



NC Career Coach Program

**Annual Report to the
Joint Legislative Education Oversight Committee**

Submitted by The State Board of Community Colleges

As Required by G.S. 115D-21.5(d)

October 1, 2018

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SUMMARY

The North Carolina Community College System administers the Career Coach Program, which places community college Career Coaches in high schools to assist students with determining career goals and identifying educational pathways enabling students to achieve these goals. Since the Program's inception in 2015, the General Assembly has shown a commitment to the Program going from an initial \$500,000 appropriation to a total of \$2,800,000 in 2018. As of July 1, 2018, there are 64 Career Coaches across the State. During the 2017-18 academic year, fifty-five (55) Career Coaches at twenty-seven (27) Community Colleges served 7,405 Fall 2017 students and 11,018 Spring 2018 students at thirty-seven (37) Local Education Agencies. While the Career Coach Program has grown and demonstrated success, barriers to on-going success continue. Primarily, these barriers consist of the difficulty in securing the required matching funds and the recruitment and retention of coaches.

BACKGROUND

North Carolina General Statute 115D-21.5 establishes the NC Career Coach Program. The purpose of the Program is to place Career Coaches employed by community colleges in high schools to assist students with determining career goals and identifying community college programs that align with those goals. The Career Coach Program is a partnership between local boards of education and community colleges. Career Coach funds are awarded through an application process based on the following: 1) consideration of the workforce needs of business and industry in the region; 2) targeting of resources to enhance ongoing economic activity within the community college service area and surrounding counties; and, 3) geographic diversity of awards.

STATE FUNDING

State funds for Career Coaches must be matched dollar-for-dollar with non-State funds, either public or private. State funds may be used for salary, benefits, and all other expenses related to the employment of the career coach.

Year	Total Recurring Funding
2015-16	\$500,000
2016-17	\$1,000,000
2017-18	\$2,100,000
2018-19	\$2,800,000

APPLICATION & AWARD OF FUNDS

- **Application Process:** Since funding is not sufficient to provide Career Coaches at every college and in every LEA, funding is allocated on an RFP basis. Interested colleges must submit an application that includes the requirements of G.S. 115D-21.5(c) as well as the following additional components:
 - A deployment plan describing how NC Career Coaches will:
 - Address targeted needs in the community; and,
 - Effectively and appropriately serve the LEA based on a rationale supported by local community leaders.
 - A professional development plan that:
 - Prepares Career Coaches to work in a high school setting;
 - Ensures Career Coaches are aware of and have the tools and resources to remain current in their knowledge of career opportunities and required education and training; and,
 - Prepares Career Coaches to serve as effective advisors as college personnel in a high school setting.
 - A plan for communicating with stakeholders, including high school students, high school and middle school faculty and staff, parents, guardians, and area employers.
 - An evaluation plan including expected outcomes.
- **Advisory Committee Review:** The Advisory Committee required by G.S. 115D-21.5(c)(1) reviews the applications. This committee is made up of representatives from the NC Community College System, the Department of Public Instruction (DPI), the NC Department of Commerce, and at least three representatives of the business community. The committee evaluates applications based upon the following:
 - Consideration of the workforce needs of business and industry in the region.
 - Targeting of resources to enhance on-going economic activity within the community college service area and surrounding counties.
 - Quality of the deployment, professional development, and communication plans.
 - Geographic diversity of awards.
- **Award & Duration of Funding:** The State Board of Community Colleges awards Career Coach funds based upon the recommendations of the Advisory Committee. Funds are awarded on a State fiscal year basis. Because of the limited amount of funds available, compared to the number of community colleges and LEAs in the State, funding is awarded in two-year cohorts. Any college, including colleges that are already receiving Career Coach funds, may apply for funding during each application period. Although not optimal, the two-year limit on funding does allow additional colleges to apply and allows the Advisory Committee to evaluate the success of the Career Coaches for colleges previously receiving funding.

APPLICANTS

2017-19 COHORT APPLICATIONS

The 2017-19 cohort started with a pool of twenty-seven (27) colleges and forty (40) LEAs submitting partnership applications.

TABLE 1.

