



**NC COMMUNITY  
COLLEGES**  
CREATING SUCCESS

**APPRENTICESHIP NC**  
NC COMMUNITY COLLEGES

**2022-2023**

# **APPRENTICESHIP NC ANNUAL REPORT**

**APPRENTICESHIP: EDUCATION TO CAREERS**

Submitted to the:  
Joint Legislative Education Oversight Committee  
Joint Legislative Education Appropriations Committee  
September 2023

Dr. Jeff A. Cox, President  
North Carolina Community College System

# Introduction & Highlights

## Over 13,000 Served During 2022-2023 Fiscal Year

ApprenticeshipNC served 13,461 participants in fiscal year 2022 and registered 125 new programs across 10 industry sectors by June 30, 2023. Youth Apprenticeship saw impressive growth, with an increase from 977 youth served in previous fiscal year 2022 to 1,669 youth served in FY 2023.

### Economic Development Welcomes New Vice President



ApprenticeshipNC would like to extend a warm welcome to Mr. John Loyack, who is currently serving as the Vice President of Economic Development for the North Carolina Community College System.

Prior to taking this position in June 2023, Mr. Loyack served as the Vice President of Global Business Services for the Economic Development Partnership of North Carolina (EDPNC). While at EDPNC, Mr. Loyack served on the ApprenticeshipNC Council and the NC Manufacturing Extension Partnership.

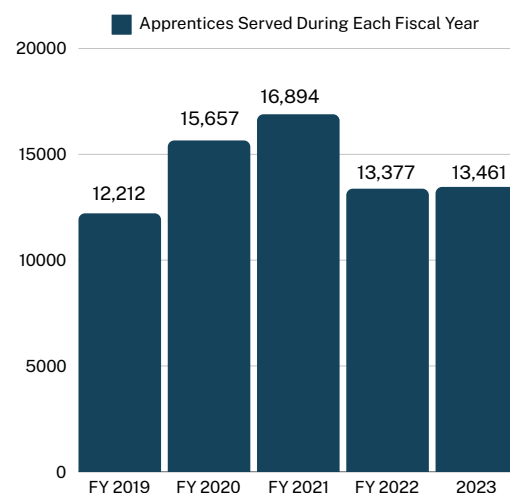
A resident of Cary, NC, Mr. Loyack earned a Bachelor of Arts degree in Economics and Spanish from Gettysburg College and holds an MBA in International Business Management from the Thunderbird School of Global Management. He is fluent in Spanish, is a patent holder, and a Certified Global Business Professional (CGBP®). In addition to being Chair of the Board of Go Global NC, he is also a member of the NC MEP Advisory Board.

### Reflections on FY2022-23

The 2022-23 fiscal year was an active year for ApprenticeshipNC with registration of 125 new Registered Apprenticeship Programs with a diverse group of partners including the NC Community Colleges, non-profit / community-based organizations, public-private partnership groups, and private business and industry.

ApprenticeshipNC staff has worked in concert with our NC Community Colleges to create new registered apprenticeship opportunities for students to complete the classroom instruction component of their apprenticeship, often leading the apprentice to earn a degree, certificate, or diploma from a community college.

In addition to the classroom instructional component, apprentices receive extensive on-the-job training which leads to them to their Journeyworker Certification from the United State Department of Labor plus The Journeyworker Certification is recognized nationally by business and industry and allows the apprentice geographic flexibility.



#### About This Report

In compliance with NCGS 115D-11.6, this report is submitted as the annual report of the ApprenticeshipNC Program and includes activities for the reporting period July 1, 2022, through June 30, 2023.

The data in this report reflects the number of participants served during the fiscal year. The term "active" refers to the number of apprentices, both youth and adult, that are participating in training. This also includes individuals enrolled in pre-apprenticeship, on-the-job learning or master craftsworker programs. Number served includes those that participated in training and either completed or canceled during the fiscal year.

# Building North Carolina's Workforce Through Apprenticeship

## Spotlight on Underrepresented and Underserved Populations

ApprenticeshipNC continues to focus on increasing the access and enrollment of underrepresented and underserved populations throughout the state.

