



**NC COMMUNITY
COLLEGES**
CREATING SUCCESS

APPRENTICESHIP NC
NC COMMUNITY COLLEGES

2023-2024

APPRENTICESHIP NC ANNUAL REPORT

REGISTERED APPRENTICESHIP: GROWING TOMORROW'S WORKFORCE TODAY

Submitted to the:

Joint Legislative Education Oversight Committee

Chairs of the Senate Appropriations Committee on Education/Higher Education

Chairs of the House of Representatives Appropriations Committee on Education

September 2024

Dr. Jeff A. Cox, President

North Carolina Community College System

Apprenticeship Council

North Carolina State Apprenticeship Agency

Letter from the Director of ApprenticeshipNC



ApprenticeshipNC (ANC), North Carolina's State Apprenticeship Agency (SAA), holds a triple mandate: registration, compliance, and expanding the use of Registered Apprenticeship. As the gold-standard in experiential learning, Registered Apprenticeship is one of the best approaches for employers to develop their employees' skills.

Combining registered pre-apprenticeships as an entryway or bridge to apprenticeships is an excellent approach to ensure apprentices will be successful once they enter a program. Youth Apprentices, including high school seniors, recent graduates, or out of school youth are a great way for employers to create a talent funnel.

The past year has seen significant growth in the use of apprenticeship with 45% growth in Registered Apprenticeship (3,438 FY23 to 4,990 FY24) and 50% growth in registered pre-apprenticeship (1,186 FY23 to 1,774 FY24). The growth has only been possible because of the hard work and dedication of the ANC team, collaboration with the many partners in the workforce ecosystem, and the support of state and federal legislators.

The data and information shared in this report highlight our success and some opportunities for improvement. Unless specified, the term *active* refers to participants in training and could include on-the-job learning, pre-apprenticeship, apprenticeship, and master-craftsman. The term *total served* includes any service provided included active in training, completed training, or cancelled.

Looking forward, we are grateful for the ongoing support of our legislators and are excited to continue the collaborate with our workforce stakeholder partners to improve the ecosystem at the county level and create communities of practice by industry sector.

We trust that this report will provide valuable insights into the progress and future direction of registered apprenticeships in North Carolina.

Sincerely,

Chris Harrington, Ph.D., MBA
State Director, ApprenticeshipNC
Economic Development Division — North Carolina Community College System

About This Report

In compliance with NCGS 115D-11.6, this report is submitted as the annual report of ApprenticeshipNC and includes activities for the reporting period July 1, 2023, through June 30, 2024.

Apprenticeship Council

ANC is required to have an Apprenticeship Council to aid and support the State Board and the Community College System Office in formulating policies for the effective administration of apprenticeship programs (NCGS 115D-11.6). The updated council includes members from diverse industries and broad perspectives.

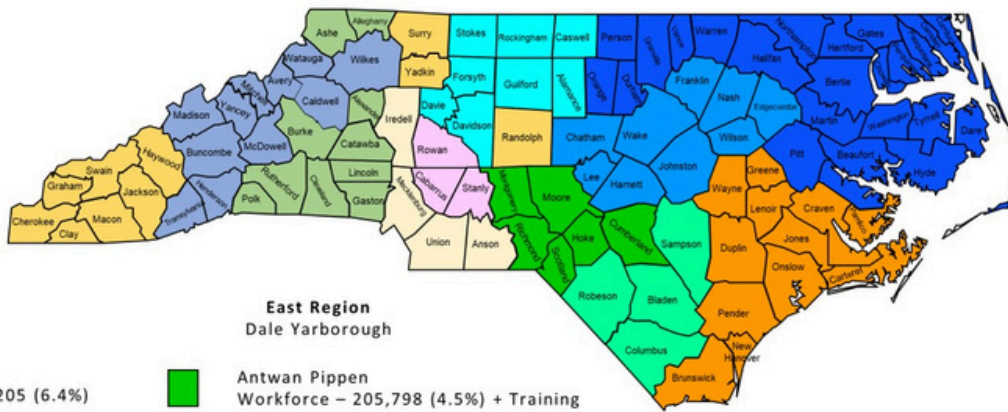
Name	Company	Title	Role	Term
Tammy Simmons	Machine Specialties, Inc.	VP Marketing & Culture Representative of GAP	Employer Representative	6/30/27
Clarence Scott	Smithfield Foods	Talent Development Training Specialist	Employer Representative	06/30/27
Janice Hill	CaroMont Health	Direct Nursing Workforce Transition Program	Employer Representative	06/30/27
Scott Russo	Toyota Battery Manufacturing	Senior Manager, Regional Talent Development	Employer Representative	06/30/27
Rebecca Axford	International Brotherhood of Electrical Workers	Training Director	Employee Representative	06/30/25
Tyrone Barry Alexander	Daimler Trucks	Technical & Process Training Specialist	Employee Representative	06/30/25
Dan Segovia	Ironworkers Local Union 848	Business Manager	Employee Representative	06/30/27
Evelio Martinez	Mechanical Trades Carolina	Training Director	Employee Representative	06/30/25
Caroline Sullivan	NC Business Committee for Education (NCBCE)	Executive Director	Public at Large	06/30/27
Amy Dulin	Cleveland CC	Dean of Workforce Development	Public at Large	06/30/27
Roger Collins, Chair	Cushman & Wakefield	Workforce & Apprenticeship Training Specialist	Public at Large	06/30/27
Jenni Harris	NC Department of Commerce DWS	Executive Director of Business Services	Commerce Ex Officio	06/30/27
Jeanne Turner	NC Department of Public Instruction	Work-based Learning Consultant	DPI Ex Officio	06/30/27

ApprenticeshipNC Team

Recognized by the Office of Apprenticeship to act on behalf of the U.S. Department of Labor (DOL), ApprenticeshipNC (ANC) is the State Apprenticeship Agency (SAA) operating under the Economic Development Division of the North Carolina Community Colleges System.

