



**COLLEGE & CAREER
READINESS**

College and Career Readiness State-Wide Call

Adult Education State Office Team

November 19, 2025

Agenda

1. Welcome
2. State Board Code Update
3. Performance Accountability
4. Monitoring and Compliance
5. PD Updates
6. Basic Skills Plus Update
7. ApprenticeshipNC (30 min.)
8. Q&A



State Board Code of Community Colleges Workgroup 7 – Basic Skills

Federal Program Performance & Accountability welcomes...



- Courtney Jackson has joined the Federal Programs team as the Federal Programs Performance and Accountability Specialist. Courtney will assist with ADVANSYS support, performance data reporting and visualization, and special projects for the team.
- Courtney brings a wealth of experience from Surry Community College, where she has served in multiple roles including Chief High School Equivalency Examiner, Adult High School Coordinator, Purpose Center Coach, and Student Success Advisor.
- Courtney has a background in educational psychology, having earned her MS in Psychology with a specialization in Educational Psychology from Capella University. Her career reflects a deep commitment to student achievement, program coordination, and community engagement.



Federal Program Performance & Accountability Updates

Since Period 3_2026 🚀

- Reached **2,955 more students** across the state
- Achieved a **7% jump** in MSG performance — rising from 20.1% to 27.0%!
- Earned **1,774 MSGs** through post-testing success
- Celebrated **447 MSGs** from HSE subtest completions
- Awarded **258 new HSE diplomas**
- Awarded **42 Adult High School diplomas**
- Achieved **133 MSGs** through IET programs

Basic Skills Overview

Period 4_2026

Students and Participation

37,353

Total Students Served

9,482

Total Reportables (<12 Hrs)

27,871

Total Participants (12+ Hrs)

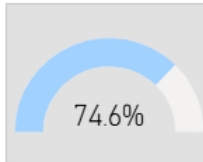
27,872

Total POPs

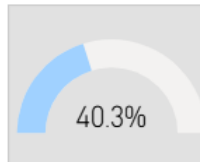
Performance

Retention Rate

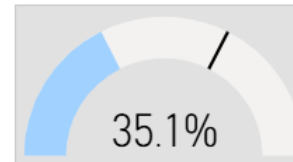
% Retained 12+ Hrs



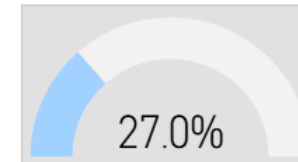
% Retained 40+ Hrs



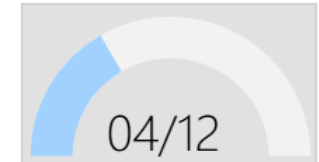
Participant Posttest Rate
(Target = 65.0%)



MSG Rate
(Target =)



Proportion of
Program Year Completed



Measurable Skill Gains (MSGs)

Total POPs with EFL MSG

257

Total AHS Credit Gain

252

Total Postsec Enroll Gain

4,536

Total Pre/Posttest Gain

1,576

Total HSE Subtest Gain

Total POPs with Secondary Credential MSG

729

Total HSE Gain

183

Total AHS Credential Gain

Total POPs with IET MSG

485

Total IET Gain

7,526

Total POPs with MSG
(unduplicated)

20,346

Total POPs without MSG

Counts of MSGs by type above are duplicated if a student received multiple MSGs

POST MEASURES FOR 25-26 PY

Employment (2nd Qtr Exit): **41.5%**

Employment (4th Qtr Exit): **41.5%**

Median Earnings: **\$5,100**

Credential Attainment Rate: **31.5%**

Measurable Skill Gains: **44.0%**

PROVIDER RESPONSIBILITY FOR POST EXIT INDICATORS

Because more post-exit measures will be added in future years, it's critical that all providers collect and record SSN or ITIN numbers for every participant. North Carolina uses data matching with NC Commerce to calculate post-exit measures.

Last year, only 57% of participants had a SSN on file.

Without these numbers, we cannot capture full employment outcomes.

Surveys will be added to data matching for PY 25-26.
Training coming soon!

