

STATE BOARD OF COMMUNITY COLLEGES
Report Summary – ApprenticeshipNC (FY 2025-2026)

Request: For Information Item

Strategic Plan Reference: Goal 4: Provide education, training, and credentials to develop the most competitive and agile workforce in the nation. Tactic: Apprenticeship Expansion

Background: G.S. 115D-11.6 states that each year the Apprenticeship Council shall make a report through the Community Colleges System Office of its activities and findings to the public and to the Joint Legislative Education Oversight Committee, the chairs of the Senate Appropriations Committee on Education/Higher Education, and the chairs of the House of Representatives Appropriations Committee on Education.

Registered Apprenticeship remains a cornerstone of North Carolina’s workforce development strategy.

This year, ApprenticeshipNC:

- Served 16,759 apprentices, pre-apprentices, and master craftsmen, with 10,286 active ApprenticeshipNC participants.
- Partnered with 4,106 employers and supported 1,457 sponsors statewide.
- Registered 132 new apprenticeship programs and 337 new participating employers while adding 653 occupations to existing programs.
- Registered 56 new pre-apprenticeship programs and 152 new participating employers while adding 183 occupations to existing programs.
- Recorded 2,072 Registered Apprenticeship program completions and 1,613 Registered Pre-Apprenticeship program completions.

The report also outlines ApprenticeshipNC’s strategy for leveraging the recurring investment provided by the General Assembly to expand Registered Apprenticeship opportunities across North Carolina. Key priorities include:

- Strengthening ApprenticeshipNC’s regional presence and connections with local partners.
- Standardizing and streamlining program development through State Occupational Frameworks.
- Strengthening community college, industry, association, and trade union group sponsors.

- Targeting large, multi-site, and strategically important employers with significant potential for enrollment and expansion.
- Protecting program quality and improving participant retention, completion, compliance, and outcomes.
- Improving the employer and sponsor experience through more consistent processes, sponsor training, self-service tools, software support, and improvements to the NCRAN system.
- Focusing growth on high-demand sectors, occupations, regions, employers, and populations.
- Better aligning employers, sponsors, community colleges, workforce partners, and apprentices within the statewide apprenticeship ecosystem.

The General Assembly's recurring investment enables ApprenticeshipNC to move from grant-dependent growth to a deliberate and sustainable statewide expansion strategy. It also creates the opportunity to repurpose available U.S. Department of Labor grant funding to provide more direct support to employers and apprentices.

ApprenticeshipNC's growth goals include increasing active ApprenticeshipNC participants from 10,286 in fiscal year 2025–2026 to 19,413 by fiscal year 2028–2029, while continuing to expand enrollment, employer participation, sponsorship, and access to high-quality apprenticeship opportunities.

Contact(s):

John Loyack
Vice President of Economic Development

Dr. Chris Harrington
State Director, ApprenticeshipNC

2025-2026 Annual Report



Submitted to:
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
Apprenticeship Council
Dr. Monty Sullivan, Acting President, North Carolina Community College System
September 2026

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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, 2025, through June 30, 2026.

Letter from the Director

To the distinguished members of the North Carolina General Assembly,

On behalf of ApprenticeshipNC (ANC) and the employers, apprentices, community colleges, and workforce partners we serve, I want to begin with a sincere **thank you**.

Last year, we shared that ANC had reached an inflection point. Much of the growth achieved in recent years had been supported by temporary federal grants, and we asked the state to make a sustained investment in the infrastructure necessary to continue that momentum.

You responded.

The General Assembly's significant recurring investment in ANC does more than replace expiring federal support — it gives North Carolina an opportunity to move from grant-dependent growth to a deliberate, sustainable strategy for expanding Registered Apprenticeship across the state.

Our responsibility now is to turn that investment into results.

We intend to leverage the state's investment through an integrated strategy that combines stronger regional relationships with specialized statewide expertise, scalable tools such as State Occupational Frameworks, and stronger Group Sponsors that can expand opportunities across multiple employers. We will pursue growth where employer demand, labor-market need, and the potential for scale are greatest while ensuring that quality remains inseparable from expansion. At the same time, we will invest in awareness, data, surveys, research, and continuous improvement so that growth is informed by evidence and responsive to the employers, apprentices, and communities we serve.

Our go-forward strategy begins with a simple premise: Registered Apprenticeship must become easier for employers to adopt, easier for partners to support, more consistent across North Carolina, and capable of growing without sacrificing quality.

The General Assembly's investment gives us the capacity to pursue these strategies together rather than choosing among them.

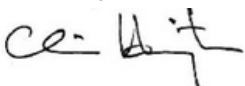
The opportunity before us is significant. North Carolina has one of the largest workforces in the country, a nationally recognized community college system, strong employers across a diverse economy, and an increasingly connected Registered Apprenticeship ecosystem. Previous reports have demonstrated both substantial recent growth and considerable remaining opportunity. Our objective now is to convert those assets into a statewide system capable of producing apprenticeship opportunities at much greater scale.

This year's report therefore represents more than a look back at what ApprenticeshipNC accomplished during the past fiscal year. It is also a look forward at what the state's investment now makes possible.

We are grateful for your confidence in ApprenticeshipNC. We also recognize the accountability that comes with that confidence. Our commitment is to leverage this investment deliberately — to expand opportunities for North Carolinians, help employers develop the skilled workforce they need, strengthen communities across the state, and produce measurable returns for the taxpayers who made this work possible.

The General Assembly has provided the fuel. Our job now is to turn that investment into growth.

