



NC Career Coach Program

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

Submitted by The State Board of Community Colleges

As Required by GS 115D-21.5(d)

September 1, 2024

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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 \$5,600,000 in 2022 with an additional \$230,000 from a partnership with the University of North Carolina System Office Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP). As of July 1, 2024, there are ninety-one (91) Career Coaches across the State. During the 2023-24 academic year, ninety-one (91) Career Coaches at forty-five (45) Community Colleges served **20,093** students at sixty-four (64) Local Education Agencies. Individual student engagements over the year totaled **31,841**. While the Career Coach Program has grown and demonstrated success, barriers to on-going success continue. These barriers consist of the difficulty of consistent PowerSchool access for data collection and staff turnover.

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 are allocated utilizing the Department of Commerce economic county tier designation. The tier is determined by the location of the local school administrative unit the career coach serves. Tier 1 counties require no local match, Tier 2 counties require one dollar of local funds for every two dollars of state funds, and Tier 3 counties require one dollar of local funds for every dollar of state funds. State funds may be used for salary, benefits, support for the advising process, 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
2019-20	\$ 2,900,000
2020-21	\$ 3,500,000
2021-2022	\$ 5,600,000
2022-2023	\$ 5,600,000
2023-2024	\$ 5,655,000

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 need in community served
 - Will be sufficiently supported when serving at the LEA location
 - Effectively and appropriately serves local school administrative service area based on rationale supported by local community leaders.
 - Ensure that the number of Coach(es) requested are able to effectively serve the LEA population
 - 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.

- Ensures that the Career Coaches develop and maintain a relationship with local business and industry leaders.
 - 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 three-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 three-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.

PARTICIPANTS

2023-28 COHORT PARTICIPANTS

Effective July 1, 2023, the General Assembly appropriated \$ 5,655,000 to the NC Career Coach Program for FY 2023-24, FY 2024-25, FY 2025-26, FY 2026-27 and FY 2027-28. During the 2023-24 academic year, a total of ninety-one (91) Career Coaches at forty-five (45) Community Colleges served students at sixty-four (64) LEAs. A new cohort model was implemented beginning July 1, 2023, that offered an allocation to colleges that applied for the program and a competitive process for the remaining funds.

TABLE 2.

2023-28 COHORT APPLICANTS	
COMMUNITY COLLEGE	LOCAL EDUCATIONAL AGENCY
Asheville-Buncombe Tech	Madison County Schools
Beaufort County	Hyde and Tyrell County Schools
Bladen	Bladen County Schools
Blue Ridge	Henderson County Public Schools & Transylvania County Schools
Brunswick	Brunswick County Public Schools
Caldwell	Caldwell County Schools
Cape Fear	New Hanover Schools
Carteret	Carteret County Public Schools
Central Carolina	Harnett County Schools & Lee County Schools
Central Piedmont	Charlotte-Mecklenburg Schools
Cleveland	Cleveland County Schools
College of The Albemarle	Edenton-Chowan Public Schools and Elizabeth City-Pasquotank Public Schools
Craven	Craven County Schools
Davidson-Davie	Davie County Schools & Davidson County Schools
Durham	Orange County Schools
Edgecombe	Edgecombe County Public Schools and North East Carolina Prep
Fayetteville Tech	Cumberland County Public Schools
Forsyth	Winston-Salem-Forsyth County Schools
Gaston	Gaston County Schools & Lincoln County Schools
Halifax	Roanoke Rapids Graded School District
Haywood	Haywood County School System
Isothermal	Rutherford County Schools & Polk County Schools
James Sprunt	Duplin County Schools
Lenoir	Greene County Schools & Lenoir County Public Schools
Martin	Bertie County Schools & Martin County Schools
McDowell	McDowell County Schools

