



**NORTH CAROLINA**  
State Board of Education  
Department of Public Instruction

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# Report to the North Carolina General Assembly

CTE Industry Certifications and Credentials  
Teacher Bonus Program

*SL 2021-180 (SB 105), sec. 7A.4*

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Section Chief for Reporting and Analysis  
Career and Technical Education

**Version Date:** December 8, 2022

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The report was prepared in accordance with requirements of SL 2021-180 (SB 105), sec. 7A.4.

SECTION 7A.4.(a) Establish Advanced Course and CTE Bonus Program. – The State Board of Education shall establish a teacher bonus program for the 2021-2023 fiscal biennium to reward teacher performance and encourage student learning and improvement. To attain this goal, the Department of Public Instruction shall administer bonus pay to qualifying teachers whose salaries are supported from State funds in January of 2022 and January of 2023, based on data from the 2020-2021 and 2021-2022 school years, respectively, in accordance with this section.

The Department of Public Instruction collaborated with the Department of Commerce’s Labor and Economic Analysis Division (LEAD) to identify the academic rigor and employment value of the industry recognized credentials earned by secondary students in Career and Technical Education (CTE) programs during the 2015-16 school year. Based on the data gathered, in December 2016, the State Board of Education approved a bonus program based on three tiers of credentials. Those credentials with both high academic rigor and employment value were designated as Tier 3 and eligible for a bonus of \$50 each. Tier 2 credentials have either high academic rigor or high employment value and will receive a \$25 bonus. Tier 1 credentials, while still valuable to students, did not have either high academic rigor or high employment value and therefore, are not eligible for teacher bonus pay.

Employment value was calculated based on the entry wages, employment growth rate and the projected number of job openings for the primary occupation of each credential earned. The process was similar to the methodology used by LEAD in the Star Job Ratings reporting. DPI and LEAD used several data sources to match occupations with credentials. However, the alignment process is not a perfect science. Many credentials earned can be aligned with more than one occupation or group of occupations. The CTE Credential Tier Designation is re-evaluated annually. Tables 1, 2, and 3 detail the 2021-2022 assignment of each credential type to a Tier based on the methodology used by DPI and LEAD.

**Table 1: 2021-2022 Tier 1 Credentials**

<b>2021-2022 Tier 1 Credentials Teacher Credential Payment=\$0.00</b>		
<b>Agricultural Education</b>		
<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
AA21	Animal Science I	NC Beef Quality Assurance
AA21	Animal Science I	Youth for Qual Care of Animals-YQCA
AA22	Animal Science II	Animal Waste Certification
AA22	Animal Science II	NC Beef Quality Assurance
AA22	Animal Science II	Youth for Qual Care of Animals-YQCA
AN51	Natural Resources I	NC Hunter Safety Course
AN52	Natural Resources II	NC Hunter Safety Course
AS31	Agricultural Mechanics I	Natl SafeTractor and Machinery Op
AS31	Agricultural Mechanics I	OSHA 10-Hr Industry Cert - Ag
AS32	Agricultural Mechanics II	Natl SafeTractor and Machinery Op
AS32	Agricultural Mechanics II	OSHA 10-Hr Industry Cert - Ag
AU10	Agriscience Applications	Natl SafeTractor and Machinery Op
AU10	Agriscience Applications	NC Hunter Safety Course
AU11	Agricultural Production I	Natl SafeTractor and Machinery Op
AU11	Agricultural Production I	NC Beef Quality Assurance
AU11	Agricultural Production I	Youth for Qual Care of Animals-YQCA
AU12	Agricultural Production II	NC Beef Quality Assurance
AU12	Agricultural Production II	Youth for Qual Care of Animals-YQCA
AU22	Sustainable Agriculture Production II	Certified Level Beekeeper

**2021-2022 Tier 1 Credentials  
Teacher Credential Payment=\$0.00**

**Business, Finance, and Marketing Education**

<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
CS12	Project Management II	PMI Project Management Ready Cert
ME11	Entrepreneurship I	Venture Entrepreneurial Expedition
ME12	Entrepreneurship II	Entrepreneurship and Small Business
ME12	Entrepreneurship II	Venture Entrepreneurial Expedition

**Career Development Education**

<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
CC45	Career Management	Conover-Workplace Readiness (CCWR)
CC45	Career Management	Microburst Soft Skills for Success
CC45	Career Management	Express Employment Prof Career Prep