Monitoring and Compliance Updates

General Updates

- 2025-2026 Monitoring Cycle underway
- All providers selected for comprehensive monitoring in program year 2025-2026 have been notified
- Pre-review meetings with selected providers are underway
- Onsite and virtual visits will take place in Spring 2026
- The next annual risk assessment to identify monitoring for program year 2026-2027 will take place in Summer 2026
- All providers will have at least one comprehensive monitoring visit during the multi-year grant cycle

Uniform Guidance Reminder

- Prohibited Use of Federal Grants Funds for Lobbying and Allowable Membership Costs – 2 C.F.R. § 200.450
 - Do not use federal grant funds for lobbying activities
 - Do not pay for dues to organizations that cannot clearly separate lobbying from non-lobbying expenses

What's Ahead: Meetings, Webinars & the Spring 2026 Professional Development Calendar





Spring PD Days

- March 13, 2026 - Mountain Region – BlueRidge CC
- April 24, 2026 – Eastern Region – Nash CC





COLLEGE & CAREER READINESS

Regional IET Playbook Workshops



Coastal – November 21 – Pitt CC

Central – February 6 – Randolph CC

Eastern – March 4 – Alamance CC

Mountain – April 21 – Blue Ridge CC





COLLEGE & CAREER READINESS

Contextualized Instruction for Career Pathways Workshops

March 19 & 20 – AB Tech CC



BEAUFORT

COUNTY COMMUNITY COLLEGE

March 23 & 24 – Beaufort County CC

Upcoming Spring 2026 Webinar Schedule

- **01/21/26:** Virtual CCR Statewide Meeting
- **01/22/26:** Best of COABE 2025 Session Three – Where’s the Reading Fluency?
- **02/12/26:** NDO Session One - Title II Director Responsibilities
- **02/19/26:** Best of COABE 2025 Session Four – Running a Testing Center
- **03/12/26:** NDO Session Two - Answers for Title II Directors
- **03/25/26:** Virtual CCR Statewide Meeting
- **04/23/26:** NDO Session Three - Performance & Monitoring
- **05/15/26:** NDO Session Four - CCR Programs & Initiatives
- **06/10/26:** Virtual CCR Statewide Meeting



Spring 2026 Credentialing Course Schedule



- Fundamentals of Teaching ESL Part II Credential
Jan 26 – Apr 5, 2026
- Fundamentals of Teaching Adult Learners Part II Credential
Feb 9 – Apr 19, 2026
- ASE Math Credential
March 9 – May 17, 2026

AI Boot Camp for Adult Ed Professionals: Feb 23 – Mar 29, 2026

[Visit NCTitle2.org to Register](https://www.nc-title2.org)

[In-Person](#)
[Webinar](#)
[Reset](#)

[This Month](#)
 January 2025

Sun	Mon	Tue	Wed	Thu	Fri	Sat
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14 2:00 pm - 3:30 pm We Speak NCTC Introduction & Training	15 2:00 pm - 3:00 pm CCR Quarterly State-Wide Virtual January Meeting	16	17	18
19	20	21	22	23 2:00 pm - 3:00 pm The State of CCASS 2024 Webinar Series Session Five - Data Collection Methods and the Student Experience	24	25
26	27	28	29	30	31	1

Professional Development Archives

Welcome to the Professional Development Archives.

Recordings of all publicly available webinars produced by the NC Title II State Office are located here. The corresponding PowerPoint presentations and any other documents shared during the webinar are also included with each event.

The events can be sorted by topic using the tag feature below.

Tag

August 26, 2025

1:00 pm [Effectively Identifying and Documenting Student Barriers to Employment](#)

August 20, 2025

10:00 am [2025-2026 Title II Time & Effort Webinar](#)

July 30, 2025

2:00 pm [AEFLA All-Hands Update Call](#)



COLLEGE & CAREER READINESS

CCR Membership Hour Course Plans Moodle Repository

A screenshot of a Moodle repository interface. The top navigation bar includes the 'NC COLLEGE & CAREER READINESS' logo and links for 'Dashboard', 'My courses', and 'Site administration'. A left sidebar menu is open, showing 'General Information' as the selected item, with a list of course codes below it: 'BSP 3100 - 3250: NRS Begi...', 'BSP 3100: ABE Literacy Level 1', 'BSP 3150: ABE Math Level 1', 'BSP 3200: Basic Education Le...', and 'BSP 3250: Basic Education M...'. The main content area is titled 'CCR Membership Hour Course Plans' and has tabs for 'Course', 'Information', 'Settings', 'Participants', 'Grades', and 'More'. The 'Information' tab is active. Below the tabs, the section is titled 'General Information' and contains a warning message: '! ⚠ PLEASE NOTE: Only the courses listed below can be used as a membership hour class. ⚠ !'.