2023-28 COHORT APPLICANTS	
COMMUNITY COLLEGE	LOCAL EDUCATIONAL AGENCY
Mitchell	Iredell-Statesville Public Schools
Piedmont	Caswell County Schools & Person County Schools
Pitt	Pitt County Schools
Randolph	Randolph County School System
Richmond	Richmond County Schools & Scotland County Schools
Robeson	Public Schools of Robeson County
Rockingham	Rockingham County Public Schools
Rowan-Cabarrus	Kannapolis City Schools & Rowan-Salisbury Schools
Sampson	Clinton City Schools & Sampson County Schools
Sandhills	Hoke County Schools
South Piedmont	Anson County Schools & Union County Public Schools
Southeastern	Columbus County & Whiteville City Schools
Southwestern	Jackson County Schools & Swain County Schools
Tri-County	Cherokee County Schools & Graham County Schools
Wake Tech	Wake County Public Schools
Wayne	Wayne County Public Schools
Western Piedmont	Burke County Public Schools
Wilkes	Wilkes County Schools
Wilson	Wilson County Schools
45 Colleges	64 LEAs

TOTAL STATEWIDE CAREER COACHES AS OF JULY 1, 2024

TABLE 5.

COLLEGE (REGION)	TOTAL # OF COACHES AS OF 7/1/24	FY 23-24 AWARD*	LEA	MATCHING FUND SOURCE
Asheville- Buncombe Tech (Western)	1	\$ 90,000	Madison County Schools	Madison County Schools Funds
Beaufort County – (Eastern)	2	\$ 190,000	Hyde & Tyrell County Schools	No match required (Tier 1)
Beaufort County – Washington Co. (Eastern)	1	\$ 81,935 (GEAR UP)	Washington County Schools	No match required (Tier 1)

COLLEGE (REGION)	TOTAL # OF COACHES AS OF 7/1/24	FY 23-24 AWARD*	LEA	MATCHING FUND SOURCE
Bladen (Eastern)	2	\$ 161,730	Bladen County Schools	No match required (Tier 1)
Blue Ridge (Western)	2	\$ 130,914	Henderson & Transylvania County Schools	County Funds
Brunswick (Eastern)	2	\$ 77,260	Brunswick County Public Schools	College Institutional Funds
Caldwell (Western)	2	\$ 164,152	Caldwell County Schools	County Funds
Cape Fear (Eastern)	1	\$ 42,466	New Hanover County Schools	College Institutional Funds
Carteret (Eastern)	2	\$ 87,936	Carteret County Public Schools	College Institutional Funds
Central Carolina (Central)	2	\$ 88,625	Harnett County Schools & Lee County Schools	Institutional Funds
Central Piedmont (West)	1	\$ 39,582	Charlotte-Mecklenburg County Schools	Sugar Creek Charter School Funds & College Foundation Funds
Cleveland (Western)	2	\$ 150,372	Cleveland County Schools	College Institutional Funds
College of The Albemarle (Eastern)	2	\$ 168,944	Edenton-Chowan Public Schools & Elizabeth City- Pasquotank Public Schools	No match required (Tier 1)
College of The Albemarle (Eastern)	1	\$ 81,935 (GEAR UP)	Elizabeth City- Pasquotank Public Schools	No match required (Tier 1)
Craven (Eastern)	1	\$ 46,580	Craven County Schools	College Institutional Funds
Davidson- Davie Co. (Western)	2	\$ 126,000	Davie County & Davidson County Schools	County Funds
Durham (Central)	1	\$ 45,545	Orange County Public Schools	Local Funds
Edgecombe (Eastern)	2	\$ 180,160	Edgecombe County Public Schools & North East Carolina Prep	College Institutional Funds