With respect,



Dr. Chris Harrington
State Director
ApprenticeshipNC — The State Apprenticeship Agency
Economic Development Division — North Carolina Community College System

2025-2026 Overview

Recognized by the Office of Apprenticeship to act on behalf of the U.S. Department of Labor, ApprenticeshipNC, a part of the North Carolina Community College System, is the only approved registration and compliance body for Registered Apprenticeship in North Carolina.

The ApprenticeshipNC team works directly with employers, educational institutions, and community partners in all 100 North Carolina counties to design, launch, and expand Registered Apprenticeship and Registered Pre-Apprenticeship Programs.

ANC also acts as an information source for individuals interested in pursuing career opportunities through Registered Apprenticeship.

4,106
Employers Served

1,457
Sponsors Served

16,759
Participants Served

Employer:

Registered Apprenticeship starts with an employer. One is not in a Registered Apprenticeship program if one is not an employee.

Sponsor:

Any entity that operates a Registered Apprenticeship Program. A sponsor can be an individual employer or an entity such as a community college or trade association that supports multiple employers.

Participant:

A worker, aged sixteen or older, registered with ApprenticeshipNC as an Apprentice, Pre-Apprentice, or Master Craftsman.



"We want every student in the county to know that [Registered] Apprenticeship is a real option...This isn't just for a specific occupation or just for skilled trades. Our motto is: 'Promising Career. College Degree. Zero Debt.'" — Ann Flynt, Director, Guilford Apprenticeship Partners

2025-2026 Registered Apprenticeship

Registered Apprenticeship is an industry-driven, high-quality training approach that combines on-the-job learning with related instruction, structured wage progression, and nationally recognized credentials.

5,659

New Enrollments

132

New Sponsored Programs

337

New Participating Employers

653

Occupations Added to Existing Programs

2,072

Program Completions

"The Registered Apprenticeship brings legitimacy to that work and gives us a way to fully train, educate, and develop professionals in this field, which is essential to our organization." — Lexi Dilena, Programs Director, Canines for Service

"This program has truly changed my life. I've grown so much, not only as a student and a teacher but also as a person." — Daija Jones, Childcare Development Specialist Apprentice, Durham Technical Community College/ Early Years



Registered Pre-Apprenticeship

On January 16, 2026, the State Board of Community Colleges (SBCC) adopted State Board Code 4A SBCCC 100.13 – Pre-Apprenticeship Program Standards.

As of February 1, 2026, the code formalizes statewide pre-apprenticeship requirements to ensure programs prepare participants for Registered Apprenticeships, are connected to an existing Registered Apprenticeship Program.

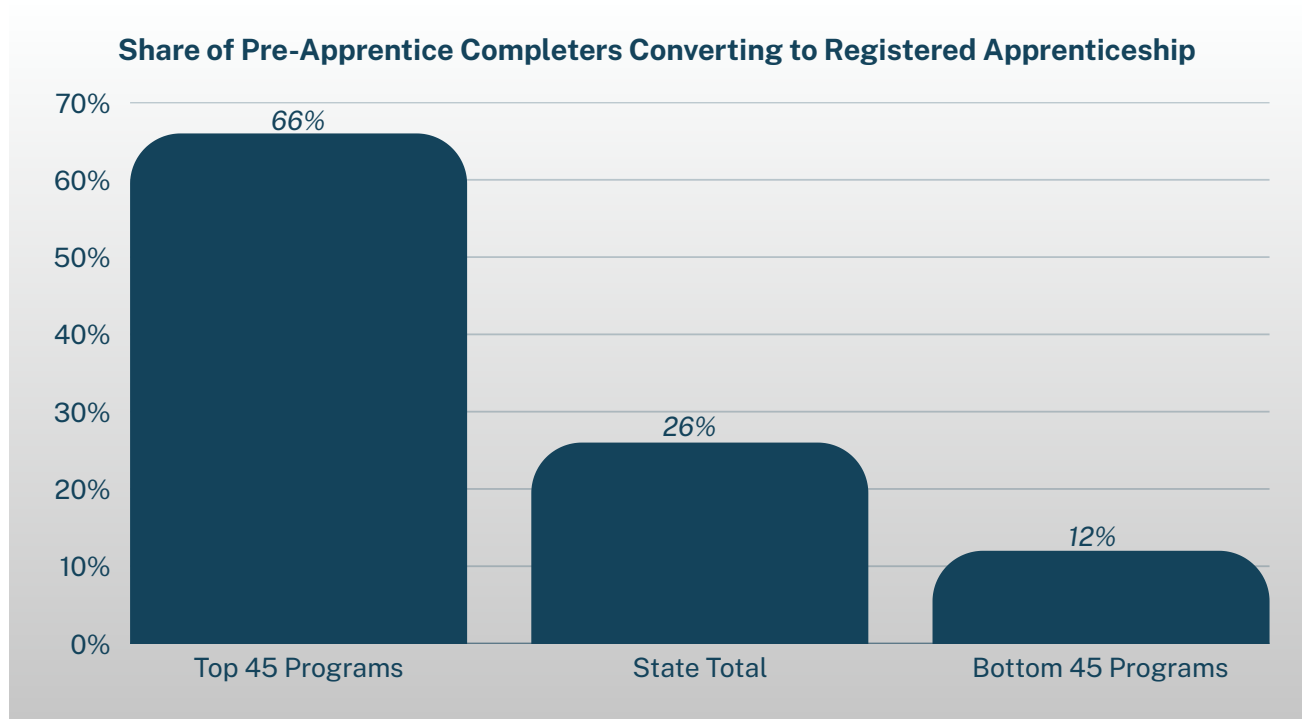
2,054**New Enrollments****56****New Sponsored Programs****152****New Participating Employers****183****Occupations Added to Existing Programs****1,613****Program Completions**

