



NORTH CAROLINA
State Board of Education
Department of Public Instruction

Report to the North Carolina General Assembly

CTE Industry Certifications and Credentials
Teacher Bonus Program
SL 2021-18 (SB 105), sec. 7A.4

Prepared By: Career and Technical Education

Version Date: January 12, 2022

STATE BOARD OF EDUCATION

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NC DEPARTMENT OF PUBLIC INSTRUCTION

Catherine Truitt, State Superintendent / 301 N. Wilmington Street / Raleigh, North Carolina 27601-2825

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The report was prepared in accordance with requirements of SL 2021-18 (SB 105), sec. 7A.4.

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

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

Employment value was calculated based on the entry wages, employment growth rate and the projected number of job openings for the primary occupation of each credential earned. The process was similar to the methodology used by LEAD in the Star Job Ratings reporting. DPI and LEAD used several data sources to match occupations with credentials. However, the alignment process is not a perfect science. Many credentials earned can be aligned with more than one occupation or group of occupations. The CTE Credential Tier Designation is re-evaluated annually. Table 1 details the 2020-2021 assignment of each credential type to a Tier based on the methodology used by DPI and LEAD.

Table 1: CTE Credential Tier Designation

| CTE Program Area | Course Number | PowerSchool Course Title | NC SBE Approved Credential Name | Teacher Credential Payment |
|------------------|---------------|---------------------------------|-------------------------------------|----------------------------|
| Agriculture | AA21 | Animal Science I | NC Beef Quality Assurance | \$0.00 |
| Agriculture | AA21 | Animal Science I | Youth for Qual Care of Animals-YQCA | \$0.00 |
| Agriculture | AA22 | Animal Science II | Animal Waste Certification | \$0.00 |
| Agriculture | AA22 | Animal Science II | NC Beef Quality Assurance | \$0.00 |
| Agriculture | AA22 | Animal Science II | Youth for Qual Care of Animals-YQCA | \$0.00 |
| Agriculture | AA23 | Animal Science II- Small Animal | Canine Care and Training Prog-CCTP | \$25.00 |
| Agriculture | AA32 | Equine Science II | Equine Mgmt and Evaluation | \$25.00 |
| Agriculture | AA41 | Veterinary Assisting | Certified Veterinarian Assistant | \$50.00 |
| Agriculture | AA41 | Veterinary Assisting | Elanco Veterinary Med Applications | \$25.00 |
| Agriculture | AN51 | Natural Resources I | NC Hunter Safety Course | \$0.00 |
| Agriculture | AN52 | Natural Resources II | NC Hunter Safety Course | \$0.00 |

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|----------------------------------|------|--------------------------------|--|---------|
| Agriculture | AP41 | Horticulture I | NC Private Pesticide Applicator | \$25.00 |
| Agriculture | AP42 | Horticulture II | NC Private Pesticide Applicator | \$25.00 |
| Agriculture | AP43 | Horticulture II Turf Grass Mgt | NC Private Pesticide Applicator | \$25.00 |
| Agriculture | AS31 | Agricultural Mechanics I | Certified Welders AWS D.1. - 2010 | \$25.00 |
| Agriculture | AS31 | Agricultural Mechanics I | Natl SafeTractor and Machinery Op | \$0.00 |
| Agriculture | AS31 | Agricultural Mechanics I | OSHA 10-hr Industry Cert (Agriculture) | \$0.00 |
| Agriculture | AS32 | Agricultural Mechanics II | Certified Welders AWS D.1. - 2010 | \$25.00 |
| Agriculture | AS32 | Agricultural Mechanics II | Natl SafeTractor and Machinery Op | \$0.00 |
| Agriculture | AS32 | Agricultural Mechanics II | OSHA 10-hr Industry Cert (Agriculture) | \$0.00 |
| Agriculture | AS33 | Ag Mechanics II Small Engines | NC State Level Cred-Briggs&Stratton | \$25.00 |
| Agriculture | AU10 | Agriscience Applications | Certified Welders AWS D.1. - 2010 | \$25.00 |
| Agriculture | AU10 | Agriscience Applications | Natl SafeTractor and Machinery Op | \$0.00 |
| Agriculture | AU10 | Agriscience Applications | NC Hunter Safety Course | \$0.00 |
| Agriculture | AU11 | Agricultural Production I | Certified Welders AWS D.1. - 2010 | \$25.00 |
| Agriculture | AU11 | Agricultural Production I | Natl SafeTractor and Machinery Op | \$0.00 |
| Agriculture | AU11 | Agricultural Production I | NC Beef Quality Assurance | \$0.00 |
| Agriculture | AU11 | Agricultural Production I | Youth for Qual Care of Animals-YQCA | \$0.00 |
| Agriculture | AU12 | Agricultural Production II | NC Beef Quality Assurance | \$0.00 |
| Agriculture | AU12 | Agricultural Production II | NC Private Pesticide Applicator | \$25.00 |
| Agriculture | AU12 | Agricultural Production II | Youth for Qual Care of Animals-YQCA | \$0.00 |
| Agriculture | AU22 | Sustainable Ag Production II | Certified Level Beekeeper | \$0.00 |
| Business, Finance, and Marketing | BA10 | Accounting I | Intuit Quickbooks Certified User | \$25.00 |
| Business, Finance, and Marketing | BA20 | Accounting II | Intuit Quickbooks Certified User | \$25.00 |
| Business, Finance, and Marketing | MA52 | Marketing Applications | Customer Service and Sales | \$25.00 |
| Business, Finance, and Marketing | MA52 | Marketing Applications | Fundamental Marketing Concepts | \$25.00 |

