experience in the facility learning the culture, developing relationships with facility personnel, and learning policies and procedures
- Significant decrease in the use of travel nurse personnel providing greater consistency of caregivers within hospital

Measures of Success

Objectives	Measures of Success	Outcome
Increase the interest in the nursing profession	Enroll 12 or more students into pre-apprenticeship program. Sponsor Health Occupation Students of America (HOSA)	**EXCEEDED**- 115 Nursing Pre-apprentices have been enrolled since January 2021- 86 since the first grant in 2022 There is ongoing active involvement with HOSA programs as well as interaction with middle school students
Increase the enrollment in the nursing program	Increase nursing program enrollment by 40% by year two	**EXCEEDED**- Enrollment Fall 2021 to Fall 2023 increased by 58.54% **Enrollment Numbers**: 28 ADN students in Fall 2021 41 ADN students in Fall 2022 65 ADN students in Fall 2023 Note: LPN-ADN students admitted in spring and summer join the 2nd year ADN prelicensure students each fall resulting in larger cohorts each fall **NOTE:** PN numbers have not increased. In Spring 2021 30 enrolled; in Spring 2022 21 enrolled; in Spring 2023 17 enrolled and in Spring 2024 17 enrolled Currently developing program to offer PN educational program in high schools which is expected to increase enrollment in PN program

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Decrease the attrition rate of enrolled nursing students	Decrease attrition rate by 15% in year 1 and 25% by year two	**PARTIALLY MET**- Attrition rate down by 27% in PN program; down by 66% in LPN-ADN program; and down by 5% in ADN program
Increase the number of licensed nurses to live and work in our community	Increase licensed nurses working in NRH/SCC market by 25% by year 2 from nursing program graduating classes	**MET-** NRH is no longer utilizing travel nursing personnel to fill staffing needs. In 2022 NRH had an average of 10 contract nurses on a consistent basis and currently has 1 finishing out a contract

Thirty-one Northern Regional Hospital employees are pursuing a degree in nursing through Surry Community College. Twenty of those anticipate graduating in December 2024 or May 2025. Another eleven hospital employees started the program in August 2024.

Northern Regional Hospital exceeded the expectations of the MOU, serving many more students than initially anticipated. This partnership is the sole reason that Surry Community College has been able to offer seats in nursing programs to the increased numbers of students. The clinical nurses provided by the hospital were bachelors or masters prepared faculty who served to provide clinical instruction for nursing students as well as precepting hours where the students work one on one with the nurses they are assigned to.

Faculty Provided – Students Served				
Semester	**Course**	**# Faculty Provided**	**# Students Served**	**# Hours per Student**
Fall 2022	NUR 111	6	36	115.5
	NUR 211	2	10	111
	NUR 103	1	5	165
	NUR 221	3	18	174
Spring 2023	NUR 112	5	29	98
	NUR 113	5	29	19
	NUR 101	3	18	115.5
	NUR 213	8 Preceptors	8	240
	NUR 223	13 Preceptors	13	240
	NUR 214	2	10	48
Summer 2023	NUR 102	2	12	163
	NUR 114	3	18	106

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Faculty Provided – Students Served				
Semester	**Course**	**# Faculty Provided**	**# Students Served**	**# Hours per Student**
Fall 2023	NUR 103	1	6	54
	NUR 103	8 Preceptors	8	90
	NUR 111	6	39	88
	NUR 211	4	22	82.5
	NUR 212	3	15	96
Spring 2024	NUR 101	3	18	82.5
	NUR 112	4	27	90
	NUR 113	3	46	23.5
	NUR 213	16 Preceptors	16	240
	NUR 214	2	13	48
Summer 2024	NUR 102	4	13	144
	NUR 114CC	5	41	96
	NUR 214	2	8	48
Fall 2024	NUR 111	6	41	88
	NUR 211	5	33	84
	NUR 212	5	33	84
	NUR 103	13 Preceptors	13	90

Data in the table above represents formal relationships between Northern Regional Hospital Nursing staff serving in the role of clinical education faculty or preceptorships only. Additionally, there have been countless other hours that these NRH nurses have served to assist student learning in the lab on the school's campus, in mega skills check offs in the beginning of the semester, with the mass casualty simulations conducted in the final semester of a student's respective nursing program, and tutoring students one on one or in groups that are not accounted for in the hours above. The partnership's benefit to these students cannot be praised enough.

