

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2023

FILED SENATE  
Mar 2, 2023  
S.B. 193  
PRINCIPAL CLERK

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SENATE BILL DRS35078-TC-6A

Short Title: Career Development Plans. (Public)

Sponsors: Senators Galey and Lee (Primary Sponsors).

Referred to:

1 A BILL TO BE ENTITLED  
2 AN ACT TO PROVIDE FOR CAREER DEVELOPMENT PLANS FOR ALL MIDDLE AND  
3 HIGH SCHOOL STUDENTS.

4 The General Assembly of North Carolina enacts:

5 SECTION 1.(a) Article 10 of Chapter 115C of the General Statutes is amended by  
6 adding a new Part to read:

7 "Part 1A. Career Development Plans.

8 "§ 115C-158.10. Career development plans.

9 (a) All middle and high school students enrolled in a local school administrative unit shall  
10 complete a career development plan that meets the requirements of this section. The local board  
11 of education shall ensure that students are provided assistance in completion of the plan as well  
12 as instruction on how to access that plan throughout the student's enrollment. A student shall not  
13 be promoted from seventh grade until a career development plan is created and shall not be  
14 promoted from tenth grade until the career development plan is revised. Local boards of  
15 education are encouraged to require more frequent revisions as appropriate. Charter schools are  
16 encouraged to require participation in career development plans for students in accordance with  
17 this section.

18 (b) Local boards of education shall ensure that career development plans are easily  
19 accessible to students and parents and shall provide parents written notice of the initial creation  
20 of a career development plan and information on how to access the plan.

21 (c) The State Board of Education shall adopt rules establishing minimum requirements  
22 for career development plans and shall require local boards of education to provide access to all  
23 career development plans through a designated electronic application. Career development plans  
24 shall include at least the following:

25 (1) Self-assessment of the student's aptitudes, skills, values, personality, and  
26 career interests.

27 (2) Exploration and identification of pathways for careers aligned with the  
28 student's self-assessment that include the following for each career:

29 a. Identification of needed education, training, and certifications.

30 b. Information on the most cost-efficient path to entry.

31 c. Opportunities within the school setting to explore and prepare for the  
32 career.

33 (3) Alignment of academic courses and extracurricular activities with the  
34 student's identified career interests, including the following:



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- 1                   a.     Inventory of aligned courses in middle and high school in grades six  
2                             through 10, and development of best strategies for course selection in  
3                             grades 11 and 12 to achieve identified career interests.  
4                   b.     Available record of the following:  
5                             1.     Completed dual-enrollment courses.  
6                             2.     Extracurricular activities.  
7                             3.     Awards and recognitions.  
8           (4)   Creation of a career portfolio, which may include items such as the following:  
9                   a.     Documentation of postsecondary plans.  
10                  b.     Completion of the Free Application for Federal Student Aid with  
11                             parental consent.  
12                  c.     Resume.  
13                  d.     Occupational outlook for identified career interests."

14           **SECTION 1.(b)** G.S. 115C-218.75 is amended by adding a new subsection to read:  
15           "(k) Career Development Plans. – A charter school is encouraged to adopt a policy to  
16           require all middle and high school students to complete a career development plan in accordance  
17           with G.S. 115C-158.10."

18           **SECTION 1.(c)** This section applies beginning with the 2024-2025 school year.

19           **SECTION 2.** The State Board of Education shall establish a pilot of at least 20 local  
20 school administrative units during the 2023-2024 school year to develop the plan requirements  
21 and professional development necessary for successful statewide implementation of career  
22 development plans in the 2024-2025 school year. The State Board of Education shall direct the  
23 Department of Public Instruction to develop and provide a career development plan electronic  
24 application to local boards of education and participating charter schools no later than the  
25 2024-2025 school year that will provide access for all students and parents to the student's career  
26 development plan and will integrate with career information available through other State  
27 agencies.

28           **SECTION 3.** This act is effective when it becomes law.