**Computer Science and Information Technology Education**

<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
BM10	Microsoft Word and PowerPoint	MOS 2019 or above PowerPoint
BM10	Microsoft Word and PowerPoint	MOS 2019 or above Word
BM20	Microsoft Excel	MOS 2019 or above Excel Core

**Family and Consumer Sciences Education**

<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
FA32	Apparel and Textile Production II	PrePAC in Fash Textile and Apparel
FC14	Counseling and Mental Health II	PrePAC in Family and Commun Svcs
FE11	Early Childhood Education I	CPR
FE11	Early Childhood Education I	First Aid
FE12	Early Childhood Education II	CPR
FE12	Early Childhood Education II	First Aid
FH13	Culinary Arts and Hospitality III	PrePAC in Culinary Arts
FI22	Interior Design Studio	PrePAC in Interior Design Fndmntls
FN41	Food and Nutrition I	ANSI-Accredited Food Handler Cert
FN42	Food and Nutrition II	PrePAC in Nutrition Food Wellness
FN43	Food Science and Technology	PrePAC in Food Science Fundamentals

**Health Science Education**

<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
HB12	Biomedical Technology II	OSHA 10-Hr Industry Cert - Hlthcare
HP71	PLTW Human Body Systems	CPR/AED
HP71	PLTW Human Body Systems	First Aid
HP71	PLTW Human Body Systems	Stop the Bleed
HU40	Health Science I	First Aid
HU42	Health Science II	CPR/AED
HU42	Health Science II	OSHA 10-Hr Industry Cert - Hlthcare
HU42	Health Science II	Stop the Bleed

<b>2021-2022 Tier 1 Credentials</b> <b>Teacher Credential Payment=\$0.00</b>		
<b>Trade, Technology, Engineering, and Industrial Education</b>		
<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
IC00	Construction Core	OSHA 10-Hr Construction Cert
ID11	Drone Technology I	NCDOT NC UAS Operator Permit
ID12	Drone Technology II	Esri Drone2Map
IM11	Advanced Manufacturing I	OSHA 10-Hr Industry Cert - Mfg
IM21	Woodworking I	OSHA 10-Hr Construction Cert
IM22	Woodworking II	OSHA 10-Hr Construction Cert
IM61	Welding Technology I	OSHA 10-Hr Construction Cert
IM61	Welding Technology I	S/P2 Weld Safety and Pollutn Prvntn
IP11	Public Safety I	Law and Pub Safety Intro Competency
IP12	Public Safety II	Community Emerg Resp Team (CERT)
IP22	Emergency Medical Technology II	EMS Emerg Vehicle Op Safety (EVOS)
IP31	Firefighter Technology I	NCOSFM - Firefighter Technology I
IP32	Firefighter Technology II	NCOSFM - Firefighter Tech II
IP33	Firefighter Technology III	NCOSFM - Firefighter Technology III
IT11	Automotive Service Fundamentals	S/P2 Auto Srvc Pollution Prevention
IT11	Automotive Service Fundamentals	S/P2 Automotive Service Safety
IT30	Collision Repair Fundamentals	S/P2 Coll Repair/Refnsh-Poll Preven
IT30	Collision Repair Fundamentals	S/P2 Coll Repair and Refnsh Safety
TE21	Principles of Technology I	OSHA 10-Hr Industry Cert
TE22	Principles of Technology II	OSHA 10-Hr Industry Cert

**Table 2: 2021-2022 Tier 2 Credentials**

<b>2021-2022 Tier 2 Credentials</b> <b>Teacher Credential Payment=\$25.00</b>		
<b>Agricultural Education</b>		
<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
AA23	Animal Science II-Small Animal	Canine Care and Training Prg (CCTP)
AS33	Agricultural Mechanics II Small Engines	NC Competency Certification
<b>Business, Finance, and Marketing Education</b>		
<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
BA10	Accounting I	Intuit Quickbooks Certified User
BA20	Accounting II	Intuit Quickbooks Certified User
MA52	Marketing Applications	Customer Service and Sales
MA52	Marketing Applications	Fundamental Marketing Concepts
MH32	Sports and Entertainment Marketing II	Customer Service and Sales
MH42	Hospitality and Tourism	Cert Guest Srvc Professional (CGSP)
MU92	Strategic Marketing	Customer Service and Sales
MU92	Strategic Marketing	Fundamental Marketing Concepts
<b>Computer Science and Information Technology Education</b>		