The ANC team includes a state director, two regional supervisors, communication director, grants manager, fifteen consultants, and nine support positions (three part-time temporary). Together, they work across the state to assist group sponsors and employers in developing their program standards which include establishing an appropriate progressive wage scale, solidifying supplemental education, and creating on the job the learning competencies.

Dr. Chris Harrington
State Director



Office Admin

- Cyndy Hummel

Part Time / Temp

- Julie Carpenter
- Debi McKeown

Grants

- Grant Manager **Open**
- Mark Roberts
- Patty Moyer

Marketing

- Amy Davis-Moore

Part Time / Temp

- Margaret Spainhour

SOP Project

Part Time / Temp

- James Yarley

West Region Eric Tillmon

- Charlie Milling
Workforce – 297,205 (6.4%)
- Cindy Messer
Workforce – 149,317 (3.2%)
- Shelby McClain
Workforce – 304,440 (6.6%)
- Sylvia Jones + Open Position
Workforce – 941,724 (20.4%)
- Wanda Ramos- McPherson + Open Position
Workforce – 640,986 (13.9%)
- Dee Simmons,
Support Specialist

East Region Dale Yarbrough

- Antwan Pippen
Workforce – 205,798 (4.5%) + Training
- Cassandra Royal
Workforce – 84,564 (1.8%) + Ft. Liberty
- Caleb Gilley + Open Position
Workforce – 872,025 (18.9%)
- Tony McKnight + Future Position
Workforce – 556,226 (12.1%)
- Danny Boykin
Workforce – 401,981 (8.7%)
- Jen Vogelsberg
Support Specialist
- Jill Hendrix
58 Community Colleges
- Scott Panagrosso Workforce – 157,532 (3.4%)
20 Workforce Development Boards

Key Data Points from the 2023-2024 Fiscal Year

- Total Employers Served - 3525
- Total Sponsors Served - 1399
- Total Apprentices Served – 15,090
- New Apprenticeship Enrollments – 4,990
- New Pre-Apprenticeship Enrollments – 1774
- New Apprenticeship Programs – 147
- New Occupations (existing programs) - 472
- New Pre-Apprenticeship Programs – 19
- New Occupations (existing programs) - 100
- Active Participants – 9,698
- Cancellations – 45%
- New High Demand Occupations - 772
- New Incumbent Worker Enrollments - 773
- Completions - 5505
- Provisional Assessments - 145

State	LFPR	Employed (000)	Apprentice's State	RAP/ 1000 Workers	Sponsor's State	RAP/ 1000 Workers	Non-Union RAP	N U RAP / 1000 Workers
California	62.0	17,991.30	82520	4.6	78711	4.4	17531	1.0
Texas	64.2	14,159.00	30975	2.2	32424	2.3	20144	1.4
Florida	59.3	9,949.60	16080	1.6	14974	1.5	9636	1.0
New York	61.3	9,829.70	19069	1.9	17405	1.8	2725	0.3
Pennsylvania	62.9	6,149.50	16039	2.6	17136	2.8	3382	0.5
Illinois	64.7	6,143.70	20474	3.3	20569	3.3	2443	0.4
Ohio	61.8	5,637.60	23681	4.2	24507	4.3	9729	1.7
North Carolina	60.6	4,987.90	10207	2.0	11597	2.3	9088	1.8
Georgia	61.5	4,969.40	9352	1.9	8104	1.6	2774	0.6
Michigan	62.3	4,494.10	19544	4.3	18864	4.2	5737	1.3
New Jersey	64.6	4,374.40	10278	2.3	9068	2.1	4415	1.0
Virginia	66.4	4,233.40	11831	2.8	12777	3.0	7960	1.9
Massachusetts	65.1	3,733.00	10257	2.7	9839	2.6	8012	1.9
Washington	63.8	3,645.70	19414	5.3	20117	5.5	3811	1.0
Tennessee	59.6	3,333.00	8986	2.7	11463	3.4	4402	1.3
Indiana	62.5	3,276.60	19091	5.8	23075	7.0	6685	2.0
Arizona	62.2	3,260.60	7481	2.3	7261	2.2	2658	0.8
Missouri	63.3	3,042.60	17591	5.8	20074	6.6	7442	2.4
Wisconsin	65.6	3,035.30	14407	4.7	12525	4.1	4867	1.6
Minnesota	68.0	3,023.90	10906	3.6	11265	3.7	514	0.2

Federal database includes national programs and could include programs in adjoining state not in NCRAN.