“My confidence in myself and the place I have within the company have both grown. I’ve realized just how much this program gives me the opportunity to see firsthand what type of work I like and being able to fully apply myself. My long-term goals have changed substantially because I thought I wouldn’t be able to accomplish much in the beginning. Now I know I can achieve so much more than I initially thought.” — Brynn Longino, Former Manufacturing Technician Registered Pre-Apprentice, Current Supply Chain Logistics Manager Apprentice, Ziehl-Abegg

“At the NC Masonry Contractors Association, we know Registered Apprenticeships fuel a skilled workforce. Representing over 90 employers, we offer Pre-Apprenticeship and Registered Apprenticeship Programs that equip career seekers with the training and experience to excel. Registered Apprenticeship supports employees, employers, and the economic growth of North Carolina.” — Ryan Shaver, Executive Director, NC Masonry Contractors Association

Pre-Apprentice to Registered Apprenticeship Conversions

Attachment PROG 02



**Note: The above information is for pre-apprentices in program year 2024–2025 that did or did not convert to Registered Apprenticeship on or before by the end of program year 2025-2026.*

	PA Start	PA Complete	Converted	Rate
Top 45 Programs	392	357	237	66%
State Total	1624	1398	362	26%
Bottom 45 Programs	1232	1041	125	12%

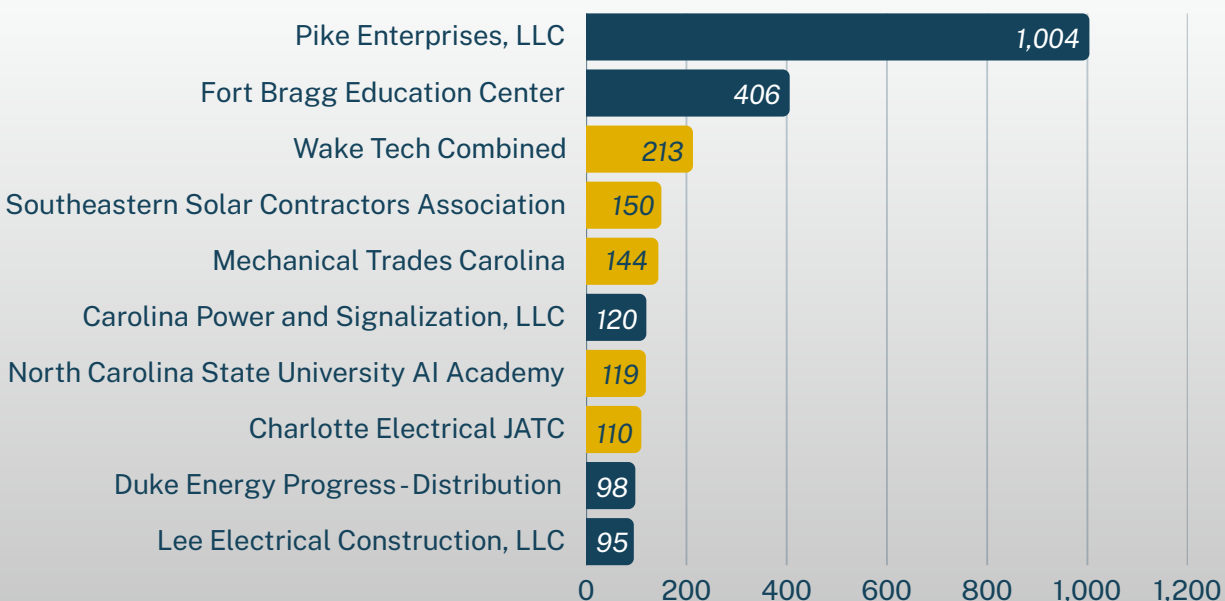
Conversion outcomes vary substantially across pre-apprenticeship programs. The 45 higher-converting programs moved 66 percent of completers into Registered Apprenticeship, compared with 12 percent among the remaining 45 programs.

Completion rates were relatively similar — 91 percent versus 85 percent — suggesting the key difference is not completing pre-apprenticeship, but whether the program provides an effective bridge into Registered Apprenticeship.

Although the higher-converting programs served only 24 percent of starters, they produced 66 percent of all Registered Apprenticeship conversions.