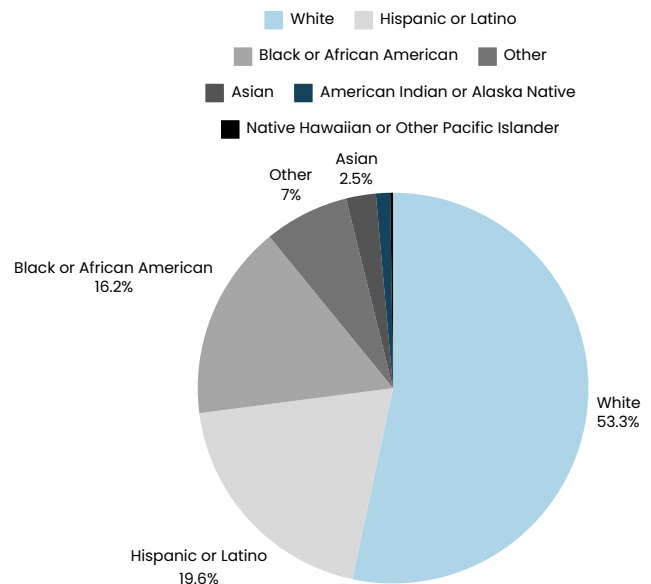
In FY2022-23, ApprenticeshipNC Consultants have registered sponsors like:

**She Built This City (SBTC)**– a community based non-profit focused on promoting skilled trades to females. SBTC's mission is to provide programming that sparks interest and builds pathways to lucrative careers in the skilled trades for youth, women, and marginalized communities.

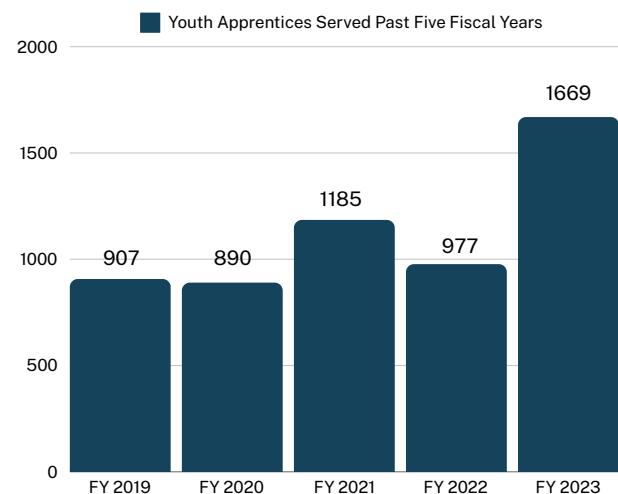
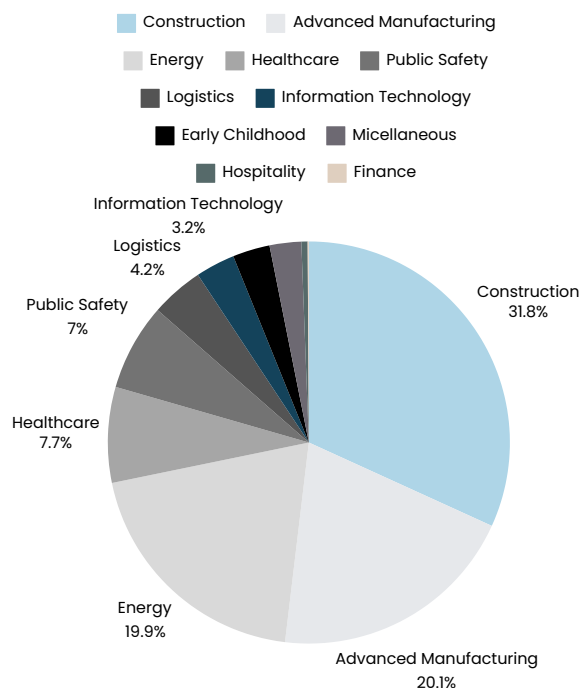
**Fort Liberty Apprenticeship Program** – This program provides service members with the opportunity to earn credentials from the Department of Labor and the North Carolina Community Colleges upon the completion of on-the-job training hours for their military occupation specialties.

**North Carolina A&T University Clean Energy Apprenticeship Program** – NC A&T's STEPS4GROWTH program provides quality training for the region's growing clean energy sector. With a focus on equity, the program provides support across economically distressed North Carolina counties to remove barriers to access and deliver training where workers are. STEPS4GROWTH will serve as a national training model for creating a diverse talent pipeline to support the clean energy economy.

