

Progress toward the Aims of the 2018-22 Strategic Plan, “Putting Education to Work”

Student Interest and Access

- With \$2.4M in private funds from the NC Community Colleges Foundation and the JM Belk Endowment, the NCCCS worked with APCO Worldwide to develop a systemwide **marketing campaign, “Your Hire Education.”** The campaign launched in August 2019 and includes video, billboards, social media, etc.
- NCCCS is also addressing student interest in industries experiencing skill gaps. For example, in collaboration with the Carolinas AGC (Assoc. Gen. Contractors), the NCCCS embarked on a **construction and contractor rebranding initiative**, with a construction camp for young students and marketing.
- The NCCCS is also expanding its reach to younger students through **expansion of the Career Coach program**, which enables high schools to more effectively offer guidance to students that may find their educational path at a community college. The Career Coach program received strong support during the 2019 session, which could result in total funding of \$4.5M in FY 2019-20 and \$5.3M in FY 2020-21.*
- In July 2018, the Governor announced \$7M in federal workforce development funds for **Finish Line Grants**, which enable community college students that are within striking distance of graduation to receive emergency funding to address financial challenges (medical bills, car repairs, etc.).
- With Belk Endowment support, NCCCS and the UNC System collaborated on a report, **Strengthening NC’s Need-Based State Grant Programs to Support Student Success** (5/2019) with recommendations for a simplified State need-based aid program and financial aid for students in short-term training.
- Through a **Hispanic/Latino initiative** begun in 2018, NCCCS has collaborated with numerous community organizations to explore how the NCCCS can more effectively reach and serve Hispanic students. One early strategy: a statewide summit for community college faculty and staff held in June 2019.
- Through legislative action, the NCCCS **simplified** how students graduating from a North Carolina high school **demonstrate in-state residency** in RDS (Residency Determination Service).

Clear and Supported Pathways for Student Progress and Success

- NCCCS is implementing RISE (Reinforced Instruction for Student Excellence) **co-requisite remediation** and CCRG (Career & College Ready Graduates) **remediation in high school** to improve student success.
- NCCCS continues to partner with the UNC System and NC Independent Colleges and Universities to develop and enhance **articulation agreements** to guarantee university acceptance of community college credits for transfer to university programs. Recent articulation agreements have focused on teacher education and the fine arts.
- NCCCS is supporting expanded policies for **credit for prior learning** so community colleges don’t make students take courses if they already possess the knowledge or competencies. Examples include credit for prior military experience and Continuing Education to Curriculum articulation (counting job training toward an academic program).
- The **Finish First Credential Audit** tool was developed by Wake Tech to identify students just a few credits shy of an academic credential. The JM Belk Endowment is funding scaling of this tool statewide.
- The NCCCS has embarked on an **Advising and Student Services Redesign** process.
- The NCCCS works with the Dept. of Health and Human Services to fund **Education Navigators** who work with low-income individuals receiving federal food assistance to find training for livable-wage careers.
- The NCCCS maintains a strong focus on **underserved students**, tracking/troubleshooting progress of different student groups using the NCCCS Equity Report, the Minority Male Success Initiative, etc.
- In July 2019, the SBCC allocated \$25,000 for a study on services for **students with disabilities**.

Economic and Workforce Impact

- The NCCCS achieved legislative support in 2019 for **parity funding for short-term workforce training** leading to an industry-recognized credential. If funded, this will mean **\$12M/year** in recurring funding.*
- The NCCCS **increased the size of its apprenticeship program by 44%** over two years, beyond a goal of 10,000 to 11,399 apprentices. Now the System has its sights set on a new goal of 15,000 apprenticeships, and is working to expand the use of the apprenticeship model in new industry sectors.
- In May 2019, the NCCCS collaborated with the Governor's Office and the NC Dept. of Commerce to launch the **Next Gen Sector Partnership** initiative. The sector partnership initiative uses a national model that emphasizes business-driven action. Three grants were made in summer 2019 to regional industry collaboratives involving community colleges and workforce development boards.
- In 2018, the NCCCS established the Council of Associations for Engagement, a **council of statewide industry associations**, to offer input to the Community College System on their needs and identify priorities. The group also spins out industry-specific initiatives to provide or promote industry training.
- The NCCCS has served as a member of the NC team for the National Governors Association Policy Academy on **Work-based Learning**. NCCCS has collaborated with Governor's Office and partner agencies to sponsor two work-based learning summits and introduce work-based learning strategies/tools.
- Through the myFutureNC Commission (co-led by Pres. Peter Hans with industry and education leaders), Board of Postsecondary Education Credentials (led by the Lt. Governor in 2018-19) and various state- and national-level conversations, NCCCS staff are participating in **credential attainment** goal setting, discussing what "credentials of value" are, and exploring how NC can move the needle.
- Through a project involving colleges and led by Nash Community College, NCCCS sponsored the Employability Skills Alignment Project to develop programming to help students learn the "**soft skills**" in **demand by employers** (ranging from communication and teamwork skills to work ethic).

System Effectiveness

- As part of a larger effort to secure funds for IT system modernization/ replacement, the NCCCS has secured legislative support for \$19M over the 2019-21 biennium for **workforce-focused IT**.*
- The NCCCS has also obtained legislative support for community college **operations/infrastructure**: \$6.4M in non-recurring support for **Hurricane Florence impacted colleges**; \$2.27M in recurring funds for workforce-development **multi-campuses**; \$2.29M recurring for **Residency Determination Service reform/funding**; and **capital funding** for community colleges of \$90.8M during the 2019-21 biennium (\$400M over 10 years).*
- Completed migration of first two colleges' IT infrastructure (Colleague ERP) from on-premise environment to the cloud (Amazon Web Services).
- The NCCCS continues to support **quality data and analytics**, including the development of dozens of interactive, public-facing dashboards to support data-driven decision making.
- The NCCCS continues to pursue **State Board Code changes** to support community college system aims.
- The NC Community College System worked with the NC Association of Community College Presidents, NC Association of Community College Trustees, State Board of Community Colleges and N4CSGA to create a **System Advisory Council** in spring 2018 to improve System collaboration.
- Multiple strategic plan-driven tactics of the NCCCS have a major focus on **professional development**. Examples: Financial Aid Leadership Academy; Student Services Leadership Academies; Advising and Student Support Redesign; and Guided Pathways work of the Student Success Center.