**2021-2022 Tier 2 Credentials**  
**Teacher Credential Payment=\$25.00**

<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
BL23	Microsoft Sftwr Development Fundamentals	MTA 98-361 Sfw Developmnt Fndmntls
BN32	Network Security II	CompTIA Security Plus
BP16	Python Programming II	PCAP Python Certified Associate
BP30	Oracle Database Programming I	Oracle SQL Database Expert
BP32	Oracle Database Programming II	1ZO-144 Oracle Dtbs 11g Prgr PL SQL
BP32	Oracle Database Programming II	Oracle Dtbs PL SQL Dvlpr Cert Assoc
IA11	Introduction to Graphic Communications	PrintED Intro to Graphic Comm
IA12	Digital File Preparation	PrintED Digital File Preparation
IA13	Print Advertising and Design	PrintED Advertising and Design
IA32	Digital Media II	Adobe Illustrator
IA32	Digital Media II	Adobe InDesign
IA32	Digital Media II	Adobe Photoshop
II12	Cisco Network Engineering Technology II	CCT Routing and Switching
II31	Adobe Visual Design	Adobe Illustrator
II31	Adobe Visual Design	Adobe Photoshop

**Family and Consumer Sciences Education**

<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
FH10	Culinary Arts and Hospitality I	ANSI-Accredited Food Protection Mgr
FH11	Culinary Arts and Hospitality II App	ANSI-Accredited Food Protection Mgr
FH12	Culinary Arts and Hospitality II Int	ANSI-Accredited Food Protection Mgr
FN42	Food and Nutrition II	ANSI-Accredited Food Protection Mgr
FN43	Food Science and Technology	Food Safety and Science Cert

**Health Science Education**

<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
HN43	Nursing Fundamentals and Practicum	North Carolina Nurse Aide I
HN44	Fundamentals of Gerontology	Nurse Aide I-Geriatric Aide Endrsmt
HN45	Public Health Fundamentals	Nurse Aide I-Home Care Aide Endrsmt

**Trade, Technology, Engineering, and Industrial Education**

<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
IC00	Construction Core	NC NCCER - Construction Core
IC11	Masonry I	NC NCCER - Masonry I
IC12	Masonry II	NC NCCER - Masonry II
IC21	Carpentry I	NC NCCER - Carpentry I
IC22	Carpentry II	NC NCCER - Carpentry II
IC41	Electrical Trades I	NC NCCER - Electrical Trades I
IC42	Electrical Trades II	NC NCCER - Electrical Trades II
IC61	Drafting I	Autodesk Cert User AutoCAD
ID11	Drone Technology I	CFR 14 Part 107 UAS Remote Pilot
ID12	Drone Technology II	NFPA 2400
ID12	Drone Technology II	USI Vis Line of Sight Sys Ops (VSO)
IL55	HVAC/R I	NC NCCER - HVAC/R I
IL56	HVAC/R II	NC NCCER - HVAC/R II
IL58	Plumbing I	NC NCCER - Plumbing I

2021-2022 Tier 2 Credentials Teacher Credential Payment=\$25.00		
IL59	Plumbing II	NC NCCER - Plumbing II
IM11	Advanced Manufacturing I	CPT - Safety
IM11	Advanced Manufacturing I	CPT - Maintenance Awareness
IM12	Advanced Manufacturing II	CPT - Mfg Processes and Production
IM12	Advanced Manufacturing II	CPT - Quality Practices and Measure
IM22	Woodworking II	WCA Sawblade
IM31	Electronics I	ETA EM1
IM32	Electronics II	ETA EM4
IM33	Electronics III	ETA EM2
IM34	Electronics IV	ETA EM3
IM41	Metals Manufacturing Technology I	NIMS Measurmnt Materials and Safety
IM42	Metals Manufacturing Technology II	NIMS Job Planning Benchwork Layout
IM43	Metals Manufacturing Technology III	NIMS Milling I
IM61	Welding Technology I	AWS SENSE - Thermal Cutting Process
IM63	Welding Technology III	AWS SENSE Entry Welder Prog - FCAW
IM63	Welding Technology III	AWS SENSE Entry Welder Prog - GMAW
IP11	Public Safety I	National Incident Management System
IP12	Public Safety II	NECI 911 Basic Communications
IP42	Law and Justice II	Certified Protection Officer (CPO)
IP51	Emergency Management I	NC Emergency Management I Cert
IP52	Emergency Management II	NC Emergency Management II Cert
IT17	Automotive Service II	ASE EntryLvl-Mtce and Light Repair
IT17	Automotive Service II	ASE EntryLvl-Brakes
IT18	Automotive Service III	ASE EntryLvl-Electrc/Electronic Sys
IT33	Collision Repair II - Refinishing	ASE EntryLvl Painting/Refinishing
IV22	Drafting II - Engineering	Autodesk Cert User Inventor
IV22	Drafting II - Engineering	Cert SolidWorks Associate (CSWA)