2025-2026 Enrollment Breakdown

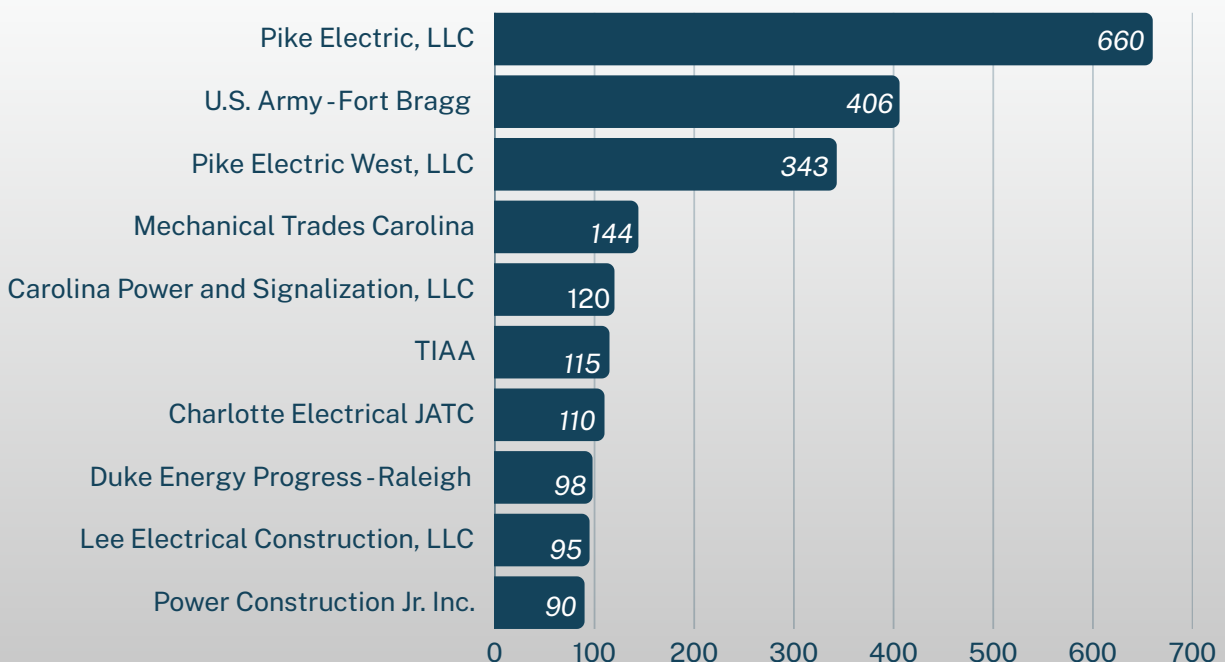
Top 10 Sponsors



Gold = Group Sponsors

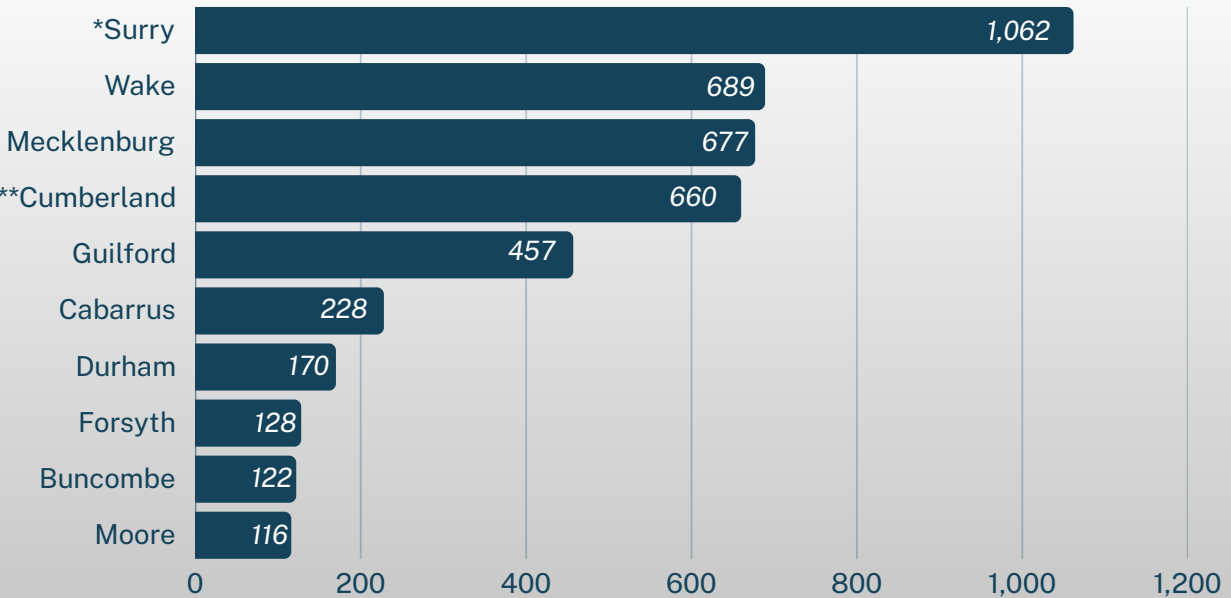
Blue = Individual Employer Sponsors

2025-2026 Top Employers



2025-2026 Enrollment Breakdown Cont.

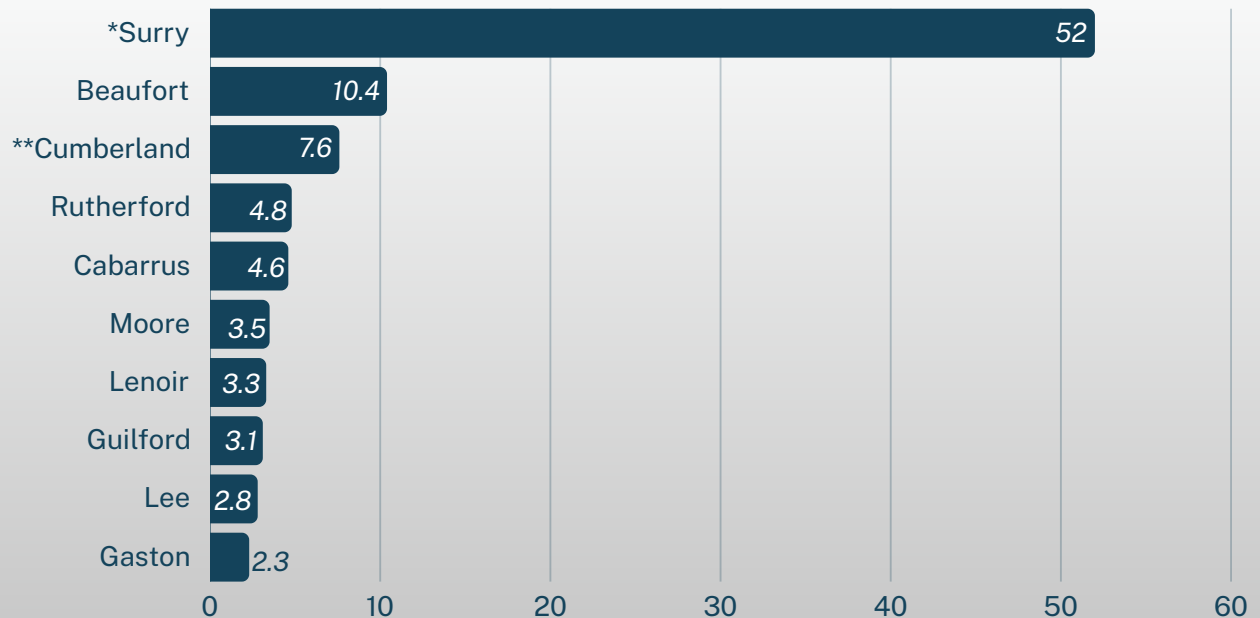
2025- 2026 Enrollments - Top Counties (Raw Data)