KEY TAKEAWAYS

North Carolina has significant room to grow to realize our potential:

- Eighth highest number of workers (4.99 million)
- Fifth highest number of apprentices (normalized for non-union affiliation) (9,100)
- Fifteenth highest number of apprentices based on the sponsor's location (11,600)
- Nineteenth highest number of apprentices based on where the apprentice resides (10,200)
- Thirty-eighth highest labor force participation rate (60.6%)

Normalized for worker population (apprentices per 1,000 workers)

- Thirty-seventh highest based on apprentice's residence (2.0/1,000 workers)
- Forty-seventh highest based on sponsor's location (2.3/1,000 workers)

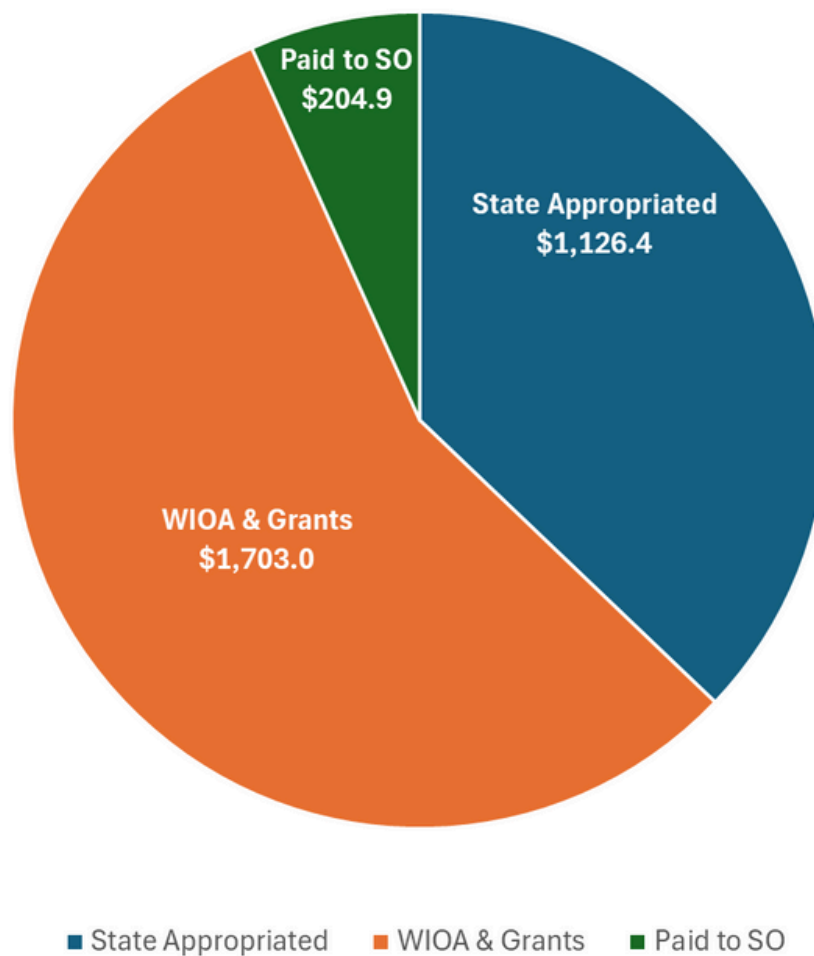
ApprenticeshipNC Funding

ApprenticeshipNC has an operating budget of \$2.83 million for staffing, travel, systems, and marketing of which the majority is not recurrent appropriated funds.

Because of this funding structure, ANC has to seek, acquire, and manage grant funds to carry out the basic functions of the agency. Without the grant funds, the agency would fall short of its legislative mandates and would not achieve growth targets.

In addition to operating funds, the legislature has supported growth through program funds of \$11.6 million to directly support employers' implementation of apprenticeship. Those funds are oversubscribed by more than \$14 million as of August 2024. In addition to operating funds, the agency has also secured federal grant dollars to support programs including website development, marketing, equity initiatives, and employer supports.

ANC Operating Budget



Grants with Funding to Support Employer & Apprentice Enrollment

Apprenticeship Building America

This is a \$4 million federal grant that provides operating funds and allocates money to eligible North Carolina employers for apprentices. The eligibility is without age or geographic restrictions and is available to current and new employers/sponsors who register a new high demand occupation and/or a new apprentice in that occupation. The Apprenticeship Building America Grant period ends June 30, 2026.

- ABA Grant Encumbrance \$1,25 million (100%)
- ABA Grant Disbursement Approved \$.45 million (36%)
- ABA Waitlist \$2.2 million

State Fiscal Relief Funds (SFRF) Expansion Grant Funding

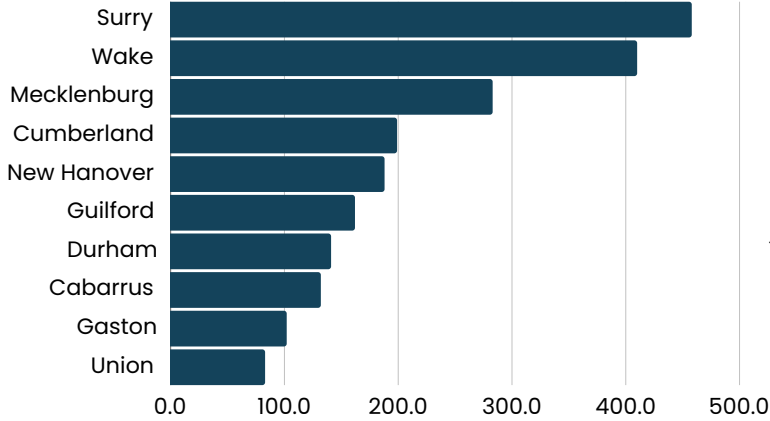
This is a \$12 million grant approved by the North Carolina General Assembly for the expansion of Registered Apprenticeship Programs. The funding supports businesses or satellite locations that reside in a tier one or tier two county as designated in the annual ranking performed by the Department of Commerce pursuant to G.S. 143B-437.08 for the 2020 calendar year. To be eligible, the apprentice must be between age 16 and 25 at time of registration, the business must employ less than 500 people, and the business must have at least one specified high demand occupation. The funding also supports grant administration expenses. These non-recurring funds must be fully encumbered by December 31, 2024, and fully disbursed by December 31, 2026.

