

**STATE BOARD OF COMMUNITY COLLEGES**  
**Allocations for Career Pathways**  
**FY 2022-2023**

**Request:** The State Board of Community Colleges is requested to approve an allocation of \$300,000 for the purpose of scaling up the development and implementation of career pathways. This initiative will be funded by Title II, Adult Education and Family Literacy Act (AEFLA) funds (State Leadership).

**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.
  - o Strategy 4.2.1: Cultivate existing talent, develop new partnerships with industry associations, and align education and training to the skills required by employers.
  - o 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.
- Objective 4.3: Increase access to the training, education, and wraparound services needed by students to achieve their career goals and upward mobility.

**Background:**

The Workforce Innovation and Opportunity Act (WIOA), 29 USC § 3101, *et seq.*, signed into law on July 22, 2014, created a new vision for how America prepares an educated and skilled workforce that expands opportunities for workers and employers. The 21st century public workforce development system created through WIOA builds closer ties between business leaders, State and Local Workforce Development Boards (LWDB), labor unions, community colleges, nonprofit organizations, youth-serving organizations, and state and local officials to deliver a more job-driven approach to training and skills development. Adult Education programs need to enhance and develop new, innovative opportunities through increased collaboration with core and non-core partners in creating and accelerating career pathways.

The State of North Carolina Unified Plan articulates these priorities identifying supporting goals:

- Prepare workers to succeed in the North Carolina economy by increasing skills and education attainment.
- Create a workforce system that is responsive to the needs of the economy by fostering employer leadership.
- Promote replication of creative solutions to challenging workforce problems by supporting local innovation.
- Promote System Access, Alignment, Integration, and Modernization

The identification of exemplary colleges who have trained personnel and supportive senior leadership and can serve as a model and mentor to other colleges will accelerate North Carolina’s capacity to develop and implement career pathways in in-demand sectors statewide.

**Rationale:** Six colleges, who consistently demonstrate high performance and are regionally located, were selected as exemplary models of College and Career Readiness (CCR) programs. Prior to selection, these colleges identified a minimum of three employees from a cross section of departments to participate in a comprehensive training that resulted in the Center for Occupational Research and Development’s (CORD) Career Pathways Certification. The six colleges selected have a proven track record of serving the College and Career Readiness student population in a comprehensive approach that transcends CCR, curriculum, and continuing education and have the capacity to serve as demonstration models across North Carolina.

**Deliverables:**

- Identify a minimum of three pathways that will support the local workforce needs and provide training opportunities for local citizens.
- Develop a marketing plan to recruit employers and students.
- Engage in internal planning resulting in a document detailing steps to implementation specific to each community.
- Create a comprehensive professional development plan for internal stakeholders.
- Develop contextualized curricula with a single set of objectives to use with each selected pathway.
- Participate in monthly cohort meetings with System Office staff.
- Serve as a mentor/coach to providers implementing Career Pathways in future phases.

<b>Community College</b>	<b>Allocation</b>
Blue Ridge Community College	50,000
Catawba Valley Community College	50,000
McDowell Technical Community College	50,000
Randolph Community College	50,000
Rowan-Cabarrus Community College	50,000
Wilson Community College	50,000
<b>Total</b>	<b>300,000</b>

**Fund Source and Allocation Period:** Funding is available from the Title II Adult Education and Family Literacy Act State Leadership. Allocation period is July 1, 2022 – June 30, 2023.

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