*Pike Electric, LLC

**Fort Bragg

2025- 2026 Enrollments - Top Counties by Participants/1,000 Workers

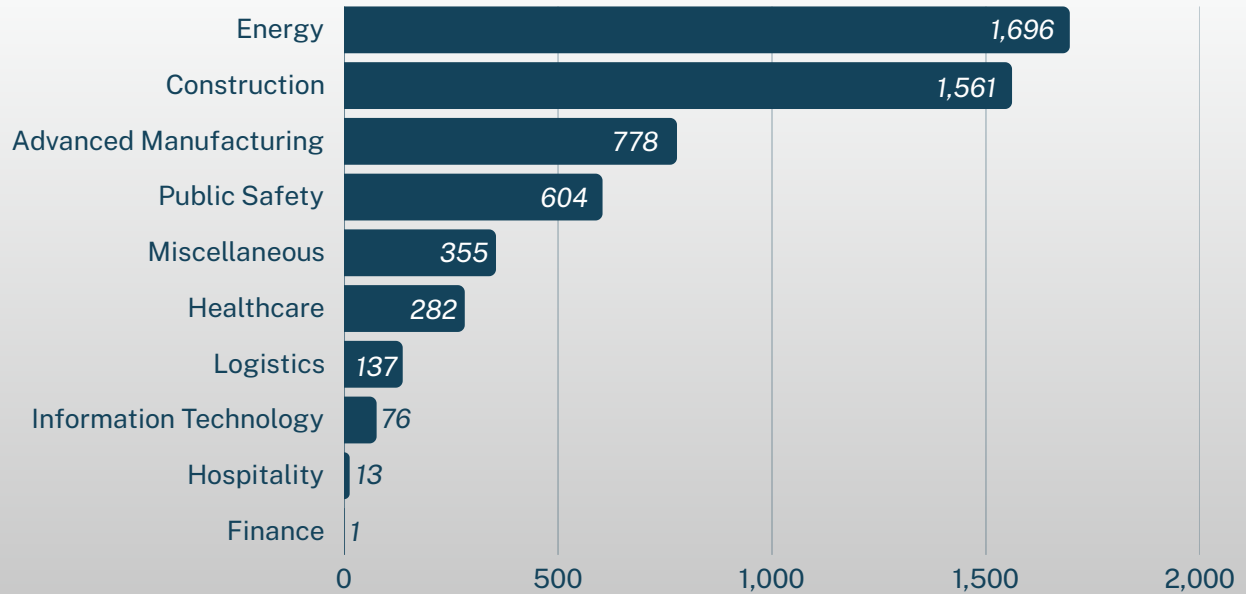


*Pike Electric, LLC

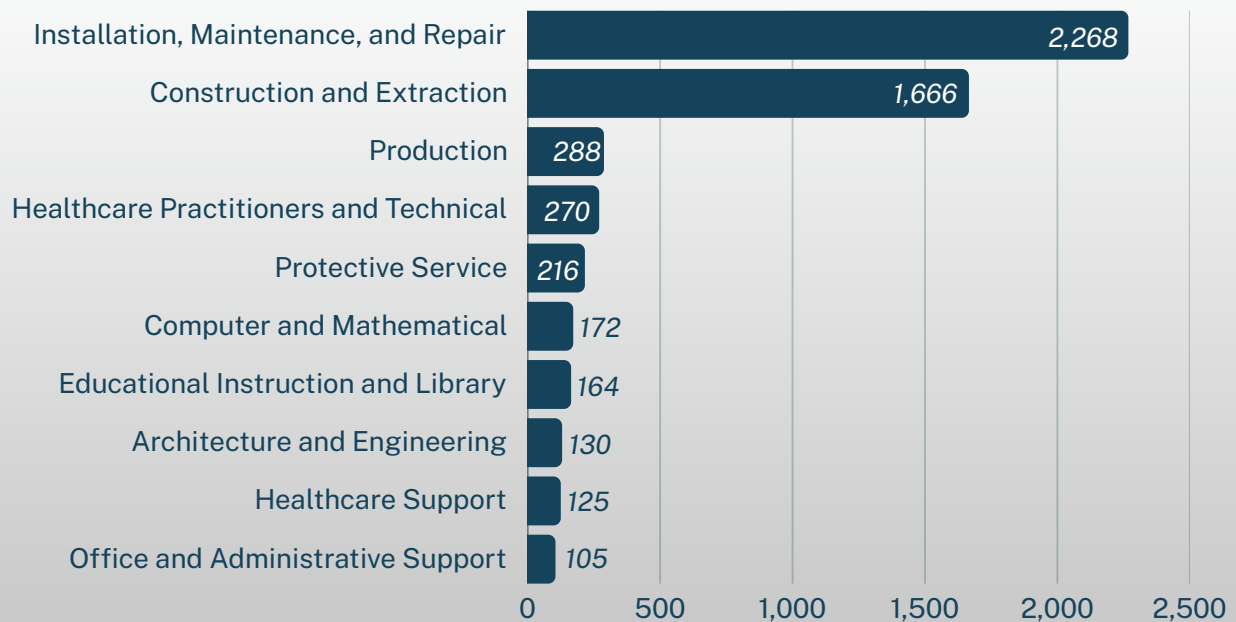
**Fort Bragg

2025-2026 Enrollment Breakdown Cont.

2025-2026 Enrollments by Industry Sector



Top 10 Occupation Families



External Engagement

Registered Apprenticeship Employer Information and Networking Convenings

With the specific goal of engaging with more employers, ApprenticeshipNC hosted 43 Registered Apprenticeship Employer Information and Networking Events in 2025-2026.

- 1221 attendees (ANC and System Office staff not included)
- 161 existing Registered Apprenticeship Program sponsors/employers
- 207 new employers
- 148 community partners
- 32 intermediaries who provide some type of Registered Apprenticeship funding
- 32 new employers expressed interest in creating a new Registered Apprenticeship
- 7 existing Sponsors interested in adding occupations to current program

The attendance for these events far exceeded the 2024 and 2025 Apprenticeship Conferences (265 and 250 respectively). ANC will continue with the regional events in 2026-2027.

Web & Social Media 2025-2026 Performance

ApprenticeshipNC experienced significant growth in audience interaction on the website and across all social media channels. These increases are due in large part to ANC's investment in two media campaigns (the first being employer and apprentice focused and the second focusing on just employers). Both campaigns were funded with federal grants and employed a mix of platforms including digital, cable, social media, outdoor, and broadcast TV and radio.

Leads captured through the website increased 250%.

Below is a snapshot of the increase in engagement:

ANC Website - Audience Interaction

- Website views increased nearly two and a half times from 2024-2025, generating 430,000 views.
- Website clicks increased four times from 2024-2025, generating over 1.3 million views in 2025-2026.
- ApprenticeshipNC pages were three of the top 10 most popular pages on the NCCCS website:
 - 2nd Apprenticeship Homepage.
 - 6th Employer Overview page.
 - 8th Start a Program page.

ANC Post - Monthly Newsletter

Email subscribers nearly doubled from 2024-2025 to over 3,000 subscribers with an average open rate of nearly 1,000 readers.

LinkedIn

Impressions increased more than four times from 2024-2025, generating more than 772,000 impressions in 2025-2026.

Facebook

Total views increased more than five times from 2024-2025, generating more than 2.1 million views in 2025-2026.

