

STATE BOARD OF COMMUNITY COLLEGES
Workforce Pipeline for Emergency Response, Pandemic-Proof, and
High-demand Industries

Purpose: Informational. (This information may be the basis for later action.)

Beginning this month, and continuing into early 2021, updates will be provided on special initiatives listed in the [Focus Areas for 2020-21](#) document that was part of the July 2020 board package. The September board meeting is dedicated to the focus area entitled, “Workforce Pipeline for Emergency Response, Pandemic-Proof, and High-Demand Industries.”

Strategic Plan References: This focus area corresponds primarily to the existing strategic plan goal related to “Economic and Workforce Impact,” but also advances the other strategic plan goals related to “Student Interest and Access,” “Clear and Supported Pathways for Student Persistence and Success,” and “System Effectiveness.”

NC Workforce Credentials

- NC Workforce Credentials are high-quality, non-degree credentials recognized by employers that help workers in North Carolina obtain in-demand, living-wage jobs.
- This initiative involves the NC Community College System validating and supporting high-quality non-degree credentials with employers across the state.
- NC Workforce Credentials are a key part of the State’s shared myFutureNC goal: to (by 2030) have two million working-age North Carolinians with high-quality post-secondary credentials.
- Numerous meetings have been held with industry groups to discuss and validate credentials that are important for their businesses. For example, meetings are scheduled throughout September with representatives of manufacturing, construction, IT, healthcare, hospitality, etc. A list of credentials and related policy recommendations are expected to be developed later in the fall.

Governor’s Emergency Education Relief Financial Assistance for Short-term Training/Credentials

- As approved in the August 2020 SBCC meeting, \$15M in funding was provided to NCCCS from the State of North Carolina to be used to provide financial assistance to students seeking pandemic-proof, short-term credentials.
- The source of the funding is the Governor’s Emergency Education Relief (GEER) Fund, originally allocated through the federal CARES Act and then by the Governor’s Office.
- More than \$14.5M will be used for scholarship awards for community college students pursuing high-demand workforce training programs within ten pathways. Remaining funding will be used for communication/program success.

- Awards will be determined by individual community colleges based on student need, local industry needs, number of eligible students, and cost of course, up to a maximum of \$750/course. Scholarships can cover tuition, books, supplies, credentialing tests, transportation, childcare, and other components of the total cost of attendance.
- The funding for student scholarships complements the funding parity achieved through the General Assembly during the 2019 session. Funding parity reimburses community colleges at a higher rate for short-term training leading to credentials (thus boosting the supply of these courses and pathways); the scholarships address demand by improving the affordability of these courses and pathways.

Small Business Counseling

- As approved by the SBCC in May 2020, the General Assembly allocated roughly \$3M in funding for additional counseling hours for NCCCS' Small Business Centers (\$51,724 per Small Business Center).
- This funding was made available by the General Assembly through S.L. 2020-4 (2020 COVID-19 Recovery Act) and is available for use through December 30, 2020.
- Small businesses are the economic backbone of North Carolina, especially in rural North Carolina, where 75% of small businesses have fewer than 10 employees. When crises such as the coronavirus pandemic strike, the need for strategic planning and pivoting of business operations is crucial to the small businesses' survival.
- Small Business Center counselors will assist businesses by providing services ranging from assessment of the impact of the pandemic/its economic shock on the business, break-even and cash flow analysis, review of financial obligations, information on funding sources, loan package preparation, and marketing assistance.

Law Enforcement Officer Training

- NC community colleges provide education to many of the state's law enforcement officers, through basic law enforcement training, in-service training, or both.
- In June, the State Board of Community Colleges approved up to \$100,000 in support of training for law enforcement officers on topics such as de-escalation, relationship-based policing, and community interaction.
- \$57,000 of the funds supported four regional train-the-trainer two-day events in July and August on new courses in "Impartial Policing." The event was attended by 149 participants, representing 56 colleges.
- Law enforcement officers taking the new CJC 5046 ("Impartial Policing") courses will be able to attend at no charge to themselves or their agencies through the regular law enforcement fee waiver authorized by the Legislature and the State Board.
- \$39,800 has been allocated to Wake Tech to support a train-the-trainer course for 80 people in verbal de-escalation. This course is in the process of being scheduled.

Teacher Preparation and Lateral Entry/Residency Pathways

- During 2020, significant progress has been made to position North Carolina Community Colleges to be a significant part of the teacher preparation pathway. Teaching positions are pandemic- and recession-proof – teachers are “essential workers” who are critical for the economic and social health of North Carolina.
- The State Board of Community Colleges approved the following programs/courses:
 - Associate in Arts and Associate in Science in Teacher Preparation (AATP and ASTP) Degrees
 - Career and College Promise College Transfer Pathways Leading to the Associate in Arts in Teacher Preparation and Associate in Science in Teacher Preparation
 - Accelerated application and approval process for colleges who wish to offer the AATP and/or ASTP programs
- Two new EDU Courses are included in the new AATP and ASTP degree programs: EDU 187 (“Teaching and Learning for All”) and EDU 279 (“Literacy Development and Instruction”).
- As of September 2nd, 28 colleges have been approved to offer the AATP and ASTP degrees (22 for fall 2020 implementation, four for spring 2021 implementation, and two for fall 2021 implementation).

“Destiny One” Workforce-Focused IT Solutions

- In April 2020, a contract was awarded to Destiny Solutions for a Short-term Workforce Development application. Named “Destiny One,” this application is intended to significantly enhance the automation of information for workforce training. For example, community colleges have not had the capacity to take registration and credit/debit card information online for short-term workforce training.
- Eleven pilot colleges were identified to configure the Destiny One application to meet the needs of the 58 community colleges. These colleges are Beaufort County CC, Central Carolina CC, Central Piedmont CC, Forsyth Technical CC, Haywood CC, Lenoir CC, Piedmont CC, Rowan-Cabarrus CC, Sandhills CC, Surry CC, and Wake Technical CC.