Self-enroll under *On-Demand Courses* at NCTitle2.org.

Basic Skills Plus Update

- Basic Skills Plus documents had minor edits and consolidation in Spring 2025
- Evaluated as a collective to ensure accuracy & consistency
- Current guidance now available in ServiceNow - **Basic Skills Plus Policy Implementation and Setup Guide (KB0016506)**



Congratulations

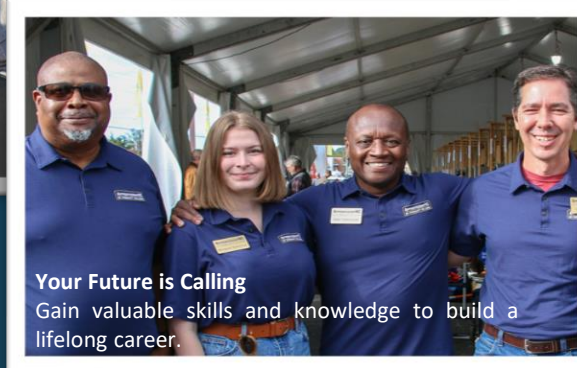
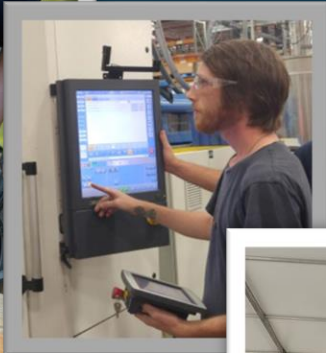
Robin Paulison, Dean of Adult Education at Blue Ridge Community College, is retiring in December.



APPRENTICESHIP **NC**

NC COMMUNITY COLLEGES

A SKILL BASED WORKFORCE DEVELOPMENT STRATEGY



ApprenticeshipNC - Who We Are and What We Do

- Recognized by the U.S. Department of Labor, ApprenticeshipNC is the State Apprenticeship Agency authorized to register employers to achieve their goals through a highly skilled workforce. By doing this, we build thriving communities where everyone has the opportunity to contribute and prosper.
- Vision: Our vision is that North Carolina leads the nation in a skilled workforce, apprenticeship programs tailored to meet employers needs driven by a robust apprenticeship system that equips individuals for success.
- Mission: Our mission is to help employers use Registered Apprenticeship to build and retain an adaptable, skilled, and efficient workforce that meets their current and future needs.

Registered Apprenticeships (RAAP) – what is it?



Employer
driven and led!

**REGISTERED
APPRENTICESHIP**

APPRENTICESHIP **NC**
NC COMMUNITY COLLEGES



The Case for Registered Apprenticeships



Adaptable and Flexible

Registered Apprenticeship is a solution and can be integrated into existing training and human resources development strategies!!



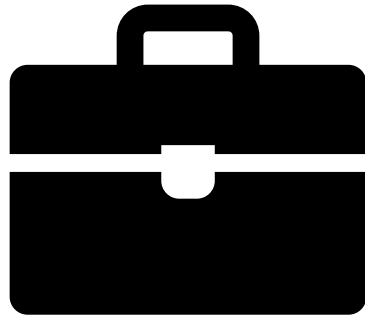
Address Skill Shortages



Cost-Effective

Registered Apprenticeship Components

On the Job Learning



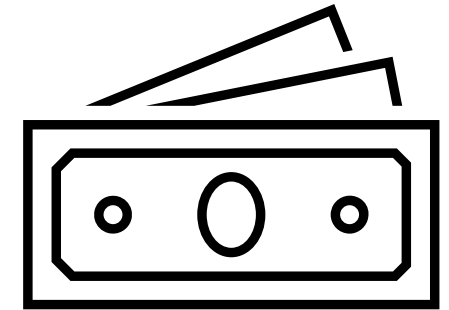
Minimum 2000
hours



OCCUPATIONAL CREDENTIAL

ental on

Rewards For Skills Gained



State

Apprenticeship

Certificate

his the [

has successfully fu
(ONET Code: [11-2222.00]), thu
[employer or participating empl

BUSINESS INVOLVEMENT

Programs are employer led and customized to their business.