COLLEGE (REGION)	TOTAL # OF COACHES AS OF 7/1/24	FY 23-24 AWARD *	LEA	MATCHING FUND SOURCE
Fayetteville Technical (Central)	2	\$ 139,812	Cumberland County Schools	No match required (Tier 1)
Forsyth (Central)	2	\$ 111,914	Winston- Salem/Forsyth County Schools	College Foundation Funds
Gaston – (Western)	2	\$ 148,163	Gaston County & Lincoln County Schools	Gaston County & Lincoln County Schools
Halifax (Eastern)	1	\$ 92,596	Roanoke Rapids Graded School District	College Institutional Funds
Haywood (Western)	2	\$ 114,001	Haywood County School System	College Foundation Funds
Isothermal (Western)	2	\$ 139,670	Polk County & Rutherford County Schools	College Institutional Funds
James Sprunt (Eastern)	2	\$ 160,452	Duplin County Schools	No match required (Tier 1)
Lenoir (Eastern)	2	\$ 168,309	Lenoir County Public Schools & Greene County Schools	No match required (Tier 1)
Martin – (Eastern)	2	\$ 163,546	Bertie & Martin County Schools	No match required
McDowell (Western)	2	\$ 115,000	McDowell County Schools	County Funds
Mitchell (Western)	1	\$ 39,765	Iredell-Statesville Schools	College Institutional Funds
Piedmont (Central)	2	\$ 162,000	Caswell County Schools & Person County Schools	County funds
Pitt (Eastern)	2	\$ 97,910	Pitt County Schools	College Institutional Funds
Randolph (Central)	3.5	\$ 176,000	Randolph County School System	College Institutional Funds
Richmond (Central)	2	\$ 157,584	Richmond County & Scotland County Schools	No match required (Tier 1)
Robeson (Central)	2	\$ 188,854	Public Schools of Robeson County	No match required (Tier 1)
Rockingham (Central)	2	\$ 170,000	Rockingham County Schools	College Institutional Funds

COLLEGE (REGION)	TOTAL # OF COACHES AS OF 7/1/24	FY 23-24 AWARD*	LEA	MATCHING FUND SOURCE
Rowan- Cabarrus (Western)	2	\$ 182,458	Kannapolis City Schools & Rowan-Salisbury Schools	College Institutional Funds
Sampson (Eastern)	3	\$ 172,230	Clinton City Schools & Sampson County Schools	No match required (Tier 1)
Sandhills (Central)	1	\$ 80,920	Hoke County Schools	No match required (Tier 1)
South Piedmont (Central)	2	\$ 138,582	Union County Public Schools	College Institutional Funds
South Piedmont (Central)	1	\$ 81,935 (GEAR UP)	Anson County Schools	College Institutional Funds
Southeastern (Eastern)	2	\$ 190,000	Columbus County & Whiteville City Schools	County funds & Columbus County Industry Group Funds
Southwestern (Western)	1	\$ 71,057	Swain County Schools	No match required (Tier 1)
Southwestern (Western)	1	\$ 81,935 (GEAR UP)	Jackson County Schools	College Institutional Funds
Tri-County (Western)	2	\$ 123,554	Cherokee County & Graham County Schools	No match required (Tier 1)
Wake Technical (Central)	2	\$ 86,298	Wake County Public Schools	College Foundation Funds
Wayne (Eastern)	1	\$ 93,000	Wayne County Public Schools	No match required (Tier 1)
Western Piedmont (Western)	3	\$ 149,058	Burke County Public Schools	No match required (Tier 1)
Wilkes (Western)	2.5	\$ 95,000	Wilkes County Schools	No match required (Tier 1)
Wilson (Eastern)	1	\$ 88,472	Wilson County Schools	No match required (Tier 1)

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

IMPACT DATA FOR 2023-24

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 6.

COLLEGE (REGION)	NO. OF COACHES	INDIVIDUAL COACHING SESSIONS	GROUP COACHING SESSIONS*	HIGH SCHOOL
Asheville- Buncombe Tech (Western)	1	99	545 students served	Madison HS & Madison Early College
Beaufort County (Eastern)	3	1,017	4,804	Columbia HS, Hyde Academy, Mattamuskeet HS, Washington County HS, Washington County Early College
Bladen (Eastern)	2	354	2,949	West Bladen HS, East Bladen HS, Bladen Early College
Blue Ridge (Western)	2	591	2,671	Brevard HS, Davidson River HS, East Henderson HS, North Henderson HS & Rosman HS
Brunswick (Eastern)	2	1,220	4,397	North Brunswick HS, South Brunswick HS, West Brunswick HS, & Center for Applied Sciences and Technology
Caldwell (Western)	2	283	97	Caldwell Applied Sciences Academy & West Caldwell HS
Cape Fear (Eastern)	1	663	1,032	Laney HS & New Hanover HS
Carteret (Eastern)	2	569	2,045	Croatan HS, East Carteret HS & West Carteret HS
Central Carolina (Central)	2	1,383	0	Harnett County HS & Lee County HS
Central Piedmont (Central)	1	336	4,935	Sugar Creek Charter School
Cleveland (Western)	2	830	15	Burns HS, Cleveland Innovation, Crest HS, & Shelby HS