- SFRF Encumbrance \$11.6 million (100%)
- SFRF Disbursement Approved \$5.2 million (45%)
- SFRF Waitlist \$14.3 million

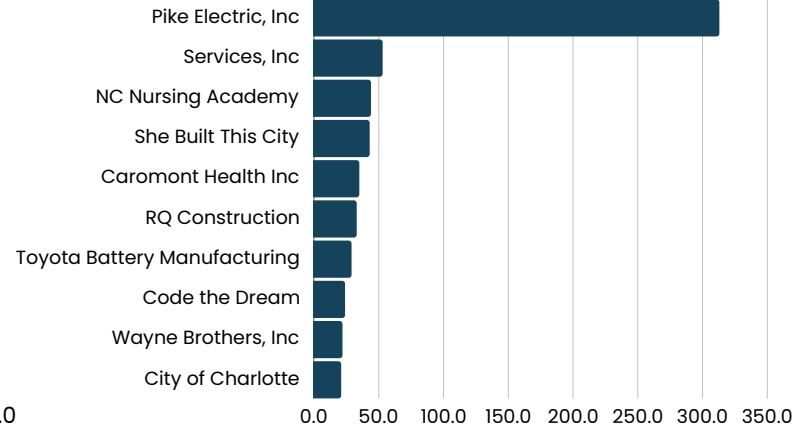


Snapshot of the State

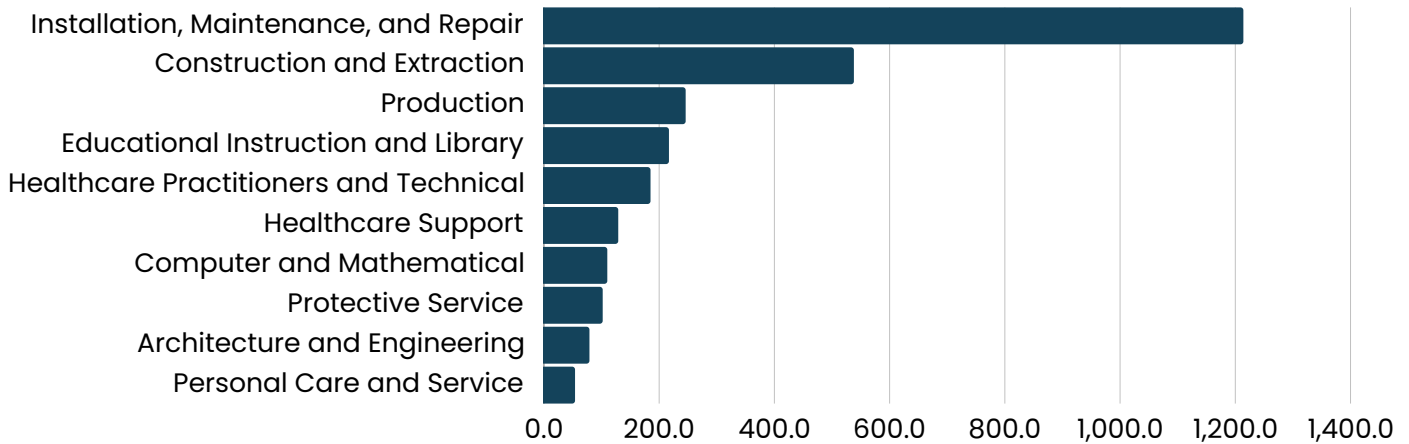
■ Top Ten Counties (Aggregate New Enrollment)



■ Top Ten Employers (New Enrollments)

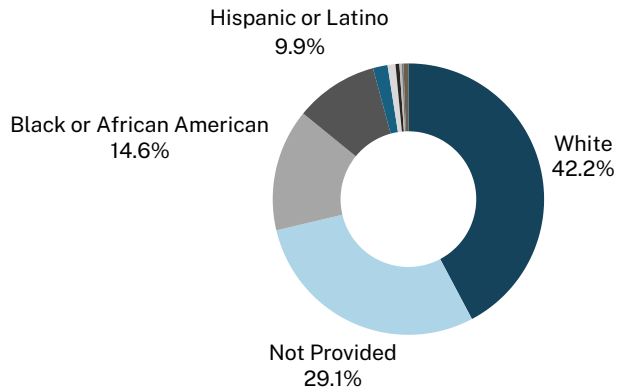


■ Top Ten Industry Segments (New Enrollments)