2017-19 COHORT APPLICANTS	
COMMUNITY COLLEGE	LOCAL EDUCATIONAL AGENCY
Alamance	Alamance-Burlington School System
Bladen	Bladen County Schools
Blue Ridge	Henderson County Public Schools
Brunswick	Brunswick County Public Schools
Caldwell	Caldwell County Schools & Watauga County Schools
Central Carolina	Lee County Schools, Harnett County Schools, & Chatham County Schools
Cleveland	Cleveland County Schools
Davidson	Davie County Schools & Davidson county Schools
Durham	Durham Public Schools
Edgecombe	Edgecombe County Public Schools
Forsyth	Winston-Salem/Forsyth County Schools
Gaston	Gaston County Schools & Lincoln County Schools
Halifax	Halifax County Schools & Weldon City Schools
Haywood	Haywood County Schools
Isothermal	Rutherford County Schools
Lenoir	Lenoir county Public Schools, Jones County Public Schools, & Greene County Schools
Mayland	Michell County Schools & Yancey County Schools
McDowell	McDowell County Schools
Nash	Nash-Rocky Mount Schools
Pamlico	Pamlico County Schools, Arapahoe Charter School & Pamlico Christian Academy
Piedmont	Person County Schools & Caswell County Schools
Pitt	Pitt County Schools
Randolph	Asheboro City Schools & Randolph County Schools
Rowan-Cabarrus	Rowan Salisbury School System
Surry	Surry County Schools
Vance-Granville	Warren County Schools & Granville county Schools
Western Piedmont	Burke County Public Schools
27 Colleges	40 LEAs

Initially, forty-seven (47) Career Coaches for FY 2017-18 and FY 2018-19 at twenty-three (23) Community Colleges were approved to serve students at thirty-three (33) LEAs. However, several approved applicants lost matching funds. Therefore, non-awarded partnerships from the 2017-19 cohort application pool were awarded funds for the 2017-18 year only. These four (4) Community Colleges were able to serve students at four (4) LEAs with eight (8) additional Career Coaches. (See colleges with * in [TABLE 3.](#)) Therefore, during the 2017-18 academic year, a total of fifty-five (55) Career Coaches at twenty-seven (27) Community Colleges served students at thirty-seven (37) LEAs.

Partnerships	Applied	2017-19	Add'l for 2017-18 Only
		Awarded	
Community Colleges	27	23	4
LEAs	40	33	4
Total Career Coaches Funded		47	8

2018-20 COHORT APPLICATIONS

Effective July 1, 2018, the General Assembly appropriated an additional \$700,000 to the NC Career Coach Program. Eight (8) colleges and fourteen (14) LEAs submitted partnership applications. Seventeen (17) Career Coaches for FY 2018-19 and FY 2019-20 at eight (8) Community Colleges were approved to serve students at fourteen (14) LEAs.

TABLE 2.

2018-20 COHORT APPLICANTS	
COMMUNITY COLLEGE	LOCAL EDUCATIONAL AGENCY
Cape Fear	New Hanover County Schools & Pender County Schools
Carteret	Carteret County Public Schools
Catawba Valley	Alexander County Schools, Catawba County Schools, Hickory Public Schools, & Newton-Conover City Schools
Fayetteville	Cumberland County Schools
Johnston	Johnston County Schools
Martin	Martin County Schools
Robeson	Public Schools of Robeson County
Wilkes	Wilkes County Schools, Ashe County Schools, & Alleghany County Schools
8 Colleges	14 LEAs

TOTAL STATEWIDE CAREER COACHES AS OF JULY 1, 2018

TABLE 3.

COLLEGE (REGION)	TOTAL # OF COACHES AS OF 7/1/18	FY 17-18 AWARD ** (# OF COACHES)	FY 18-19 AWARD ** (# OF COACHES)	LEA	MATCHING FUND SOURCE
Alamance (Central)	2	\$76,363 (2)	\$76,363 (2)	Alamance- Burlington School System	Alamance- Burlington School System
Bladen* (Eastern)	1	\$38,725 (1)	N/A	Bladen County Schools	College Institutional Funds
Blue Ridge (Western)	2	\$76,363 (2)	\$76,363 (2)	Transylvania County Schools	College Institutional Funds
Brunswick (Eastern)	2	\$76,363 (2)	\$76,363 (2)	Brunswick County Public Schools	College Institutional Funds and Brunswick County Schools
Caldwell (Western)	3	\$114,545 (3)	\$114,545 (3)	Caldwell County Schools	College Institutional Funds
Cape Fear (Eastern)	3	N/A	\$116,175 (3)	New Hanover County Schools & Pender County Schools	Unknown
Carteret (Eastern)	2	N/A	\$77,450 (2)	Carteret County Public Schools	College Institutional Funds and Carteret County Public Schools
Catawba Valley (Western)	2	N/A	\$77,450 (2)	Alexander County Schools, Catawba County Schools, Hickory Public Schools, & Newton-Conover City Schools	College Institutional Funds
Central Carolina (Central)	3	\$114,545 (3)	\$114,545 (3)	Chatham County Schools, Lee County Schools, & Harnett County Schools	Education and Workforce Innovation Grant
Cleveland (Western)	2	\$76,363 (2)	\$76,363 (2)	Cleveland County Schools	College Institutional Funds
Davidson County (Western)	1	\$38,182 (1)	\$38,182 (1)	Thomasville City Schools &	College Institutional Funds