Impact and Future Goals

This partnership and the collaboration with Surry-Yadkin works has begun the challenging work of creating a viable and steady pipeline of qualified and interested candidates from the K-12 system through the community college and into the healthcare workplace. This program has met or exceeded the goals of building awareness, providing support for educational endeavors, and beginning the creation of a pipeline to fill critical positions in the healthcare industry. A recent recommendation by the North Carolina Institute of Medicine was to "develop a strong and diverse nursing workforce that is representative of the communities served and is prepared

to meet the growing health care needs of North Carolinians" (p. 13). This partnership addresses this goal directly through developing nurses from families who live and work in this community and educating/training them to serve healthcare needs within the same community. This partnership has not only enhanced opportunities and educational experiences for nursing students with the college, but has provided the college with the opportunity to admit increased numbers of nursing students, and has also had a tangible impact on the financial vitality of the hospital through less reliance on travel personnel.

Future goals include solidifying the work that this partnership has begun. Surry Community College stands positioned to play a pivotal role in this goal by offering nursing coursework and clinical experiences that align with current practice and healthcare needs, while fostering partnerships with Northern Regional Hospital and other regional healthcare entities for real-world training opportunities. This partnership provides opportunities for not only educational success and career development but also to address critical workforce shortages in the healthcare field by equipping students with the knowledge and skills necessary to enter the healthcare workforce, as well as the professional networks necessary for a successful transition from education to a professional nursing role. Ultimately, the goals of this partnership are to have a robust pipeline that supports career development of the citizens of our region and meet the evolving demands of the healthcare workplace.

Initial drafts of portions of this report were developed with the assistance of ChatGPT.

This report is compiled and respectfully submitted by Yvonne O. Johnson, Dean of Health Science for Surry Community College and Robin Hodgin, Senior VP of Patient Care Services and CNO for Northern Regional Hospital.

References

North Carolina Institute of Medicine. Time for Action: Securing A Strong Nursing Workforce for North Carolina. Chapel Hill, NC: North Carolina Institute of Medicine; 2024.

Rosseter, R. (2024, May). Fact Sheet: Nursing Shortage. American Association of Colleges of Nursing accessed August 21, 2024 at chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.aacnnursing.org/Portals/0/PDFs/Fact-Sheets/Nursing-Shortage-Factsheet.pdf

STATE BOARD OF COMMUNITY COLLEGES
Curriculum Program Applications as Approved by the System President

The State Board of the North Carolina Community College System, through delegated authority to the System President, approved the curriculum program application listed below:

Asheville-Buncombe Technical Community College

Esthetics Instructor (C55270)
Effective Semester: Spring 2025
Mary Olvera

Manicuring Instructor (C55380)
Effective Semester: Spring 2025
Mary Olvera

Contact(s):

Dr. Hilmi Lahoud
Senior State Director of Business and IT
and Academic Programs Operations

STATE BOARD OF COMMUNITY COLLEGES
Curriculum Program Terminations as Approved by the System President

Information: The State Board of the North Carolina Community College System, through delegated authority to the System President, approved the program terminations listed below:

Background: 1D SBCCC 400.6 (b) states the following: The college shall terminate a curriculum program when there has been no enrollment for two consecutive years or if the college has not offered the program or has not had enrollment in the program within two years of the date the program was approved by the State Board of Community Colleges. A college may request a one-year extension of a curriculum program upon justification of the potential for employment opportunities and student enrollment.

Asheville-Buncombe Technical Community College
Civil Engineering Technology (A40140**)**
Rationale: Due to the low enrollment and job market demand in the service area of the college, the program is being terminated. When there is a demand in the labor market, students are being hired away from the program prior to their graduation.
Termination Semester: **Spring 2025**

Davidson-Davie Community College
Recreation and Leisure Studies (A55360)
Rationale: Due to lack of enrollment in the program and reduced opportunities in the local job market, the college is being terminated. The college will consider reapplying for the program if market demand increases.
Termination Semester: **Spring 2025**

Cancer Information Management (A45130)
Rationale: Due to the lack of job opportunities and the decrease in students' interests in the service area of the college, the program is being terminated. In addition, the recent changes in accreditation made it more difficult for the college to financially support the program.
Termination Semester: **Spring 2025**

Health Science: Therapeutic & Diagnostic Services/Emergency Medical Science (D45910)
Rationale: This program was intended to serve as a placeholder for prospective emergency medical science students. Students interested in emergency medical science are advised to enroll in the Emergency Medical Science (A45340) program.
Termination Semester: **Spring 2025**

Health Science: Therapeutic & Diagnostic Services/Medical Assisting (D45920)
Rationale: This program was intended to serve as a placeholder for prospective medical assisting students. Students interested in medical assisting are advised to enroll in the Medical Assisting (A45400) program.
Termination Semester: **Spring 2025**