**Table 3: 2021-2022 Tier 3 Credentials**

2021-2022 Tier 3 Credentials Teacher Credential Payment=\$50.00		
Agricultural Education		
Course Number	Course Title	Credential Name
AA32	Equine Science II	Equine Mgmt and Evaluation
AA41	Veterinary Assisting	Certified Veterinary Assistant
AA41	Veterinary Assisting	Elanco Veterinary Med Applications
AP41	Horticulture I	NC Private Pesticide Applicator
AP42	Horticulture II	NC Private Pesticide Applicator
AP43	Horticulture II Turf Grass Management	NC Private Pesticide Applicator
AS31	Agricultural Mechanics I	Certified Welders per AWS D1.1
AS32	Agricultural Mechanics II	Certified Welders per AWS D1.1
AU10	Agriscience Applications	Certified Welders per AWS D1.1
AU11	Agricultural Production I	Certified Welders per AWS D1.1
AU12	Agricultural Production II	NC Private Pesticide Applicator
Computer Science and Information Technology Education		
Course Number	Course Title	Credential Name

2021-2022 Tier 3 Credentials Teacher Credential Payment=\$50.00		
BI12	CompTIA IT Fundamentals	CompTIA IT Fundamentals Plus
BL53	Develop in Swift Fundamentals	App Dev with Swift Certified User
BM20	Microsoft Excel	MOS 2019 or above Excel Expert
BM40	Database Essentials	MOS 2019 or above Access
BM40	Database Essentials	MTA 98-364 Database Fundamentals
BN22	Network Administration II	CompTIA Network Plus N10-007
BP14	Python Programming I	MTA 98-381 Intro to Prgr Python
BP20	SAS Base Programming	SAS Cert Spec Progrmg Fund-SAS 9.4
BP30	Oracle Database Programming I	MTA 98-364 Database Admin Fund
IA32	Digital Media II	Adobe Dreamweaver
IA32	Digital Media II	Adobe Premier Pro
II12	Cisco Network Engineering Technology II	MTA 98-366 Networking Fundamentals
II21	Computer Engineering Technology I	CompTIA A Plus 1001
II21	Computer Engineering Technology I	CompTIA IT Fundamentals Plus
II22	Computer Engineering Technology II	CompTIA A Plus 1002
II22	Computer Engineering Technology II	MTA 98-349 Operating Sys Fndmntls
II32	Adobe Digital Design	Adobe Dreamweaver
II33	Adobe Video Design	Adobe Premier Pro
TS25	Digital Design and Animation II	Autodesk Cert User 3DS Max
TS25	Digital Design and Animation II	Autodesk Cert User Maya
Family and Consumer Sciences Education		
Course Number	Course Title	Credential Name
FE12	Early Childhood Education II	NCECC Equivalency
FH13	Culinary Arts and Hospitality III	Certified Fundamentals Cook (CFC)
FH13	Culinary Arts and Hospitality III	ProStart Ntl Cert of Achievemnt-COA
FI23	Interior Design Technology	Autodesk Cert User Revit
Health Science Education		
Course Number	Course Title	Credential Name
HH32	Pharmacy Technician	CPhT Certified Pharmacy Technician
Trade, Technology, Engineering, and Industrial Education		
Course Number	Course Title	Credential Name
IC13	Masonry III	NC NCCER - Masonry III
IC23	Carpentry III	NC NCCER - Carpentry III
IC43	Electrical Trades III	NC NCCER - Electrical Trades III
IC62	Drafting II - Architectural	Autodesk Cert User Revit
IC63	Drafting III - Architectural	Autodesk Cert Professional Revit
IL57	HVAC/R III	NC NCCER - HVAC/R III
IL60	Plumbing III	NC NCCER - Plumbing III
IM14	Manufacturing Robotics	FCR-01 FANUC Cert Robot Operator 1
IM62	Welding Technology II	AWS SENSE Entry Welder Prog - SMAW
IM62	Welding Technology II	Cert Welder per AWS D1.1 (SMAW)
IM63	Welding Technology III	Cert Welder per AWS D1.1 (FCAW)
IM63	Welding Technology III	Cert Welder per AWS D1.1 (GMAW)
IM74	SREB AC Proj in Automated Materials Join	NI Cert LabVIEW Assoc Dev (CLAD)
IP21	Emergency Medical Technology I	Emergency Medical Responder (EMR)
IP22	Emergency Medical Technology II	Emergency Medical Technician - EMT