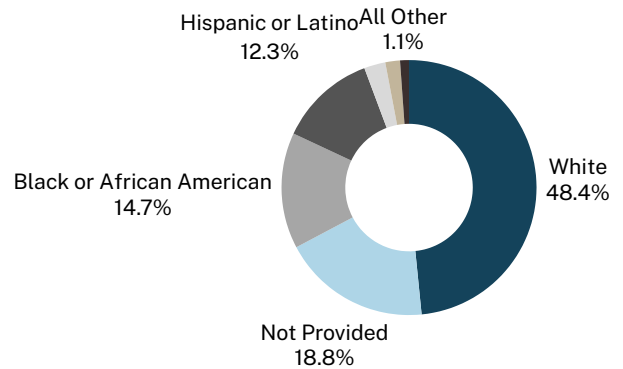


Apprentice Demographics

By Ethnicity
Registered Apprentice (New Enrollments)

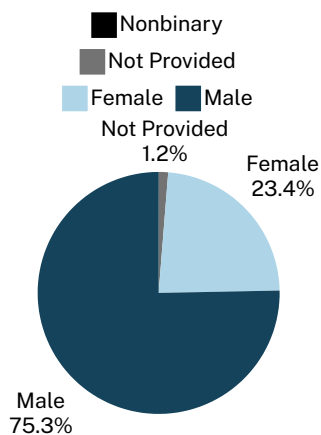


By Ethnicity
Pre-Apprentice (New Enrollments)

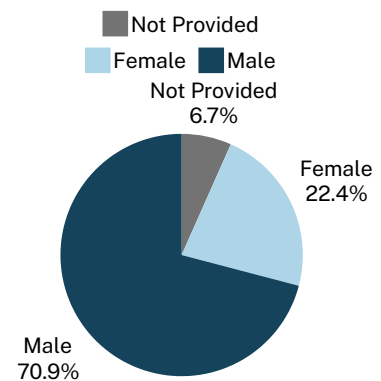


Youth Participants Served 18 & under	1,212
Youth Participants Served 19 - 24	5,328
Adults Served	8,550

By Gender
Registered Apprentice (New Enrollments)



By Gender
Pre-Apprentice (New Enrollments)



Employer & Sponsor Success

Registered Apprenticeship Brings Proven Value

- High Return on Investment (ROI) for Business (\$1.47 to \$2.00 for every \$1.00 invested)
- High ROI for state and federal funds (\$23 to \$27 for every \$1 invested)
- Completion rate of those entering a program is 70%-80%
- Retention rate of completers 90% five years post program completion
- \$10,000 per year or more in higher wages for apprentices compared to non-apprentice in same field
- Significantly higher rate of employment in field than non-apprentice.

Paving Pathways to Success

ApprenticeshipNC is proud of the success many programs have had in the expansion of Registered Apprenticeship. Below are but brief glimpses into the accomplishments a handful of our programs achieved this fiscal year. From apprentice enrollment booms to state-wide and national recognition, North Carolina apprenticeship programs are proving their value to apprentices, employers, and the communities they live and operate within.

Surry-Yadkin Works — a multifaceted experiential learning collaboration between Elkin County Schools, Mount Airy City Schools, Surry County Schools, Yadkin County Schools, and Surry Community College—placed 168 Pre-Apprentices with employers for the Spring 2024 semester. As a result of Surry-Yadkin Works' efforts, Surry County has 30 Registered Apprenticeship participants per 1,000 workers. The Surry-Yadkin Works model requires collaboration among many partners as well as grant funding and other financial resources.

In December 2023, Belk Center for Community College Leadership and Research released the [Surry-Yadkin Works Playbook](#). This playbook consists of tips and best practices from the program—highlighting Surry-Yadkin Works as a model for Registered Apprenticeship in both the state and the nation.

Pike Electric, Inc.—an employer with over 7,500 employees across 18 states—enrolled 313 registered apprentices in North Carolina. The Electrician and Powerline Technician occupations are considered High Demand by the US DOL. This boom in apprentice registration solidified the company's place as the leading registered apprentice enroller in the state during the 2023-2024 fiscal year.

Lumbee Holdings, Inc.—a wholly owned subsidiary of the Lumbee Tribe of North Carolina that provides products and services to industry and government partners—was awarded the 2024 Outstanding Registered Apprenticeship Program Award by ApprenticeshipNC.

Seth Bullard, an IT apprentice for Lumbee Holdings, Inc. and former student of Robeson Community College, received the 2024 Outstanding Registered Apprentice Award from ApprenticeshipNC. Seth is one of the first Native American Registered Apprentices to work for a federal contractor in the United States. He is currently pursuing higher education at The University of North Carolina at Pembroke.

Early Childhood Educator (ECE) Registered Apprenticeship is thriving in North Carolina with 358 active enrollments across 44 programs. Child Care Services Association-Durham is leading enrollment numbers with 41 active apprentices. Sunshine Schools NC and Wake Tech Community College also have impressive enrollments numbers with 33 and 25 active apprentices enrolled respectively. Building Bright Futures played a pivotal role in supporting the growth of ECE Registered Apprenticeship.

Marketing & Communications

Podcast Series, Newsletter, Program Spotlight Articles, and Amplify ANC Video Campaign

In September 2023, the ANC Marketing and Communications Department launched Amplify ApprenticeshipNC: The ApprenticeshipNC Podcast. Eight podcast episodes were released in FY23-24 featuring skilled trades, healthcare, golf, and tech.

