

**Goal: Sixty-seven percent (67%) of working-aged North Carolinians will have education and training beyond high school by 2025.**

- ***Budget Strategy 1: Improve student completion rates by investing in student supports (tutoring labs, supplemental instruction, etc.).***
  - Recommendation: No new appropriation required
    - Retain in the community college budget funds that would otherwise be cut because FTE enrollment is below budgeted levels;
    - Use those funds to restore approximately \$25 million of the \$59 million management flexibility cut; and
    - Direct that colleges use these monies to fund locally-determined student supports that promote student completion.
  - Research shows that students who successfully complete college-level “gateway” English and math courses are more likely to complete a credential, as these courses provide the foundation for success.
  - Pilot projects have shown that providing students with additional supports outside the classroom leads to improved student outcomes in these courses.
  - Measures:
    - Student success rates in gateway English and math courses
    - Curriculum student retention and graduation rates
- ***Budget Strategy 2: Support recruitment and retention of quality faculty and staff***
  - Recommendation:
    - Provide a 3% increase to community college employees. In combination with funds already budgeted, \$24 million would help NC possibly surpass the average faculty salary in South Carolina and catch up with Tennessee.
    - Provide community colleges statutory flexibility to use performance-based carryforward funds to provide employee bonuses.
  - Average faculty salaries in North Carolina, rank 11<sup>th</sup> out of 16 southeastern states. Our average salary of \$47,400 equals only 90% and 81% of the SREB and national averages, respectively, per the 2015 SREB Fact Book.
- ***Budget Strategy 3: “Close the Interest Gap” – Increase enrollment in key community college programs by promoting student and family awareness of North Carolina workforce needs and career paths.***

- Recommendation:
    - Appropriate \$2 million to promote public awareness through various forms of media and by providing colleges user-friendly tools that puts labor market data at the fingertips of faculty, staff, and students.
    - Appropriate \$15 million NR to ensure students are trained on up-to-date equipment and in modern facilities.
  - Too often students and families are unaware of “middle-skill” job opportunities and career paths.
  - Misconceptions are prevalent about the working conditions provided in key industries, such as manufacturing.
  - Private foundation funds may match State support for an awareness campaign.
  - Measures: Program enrollment data; Career and Technical Education (CTE) students’ earning gains (implementation planned for FY 2017-18)
- ***Budget Strategy 4: Support development of competency-based education (CBE) programs and a uniform system for granting credit for prior learning.***
- Recommendation: Appropriate \$500,000 NR
  - The greatest inefficiency in education is requiring students to repeat material that they have already learned.
  - The Competency-Based Education Incubator – a collaborative effort of partner colleges, the System Office, and national subject matter experts – is developing models that for scaling CBE programs system-wide.
  - NCCCS and UNC-GA are partnering to develop an easily accessible, student-focused portal that includes information about the credit that a service member or veteran may receive in certificate, diploma, or degree programs at NCCCS and UNC institutions.
  - Measures: Future CBE enrollments and credentials awarded; credits awarded based on prior learning

### **Structural Budget Issues**

- System Office staffing to support ConnectNC bond administration: \$134,364 (2.0 positions)
- Funds to support new multi-campus college locations: \$1,035,822
  - Durham Tech CC (Orange County Campus)
  - Mitchell CC (Mooresville Campus)
  - Wake Tech CC (RTP Campus) – opening Fall 2017
- Unbudgeted, recurring IT maintenance and service costs: \$470,528
- Give colleges the flexibility within their existing budget availability to compensate employees who voluntarily request to liquidate all or a portion of their unused bonus leave balance prior to separation from the college.