2021-2022 Tier 3 Credentials Teacher Credential Payment=\$50.00		
IP41	Law and Justice I	National Law Enforcement Cert SPSS
IT18	Automotive Service III	ASE Auto Mtce and Light Repair G1
IT32	Collision Repair II - Non-Structural	Platinum ProLevel 1 NonStructural
IT33	Collision Repair II - Refinishing	Platinum ProLevel 1 Refinishing
IV23	Drafting III - Engineering	Autodesk Cert Professional Inventor
IV23	Drafting III - Engineering	Cert SolidWorks Professional (CSWP)
TR14	SREB AC Design for the Prod of Adv Prod	NI Cert LabVIEW Assoc Dev (CLAD)
TR18	SREB AC IST Creativity and Innovations	NI Cert LabVIEW Assoc Dev (CLAD)
TV14	SREB AC Clean Energy Innovations	NI Cert LabVIEW Assoc Dev (CLAD)
TV24	SREB AC Adv Science and Eng Systems	NI Cert LabVIEW Assoc Dev (CLAD)

**Table 4: 2021-2022 CTE Credential Bonus Allotment by PSU**

PSU	PSU Name	Total Allotment*
00A	North Carolina Cyber Academy	\$0.00
010	Alamance-Burlington Schools	\$18,125.00
020	Alexander County Schools	\$3,675.00
030	Alleghany County Schools	\$4,475.00
040	Anson County Schools	\$175.00
050	Ashe County Schools	\$2,100.00
060	Avery County Schools	\$3,250.00
070	Beaufort County Schools	\$4,250.00
090	Bladen County Schools	\$2,625.00
100	Brunswick County Schools	\$8,300.00
110	Buncombe County Schools	\$3,825.00
111	Asheville City Schools	\$3,575.00
120	Burke County Schools	\$14,525.00
130	Cabarrus County Schools	\$30,275.00
132	Kannapolis City Schools	\$2,525.00
140	Caldwell County Schools	\$16,200.00
150	Camden County Schools	\$650.00
160	Carteret County Public Schools	\$2,800.00
170	Caswell County Schools	\$825.00
180	Catawba County Schools	\$15,250.00
181	Hickory City Schools	\$4,225.00
182	Newton Conover City Schools	\$8,225.00
190	Chatham County Schools	\$5,800.00
200	Cherokee County Schools	\$4,350.00
210	Edenton-Chowan Schools	\$2,250.00
220	Clay County Schools	\$1,025.00
230	Cleveland County Schools	\$9,525.00
240	Columbus County Schools	\$3,600.00
241	Whiteville City Schools	\$1,850.00

250	Craven County Schools	\$6,425.00
260	Cumberland County Schools	\$54,575.00
270	Currituck County Schools	\$750.00
280	Dare County Schools	\$7,100.00
290	Davidson County Schools	\$37,675.00
291	Lexington City Schools	\$300.00
292	Thomasville City Schools	\$350.00
298	Deaf and Blind Schools	\$25.00
300	Davie County Schools	\$16,325.00
310	Duplin County Schools	\$11,450.00
320	Durham Public Schools	\$7,200.00
32L	Voyager Academy	\$425.00
330	Edgecombe County Public Schools	\$475.00
340	Winston Salem / Forsyth County Schools	\$24,575.00
34H	NC Leadership Charter Academy	\$200.00
350	Franklin County Schools	\$6,150.00
360	Gaston County Schools	\$89,150.00
370	Gates County Schools	\$50.00
380	Graham County Schools	\$900.00
390	Granville County Schools	\$3,050.00
400	Greene County Schools	\$2,550.00
410	Guilford County Schools	\$30,125.00
420	Halifax County Schools	\$0.00
421	Roanoke Rapids City Schools	\$3,075.00
422	Weldon City Schools	\$200.00
430	Harnett County Schools	\$17,875.00
440	Haywood County Schools	\$3,875.00
450	Henderson County Schools	\$14,325.00
460	Hertford County Schools	\$350.00
470	Hoke County Schools	\$3,375.00
480	Hyde County Schools	\$175.00
490	Iredell-Statesville Schools	\$22,025.00
491	Mooresville Graded School District	\$5,825.00
500	Jackson County Public Schools	\$3,375.00
510	Johnston County Public Schools	\$16,075.00
520	Jones County Schools	\$775.00
530	Lee County Schools	\$6,775.00
540	Lenoir County Public Schools	\$600.00
550	Lincoln County Schools	\$15,125.00
560	Macon County Schools	\$950.00
570	Madison County Schools	\$1,050.00
580	Martin County Schools	\$75.00
58B	Bear Grass Charter School	\$325.00
590	McDowell County Schools	\$7,400.00
600	Charlotte-Mecklenburg Schools	\$95,200.00

