

STATE BOARD OF COMMUNITY COLLEGES
Allocation for NC Career Coach Program
FY 2023-24, 2024-25, 2025-26, 2026-27, 2027-28

Request: The State Board of Community Colleges is requested to approve allocations of \$5,570,805 per year for five fiscal years for salary, benefits, professional development, and advising support of Career Coaches recommended by the established NC Career Coach Advisory Committee.

Strategic Plan Reference:

Goal 2: Increase access and enrollment at North Carolina community colleges to meet the state's educational attainment goal and expand postsecondary opportunities. For North Carolina to meet its educational and economic goals, two million North Carolinians will need education and training beyond high school by 2030.

- Objective 2.3: Streamline and strengthen the pathways to community colleges and careers.
 - Strategy 2.3.2: Expand the use of Career Coaches to include the remaining North Carolina community colleges.

Background: The purpose of the NC Career Coach Program is to place community college career coaches in high schools to assist students with determining career goals and identifying community college programs that will enable students to achieve these goals.

The General Assembly appropriated funds to the NC Community College System for the implementation of the NC Career Coach program. These funds shall only be used for salary, benefits, professional development and advising support. The board of trustees of a community college and a local board of education of a local education agency (LEA) within the service area of the community college jointly apply for available funds for the NC Career Coach Program funding from the State Board of Community Colleges (See Table 1).

Effective July 1, 2019, Senate Bill 61 (Section 3.3) adjusted the matching formula (G.S. 115D-21.5(c)(2)b) based on county tiers. Table 1 indicates the county tier ranking for each program based on the LEA county in which the coach will be serving.

In 2020, through a partnership with the University of North Carolina System Office and the Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) grant, NCCCS received funding for seven years for three career coaches. These coaches were placed at Beaufort County Community College, South Piedmont Community College, and Southwestern Community College. In 2022, this partnership expanded to an additional coach at College of the Albemarle for a total of four NC Career Coaches funded through GEAR UP.

Due to the success of the NC Career Coach program, some colleges have chosen to fund coaches through their local funds and these coaches would be in addition to those represented through this funding allocation.

Rationale: G.S. 115D-21.5 requires that an advisory committee, which shall include representatives from the NC Community College System, the Department of Public Instruction, the Department of Commerce, and at least three representatives of the business community, review applications and make recommendations for funding awards to the State Board of Community Colleges.

As the program staff assess the program to broaden the deployment of coaches across the state and maximize the use of funds, the following three improvements were implemented.

- To improve the retention of coaches and decrease lapsed salary, the grant is extended from three years to five years.
- To adapt to local college hiring scales and professional development needs, colleges submitted a budget within set parameters instead of a standard allocation for each award.
- To increase the number of colleges with a grant-funded coach, the selection process was changed to (1) an allocated coach awarded to any college who chose to participate and (2) a competitively selected second coach for any college who wished to apply. (NOTE: Legislatively required matching was maintained: Tier 1 = 0%; Tier 2 = 50%; Tier 3 = 100%.)

System office staff reviewed the forty-five colleges who requested an allocated coach to ensure application criteria were satisfactory. Technical consultations were provided to colleges who needed to improve their request to ensure quality programming.

The advisory committee reviewed and scored the competitive applications submitted by thirty-four college-LEA partnerships, ranked, and recommended the award of a second coach to thirty-three colleges. There was insufficient funding to award the lowest ranked college.

The following criteria was used for technical consultations and application reviews:

- Deployment plan for career coaches and strategy that supports effective outreach.
- Evaluation Plan focusing on the outcome of increased enrollment in, and completion of, career pathways leading to marketable job skills and/or further education.
- Economic Impact documented by local workforce needs, causes of unaddressed pipeline needs, and career coach model connection with potential pipeline with workforce needs.
- Professional Development plan including engagement between high schools, community colleges, and community workforce.

- Communication strategies, at a minimum, with high school students, high school and middle school faculty and staff, parents and guardians, and service area workforce partners.

Table 1: Recommended 5-year Allocations - FY 2023-24, 2024-25, 2025-26, 2026-27, 2027-28

