

STATE BOARD OF COMMUNITY COLLEGES
Allocations for Apprenticeship Building America Grant Program
July 1, 2022 - June 30, 2026

Request: The State Board of Community Colleges is requested to approve \$4,000,000 from the Apprenticeship Building America (ABA) Grant Program with a minimum of \$1,161,925 for community college allocations to expand registered apprenticeships across North Carolina and \$2,838,075 for System Office grant administration to support salaries, fringe benefits, and other operating costs associated with the program.

Strategic Plan Reference:

Theme: Economic and Workforce Development

Goal #4: Provide education, training, and credentials to develop the most competitive and agile workforce in the nation.

- Objective 4.2: Respond to employment preparation opportunities with instruction focused on relevant skills, credential attainment, and competency development.
 - Strategy 4.2.1: Cultivate existing talent, develop new partnerships with industry associations, and align education and training to the skills required by employers.
 - Strategy 4.2.2: Emphasize education and training that promotes industry-recognized competencies that helps achieve the goal of two million North Carolinians with a postsecondary credential of value by 2030.

Background and Rationale: The purpose of the program is to address the need for current and future skilled labor shortages in North Carolina. ApprenticeshipNC (ANC) is the State Apprenticeship Agency for North Carolina with an established network of regional apprenticeship consultants and coordinators and youth apprenticeship coordinators. In addition, ANC provides apprenticeship awareness and development for employers, education and training institutions, NCWorks Career Centers, workforce development boards, and other agency intermediaries assisting low-income, unemployed, and underemployed citizens.

ANC plans to strengthen, modernize, expand, and diversify its Registered Apprenticeship Program (RAP), and improve RAP completion rates for underrepresented populations and underserved and rural communities. This program encompasses state apprenticeship system building and modernization while also responding to goals and priorities outlined in the [Apprenticeship Building America \(ABA\) Grant Program](#). NC's focus on expanding the number of programs and apprentices in priority industry sectors and diversifying the industries that utilize RAPs will only strengthen North Carolina's economic recovery post-COVID-19 pandemic and ensure preparedness for the future.

The program will focus on the following areas:

- Solidify an expanded Registered Apprenticeship Program (RAP) leading to a baccalaureate degree in partnership with Career and College Promise programs in the

high schools, NC Community College associate degree programs, and NC Promise scholarship universities, Elizabeth City State University, and Fayetteville State University, both Historically Black Colleges and Universities (HBCUs).

- Partnerships with local employers and ANC, create new Registered Apprenticeship Programs (RAPs) in new and emerging industry sectors.
- Create career pathway models to include registered apprenticeships at the local level.
- Use local enrollment data to determine equity gaps (e.g., few Hispanics/Latinos enrolled in life science training or apprenticeships) and provide targeted outreach to those underrepresented populations in partnership with ANC's efforts statewide.

College apprenticeship funds will be used to support education assistance, supportive services, and employer incentives for qualified apprentices.

- Education Assistance: One-time award of \$2,000 to support tuition, books, and fees for community college related instruction or employer-sponsored related instruction.
- Supportive Services: One-time award of \$250 for apprentices with a starting wage of \$15 or less to support approved supportive services:
 - Counseling
 - Childcare (voucher for services)
 - Transportation services
 - Stipend directly to apprentice
 - Rehabilitative services
- Employer Incentives: One-time award of \$2,000 to support training supplies, mentor stipends, and curricula development associated with qualified apprentice.

System Office administrative funds will be used for to support salaries, fringe benefits, and other operating costs associated with the ApprenticeshipNC program.

Method of Allocation: The System Office will allocate the funds to those of the fifty-eight (58) colleges which meet the following criteria:

- Must be a new employer registered as of July 1, 2022.
- Must be a new apprentice enrollment as of July 1, 2022.
- Apprentice is ineligible if they qualify and are receiving disbursements from the NC Apprenticeship Expansion Funds.
- Target Industry Occupations
 - (15-000) Information Tech
 - (17-000) Advanced Manufacturing
 - (19-000) Life Sciences
 - (25-000) Education/Public Service
 - (29-000) Healthcare
 - (47-000) Skilled/Specialty Trades/Construction

- (51-000) Production and Manufacturing
- (53-000) Transportation

The System Office will allocate the entire amount of funds for the new apprentice to the college. To receive the allocation, the college will submit an apprentice agreement to the System Office program staff through North Carolina Registered Apprenticeship Network (NCRAN). Upon review, the System Office program staff will notify both the college representative and System Office finance that the college is eligible to receive the allocation. The funds will be applied to the student's account to cover certain costs of enrollment, as well as certain expenses paid directly by the apprentice's employer as they pertain to costs incurred to train the apprentice.

The qualifications for ABA are different from the qualifications for the NC Apprenticeship Expansion Funds.

Fund Source and Availability: Funding is available from the US Department of Labor, Employment and Training Administration (ETA), Apprenticeship Building America Grant Program. Funds are available July 1, 2022 - June 30, 2026 and should be obligated by June 30, 2025.

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