610	Mitchell County Schools	\$4,125.00
620	Montgomery County Schools	\$850.00
630	Moore County Schools	\$19,100.00
640	Nash County Public Schools	\$8,925.00
650	New Hanover County Schools	\$20,150.00
660	Northampton County Schools	\$375.00
670	Onslow County Schools	\$11,375.00
680	Orange County Schools	\$9,200.00
681	Chapel Hill-Carrboro City Schools	\$11,875.00
690	Pamlico County Schools	\$50.00
69A	Arapahoe Charter School	\$50.00
700	Elizabeth City-Pasquotank Public Schools	\$575.00
710	Pender County Schools	\$16,000.00
720	Perquimans County Schools	\$150.00
730	Person County Schools	\$3,175.00
740	Pitt County Schools	\$14,325.00
750	Polk County Schools	\$2,325.00
760	Randolph County School System	\$22,075.00
761	Asheboro City Schools	\$3,325.00
770	Richmond County Schools	\$3,500.00
780	Public Schools of Robeson County	\$2,375.00
790	Rockingham County Schools	\$10,200.00
800	Rowan-Salisbury Schools	\$14,975.00
810	Rutherford County Schools	\$3,950.00
820	Sampson County Schools	\$1,525.00
821	Clinton City Schools	\$850.00
830	Scotland County Schools	\$5,325.00
840	Stanly County Schools	\$13,200.00
850	Stokes County Schools	\$6,475.00
860	Surry County Schools	\$12,900.00
861	Elkin City Schools	\$1,625.00
862	Mount Airy City Schools	\$4,725.00
870	Swain County Schools	\$3,375.00
880	Transylvania County Schools	\$6,375.00
890	Tyrrell County Schools	\$1,075.00
900	Union County Public Schools	\$66,700.00
910	Vance County Schools	\$0.00
91A	Vance Charter School	\$0.00
920	Wake County Schools	\$197,650.00
92T	Triangle Math and Science Academy	\$0.00
930	Warren County Schools	\$0.00
940	Washington County Schools	\$575.00
950	Watauga County Schools	\$2,925.00
960	Wayne County Public Schools	\$10,425.00
970	Wilkes County Schools	\$12,450.00

980	Wilson County Schools	\$7,250.00
990	Yadkin County Schools	\$4,650.00
995	Yancey County Schools	\$3,225.00
<b>TOTAL</b>		<b>\$1,243,250.00</b>

\*Total bonuses shown indicate amount based on credentials earned. Actual allotments will vary based on factors such as teacher status and bonus cap. PSUs omitted from this table did not offer courses with credentials aligned to bonus funds.

**Table 5: 2021-2022 CTE Credential Bonus Allotment by Credential**

NC SBE Approved Credential Name	Number Earned	Credential Tier Payment	Total Bonus*
Adobe Dreamweaver	486	\$50.00	\$24,300.00
Adobe Illustrator	5,981	\$25.00	\$149,525.00
Adobe InDesign	1	\$25.00	\$25.00
Adobe Photoshop	7,487	\$25.00	\$187,175.00
Adobe Premier Pro	1,481	\$50.00	\$74,050.00
ANSI-Accredited Food Protection Manager Certification	1,453	\$25.00	\$700.00
App Development with Swift Certified User	14	\$50.00	\$2,200.00
ASE - Auto Maintenance and Light Repair (Test G1)	44	\$50.00	\$1,275.00
ASE Entry-Level Certification - Electrical/Electronic Systems	51	\$25.00	\$4,125.00
ASE Entry-Level Certification - Maintenance and Light Repair	165	\$25.00	\$2,925.00
ASE Entry-Level Certification-Brakes	117	\$25.00	\$600.00
Autodesk Certified Professional Inventor	12	\$50.00	\$100.00
Autodesk Certified Professional Revit	2	\$50.00	\$6,600.00
Autodesk Certified User 3DS Max	132	\$50.00	\$75,575.00
Autodesk Certified User AutoCAD	3,023	\$25.00	\$11,250.00
Autodesk Certified User Inventor	450	\$25.00	\$37,000.00
Autodesk Certified User Revit	740	\$50.00	\$1,450.00
AWS SENSE Entry Welder Program - Shielded Metal Arc Welding (SMAW)	29	\$50.00	\$925.00
AWS SENSE Entry Welder Program - Thermal Cutting Process	37	\$25.00	\$1,075.00
Canine Care and Training Program (CCTP)	43	\$25.00	\$100.00
Certified Fundamentals Cook (CFC)	2	\$50.00	\$6,900.00
Certified Guest Service Professional (CGSP)	276	\$25.00	\$625.00
Certified Production Technician (CPT) - Manufacturing Processes and Production	25	\$25.00	\$650.00
Certified Production Technician (CPT) - Quality Practices and Measurement	26	\$25.00	\$7,100.00
Certified Production Technician (CPT) - Safety	284	\$25.00	\$3,025.00
Certified Production Technician (CPT)- Maintenance Awareness	121	\$25.00	\$4,150.00
Certified Protection Officer (CPO)	166	\$25.00	\$775.00
Certified SolidWorks Associate (CSWA)	31	\$25.00	\$50.00
Certified SolidWorks Professional (CSWP)	1	\$50.00	\$700.00
Certified Veterinary Assistant	14	\$50.00	\$1,700.00
Certified Welder per Welding Code AWS D1.1 (SMAW)	34	\$50.00	\$4,450.00
Certified Welders per Welding Code AWS D1.1	89	\$50.00	\$4,450.00