COLLEGE (REGION)	TOTAL # OF COACHES AS OF 7/1/18	FY 17-18 AWARD** (# OF COACHES)	FY 18-19 AWARD** (# OF COACHES)	LEA	MATCHING FUND SOURCE
				Lexington City Schools	
Durham (Central)	1	\$38,182 (1)	\$38,182 (1)	Durham Public Schools	College Institutional Funds and Orange County Schools
Edgecombe (Eastern)	3	\$114,545 (3)	\$114,545 (3)	Edgecombe County Public Schools	College Institutional Funds
Fayetteville (Central)	2	N/A	\$77,450 (2)	Cumberland County Schools	College Institutional Funds
Forsyth (Central)	3	\$114,545 (3)	\$114,545 (3)	Winston-Salem/Forsyth County Schools	College Foundation Funds
Gaston (Western)	2	\$76,363 (2)	\$76,363 (2)	Gaston County Schools & Lincoln County Schools	College Institutional Funds, Gaston County Schools, and Lincoln County Schools
Halifax (Eastern)	1	\$38,182 (1)	\$38,182 (1)	Halifax County & Weldon City Schools	College Institutional Funds and Halifax Business Horizons
Haywood (Western)	2	\$76,363 (2)	\$76,363 (2)	Haywood County Schools	The Phillips Fund
Isothermal (Western)	1	\$38,182 (1)	\$38,182 (1)	Rutherford County Schools	College Institutional Funds
Johnston* (Eastern)	2	\$77,450 (2)	\$77,450 (2)	Johnston County Schools	College Institutional Funds
Lenoir (Eastern)	3	\$114,545 (3)	\$114,545 (3)	Lenoir County Public, Jones County Public, & Greene County Schools	College Institutional Funds, College Foundation Funds, Lenoir County Schools, Jones County Schools, and Greene County Schools
Martin* (Eastern)	1	\$116,180 (3)	\$38,725 (1)	Martin County Schools	College Institutional Funds
McDowell (Western)	1	\$38,182 (1)	\$38,182 (1)	McDowell County Schools	College Foundation Funds
Nash (Eastern)	2	\$76,363 (2)	\$76,363 (2)	Nash-Rocky Mount Schools	College Institutional Funds

COLLEGE (REGION)	TOTAL # OF COACHES AS OF 7/1/18	FY 17-18 AWARD** (# OF COACHES)	FY 18-19 AWARD** (# OF COACHES)	LEA	MATCHING FUND SOURCE
Piedmont (Central)	2	\$76,363 (2)	\$76,363 (2)	Person County Schools & Caswell County Schools	County funds
Pitt (Eastern)	3	\$114,545 (3)	\$114,545 (3)	Pitt County Schools	College Institutional Funds, College Foundation Funds, and Pitt County Funds
Randolph (Central)	3	\$114,545 (3)	\$114,545 (3)	Asheboro City Schools & Randolph County Schools	College Institutional Funds
Robeson* (Eastern)	1	\$77,450 (2)	\$38,725 (1)	Public Schools of Robeson County	College Institutional Funds
Rowan- Cabarrus (Central)	2	\$76,363 (2)	\$76,363 (2)	Rowan Salisbury School System	College Institutional Funds and College Foundation
Vance- Granville (Central)	1	\$38,182 (1)	\$38,182 (1)	Granville County Schools & Warren County Schools	TAACT Grant Indirect Funds and Granville County Public School System
Western Piedmont (Western)	2	\$76,363 (2)	\$76,363 (2)	Burke County Public Schools	College Institutional Funds
Wilkes (Western)	4	N/A	\$154,900 (4)	Wilkes County Schools, Ashe County Schools, & Alleghany County Schools	College Institutional Funds and College Foundation

* Indicates originally non-awarded partnerships from the 2017-19 cohort application pool who were added for FY 2017-18, only.