Carolina

Ship Agency recognized by the
b awards this

Ships Completion

near Raleigh, North

_____ [occupation description],
_____ under the sponsorship of
_____ receiving this certificate.

Min 144 Contact
hours / year

APPRENTICESHIP **NC**
NC COMMUNITY COLLEGES 11/19/2025

Dr. Chris Harrington
Director, ApprenticeshipNC



Dr. Jeff Cox
President, NC Community Colleges

Structured On-The-Job Learning (OJL)

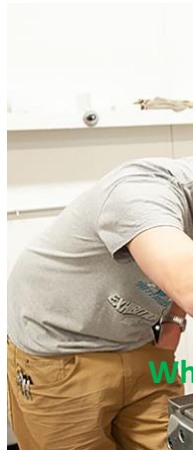
Industry / Employers design competencies to meet their specifications

Don't have anything?

US-DOL provided sample competency checklist to help

STRUCTURED ON-THE-JOB TRAINING

Apprentices receive on-the-job training from an experienced mentor.



What your apprentice will do on the job
With your mentor(s)



Minimum of 2000 hours on-the-job-learning

Machinist (sample)

Operate cutting equipment.		
Competencies	Date Completed	Initial
A. Machine parts to specifications, using machine tools, such as lathes, milling machines, shapers, or grinders.		
B. Set up or operate metalworking, brazing, heat treating, welding		

Suggested On-the-Job Learning Outline

Measure dimensions of completed products or workpieces to verify conformance to specifications.		
Competencies	Date Completed	Initial
A. Calculate dimensions or tolerances, using instruments, such as micrometers or vernier calipers.		
B. Measure, examine, or test completed units to check for defects and ensure conformance to specifications, using precision instruments, such as micrometers.		

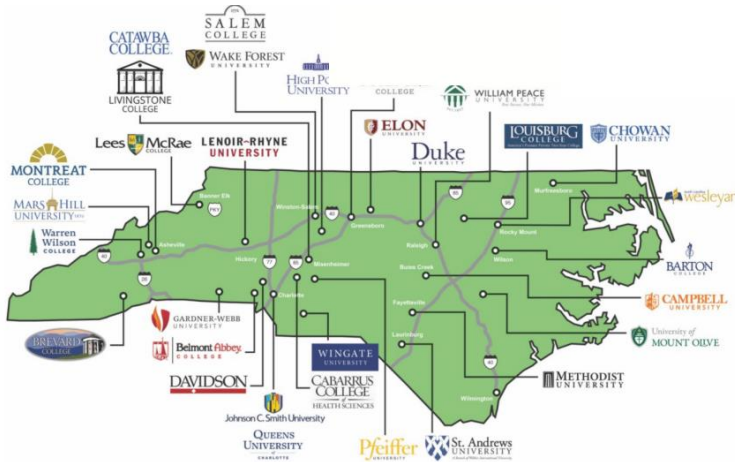
Calculate dimensions of workpieces, products, or equipment.		
Competencies	Date Completed	Initial
A. Calculate dimensions or tolerances, using instruments, such as micrometers or vernier calipers.		

Related Instruction / Supplemental education

NC
COMMUNITY
COLLEGES

**COLLEGE
& CAREER
READINESS**

**NC COMMUNITY
COLLEGES**
CREATING SUCCESS



36 Private Institutions
including 5 HBCUs



58 Community Colleges

Source: NCCCS Main

Here is our
opportunity!

16 Public Institutions
including 5 HBCUs



**In-
House-
Training**



VOCATIONAL SCHOOL

Paid Job



REWARDS FOR SKILL GAINS

Apprentices are employees and receive increased wages as their skills increase.

- At least one progressive wage increase

- Federal minimum \$7.25 or 50% of journey worker wage



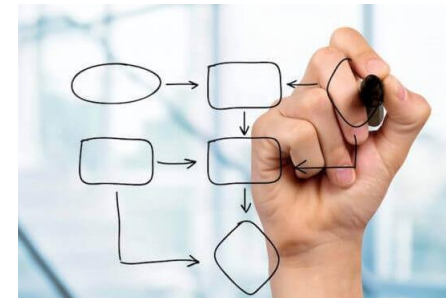
- Apprentice graduates to full journey worker wage

Registered Pre-apprenticeship

- A formal training program designed to prepare an individual for an apprenticeship

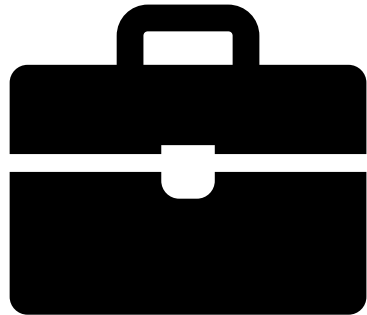


- What goes into a pre-apprenticeship program?
 - Employer designed and supported
 - Must be linked to a registered apprenticeship