COLLEGE (REGION)	NO. OF COACHES	INDIVIDUAL COACHING SESSIONS	GROUP COACHING SESSIONS*	HIGH SCHOOL
College of The Albemarle (Eastern)	3	270	281	John A. Holmes HS, Northeastern HS & Pasquotank HS
Craven (Eastern)	1	122	3,928	New Bern HS
Davidson-Davie (Western)	2	575	2,006	Davie County HS, Ledford HS & North Davidson HS
Durham (Central)	1	158	2,817	Cedar Ridge HS, Orange HS & Partnership Academy
Edgecombe (Eastern)	2	4,938	1,855	North Edgecombe HS, Southwest Edgecombe HS, Edgecombe Early College, Northeast Carolina Prep School & Tarboro HS
Fayetteville Technical (Central)	2	280	0	Douglas Byrd HS, E.E. Smith HS, Seventy-First HS, South View HS & Westover HS
Forsyth (Central)	2	227	0	Carver HS, North Forsyth HS, Parkland Magnet HS & Winston Salem Preparatory Academy
Gaston (Western)	2	1,443	2,841	Bessemer City HS, Hunter Huss HS, Lincolnnton HS, North Gaston HS & West Lincoln HS
Halifax (Eastern)	1	167	0	Roanoke Rapids HS
Haywood (Western)	2	632	1,453	Pisgah HS & Tuscola HS
Isothermal (Western)	2	212	439	Chase HS, East Rutherford HS, Polk HS & R-S Central HS
James Sprunt (Eastern)	2	360	47	East Duplin HS, North Duplin HS, James Kenan HS & Wallace-Rose Hill HS
Lenoir (Eastern)	2	384	850	Greene Central HS, Kinston HS, North Lenoir HS & South Lenoir HS
Martin (Eastern)	2	304	1,821	Bertie HS, Riverside HS & South Creek HS
McDowell (Western)	2	749	1,328	McDowell HS
Mitchell (Western)	1	71	158	Statesville HS & West Iredell HS

COLLEGE (REGION)	NO. OF COACHES	INDIVIDUAL COACHING SESSIONS	GROUP COACHING SESSIONS*	HIGH SCHOOL
Piedmont (Central)	2	389	2,572	Barlett-Yancey HS & Person HS
Pitt (Eastern)	2	245	1,221	Farmville Central HS, J.H. Rose HS, North Pitt HS & South Central HS
Randolph (Central)	3.5	1,429	3,040	Asheboro HS, Eastern Randolph HS, Providence Grove HS, Randleman HS, Southwestern Randolph HS, Uwharrie Ridge & Wheatmore HS
Richmond (Central)	2	438	247	Richmond Senior HS & Scotland HS
Robeson (Central)	2	739	0	Fairmont HS & Red Springs HS
Rockingham (Central)	2	1,069	2,864	Dalton McMichael HS, Morehead HS, Reidsville HS & Rockingham HS
Rowan- Cabarrus (Central)	2	508	2,898	A.L. Brown HS & North Rowan HS
Sampson (Eastern)	3	231	0	Clinton HS, Hobbton HS, Lakewood HS & Midway HS
Sandhills (Eastern)	1	247	932	Hoke County HS
South Piedmont (Central)	3	1,598	891	Anson HS, Cuthbertson HS, Forest Hills HS, Monroe HS, Piedmont HS, Porter Ridge HS & Sun Valley HS
Southeastern (Eastern)	2	902	8,457	East Columbus HS, South Columbus HS, West Columbus HS, & Whiteville HS
Southwestern (Western)	2	701	0	Cherokee HS, Jackson County School of the Alternatives, Smoky Mountain HS, Summit Charter School, Swain County HS & Victory Christian Academy
Tri-County (Western)	2	78	0	Murphy HS & Robbinsville HS
Wake Tech (Central)	2	126	241	Athens Drive HS, Garner HS, Rolesville HS & Sanderson HS
Wayne (Eastern)	1	187	488	Eastern Wayne HS & Goldsboro HS
Western Piedmont (Western)	3	2,849	0	East Burke HS & Freedom HS