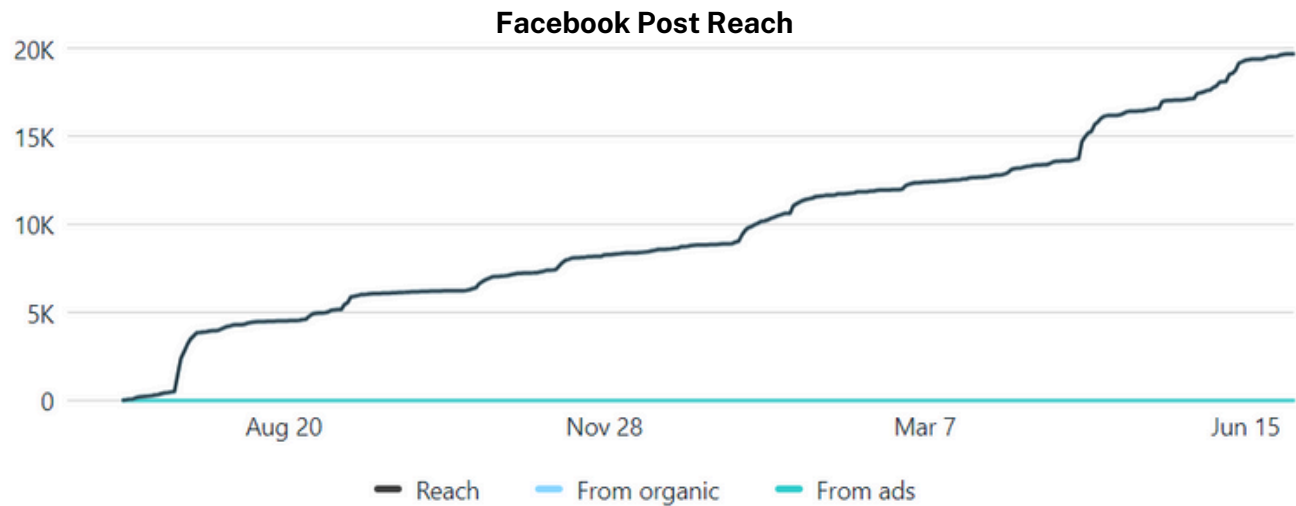
The first issue of The ANC Post: ApprenticeshipNC's Official Newsletter released January 16, 2024. The ANC Post sends once monthly to over 1,800 subscribers and features news from ApprenticeshipNC, program spotlight articles, resource links, apprenticeship in the press, and more. Hand-in-hand with the newsletters release came the publication of ANC's Program Spotlight article series. Each month via a LinkedIn article, ANC promotes the work an RA employer/sponsor. These articles are shared in The ANC Post and have been featured in EdNC newsletters and on the North Carolina Community College System Office website.

The first Amplify ApprenticeshipNC video released May 8, 2024, in celebration of the 1st Annual Youth Apprenticeship Week. This video highlighted the work of Tradesformers—a Youth Apprenticeship Consortium. The second video featured Operation Gateway—a nonprofit whose mission is to decrease recidivism by addressing the social determinants of the health of returning citizens. More Amplify ApprenticeshipNC Spotlight Videos are planned for the 2024-2025 fiscal year.