CFR 14 Part 107 UAS Remote Pilot Certification	178	\$25.00	\$25.00
Cisco Certified Technician (CCT) Routing and Switching	1	\$25.00	\$100.00
CompTIA A+ 1001	2	\$50.00	\$7,400.00
CompTIA A+ 1002	7	\$50.00	\$100.00
CompTIA IT Fundamentals+	148	\$50.00	\$4,050.00
CompTIA Security+	4	\$25.00	\$13,125.00
CPhT Certified Pharmacy Technician	81	\$50.00	\$3,000.00
Customer Service and Sales Certification	525	\$25.00	\$2,025.00
Elanco Veterinary Medical Applications Certification	136	\$50.00	\$575.00
Emergency Medical Responder (EMR)	60	\$50.00	\$1,025.00
Emergency Medical Technician - EMT	34	\$50.00	\$350.00
Equine Management and Evaluation Certification	13	\$50.00	\$500.00
ETA EM1	81	\$25.00	\$450.00
ETA EM2	23	\$25.00	\$1,100.00
ETA EM4	41	\$25.00	\$100.00
Food Safety and Science Certification	14	\$25.00	\$55,425.00
Fundamental Marketing Concepts	93	\$25.00	\$16,700.00
Intuit Quickbooks Certified User	151	\$25.00	\$2,300.00
Microsoft Office Specialist 2019 or above Access	10	\$50.00	\$14,650.00
Microsoft Office Specialist 2019 or above Excel Expert	2,151	\$50.00	\$106,050.00
MTA 98-349 Operating System Fundamentals	9	\$50.00	\$800.00
MTA 98-361 Software Development Fundamentals	44	\$25.00	\$175.00
MTA 98-364 Database Fundamentals	2	\$50.00	\$15,625.00
MTA 98-366 Networking Fundamentals	10	\$50.00	\$8,600.00
MTA 98-381 Introduction to Programming Using Python	1,747	\$50.00	\$4,900.00
National Incident Management System	2,217	\$25.00	\$475.00
National Law Enforcement Certification SPSS	334	\$50.00	\$400.00
NC Emergency Management I Certification	92	\$25.00	\$425.00
NC Emergency Management II Certification	9	\$25.00	\$1,525.00
NC NCCER - Carpentry I	1,501	\$25.00	\$6,050.00
NC NCCER - Carpentry II	586	\$25.00	\$600.00
NC NCCER - Carpentry III	125	\$50.00	\$34,525.00
NC NCCER - Construction Core	4,242	\$25.00	\$450.00
NC NCCER - Electrical Trades I	253	\$25.00	\$375.00
NC NCCER - Electrical Trades II	117	\$25.00	\$1,200.00
NC NCCER - Electrical Trades III	16	\$50.00	\$850.00
NC NCCER - HVAC/R I	7	\$25.00	\$1,050.00
NC NCCER - Masonry I	625	\$25.00	\$1,550.00
NC NCCER - Masonry II	344	\$25.00	\$3,150.00
NC NCCER - Masonry III	98	\$50.00	\$5,525.00
NC NCCER - Plumbing I	19	\$25.00	\$1,243,250.00
NC Private Pesticide Applicator	8	\$50.00	\$400.00
NECI 911 Basic Communications	365	\$25.00	\$9,125.00
NFPA 2400	21	\$25.00	\$525.00
NIMS Job Planning, Benchwork, and Layout	17	\$25.00	\$425.00
NIMS Measurement, Materials, and Safety	61	\$25.00	\$1,525.00