COLLEGE (REGION)	NO. OF COACHES	INDIVIDUAL COACHING SESSIONS	GROUP COACHING SESSIONS*	HIGH SCHOOL
Wilkes (Western)	2.5	1,754	0	East Wilkes HS, North Wilkes HS & Wilkes Central HS
Wilson (Eastern)	1	114	789	Beddingfield HS
TOTALS	91	31,841		64 LEAs

*Students served in a group setting such as classroom presentations, group tours, orientation sessions, etc.

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. During the 2023-2024 academic year **552** workforce engagement activities supported the adjustment to available pathways in order to better meet the state and local workforce need.

PATHWAY ENROLLMENTS

Students enrolled in a variety of high school Career & Technical Education (CTE) pathways and community college Career and College Promise (CCP) CTE 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 7.

PATHWAY	2023-2024
High School – Career & Technical Education	51,869
Community College – Career & College Promise: Career & Technical Education	6,769
TOTALS	58,638

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. Effective July 1, 2019, Senate Bill 61 (Section 3.3) adjusted the matching formula (G.S. 115D21.5(c)(2) b.) based on county tiers. While this was a tremendous show of support from the General Assembly, the dollar-for-dollar matching requirement is still a significant barrier from some colleges, especially small, rural colleges that have limited access to county funds or private funding sources.

Turnover. NC Career Coach staff rate of replacement has increased during and after the COVID-19 pandemic. The System Office responded by extending the newest cohort beginning on July 1, 2023, to a 5-year cycle. We will continue to monitor the turnover rate to see if more measures are needed to mitigate this concern.

CONCLUSION

The NC Career Coach Program is successfully helping high school students to choose a viable career path. Although there are only ninety-one (91) 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 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 2). These narratives illustrate the creative efforts to guide students on the path through excellent education into the workforce. However, difficulties persist regarding the match required for small, rural colleges, and managing coach retention.

APPENDIX 1
Career Coaches by Region

REGION	COLLEGE	TOTAL # OF COACHES AS OF 7/1/23	LEA	MATCHING FUND SOURCE
Central	Central Carolina	2	Harnett County & Lee County Schools	Institutional Funds
	Davidson-Davie	2	Davie County & Davidson County Schools	County Funds
	Durham Technical	1	Orange County Public Schools	Local Funds
	Fayetteville Technical	2	Cumberland County Schools	No match required
	Forsyth Technical	2	Winston-Salem/Forsyth County Schools	College Foundation Funds
	Piedmont	2	Caswell County Schools & Person County Schools	County funds
	Randolph	2	Asheboro City Schools & Randolph County School System	College Institutional Funds
	Richmond	2	Richmond and Scotland County Schools	No match required
	Robeson	2	Public Schools of Robeson County	No match required
	Rockingham	2	Rockingham County Public Schools	College Institutional Funds
	Sandhills	1	Hoke County Schools	No match required
	South Piedmont	3*	Anson County & Union County Public Schools	College Institutional Funds
	Wake Technical	2	Wake County Public Schools	College Foundation Funds
Eastern	Beaufort County	3*	Hyde County, Tyrell County & Washington County Schools	No match required