Registered Pre-apprenticeship Components

On the Job Learning



Minimum 120*
hours



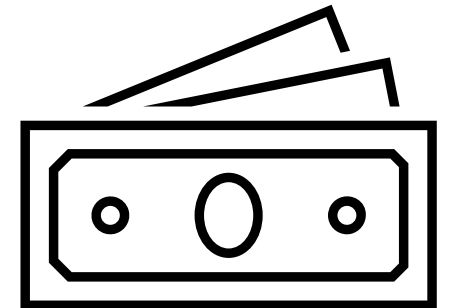
Supplemental Education



Minimum 9
contact hours



Paid Wage



Strongly
encouraged

Youth Registered Apprenticeship

Career Exploration

Skill Development

- Can be registered apprenticeship or pre-apprenticeship (RPA)

Field Trips & Site Visits Job Shadowing Internships On the job training Pre-Apprenticeship

- RPA is more flexible (less requirements)
- Better fit for youth, especially high schoolers



Apprenticeship Like

Registered
Apprenticeship

- Minimum age 16



**REGISTERED
PRE-APPRENTICESHIP**

Financial incentive



What's in it for Me?

Apprentice

- Employee Day One
- Earning While Learning
- More than \$10,000 per year in earnings (\$300K - \$400K lifetime)
- Transferable certificate of occupational mastery
- Mentored by an expert.
- Often no training cost
- Often other certificates, diplomas, and degrees
- Investment by a company that genuinely cares

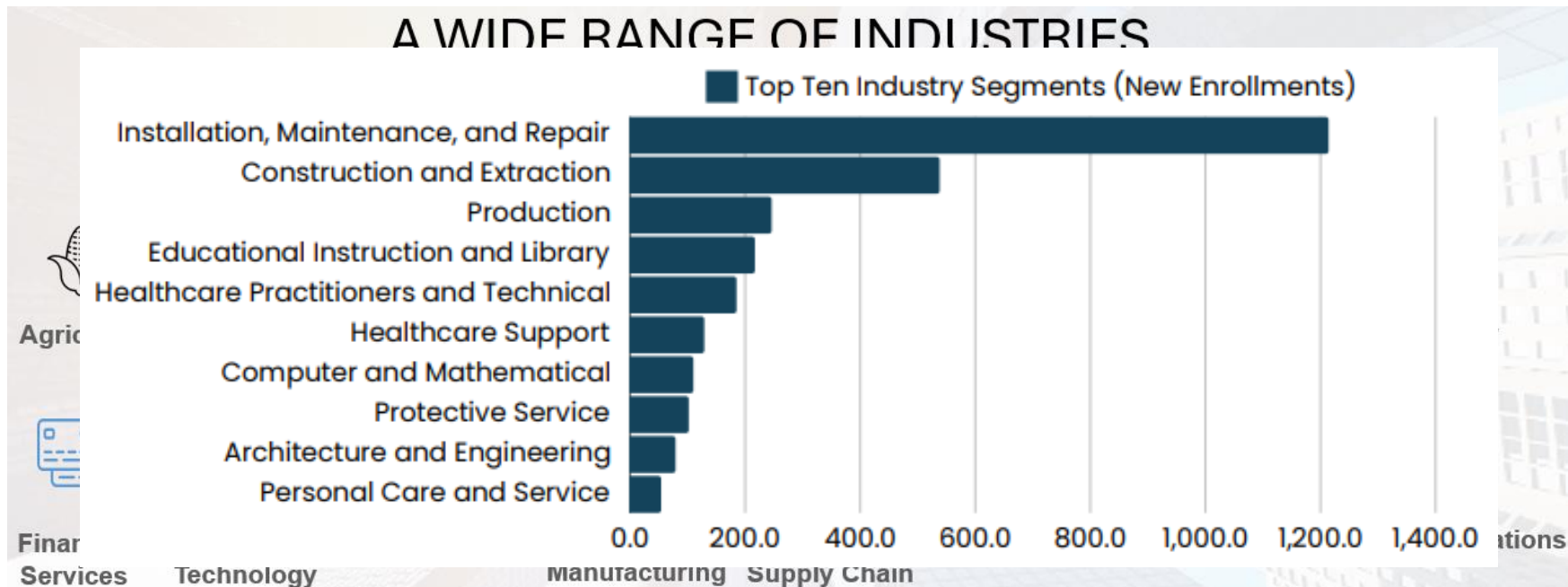
Employer

- ROI of 50% or more
- 70% - 80% completion rate
- 90% retention of completers five years post completion
- Create a talent pipeline
- Ability to match candidates with unique business needs
- Ability to mold future employees to own culture and values
- Ability to upskill incumbent workers