### Registration by Race/Ethnicity



### Active Apprentices by Industry Sector



# Developing a Healthcare Pipeline Through Apprenticeship

## Healthcare Apprentices in North Carolina

### **Davidson-Davie Community College Expands Existing Healthcare Apprenticeship Program**

In August 2022, Davidson-Davie Community College announced the creation of the largest healthcare apprenticeship in North Carolina, with Atrium Health Wake Forest Baptist signing on as the college's first healthcare partner. Under the agreement, students work in a healthcare profession while taking courses related to their career goals. The partnership between Davidson-Davie Community College and Wake Forest Baptist fosters apprentices in many professions, including Medical Assisting, Medical Laboratory Technology, Nursing, Licensed Practical Nursing, Pharmacy Technology, Central Sterile Processing, Surgical Technology, and Nurse Aide. The college will work with other healthcare partners to establish apprenticeships in Health Information Technology, EMT, and EMS. This partnership builds off the success of the 2021 collaboration between Davidson-Davie and Wake Forest Baptist to launch the state's first Registered Nurse apprenticeship program.

### **Forty Surry-Yadkin Works Students begin CNA Apprenticeships**

Forty students are now working as Certified Nursing Assistant (CNA) pre-apprentices and apprentices after signing commitments with regional healthcare providers through Surry-Yadkin Works. The first youth apprentice program for registered nurses in North Carolina has culminated in many success stories for local students. This special opportunity came to fruition thanks to the U.S. Department of Labor's Office of Apprenticeship and the North Carolina State apprenticeship agency, ApprenticeshipNC, which combine a paid on-the-job learning experience with classroom academics leading to a national certification. If selected to continue to an apprenticeship, these students will earn free tuition for the Associate Degree Nursing program at a North Carolina Community College to become registered nurses, while also working with local healthcare providers.

### **Gaston College and CaroMont Health relationship continues to grow through Apprenticeship 321**

Gaston Community College was the first two-year college in North Carolina to hold standards for apprenticeship. Apprenticeship 321 started in September 2015 with just an advanced manufacturing program. Beginning in 2019, they worked with local partners to offer a CNA II pathway, which was quickly followed by paramedic medicine and CNA I apprenticeships. The close relationship between Gaston College and CaroMont Health has affected many health care apprentices who, through the College's Apprenticeship 321 program, have received a tuition-free education and on-the-job training at CaroMont Health facilities. In 2022, CaroMont Health and the College began a 20-person practical nursing apprenticeship — the only one in North Carolina. The partnership has resulted in expansion of clinical simulation for Gaston College students and the larger health care community as well as the addition of new health care programs to meet industry needs.

#### **ApprenticeshipNC Success Stories**

Apprenticeships benefit both employers and employees. Employers of all sizes can build a talent pipeline that fits their workforce needs. And apprentices can earn progressive wages while learning valuable skills and obtaining nationally recognized credentials. These are just a few of the successes experienced by employers and apprentices.



# Funding Opportunities for Apprenticeship

## Funding Apprenticeship

### Expansion Grant Funding

The N.C. General Assembly under Session Law 2021-180 Section 16.14 approved funds for the expansion of Registered Apprenticeship programs in underserved counties. These non-recurring funds are available for the period of May 20, 2022, through Dec. 31, 2026. The funding supports individuals 16-25 in 50 of the 58 NC Community Colleges serving Tier 1 and Tier 2 counties and small businesses (no more than 500 employees) working with one of the 50 eligible community colleges. Registered apprenticeship programs created utilizing this funding will address defined need in “high demand” career categories including Healthcare, IT & Cybersecurity, Transportation & Logistics, Energy, Building Trades, and Education. Through these Registered Apprenticeship Programs, apprentices earn national and state credentials, industry certifications, and in many cases, certificates, degrees, and/or diplomas from NC Community Colleges.

### Apprenticeship Building America

In FY 22-23, ApprenticeshipNC also began administering funds for registered apprenticeships and apprentices under the Apprenticeship Building America Grant. This \$4 million grant allocates money to all eligible North Carolina employers for apprentices, without age or geographic restrictions, and is available to current and new employer/sponsors who register a new “high demand” occupation and/or a new apprentice in that occupation. With the assistance of the North Carolina Community College System Office IT department, ANC set up grant administration in NCRAN (NC Registered Apprenticeship Network) and began allocating funds in April 2023. The Apprenticeship Building America Grant period ends June 30, 2026.

CLICK [HERE](#) FOR THE NAME OF AN APPRENTICESHIPNC CONSULTANT NEAR YOU