REGION	COLLEGE	TOTAL # OF COACHES AS OF 7/1/23	LEA	MATCHING FUND SOURCE
	Bladen	2	Bladen County Schools	Local Funds
	Brunswick	2	Brunswick County Public Schools	College Institutional Funds
	Cape Fear	1	New Hanover County Schools	College Institutional Funds
	Carteret	2	Carteret County Public Schools	College Institutional Funds
	College of The Albemarle	3*	Edenton-Chowan Public Schools & Elizabeth City-Pasquotank Public Schools	No match required
	Craven	1	Craven County Schools	College Institutional Funds
	Edgecombe	2	Edgecombe County Public Schools & North East Prep	College Institutional Funds
	Halifax	1	Roanoke Rapids Graded School District	College Institutional Funds
	James Sprunt	2	Duplin County Schools	No match required
	Lenoir	2	Lenoir County Public Schools & Greene County Schools	College Institutional Funds, College Foundation Funds, Lenoir County Schools and Greene County Schools
	Martin	2	Bertie County & Martin County Schools	No match required
	Pitt	2	Pitt County Schools	College Institutional Funds
	Sampson	2	Clinton City Schools & Sampson County Schools	No match required
	Southeastern	2	Columbus County Schools & Whiteville City Schools	County funds and Columbus County Industry Group Funds
	Wayne	1	Wayne County Public Schools	No match required
	Wilson	1	Wilson County Schools	No match required

REGION	COLLEGE	TOTAL # OF COACHES AS OF 7/1/23	LEA	MATCHING FUND SOURCE
Western	Asheville-Buncombe Technical	1	Madison County Schools	Madison County Schools Funds
	Blue Ridge	2	Henderson County Schools & Transylvania County Schools	County Funds
	Caldwell	2	Caldwell County Schools	County Funds
	Central Piedmont	1	Charlotte-Mecklenburg Schools	Sugar Creek Charter School Funds & College Foundation Funds
	Cleveland	2	Cleveland County Schools	College Institutional Funds
	Gaston College	2	Gaston County Schools & Lincoln County Schools	Gaston County and Lincoln County Schools
	Haywood	2	Haywood County Schools	College Foundation Funds
	Isothermal	2	Polk County Schools & Rutherford County Schools	College Institutional Funds
	McDowell	2	McDowell County Schools	County Funds
	Mitchell	1	Iredell-Statesville Schools	College Institutional Funds
	Rowan-Cabarrus	2	Kannapolis City Schools & Rowan-Salisbury School System	College Institutional Funds
	Southwestern	2*	Jackson County Schools & Swain County Schools	College Institutional Funds
	Tri-County	2	Cherokee County Schools & Graham County Schools	No match required

REGION	COLLEGE	TOTAL # OF COACHES AS OF 7/1/23	LEA	MATCHING FUND SOURCE
	Western Piedmont	2	Burke County Public Schools	College Institutional Funds
	Wilkes	2	Wilkes County Schools	Alleghany County Funds & Private Donation

*This includes one GEAR UP funded NC Career Coach.

Appendix 2

Career Coach Narratives

Gaston College

CTE Tuesday is a monthly 15-minute webinar facilitated by Gaston College, where students learn about a featured career. The Rhino Roadmap to CTE Careers open house was designed to bring together participants from this successful webinar series, providing a face-to-face networking event for deeper engagement with featured careers, Gaston College faculty, and local employers. [This] event was hosted by the CTE Tuesday webinar committee (myself & partnered Coach, Dean of CTE, Director of A321, and instructor CTE). We partnered with Educational Partnerships and the CTE Division heavily.

Employers featured included: Aptar, Belmont Fire Department, CaroMont Health, Cataler North America, CBM, CMPD Animal Care & Control, Covenant Community Preschool, Gardner-Webb University, Gaston Business Association, Gaston Community Action Head Start, Gaston County EDC/Association of Manufacturers, GSM Services, Hester & Payseur PLLC, Image Design, Momentum Tire & Car Care, MSI Defense solutions, Nuport dba J&L Machine & Fabrication, Powerhouse Equipment & Engineering, Premier South, Recore Electric, Sennebogen LLC, Sodoma Law, Storyline Music + Mix, Teguvar, The Law Offices of Ronald J Shook, Tindol Ford/Subaru/Roush, Tower Engineering professional, UrgentVet Pet clinic, WIFT-Carolinas/KP Film Studio.