Public

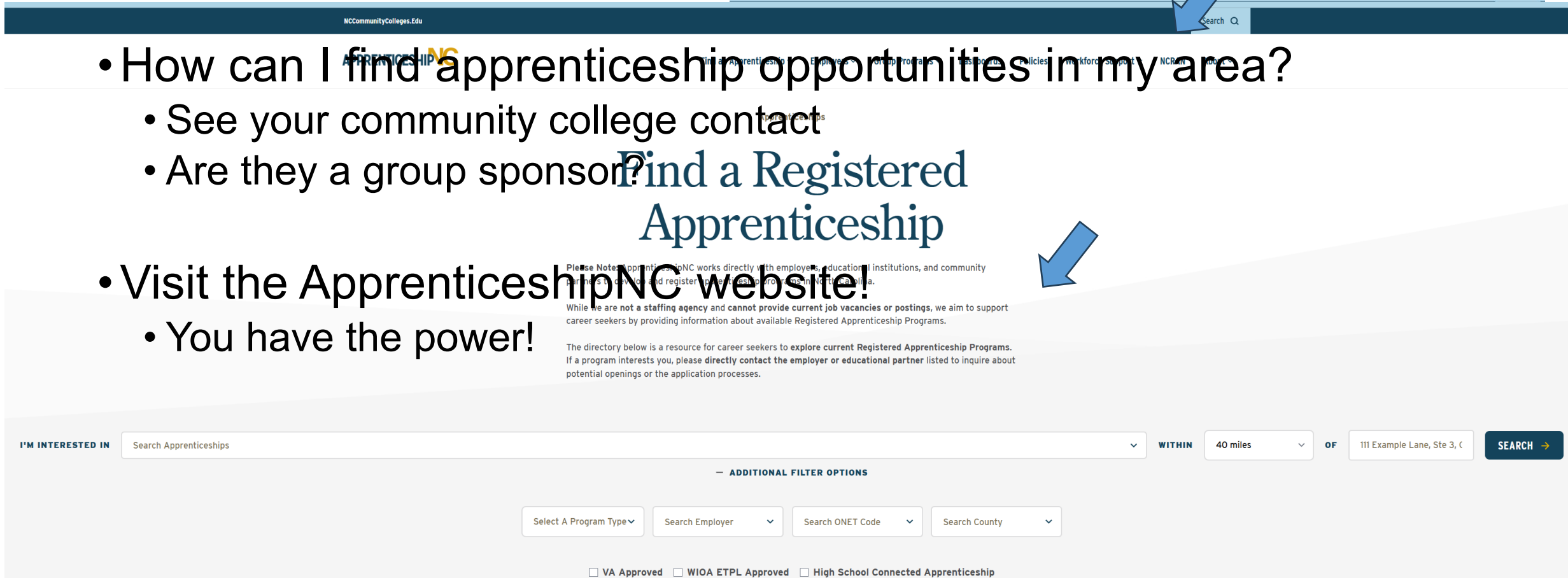
- Skilled workforce is the top driver in company location decisions
- Preparing workers for jobs open in the community
- Skills growth is an economic lever:
 - Individuals & Families
 - Businesses
 - City, County, and State
- Higher tax revenue
- High ROI for public funds
- More than half of apprentices receive SE at colleges driving up participation

Apprenticeship programs by industry 2024-25



RAP Visibility in your area...

- How can I find apprenticeship opportunities in my area?
 - See your community college contact
 - Are they a group sponsor?
- Visit the ApprenticeshipNC website!
 - You have the power!



NCCollegeColleges.Edu

Search

APPRENTICESHIP NC

Find a Registered Apprenticeship

Please Note: ApprenticeshipNC works directly with employers, educational institutions, and community partners to develop and register apprenticeship programs in North Carolina. While we are not a staffing agency and cannot provide current job vacancies or postings, we aim to support career seekers by providing information about available Registered Apprenticeship Programs. The directory below is a resource for career seekers to explore current Registered Apprenticeship Programs. If a program interests you, please directly contact the employer or educational partner listed to inquire about potential openings or the application processes.

