



North Carolina Community College System
Dr. Jeff A. Cox
President
200 W. Jones St., Raleigh NC 27603

NUMBERED MEMO CC26-002

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

FROM: Jonnell Carpenter, *NCCCS General Counsel*

SUBJECT: Adoption of 4A SBCCC 100.13 – Pre-Apprenticeship Program Standards

DATE: January 20, 2026

On January 16, 2026, the State Board of Community Colleges (SBCC) voted to adopt the State Board Code, **4A SBCCC 100.13 – Pre-Apprenticeship Program Standards**. The adoption formalizes Pre-Apprenticeship requirements, ensuring programs prepare participants for registered apprenticeships, links to an existing program, and includes both job-based learning and related instruction.

The adoption will be effective **February 1, 2026**. At that time, the adopted rule will be published on the North Carolina Community College System's website, [State Board Code - NCCCS \(nccommunitycolleges.edu\)](http://State Board Code - NCCCS (nccommunitycolleges.edu)). For your convenience, a copy of the rule in its final form is attached to this memorandum.

CC26-002

E-mail Copy
Attachment

**State Board of Community Colleges Code
TITLE 4 – APPRENTICESHIPNC**



CHAPTER A. GENERAL PROVISIONS

4A SBCCC 100.13 Pre-Apprenticeship Program Standards

A pre-apprenticeship program is a structured training model designed to prepare individuals to enter and succeed in a Registered Apprenticeship Program (RAP). To be recognized by ApprenticeshipNC, a division of the North Carolina Community College System, a pre-apprenticeship program must have a documented partnership with a Registered Apprenticeship participating employer. In addition, pre-apprenticeship sponsors should endeavor to incorporate U.S. Department of Labor (DOL) Employment and Training Administration (ETA)Training and Employment Notice (TEN) 23-23 framework for a quality pre-apprenticeship which include, as applicable:

- (1) Training and curriculum based on industry standards and approved by documented RAP sponsor that will prepare students with the skills and competencies needed to enter one or more RAPs.
- (2) Training courses that are aligned to their required high school coursework for the purpose of their pre-apprenticeship program.
- (3) Credit or non-credit courses that correspond to a RAP and their required post-secondary coursework.
- (4) On-the-Job Learning (OJL) activities beginning at age 16, which may count towards entry into a RAP.
- (5) OJL or work-simulation activities, which can count towards entry into a RAP.
- (6) Skills gained in career and technical education programs.
- (7) An opportunity for students to apply to a RAP while enrolled in high school or after high school graduation.
- (8) An opportunity for participants to apply to a RAP before or after they finish the pre-apprenticeship program.
- (9) An opportunity for students to begin to participate in a RAP anytime during their post-secondary degree studies.

- (10) Valuable career exposure, career planning, career awareness, mentoring, and support throughout the pre-apprenticeship program from school counselors, teachers, and others within the school system.
- (11) Secondary and post-secondary credits that are earned based on dual or concurrent enrollment agreements or articulation agreements established between local school districts, post-secondary institutions, and RAPs, which can help to accelerate both the Related Technical Instruction (RTI) and OJT components of the RAP.
- (12) Supportive services for participants including funding for or connections to counseling, mentoring, transportation assistance, childcare, dependent care, rehabilitative services, tools, textbooks, and other types of services necessary for an individual to succeed in pre-apprenticeship programs and RAPs.
- (13) Strong recruitment strategies focused on outreach to populations under-represented and underserved in local, State, and national RAPs.

History Note: Authority G.S. 115D-5;

Eff. Adopted. [February 1, 2026](#);