Instagram

Total views increased more than five times from 2024-2025, generating more than 144,000 views in 2025-2026.

External Engagement Cont.

2025 N.C. State Fair Apprentice Contests

ApprenticeshipNC celebrated the talent and drive of North Carolina's next generation of workers through a series of apprentice contests held October 20–24 at the 2025 N.C. State Fair. Over 100 competitors representing 26 employers, two N.C. Community Colleges, and nine high schools demonstrated their expertise in masonry, electrical, carpentry, and HVAC/R contests throughout the week.

First Place Winners:

- 71st Annual Masonry Apprentice Contest: David Hernandez-Herrera, Whitman Masonry
- 40th Annual Electrical Apprentice Contest: Guy Kemp, Starr Electric Company
- 39th Annual Carpentry Pre-Apprentice Contest: Campbell Quinn & Lukas Nelson, Bunn High School
- 21st Annual HVAC/R Apprentice Contest: Camden Leonard, Brady Services/Guilford Technical Community College

ApprenticeshipNC's week at the fair concluded with the Inaugural Registered Apprenticeship Expo on Friday, October 24. The Expo provided career seekers, parents, and fairgoers with an opportunity to learn directly from employers about apprenticeable careers in industries such as construction, advanced manufacturing, information technology, hospitality, and healthcare.

Lieutenant Governor Rachel Hunt and ApprenticeshipNC honored the winners and runners-up with a reception on December 15, 2025.

2026 ApprenticeshipNC Awards

ApprenticeshipNC was proud to announce the recipients of the 2026 ApprenticeshipNC Awards on May 1, 2026. Since their inception, the ApprenticeshipNC Awards have honored individuals and organizations that demonstrate excellence, innovation, and leadership in North Carolina's Registered Apprenticeship ecosystem. Recipients were selected through a competitive nomination and review process, evaluating performance, leadership, innovation, program quality, and overall impact.

Award recipients included:

- Outstanding Registered Pre-Apprentice: Conner Piotrowski of Wake County Public School System and L.L. Vann Electric
- Outstanding Registered Pre-Apprenticeship Employer: Altec
- Outstanding Registered Apprentice: Michael "Isaac" Mayberry of Mitchell Community College and Doosan Bobcat
- Outstanding Registered Apprenticeship Employer: Code the Dream
- Outstanding Group Program: Early Years' Durham Early Childhood Educator Apprenticeship Program



Whitman Masonry



Altec



Starr Electric Company, Inc.