I'M INTERESTED IN Search Apprenticeships

WITHIN 40 miles OF 111 Example Lane, Ste 3, C

SEARCH

— ADDITIONAL FILTER OPTIONS

Select A Program Type Search Employer Search ONET Code Search County

☐ VA Approved ☐ WIOA ETPL Approved ☐ High School Connected Apprenticeship

RAPs and Workforce / NCWorks



Registered

Executive Order No. 11 Directing North Carolina's Progress on Workforce

and (3)

- Registered Apprenticeship

- Registered Apprenticeship

Registered apprenticeship is fully aligned with the employer-focused, work-based training that WIOA envisions. Features of Registered Apprenticeship, including its flexibility, opportunities for immediate earnings, and emphasis on partnerships, make it an effective strategy to meet workforce system goals. Additionally, the outcomes obtained by apprenticeships and graduates of Registered Apprenticeship programs can lead to strong WIOA performance results. (DOL/ETA 2017a)

- Registered Apprenticeship

- Registered Apprenticeship

- Pre-apprenticeship

apprenticeships or apprenticeships starting in Program Year 2025. The Division of Workforce Solutions within Commerce will provide technical assistance to support the implementation of this policy by

- Registered Apprenticeship

local workforce development boards.

and Section 148(a)(2)(B)

Quick links for information / news

Learn More



The what, the why and the how:

- Toolkit
- Information
- Newsletters
- Much more....



The ANC Post

ApprenticeshipNC's Official Newsletter

Apprenticeship in the News



Amgen, Wake Tech program to help bolster booming biotech jobs

College Launches Training for Amgen Expansion | Wake Tech

Stein, Foxx visit for ribbon cutting of Surry-Yadkin Works FLEET | News | mtairnews.com

Governor Josh Stein Proclaims February as Career and Technical Education Month | NC Governor

Note: High School students that register in an apprenticeship program before graduation are eligible for a community college tuition waiver.

What is Registered Pre-Apprenticeship?

Pre-Apprenticeship is a program designed to prepare individuals to enter and succeed in a Registered Apprenticeship Program. These short-term programs expand the participant's career opportunities by merging essential instruction with elective work experience and optional wage structures. Pre-apprentices can work either full or part time. At the end of the program, both the sponsor and the pre-apprentice can sever ties or continue the relationship. If they choose to continue, the pre-apprentice moves into an apprenticeship program.

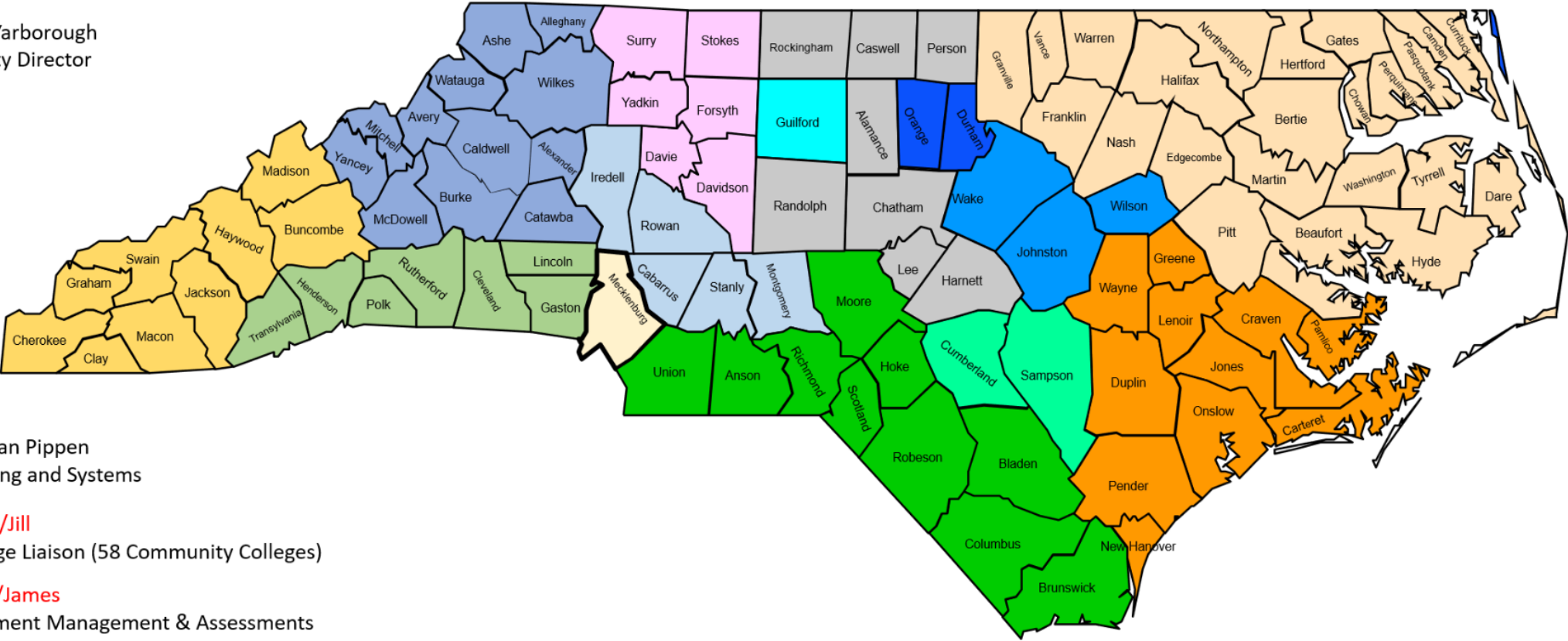
Why Invest in Registered Pre-Apprenticeship?