Health Science: Therapeutic & Diagnostic Services/Pharmacy Technology (D45940)
Rationale: This program was intended to serve as a placeholder for prospective pharmacy technology students. Students interested in pharmacy technology are advised to enroll in the Pharmacy Technology (A45580) program.
Termination Semester: **Spring 2025**

Health Science: Therapeutic & Diagnostic Services/Phlebotomy (D45950)
Rationale: This program was intended to serve as a placeholder for prospective phlebotomy students. Students interested in phlebotomy are advised to enroll in phlebotomy under Continuing Education.
Termination Semester: **Spring 2025**

Histotechnology (A45370)
Rationale: Due to the lack of job opportunities in the service area of the college, the program is being terminated. Students interested in histotechnology are advised to enroll in the Medical Laboratory Technology (A45420) program, which also includes Histotechnology as part of the curriculum.
Termination Semester: **Spring 2025**

Manufacturing Technology (A50320)
Rationale: Due to the lack of job opportunities in the service area of the college, the program is being terminated. Students interested in manufacturing technology are advised to enroll in the Industrial Systems Technology (A50240) and Electrical Engineering Technology (A40180) programs.
Termination Semester: **Spring 2025**

Motorcycle Mechanics (D60260)
Rationale: Due to the lack of job opportunities in the service area of the college, the program is being terminated. Students interested in Motorcycle Mechanics Technology are advised to enroll in other automotive related programs.
Termination Semester: **Spring 2025**

Healthcare Interpreting (A45430)
Rationale: Due to the availability of a shorter path and more cost-effective way to completion in the service area of the college, the program is being terminated. Students interested in healthcare interpreting are advised to enroll in Continuing Education classes.
Termination Semester: **Spring 2025**

Phlebotomy (Certificate) (C45600)
Rationale: Due to the availability of a shorter path and more cost-effective way to completion in the service area of the college, the program is being terminated. Students interested in Phlebotomy are advised to enroll in Continuing Education classes.
Termination Semester: **Spring 2025**

Lenoir Community College
Computer-Integrated Machining (A50210)
Rationale: Due to lack of enrollment in the service area of the college, the program is being terminated. Individuals interested in the Industrial Engineering Technology program will be advised to enroll in the Industrial Systems Technology (A50240) where there are more job opportunities for graduates.
Termination Semester: **Spring 2025**

Emergency Management (A55460)
Rationale: Due to the lack of job opportunities in the service area of the college, the program is being terminated. The college will continue to service local Emergency Management training needs through appropriate Workforce Continuing Education courses and more in-demand curriculum offerings.
Termination Semester: **Fall 2024**

Industrial Engineering Technology (A40240)
Rationale: Due to lack of enrollment in the service area of the college, the program is being terminated. Individuals interested in the Industrial Engineering Technology program will be advised to enroll in the Industrial Systems Technology (A50240) where there are more job opportunities for graduates.
Termination Semester: **Spring 2025**

Mechanical Engineering Technology (A40320)
Rationale: Due to the low enrollment and job market demand in the service area of the college, the program is being terminated. Individuals interested in the Mechanical Engineering Technology (A40320) program will be advised to enroll in the Industrial Systems Technology (A50240) program where there are more job opportunities for graduates.
Termination Semester: **Spring 2025**

Supply Chain Management (A25620)
Rationale: Due to the low enrollment and job market demand in the service area of the college, the program is being terminated. Individuals interested in the Supply Chain Management (A25620) program will be advised to enroll in the Business Administration (A25120) program.
Termination Semester: **Spring 2025**

Montgomery Community College
Accounting and Finance (A25800)
Rationale: Due to the low enrollment and job market demand in the service area of the college, the program is being terminated. The college will continue offering accounting and finance courses under the Business Administration (A25120) and college transfer programs.
Termination Semester: **Fall 2024**

Metal Engraving (Diploma) (D30240)
Rationale: Due to low enrollment, the program is being terminated. Many students enrolled in other curriculum programs take these courses to enhance their skills. The college will ensure that these opportunities continue to remain accessible under Workforce Continuing Education.
Termination Semester: **Fall 2024**

Professional Crafts: Clay (A30300)
Rationale: Due to low enrollment, the program is being terminated. Many students are already working in industry or are taking courses for self-enrichment. The college will ensure that these opportunities remain accessible under Workforce Continuing Education.
Termination Semester: **Fall 2024**

Contact(s):
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