Durham Early Childhood Educator Apprenticeship Program



Brady Services

Our Growth Strategy

As a result of the state's investment, ApprenticeshipNC is expanding regional and statewide capacity to achieve growth beyond what the current division of work can produce.

Our Path Forward

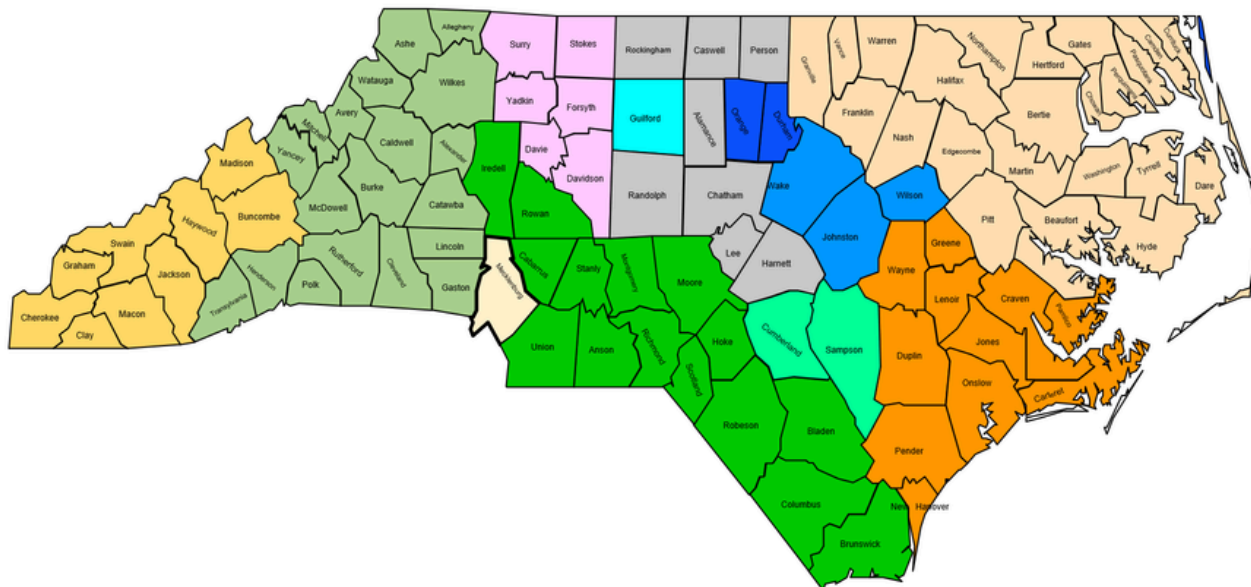
- 1 **Strengthen Regional Presence**
 - Smaller consultant regions will allow our team to be more responsive and more deeply connected to local partners while specialist roles will work to strengthen community college group sponsors, industry and multi-employer programs, major employers, and program quality.
- 2 **Standardized Program Development**
 - Launch State Occupational Frameworks that provide validated work processes and related instruction to standardize and streamline the program registration process.
- 3 **Strengthen Group Sponsors**
 - Improve the capacity and performance of community college, industry, association, and trade union Group Programs while selectively developing new sponsors.
- 4 **Target High-Impact Employers**
 - Establish a key accounts approach for large, multi-site, and strategically important employers with significant enrollment and expansion potential.
- 5 **Protect Quality and Improve Outcomes**
 - Add dedicated regional quality assessments using a risk-based approach focused on compliance, retention, completion, and continuous improvement.
- 6 **Improve the Employer and Sponsor Experience**
 - Strengthen NCRAN testing, release management, user communication, process consistency, self-service tools, and sponsor training.
 - Provide gratis software to sponsor to ease the burden of program management
- 7 **Focus Growth Strategically**
 - Prioritize high-demand sectors, occupations, regions, employers, and populations based on workforce need, readiness, scalability, and likely impact.
- 8 **Align and Mobilize the Ecosystem**
 - Strengthen partner coordination, improve funding connections, standardize public message, and better connect employers, sponsors, colleges, workforce partners, and apprentices.

Repurposing U.S. Department of Labor (DOL) Funding

Due the recurring investment made by the General Assembly, ApprenticeshipNC will now have the ability to use DOL grant funds to provide direct incentives to employers and apprentices. Immediately upon learning of the dedicated state funding, ApprenticeshipNC submitted a budget modification request for the State Apprenticeship Expansion Fund (SAEF) Year 4 DOL grant award to support employer incentives.

State Coverage

2025-2026 Fiscal Year



New Roles in 2026-2027

Industry Group Programs Lead

Manage sponsor-level relationships with industry associations, trade organizations, unions, intermediaries, and other industry-led Group Sponsors.

Individual Program Quality Assurance Lead

Own the statewide schedule and completion of Provisional Assessments and Quality Assessments for all individual programs.