** Award amounts indicate the funding level at the time the SBCC approved the award.
(See Appendix 2 for grouping by Region.)

IMPACT DATA FOR 2017-18

Although there is a total of 64 Career Coaches Statewide, impact data is only available for the 55 Career Coaches who were deployed during the 2017-18 academic year.

STUDENT ENGAGEMENT

Student engagement is the one-on-one session with a Career Coach discussing the student's career interests, identifying opportunities for deeper exploration and immersion, and developing a guided pathway towards appropriate course selection related to the student's career interest. In addition to student engagement, Career Coaches may also hold groups sessions and activities.

TABLE 4.

COLLEGE (REGION)	NO. OF COACHES	COACHING SESSIONS		HIGH SCHOOL
		FALL 2017	SPRING 2018	
Alamance (Central)	2	94	235	Southern Alamance HS & Cummings HS
Bladen (Eastern)	1	-	187	West Bladen HS & East Bladen HS
Blue Ridge (Western)	2	259	390	Brevard HS, Rosman HS, & Davidson River HS
Brunswick (Eastern)	2	-	406	North Brunswick HS, South Brunswick HS, West Brunswick HS, & Brunswick County Academy
Caldwell (Western)	3	556	-	Hibriten HS, South Caldwell HS, & West Caldwell HS
Central Carolina (Central)	3	465	737	Chatham Central HS, Southern Lee HS, & Triton HS
Cleveland (Western)	2	165	470	Burns HS, Crest HS, Kings Mountain HS, & Shelby HS
Davidson County (Western)	1	59	265	South Davidson HS & Davie County HS
Durham (Central)	1	43	74	Cedar Ridge HS
Edgecombe (Eastern)	3	977	1024	North Edgecombe HS, Southwest Edgecombe HS, & Tarboro HS
Forsyth (Central)	3	158	510	Carver HS, Parkland Magnet HS, & West Stokes HS
Gaston (Western)	2	350	404	Bessemer City HS, Hunter Huss HS, North Gaston HS, Asbury School, East Lincoln HS, Lincolnton HS, West Lincoln HS, & North Lincoln HS
Halifax (Eastern)	1	35	34	Southeast Halifax HS & Northwest Halifax HS

COLLEGE (REGION)	NO. OF COACHES	COACHING SESSIONS		HIGH SCHOOL
		FALL 2017	SPRING 2018	
Haywood (Western)	2	138	130	Pisgah HS, Tuscola HS, Central Haywood HS, Waynesville Middle School, Canton Middle School, & Bethel Middle School
Isothermal (Western)	1	435	600	RS Central HS, Chase HS, & East HS
Johnston (Eastern)	2	53	114	South Johnston HS, Cleveland HS, & Princeton HS
Lenoir (Eastern)	3	509	553	Greene Central HS, Jones Senior HS, South Lenoir HS, North Lenoir HS, & Kinston HS
Martin (Eastern)	3	-	270	Riverside HS, South Creek HS, & Williamston HS
McDowell (Western)	1	321	264	McDowell HS, & McDowell Alternative Education Center
Nash (Eastern)	2	11	171	Northern Nash HS, Southern Nash HS, Nash Central HS, & Rocky Mount HS
Piedmont (Central)	2	139	342	Person HS & Barlett-Yancey HS
Pitt (Eastern)	3	687	923	North Pitt HS, JH Rose HS, Farmville Central HS, South Central HS, Ayden-Grifton HS, & DH Conley HS
Randolph (Central)	3	385	991	Asheboro HS, Eastern Randolph HS, Southwestern Randolph HS, & Trinity HS
Robeson (Eastern)	2	527	527	Fairmont HS, Lumberton HS, Purnell Swett HS, Red Springs HS, South Robeson HS, & St. Pauls HS
Rowan-Cabarrus (Central)	2	246	289	North Rowan HS, Salisbury HS, & South Rowan HS
Vance-Granville (Central)	1	55	252	JF Webb HS & Warren County HS
Western Piedmont (Western)	2	738	856	Draughn HS, East Burke HS, Freedom HS, Patton HS, & Hallyburton Academy
TOTALS	55	7,405	11,018	94

PATHWAY ENROLLMENTS

Students enrolled in a variety of high school Career & Technical Education (CTE) pathways, community college Career and College Promise (CCP) CTE pathways, and community college CCP College Transfer Pathway (CTP) pathways. Both high school and community college CTE pathways educate students in a variety of careers such as Advance Manufacturing, Agriculture, Biotechnology, Health Sciences, Information Technology, Robotics, Welding, and many other career opportunities. The community college CTP pathway serves students in careers requiring a bachelor's degree such as Engineering.