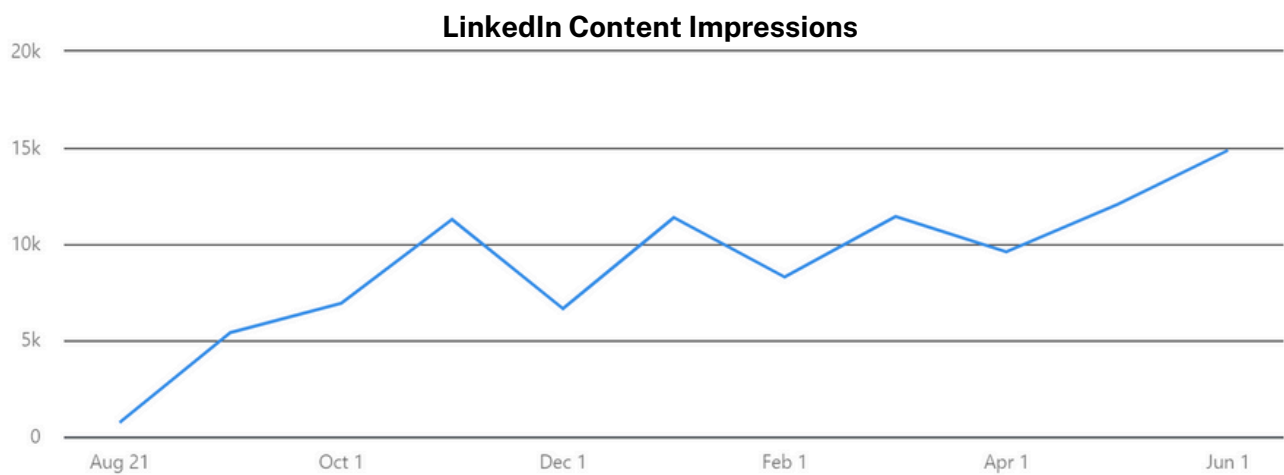
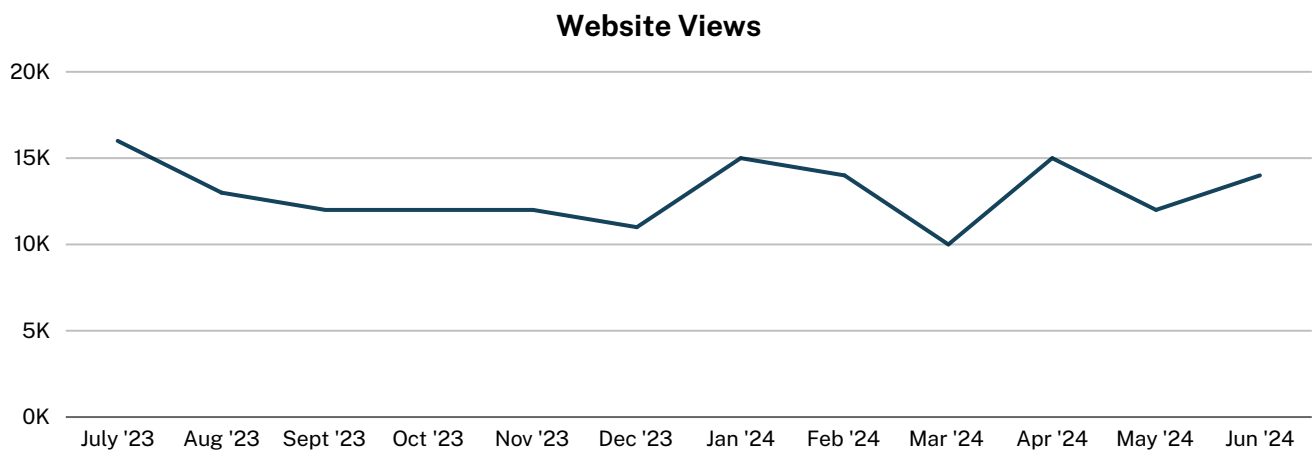
Major Events

- **2023 N.C. State Fair Apprentice Contests**
 - ANC, in partnership with the N.C. Department of Agriculture and various employer partners, hosted the Annual N.C. State Fair Apprentice Contests October 16, 18-20, 2023. These contests saw over 115 apprentices and pre-apprentices from across the state test their skills in one of the five following trades: masonry, electrical, carpentry, plumbing, and HV/AC-R.
- **9th Annual National Apprenticeship Week (November 13-19, 2023)**
 - ANC sponsors, employers, apprentices, and community partners celebrated the 9th Annual National Apprenticeship Week with over two dozen events happening across the state—including a proclamation from Governor Roy Cooper, the announcement the of the Southeastern Education and Economic Development (SEED) initiative at Wayne Community College, and the recognition of Western Piedmont Community College's PACE Registered Apprenticeship Program.
- **2024 ApprenticeshipNC Conference**
 - ApprenticeshipNC hosted the Annual ApprenticeshipNC Conference April 16-17 at the Benton Convention Center in Winston-Salem. Over 250 apprenticeship stakeholders from across the state attended, including representatives from finance, education, government, health care, manufacturing, technology, transportation, and the skilled trades.
- **1st Annual Youth Apprenticeship Week (May 5-11, 2024)**
 - Governor Roy Cooper proclaimed Youth Apprenticeship Week in North Carolina and 14 events were hosted by Registered Apprenticeship sponsors across the state.

Marketing and Communications Continued



Note: Facebook defines "reach" as the number of unique people who saw a post



Note: LinkedIn defines "content impressions" the number of times a post appears on users LinkedIn feeds. LinkedIn counts an impression when content is displayed on a LinkedIn page, whether or not the user engages with the content.