Lenoir Community College

Careers on Wheels at the Lenoir County Fairgrounds brought together more than 600 fourth graders with 28 public and private entities that showed the vehicles and other wheeled machines used in their work. LCC also had its annual Job Fair and we scheduled it on the same day as the Junior Showcase so our high school juniors could explore and network with representatives from over 100 local businesses and industries. Students were encouraged to create and bring resumes and practice speaking to employers. It was a fabulous day, the students enjoyed it ALMOST as much as I did.

McDowell Technical Community College

I attended the monthly Rotary meeting to connect and network with workforce and community members. This invitation was a great opportunity to let community members know the opportunities available to high school students, but also helped me to make valuable

connections that could be used for students for internships, industry tours, etc. This meeting also allowed us to raise awareness of the services that career coaches offer to our county.

Richmond Community College

For Black History month, I worked with the high school to host a Business/Entrepreneurship Expo. There were 12+ black owned businesses that came to talk with students about starting their own business. Business types ranged from photography/media, clothing, esthetician, baking, art studios, etc. Students were able to walk around and talk to businesses individually and ask questions about how they started their business, how long they have owned their business and get any advice on how to do it themselves one day.

Rockingham Community College

I attended the Counselor Luncheon at Rockingham Community College. This was a networking event for all counselors in Rockingham County Schools. During the meeting, RCC leaders spoke about the benefit of counselors, as well as discussed new changes to RCC that will benefit the students at Rockingham County Schools. I also spoke in front of the counselors, stating the importance of my role, as well as sharing the work I have been doing in high schools.

Southeastern Community College

Industry partners met with Southeastern Community College faculty and instructional staff for the Fall Advisory Committee Meeting in Nesmith Student Center Thursday night. Everyone enjoyed a catered Joe's BBQ dinner before breaking out into program meetings across campus. The event was in partnership with SCC, Columbus County Schools, and Whiteville City Schools to bring about work based learning experiences for students. Employers discussed the needs of their employees, while faculty and instructional staff addressed challenges in the classroom and the needs of students.

Wake Technical Community College

I attended the monthly Business Exchange Breakfast with the Garner Chamber of Commerce, sponsored by the Coastal Federal Credit Union in Garner, NC. In attendance was a combination of local business and community leaders. During the course of the event, I had the opportunity to connect with several local professionals and discussed my role and how we could potentially partner in the near future. In addition, I had interesting conversation with Kellie Bradley of byteKraft workshops. She provides courses and train businesses how to properly integrate AI in their daily business practices. I also connected with Michelle Doeffinger of Triangle Social Media, LLC. A company that offers social media management, marketing, and training to the Triangle. Among others I met was Matthew Coppedge, President and CEO of the Garner Chamber as well

as Jesse Moore, Owner of Best Options Restoration, a company that specializes in HVAC and home/commercial solutions. The overall event was informative and a great way to make connections with area businesses.

At another event hosted by the Garner Chamber, I met Shaye Polk of the Modern Woodmen Fraternal Financial Group. Shaye is a financial representative and we began to discuss our roles with our respected organizations. Later, I sat down with Shaye, Daniel Polk, Regional Director of Modern Woodmen, and Jeff Sidney in a face-to-face meeting. I explained in more depth my role as a NC Career Coach. The three of us talked about potential event sponsorships, job shadowing/apprenticeship, class/group presentations, and networking opportunities. In addition, Shaye and Jeff conducted a thorough presentation about Modern Woodmen and the various services that they offer.

Wayne Community College

THE FORWARD conference is an opportunity to look ahead at a snapshot of the regional economic outlook and communication about the obstacles we are facing as a community and our plan to address them. The conference dove into discussions with experts regarding the opportunities and threats that exist on the horizon for every person who holds a vested interest in the future of Wayne County.

I met with NC Works to introduce myself and discuss what I do for the community's students, to understand what they do for the community, and to discuss how we can partner to help our students who are ready to get out there and work.