TABLE 5.

PATHWAY	FALL 2017	SPRING 2018
High School – Career & Technical Education	40,447	40,129
Community College – Career & College Promise: Career & Technical Education	3,909	4,216
Community College – Career & College Promise: College Transfer Pathway	2,578	4,267
TOTALS	46,934	48,612

EMPLOYER ENGAGEMENT

Career Coaches served the community by engaging with the local workforce via meetings with local workforce leaders, chambers of commerce, and other business leaders. In January 2018, the NC Community College System Office began requiring colleges to report on employer engagement activities. During the Spring 2018 semester:

- 1,034 workforce engagement activities supported the adjustment to available pathways in order to better meet the state and local workforce need.
- Career Coaches contributed to both high school and community college curriculum leaders in the adjustment of fourteen (14) high school CTE pathways, sixty-eight (68) CCP-CTE pathways, and eleven (11) CCP-CTP pathways.

BARRIERS

The NC Career Coach program has received positive response from both community colleges and employers. However, there are barriers to access for colleges and LEAs.

Match Requirement. G.S. 115D-21.5(c)(2)b. requires that State funds are matched dollar-for-dollar. In order for an application to be considered for funding, the community college must certify on the application that matching funds are available. The dollar-for-dollar matching requirement is a significant barrier for some colleges, especially small, rural colleges that have limited access to county funds or private funding sources. For example, in the 2017-19 Cohort, the following colleges were selected and were not awarded funding due to a loss of matching funds: Mayland (2 coaches), Pamlico (1 coach), and Surry (2 coaches). For the 2018-20 Cohort, due to a loss of matching funds Martin Community College reduced their award from four (4) coaches to one (1) coach, and Robeson

Community College requested only one (1) coach. The NC Community College System Office is exploring options for matching funds, including working to secure additional private funds that would be made available to colleges.

Retention & Expansion. As stated above, funds are awarded in two-year cohorts. Cohorts are utilized to allow other colleges to apply for funds and to evaluate currently funded Career coach programs. However, since Career Coach positions are only funded for two years, recruitment and retention of coaches is difficult. Absent additional funding, the NC Community College System has decided to increase the funding from two years to three years to support colleges' efforts to retain coaches.

CONCLUSION

The NC Career Coach Program is successfully helping high school students to choose a viable career path. Although there are only 64 Career Coaches statewide, there is broad deployment and strong engagement with coaching students as evidenced by student enrollment in both high school and community college pathways. Career Coaches are also engaging with the local workforce in order to better align workforce needs with pathways. To further understand program impact at the local level, colleges submitted narratives describing strength and improvement areas (See Appendix 1). These narratives illustrate the creative efforts to guide students on the path through excellent education in to the workforce. However, difficulties persist with regard to the ability to secure matching funds and the recruitment and retention of coaches.

APPENDIX 1

Selected College Highlights

Alamance Community College

"Next year, areas of focus will include (1) increasing the number visits to local industries/increasing workforce impact, (2) increasing the dialog with ACC department heads to stay abreast of changing curriculum programs and industry needs (3) collaborating with ACC staff to provide more Career and College promise information to families through parent programs, and (4) continuing to provide career exploration activities and other career coaching services (soft skills, resume writing, interviewing skills, etc.) to students across the high school span."

Bladen Community College

"In the one-on-one meetings with my students, I give them a career assessment using the program "Career Coach" that our college purchased. I find that many students are interested in multiple career paths but are not sure which path would be the best fit for them. I feel that this assessment can help uncertain students make informed decisions about potential careers while also helping them determine a career path that they may be interested in."

Blue Ridge Community College

"As a career coach you are able to make connections between the school system, industry and key stakeholders that may not typically be able to happen. Opportunities such as internships and more involvement of the local industry in the schools have been a result of this."