NIMS Milling I	7	\$25.00	\$175.00
North Carolina Competency Certification	242	\$25.00	\$6,050.00
North Carolina Early Childhood Credential (NCECC) Equivalency	12	\$50.00	\$600.00
North Carolina Nurse Aide I	1,381	\$25.00	\$34,525.00
Nurse Aide I - Geriatric Aide Endorsement	18	\$25.00	\$450.00
Nurse Aide I - Home Care Aide Endorsement	15	\$25.00	\$375.00
PCAP Python Certified Associate	48	\$25.00	\$1,200.00
Platinum ProLevel 1 for Non-Structural	17	\$50.00	\$850.00
Platinum ProLevel 1 for Refinishing	21	\$50.00	\$1,050.00
ProStart National Certificate of Achievement (COA)	31	\$50.00	\$1,550.00
SAS Certified Specialist Programming Fundamentals Using SAS 9.4	63	\$50.00	\$3,150.00
Woodwork Career Alliance (WCA) Sawblade Certificate	221	\$25.00	\$5,525.00
<b>Grand Total</b>	<b>113,311</b>		<b>\$1,243,250.00</b>

*\*Total bonuses shown indicate amount based on credentials earned. Actual allotments will vary based on factors such as teacher status and bonus cap. PSUs omitted from this table did not offer courses with credentials aligned to bonus funds.*

### Summary:

North Carolina CTE experienced a two-year decline in credentials earned beginning in spring 2020 and can be directly related to two distinct factors.

- The COVID-19 pandemic negatively impacted credential administration and data reporting.
- The new Strengthening Career and Technical Education for the 21st Century Act (Perkins V) required pathway realignments with a more focused definition of recognized credentials.

However, the COVID-19 rebound is evident by the 2021-2022 steep increase in individual credentials earned to 239,200. The increase in credentials reported in 2021-2022 is attributed to the return to in-person instruction while transitioning through COVID-19 and an increase in credential funding provided by the North Carolina General Assembly.

- In 2020-2021 and prior years, local districts received approximately 10% of the needed funding to offer all students credentialing opportunities.
- In 2021-2022, funding increased to accommodate approximately 43% of the funding needed to offer all students the opportunity to earn credentials aligned with their CTE courses.
- During the 2022-2023, the funding once again increased, reaching \$15.8 million, and local districts were funded over 98% of the needed amount to offer all students the opportunity to earn credentials aligned with their CTE courses. The impact of this additional funding will be reflected in the 2022-2023 credential attainment.

The significant impact of the increased funding and COVID-19 rebound is evident when comparing credential bonus facts from 2020-2021 to those of 2021-2022.

- During 2020-2021, students earned 16,817 Tier 2 credentials and 3,573 Tier 3 credentials for a total bonus amount of \$586,275 with the \$3,500 teacher cap applied. Bonus funding was allotted to PSUs for bonus pay to 1,097 individual teachers.
- During 2021-2022, students earned 33,300 Tier 2 credentials and 8,215 Tier 3 credentials for a total bonus amount of \$1,191,075 with the \$3,500 teacher cap applied. Bonus funding was allotted to PSUs for bonus pay to 1,478 individual teachers.

- The 2020-2021 average bonus received per teacher was \$534, a decrease of \$173 from the average bonus received per teacher in 2018-2019. (**Note:** *The North Carolina General Assembly did not issue any bonus payments during the 2019-2020 school year due to reallocation of funds during the onset of COVID-19.*)
- The 2021-2022 average bonus received per teachers was \$806, an increase of \$272 from the average bonus received per teacher in 2020-2021.

**Impact:**

To determine the impact that the CTE teacher credential payment has on our teacher retainment, NC DPI CTE issued a survey to CTE teachers who received the credential bonus in the 2020-2021 year. Survey feedback was received from 293 teachers who were issued the credential bonus payment for credentials earned in the 2020-2021 academic year.

- Of the 293 respondents, 38% (111) said the credential bonus payment influenced their decision to remain in the teaching profession.
- Of the 293 respondents, 20% (59) said the credential bonus payment influenced their decision to expand or change the courses taught.
- Of the 293 respondents, 20% (58) said they were made aware of the teacher credential bonus payment when they entered the teaching profession.