- ✓ Streamline your recruitment process
- ✓ Increase retention rates for registered apprenticeship participants
- ✓ Pre-screen a diverse, qualified, job-ready apprentice pool
- ✓ Align your pre-apprentices' training with your apprenticeship standards

Dr. Chris Harrington
State Director

Dale Yarborough
Deputy Director

Staff as of Nov 2025



Antwan Pippen
Training and Systems

Open/Jill
College Liaison (58 Community Colleges)

Open/James
Document Management & Assessments

- Office Admin & Support**
- Cyndy Hummel
 - Jen Vogelsberg
 - **Open**
- Part Time / Temp**
- Julie Carpenter
 - Debi McKeown
- Grants**
- Elizabeth Orion
 - **Mark Roberts**
 - Patty Moyer
- Marketing**
- Amy Davis - Moore
 - Margaret Spainhour

<div></div> <div>Cindy Messer Workforce – 210,729 (4.4%)</div>	<div></div> <div>Scott Panagrosso Workforce – 248,983 (5.2%)</div>	<div></div> <div>Robert Bunn (3/3/25) Workforce – 217,586 (4.6%)</div>	<div></div> <div>Tony McKnight Workforce – 312,217 (6.5%)</div>
<div></div> <div>Charlie Milling Workforce – 241,361 (5.1%)</div>	<div></div> <div>Sylvia Jones Workforce – 390,550 (8.2%)</div>	<div></div> <div>Paige Schneider (3/17/25) Workforce – 259,034 (5.4%)</div>	<div></div> <div>Ashley Dyson Workforce – 366,661 (7.7%)</div>
<div></div> <div>Shelby McClain Workforce – 217,565 (4.6%)</div>	<div></div> <div>Jeremy Moore Workforce – 390,550 (8.2%)</div>	<div></div> <div>Cassandra Royal Workforce – 296,445 (6.2%) incl Ft. Bragg</div>	<div></div> <div>James Yarley Workforce – 366,661 (7.7%)</div>
<div></div> <div>Linda Robinson, Workforce – 298,498 (6.3%)</div>	<div></div> <div>Wanda Ramos - McPherson Workforce – 287,115 (6.0%)</div>	<div></div> <div>Reginal Baker Workforce – 301,806 (6.3%)</div>	<div></div> <div>Jill Hendrix Workforce – 362,038 (7.6%)</div>

Your suggested next steps

- Check in with your ANC consultant
 - Establish regular communications
 - Collaborate on how to share information on the value of Title II services (employers need to know)
- Stay in contact with your college apprenticeship contact
 - Do they manage a group program (47 of 58)?
 - Be in the know with new program development
 - Understand employer partner's needs
 - Ensure college sponsor knows the value of Title II support
- Bookmark the ANC website
 - Be on the lookout for new information and updates
 - Statewide events planned
 - Subscribe to the ANC newsletter



QUESTIONS?

Scott Panagrosso



panagrossos@nccommunitycolleges.edu

[Learn More](#)





Happy
Thanksgiving!

We are grateful
for you.