Brunswick Community College

"The conversations were about what interests' students had and how they would reach those goals through high school pathways and postsecondary plans. Most students knew what they wanted to do postsecondary, however, needed assistance on how to attain the goal(s). For the late start classes at BCC, 35 students were enrolled in 43 sections, some being first time CCP students."

Central Carolina Community College

"We have several apprenticeship programs offered through our CCP pathways, like the Caterpillar Apprenticeship program in Lee County and the Welding and Machining Apprenticeship programs in Harnett County. Our three Career Coaches were all involved in the Triangle South Advanced Manufacturing Pathways Team and contributed to the Advanced Manufacturing Certified Pathway Application that is currently awaiting a response from the state regarding it's recommendation for approval. The coaches are also crucial in planning and implementing the annual EWIF Bridging Education and Careers Summer Symposium, which connects high school core subject area teachers with local business and industry leadership."

Cleveland Community College

"The coaches also successfully planned and accomplished a one-day career discovery day in April, allowing over 1000 high school juniors to explore a wide range of career options, such as healthcare, manufacturing, business, education, and public services. The coaches also coordinated interactive CCC campus tours for over 200 Cleveland County 10th graders."

Davidson County Community College

"Another strength of this program this semester was working with Janet Barnes, the CDC to meet with 95% of Davie County 8th graders and 90% of Davie County 9th graders through in-class presentations. During these sessions we conducted career explorations and linked potential careers to electives offered at Davie and higher education pathways for the 9th graders. These class sessions also led to some more targeted one-on-one meetings with students who needed additional information or guidance."

Durham Technical Community College

"Croson Plumbing meeting discussing and brainstorming ideas to meet the need for training options in the plumbing field and how to promote this career to students. Met with Orange County Sheriff Deputy about transition of students from High School Public Safety (both in high school and through CCP) transition to Basic Law Enforcement. Planned and conducted a joint presentation with the Army Recruiter to Senior English class on the variety of opportunities available to pursue a career."

Halifax Community College

"By collaborating with multiple Community College departments, Career Coaches provide an array of supportive and planning services. All of which the Coach used at the school level, to help students understand the processes from assessment of interest, advisement about career pathways, and activities related to job readiness; in addition to the process of employment. Career Coaches play a vital role in closing the gap between high school students with community college staff and potential employers."

Johnston Community College

"The focus has been to increase communication with the local LEA- Johnston County Public Schools (JCPS) - and continue to build a solid working relationship with faculty, staff, and administration. This main focus has been accomplished over the last two years and continues to grow. This growth is shown through the promotion of Career and Technical Education through classroom visits, career/college fairs, industry tours, guest industry speakers, JCC program visits, JCC campus tours, one-on-one student visits with the career coach, and close working relationships between the JCC Career Coach and the JCPS Career Development Counselors (CDC)."

Lenoir Community College

"Students have been given the opportunity to attend different workshops like Manufacturing Day and Transportation Day sponsored by Lenoir Community College and also the Engineering Summit sponsored by Lenoir Community College and the Advanced Manufacturing Symposium at Craven Community College."

Martin Community College

"The career coach(es) and Director of HS Programs are planning to visit several businesses/industries this summer in order to plan for site visits next school year in an effort to allow students to see area opportunities first hand and become knowledgeable of the functions of area industry."

McDowell Technical Community College

"The Career Coach's role continues to facilitate the building of knowledge and relationships between local industries and developing students for successful workforce participants... Revisiting, adding, and revising the CCP pathways by college faculty and the Curriculum Committee (of which the Career Coach is a member) allows to better meet local industries' needs and students' accessibility to the programs and courses."

Nash Community College

"During the Spring 2018 semester, the Nash Community College (NCC) Career Coach attended a Workforce Readiness Coalition meeting at the Rocky Mount Chamber of Commerce and discussed career pathway offerings provided by Nash Community College. During the meeting, attendees shared information on new employment opportunities that will be coming to the Twin County region. This can be very valuable information as NCC evaluates current pathways and the alignment with local workforce needs."

Piedmont Community College

"During the Spring 2018 Semester, meetings occurred with industries such as SpunTech, Certainteed and GKN to discuss ways to meet their employment need as well as the students served. One example, is preparing a plan for an apprenticeship program that will better equip students with skills to thrive in a maintenance career. From meetings with industry, it has been noted that employers need more employees that have earned core classes in the mechanical and electrical fields and have the ability to work with Programmable Logic Controllers (PLC)."