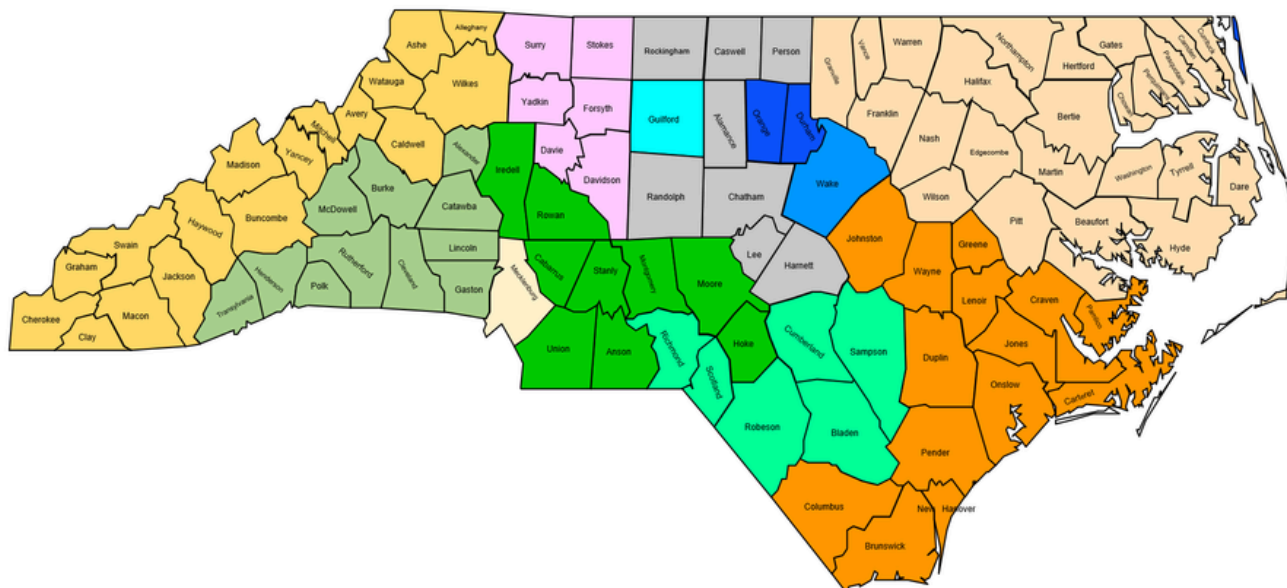
Key Account Development Lead

Identify and qualify new high-potential employers and material expansion opportunities.

College Group Programs Lead

Manage the sponsor-level relationship and program portfolio for college Group Sponsors.

2026-2027 Fiscal Year



Our Growth Goals

Year over Year Actual Performance & Growth Goals

KPI	'23/24 Actual	'24/25 Actual	'25/26 Actual	'26/27 Goal	'27/28 Goal	'28/29 Goal
Active ANC Participants	9,698	10,255	10,286	13,962	16,451	19,413
Participants/1,000 Workers	2.5	2.7	2.7	3.6	4.2	5.0
Total ANC + DOL Active Participants	11,597	12,480	12,901	16,969	19,910	23,390
New Registered Apprenticeship Enrollments (15% Year over Year Growth Target)	4,105	5,213	5,659	6,508	7,484	8607
Registered Apprenticeship Completions	1,997	2,181	2,072			
New Registered Apprenticeship Sponsors	147	76	132	152	175	201
New Registered Apprenticeship Employers	357	239	337	388	446	513
New Registered Apprenticeship Occupations	1,342	696	653	751	864	993
New Registered Pre-Apprenticeship Enrollments (25% Year over Year Growth Target)	1,300	1,610	2,054	2,568	3,209	4012
Pre-Apprenticeship Completions	1,446	1,312	1,613			
New Pre-Apprenticeship Sponsors	120	21	56	70	88	109
New Pre-Apprenticeship Employers	113	101	152	190	238	297
New Pre-Apprenticeship Occupations	196	218	183	229	286	357

“ApprenticeshipNC is not viewed as a state entity but as a partner. Every single time we need help, they lean in. They are proactive and help make things happen. Whether you have one employee or 10,000, there’s no reason you should not engage in a relationship with ApprenticeshipNC.” — James Banner, Senior Vice President of Administration & Safety, Pike Corporation

The Apprenticeship Council

General Statutes require ApprenticeshipNC to have an Apprenticeship Council.

The council's purpose is to aid and support the State Board of Community Colleges and the North Carolina Community College System Office in formulating policies for the effective administration of Registered 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 of Marketing and Culture Representative of GAP	Employer Representative	07/01/2026 to 06/30/2028
Danielle Street-Swain	Nutrien	Employee Development Specialist	Employer Representative	07/01/2025 to 06/30/2027
Janice Hill	CaroMont Health	Director Nursing Workforce Transition Program	Employer Representative	07/01/2026 to 06/30/2028
Jeff Bass	Toyota Battery Manufacturing	General Manager, Manufacturing Skills Development	Employer Representative	07/01/2025 to 06/30/2027
Denise Schnell	Carolinas Electrical Training Institute-Charlotte JATC	Training Director	Employee Representative	07/01/2025 to 06/30/2027
Keith Pierce	Daimler Trucks	Technical and Process Training Specialist	Employee Representative	07/01/2026 to 06/30/2028
Robert Wilhelmy	Local 80 Elevator Constructors JAC	Business Representative	Employee Representative	07/01/2025 to 06/30/2027
Evelio Martinez	Mechanical Trades Carolina	Training Director	Employee Representative	07/01/2026 to 06/30/2028
Andrew Gardner	North Carolina Community College System	Associate Vice President of Workforce Strategies	Public at Large	07/01/2026 to 06/30/2028
Amy Dulin	Cleveland Community College	Dean of Workforce Development	Public at Large	07/01/2025 to 06/30/2027
Roger Collins	Cushman & Wakefield	Workforce & Apprenticeship Training Specialist	Public at Large Chair	07/01/2025 to 06/30/2027
Annie Izod	North Carolina Department of Commerce	Executive Director of the NCWorks Commission	Commerce Ex Officio	07/01/2026 to 06/30/2028
Nancy Cross	North Carolina Department of Public Instruction	Assistant Director, Career & Technical Education	DPI Ex Officio	07/01/2025 to 06/30/2027