Community College	Region	Tier Ranking & County	# Coaches	5-Year Annual Allocation
Asheville-Buncombe TCC	Western	Tier 2 – Madison	1	\$90,000
Beaufort County CC	Eastern	Tier 1 – Tyrrell	1	\$95,000
		Tier 1 – Hyde	1	\$95,000
Bladen CC	Eastern	Tier 1 – Bladen	1	\$80,865
		Tier 1 - Bladen	1	\$80,865
Blue Ridge CC	Western	Tier 3 – Henderson	1	\$65,457
		Tier 3 - Transylvania	1	\$65,457
Brunswick CC	Eastern	Tier 3 – Brunswick	1	\$39,172
		Tier 3 - Brunswick	1	\$38,088
Caldwell CC&TI	Western	Tier 1 – Caldwell	1	\$82,076
		Tier 1 - Caldwell	1	\$82,076
Cape Fear CC	Eastern	Tier 3 – New Hanover	1	\$42,466
Carteret CC	Eastern	Tier 3 – Carteret	1	\$43,968
		Tier 3 - Carteret	1	\$43,968
Central Carolina CC	Central	Tier 2 – Harnett	1	\$44,000
		Tier 2 - Lee	1	\$44,625
Central Piedmont CC	Western	Tier 3 – Mecklenburg	1	\$39,582
Cleveland CC	Western	Tier 1 – Cleveland	1	\$75,186
		Tier 1 – Cleveland	1	\$75,186
College of The Albemarle	Eastern	Tier 1 – Chowan	1	\$84,472
Craven CC	Eastern	Tier 2 – Craven	1	\$46,580
Davidson-Davie CC	Central	Tier 2 – Davie	1	\$63,000
		Tier 2 – Davidson	1	\$63,000
Durham TCC	Central	Tier 3 – Orange	1	\$45,545
Edgecombe CC	Eastern	Tier 1 – Edgecombe	1	\$90,080
		Tier 1 - Edgecombe	1	\$90,080
Fayetteville TCC	Central	Tier 1 – Cumberland	1	\$69,906
		Tier 1 - Cumberland	1	\$69,906
Forsyth TCC	Central	Tier 2 – Forsyth	1	\$55,957
		Tier 2 – Forsyth	1	\$55,957
Gaston College	Western	Tier 2 – Gaston	1	\$79,428
		Tier 3 – Lincoln	1	\$68,735
Halifax CC	Eastern	Tier 1 – Halifax	1	\$92,596
Haywood CC	Western	Tier 2 – Haywood	1	\$58,667

Attachment FC 06

		Tier 2 – Haywood	1	\$55,334
Isothermal CC	Western	Tier 1 – Rutherford	1	\$83,800
		Tier 2 – Polk	1	\$55,870
James Sprunt CC	Eastern	Tier 1 – Duplin	1	\$80,226
		Tier 1 – Duplin	1	\$80,226
Lenoir CC	Eastern	Tier 1 – Lenoir	1	\$86,205
		Tier 1 – Greene	1	\$82,104
Martin CC	Eastern	Tier 1 – Martin	1	\$81,773
		Tier 1 – Bertie	1	\$81,773
McDowell TCC	Western	Tier 2 – McDowell	1	\$57,500
		Tier 2 – McDowell	1	\$57,500
Mitchell CC	Western	Tier 3 – Iredell	1	\$39,765
Piedmont CC	Central	Tier 1 – Caswell	1	\$81,000
		Tier 2 – Person	1	\$81,000
Pitt CC	Eastern	Tier 2 – Pitt	1	\$50,276
		Tier 2 – Pitt	1	\$47,634
Randolph CC	Central	Tier 2 – Randolph	1	\$88,000
		Tier 2 – Randolph	1	\$88,000
Richmond CC	Central	Tier 1 – Scotland	1	\$78,792
		Tier 1 – Richmond	1	\$78,792
Robeson CC	Central	Tier 1 – Robeson	1	\$94,427
		Tier 1 – Robeson	1	\$94,427
Rockingham CC	Central	Tier 1 – Rockingham	1	\$85,000
		Tier 1 - Rockingham	1	\$85,000
Rowan-Cabarrus CC	Western	Tier 3 – Cabarrus	1	\$91,189
		Tier 2 – Rowan	1	\$91,269
Sampson CC	Eastern	Tier 1 – Sampson	1	\$86,115
		Tier 1 – Sampson	1	\$86,115
Sandhills CC	Central	Tier 1 – Hoke	1	\$80,920
South Piedmont CC	Central	Tier 3 – Union	1	\$46,194
		Tier 3 – Union	1	\$46,194
Southeastern CC	Eastern	Tier 1 – Columbus	1	\$95,000
		Tier 1 – Columbus	1	\$95,000
Southwestern CC	Western	Tier 1 – Swain	1	\$71,057
Tri-County CC	Western	Tier 1 – Cherokee	1	\$61,027
		Tier 1 – Graham	1	\$62,527
Wake TCC	Central	Tier 3 – Wake	1	\$43,149
		Tier 3 – Wake	1	\$43,149
Wayne CC	Eastern	Tier 1 – Wayne	1	\$93,000
Western Piedmont CC	Western	Tier 1 – Burke	1	\$74,529
		Tier 1 – Burke	1	\$74,529
Wilkes CC	Western	Tier 1 – Wilkes	1	\$95,000

		Tier 1 – Wilkes	1	\$95,000
Wilson	Eastern	Tier 1 – Wilson	1	\$88,472
Total			78	\$5,570,805

Fund Source and Availability: FY 2023-24, FY 2024-25, FY 2025-26, FY 2026-27, and FY 2027-28 allocations are contingent upon availability of State General Fund appropriation. Funding will be adjusted as appropriate for legislative salary and benefits rate increases.

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