Robeson Community College

"In my role, I chose to collaborate and coordinate with the Career Development Coordinator on the public school side. This relationship led to much success for our students. Students were exposed to opportunities such as job shadowing, internships completing real applications for real job placement, participating in the "Reality of Money" simulation hosted by the State Employees Credit Union, and seniors were given the opportunity to go through the hiring process for a national company, Graphic Packaging."

Rowan-Cabarrus Community College

"*Real Talk* was designed to have an open forum about education and employment. Representatives from employers, Centralina Workforce, community colleges (RCCC and CPCC), 4-year public and private colleges and universities were there. This occurred March 22nd. Next year we intend on inviting Schools County-Wide and offering the event more than once a year."

Western Piedmont Community College

"The College's Educational Talent Search program has also been a beneficial partnership and the Career Coaches have built relationships with the ETS counselors in each high school."

APPENDIX 2
Career Coaches by Region

REGION	COLLEGE	TOTAL # OF COACHES AS OF 7/1/18	LEA	MATCHING FUND SOURCE
Central	Alamance	2	Alamance-Burlington School System	Alamance-Burlington School System
	Central Carolina	3	Chatham County Schools, Lee County Schools, & Harnett County Schools	Education and Workforce Innovation Grant
	Durham	1	Durham Public Schools	College Institutional Funds and Orange County Schools
	Fayetteville	2	Cumberland County Schools	College Institutional Funds
	Forsyth	3	Winston-Salem/Forsyth County Schools	College Foundation Funds
	Piedmont	2	Person County Schools & Caswell County Schools	County funds
	Randolph	3	Asheboro City Schools & Randolph County Schools	College Institutional Funds
	Rowan-Cabarrus	2	Rowan Salisbury School System	College Institutional Funds and College Foundation
	Vance-Granville	1	Granville County Schools & Warren County Schools	TAACT Grant Indirect Funds and Granville County Public School System
Eastern	Bladen	1	Bladen County Schools	College Institutional Funds
	Brunswick	2	Brunswick County Public Schools	College Institutional Funds and Brunswick County Schools
	Cape Fear	3	New Hanover County Schools & Pender County Schools	Unknown

REGION	COLLEGE	TOTAL # OF COACHES AS OF 7/1/18	LEA	MATCHING FUND SOURCE
	Carteret	2	Carteret County Public Schools	College Institutional Funds and Carteret County Public Schools
	Edgecombe	3	Edgecombe County Public Schools	College Institutional Funds
	Halifax	1	Halifax County & Weldon City Schools	College Institutional Funds and Halifax Business Horizons
	Johnston	2	Johnston County Schools	College Institutional Funds
	Lenoir	3	Lenoir County Public, Jones County Public, & Greene County Schools	College Institutional Funds, College Foundation Funds, Lenoir County Schools, Jones County Schools, and Greene County Schools
	Martin	1	Martin County Schools	College Institutional Funds
	Nash	2	Nash-Rocky Mount Schools	College Institutional Funds
	Pitt	3	Pitt County Schools	College Institutional Funds, College Foundation Funds, and Pitt County Funds
	Robeson	1	Public Schools of Robeson County	College Institutional Funds
Western	Blue Ridge	2	Transylvania County Schools	College Institutional Funds
	Caldwell	3	Caldwell County Schools	College Institutional Funds
	Catawba Valley	2	Alexander County Schools, Catawba County Schools, Hickory Public Schools, & Newton-Conover City Schools	College Institutional Funds
	Cleveland	2	Cleveland County Schools	College Institutional Funds
	Davidson County	1	Thomasville City Schools &	College Institutional Funds

REGION	COLLEGE	TOTAL # OF COACHES AS OF 7/1/18	LEA	MATCHING FUND SOURCE
			Lexington City Schools	
	Gaston	2	Gaston County Schools & Lincoln County Schools	College Institutional Funds, Gaston County Schools, and Lincoln County Schools
	Haywood	2	Haywood County Schools	The Phillips Fund
	Isothermal	1	Rutherford County Schools	College Institutional Funds
	McDowell	1	McDowell County Schools	College Foundation Funds
	Western Piedmont	2	Burke County Public Schools	College Institutional Funds
	Wilkes	4	Wilkes County Schools, Ashe County Schools, & Alleghany County Schools	College Institutional Funds and College Foundation