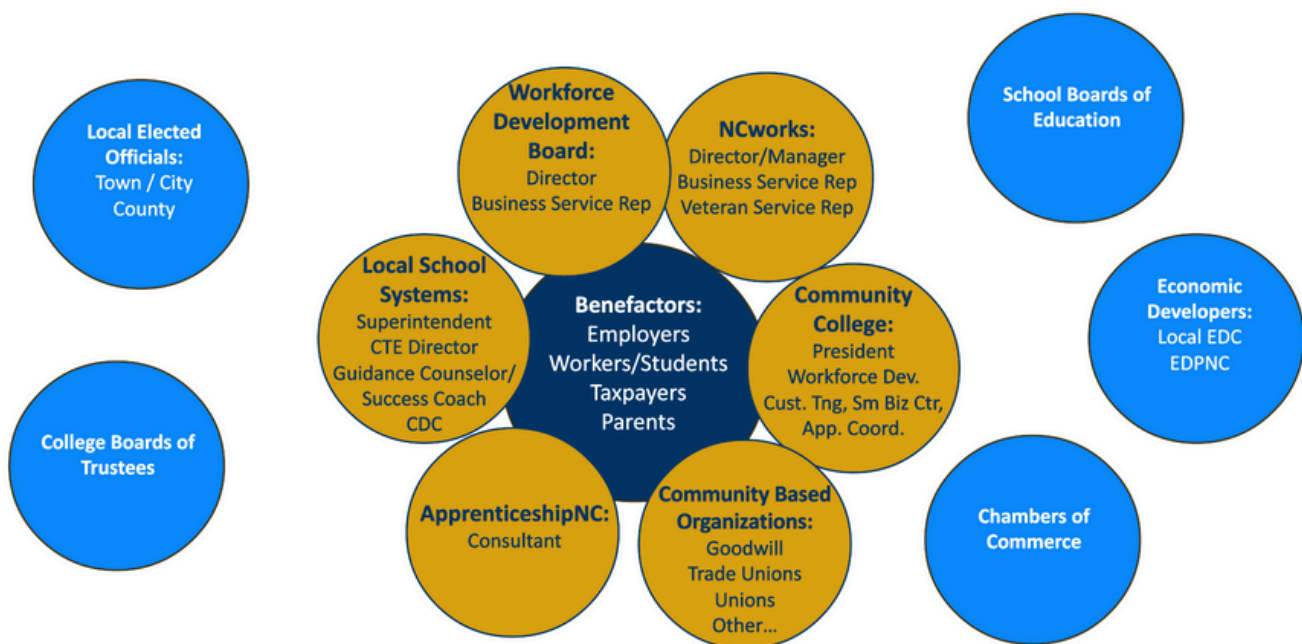
Strategic Plan

During spring '24, the new ANC Director led the staff through the development of an updated strategic plan. During this process, the team completed an environmental scan and stakeholder analysis to understand the current situation and the barriers to realizing the potential of Registered Apprenticeship in North Carolina. The team also identified the Surry-Yadkin approach as a promising practice because of the high number of participants per thousand workers.

Key elements of the strategy include:

- Measuring and sharing the status of apprenticeship in each county, including number of apprentices per thousand workers.
- Identifying all of the players in each local workforce ecosystem, current promising practices, and sharing this with all of the partners in the ecosystem for each county to decide how they might leverage to improve their local workforce.
- Creating communities of practice for key industries where existing employers and sponsors can share best practices, identify industry specific challenges, and become mentors to new employers.
- Streamlining our processes and providing clear understanding of roles, responsibilities, and methods to all stakeholder groups.
- Document value proposition of Registered Apprenticeship from various perspectives and create collateral to help increase awareness.
- Redesign website to improve access to programs and information for employers and apprentices alike.

Local Workforce Ecosystem



Strategic Plan

Using the number of workers in a county as the potential for apprenticeship and measuring the apprentices and pre-apprentices, we can see where the Surry-Yadkin model has driven significant participation. For context:

- North Carolina average is 2.0 apprentices or pre-apprentices per 1,000 workers
- United States average is 4.0 apprentices or pre-apprentices per 1,000 workers
- Western Europe is 40 - 44 apprentices or pre-apprentices per 1,000 workers

Our ten-year goal is to be at 10 apprentices or pre-apprentices per 1,000 workers (1% of the workforce)

Top 20 Counties in Participants/1000 Workers

County	Establishments	Average Employment	2029 Goal	2034 Goal	Program Count	RAP	PRAP	Participants/1000 Workers
Surry	2,069	29,273	146	293	24	829	37	29.6
Beaufort	1,400	15,520	78	155	18	284	38	20.7
Anson	516	6834	34	68	2	18	18	5.3
Cabarrus	6,781	86,520	433	865	73	396	19	4.8
Cumberland	7,714	124,768	624	1248	18	561	3	4.5
Lee	1,850	26,004	130	260	12	98	11	4.2
Rutherford	1,535	18,264	91	183	6	74	0	4.1
Alexander	716	8651	43	87	1	33	0	3.8
Madison	578	4,310	22	43	3	14	0	3.2
Guilford	17,918	291,227	1456	2912	135	743	134	3.0
Moore	3,446	39,568	198	396	13	118	0	3.0
Gaston	5,743	78,732	394	787	90	190	21	2.7
Hertford	501	8,714	44	87	1	23	0	2.6
Lenoir	1,469	29,470	147	295	8	76	1	2.6
Stanly	1,698	23,585	118	236	20	56	0	2.4
Columbus	1,244	15,188	76	152	22	34	2	2.4
New Hanover	11,407	130,424	652	1304	105	234	74	2.4
Union	7,891	74,207	371	742	66	168	6	2.3
Buncombe	13,216	140,744	704	1407	23	323	2	2.3
Davidson	3,448	46,819	234	468	15	87	19	2.3

Strategic Plan - Three Year Growth Targets

We saw significant growth between fiscal 2023 and 2024. Looking ahead our goals are based on the following assumptions:

- We are able to continue to fund the organization in line with current levels and add support staff as increased demand requires.
- Local counties see the value that apprenticeship can have on their constituents which will become a virtuous cycle of growth.
- Year-over-year growth of 10% in new programs, Registered Apprenticeship, and pre-apprenticeship
- Year-over-year reduction in pre-apprentice and apprentice cancellations of 5% stabilizing at 25% or less.

KPI	'22/23	'23/24	'24/25	'25/26	'26/27
New Registered Apprentice	3,438	4,990	5,500	6,050	6,660
New Registered Pre-Apprentice	1,186	1,774	1,930	2,130	2,340
Active Participants		*9,698	11,500	13,800	17,300
Participants/1000 workers		2	2.5	3	3.75
New Registered Apprentice Programs	138	147	160	176	194
New Registered Pre-Apprentice Program	33	19	30	60	90
New High Demand Occupations		772	846	931	1,024