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|---|------|---------------------------------|--|---------|
| Business, Finance, and Marketing | ME11 | Entrepreneurship I | Venture Entrepreneurial Expedition | \$0.00 |
| Business, Finance, and Marketing | ME12 | Entrepreneurship II | Entrepreneurship and Small Business | \$0.00 |
| Business, Finance, and Marketing | ME12 | Entrepreneurship II | Venture Entrepreneurial Expedition | \$0.00 |
| Business, Finance, and Marketing | MH32 | Sports and Entertainment Mkt II | Customer Service and Sales | \$25.00 |
| Business, Finance, and Marketing | MH42 | Hospitality and Tourism | CGSP | \$25.00 |
| Business, Finance, and Marketing | MU92 | Strategic Marketing | Customer Service and Sales Certification | \$25.00 |
| Business, Finance, and Marketing | MU92 | Strategic Marketing | Fundamental Marketing Concepts | \$25.00 |
| Career Development | CC45 | Career Management | Conover-Workplace Readiness (CCWR) | \$0.00 |
| Career Development | CC45 | Career Management | Express Employment Prof Career Prep | \$0.00 |
| Career Development | CC45 | Career Management | Microburst-Soft Skills/Job Success | \$0.00 |
| Computer Science and Information Technology | BC10 | Cybersecurity Essentials | Certified Cybersecurity Assoc-PCCSA | \$25.00 |
| Computer Science and Information Technology | BI12 | CompTIA IT Fundamentals | CompTIA IT Fundamentals+ | \$25.00 |
| Computer Science and Information Technology | BL23 | Microsoft Sftwr Dev Fndmntls | MTA 98-361 SW Developmnt Fndmntls | \$25.00 |
| Computer Science and Information Technology | BL53 | App Dev with Swift, Level 1 | App Development with Swift Lvl 1 | \$50.00 |
| Computer Science and Information Technology | BM10 | Microsoft Word and PowerPoint | MOS 2016 or above PowerPoint | \$0.00 |
| Computer Science and Information Technology | BM10 | Microsoft Word and PowerPoint | MOS 2016 or above Word | \$0.00 |
| Computer Science and Information Technology | BM20 | Microsoft Excel | MOS 2016 or above Excel Core | \$25.00 |
| Computer Science and Information Technology | BM20 | Microsoft Excel | MOS 2016 or above Excel Expert | \$25.00 |
| Computer Science and Information Technology | BM40 | Microsoft Access | MOS 2016 or above Access | \$25.00 |
| Computer Science and Information Technology | BM40 | Microsoft Access | MTA 98-364 Database Fundamentals | \$50.00 |
| Computer Science and Information Technology | BN22 | Network Administration II | CompTIA Network+ N10-007 | \$50.00 |
| Computer Science and Information Technology | BN32 | Network Security II | CompTIA Security + | \$25.00 |
| Computer Science and Information Technology | BP14 | Python Programming I | MTA 98-381 Intro to Prgr Python | \$50.00 |
| Computer Science and Information Technology | BP20 | SAS Base Programming | SAS Cert Assoc-Progrmg Fund SAS 9.4 | \$25.00 |
| Computer Science and Information Technology | BP22 | SAS Programming II | SAS Cert Spec-Base Progrmg SAS 9.4 | \$25.00 |

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|---|------|-----------------------------------|-------------------------------------|---------|
| Computer Science and Information Technology | BP30 | Oracle Database Programming I | MTA 98-364 Database Admin Fund | \$50.00 |
| Computer Science and Information Technology | BP30 | Oracle Database Programming I | Oracle SQL Database Expert | \$25.00 |
| Computer Science and Information Technology | BP32 | Oracle Database Programming II | 1ZO-144 Oracle Dtbs 11g Prgr PL/SQL | \$50.00 |
| Computer Science and Information Technology | BP32 | Oracle Database Programming II | Oracle Dtbs PL/SQL Dvlpr Cert Assoc | \$50.00 |
| Computer Science and Information Technology | IA11 | Intro to Graphic Comm | PrintED Intro to Graphic Comm | \$25.00 |
| Computer Science and Information Technology | IA12 | Digital File Preparation | PrintED Digital File Preparation | \$25.00 |
| Computer Science and Information Technology | IA13 | Print Advertising and Design | PrintED Advertising and Design | \$25.00 |
| Computer Science and Information Technology | IA32 | Digital Media II | Adobe Dreamweaver | \$50.00 |
| Computer Science and Information Technology | IA32 | Digital Media II | Adobe Illustrator | \$25.00 |
| Computer Science and Information Technology | IA32 | Digital Media II | Adobe InDesign | \$25.00 |
| Computer Science and Information Technology | IA32 | Digital Media II | Adobe Photoshop | \$25.00 |
| Computer Science and Information Technology | IA32 | Digital Media II | Adobe Premier Pro | \$50.00 |
| Computer Science and Information Technology | II12 | Cisco Network Engineering Tech II | CCT Routing and Switching | \$25.00 |
| Computer Science and Information Technology | II12 | Cisco Network Engineering Tech II | MTA 98-366 Networking Fundamentals | \$50.00 |
| Computer Science and Information Technology | II21 | Computer Engineering Tech I | CompTIA A+ 1001 | \$50.00 |
| Computer Science and Information Technology | II21 | Computer Engineering Tech I | CompTIA IT Fundamentals+ | \$25.00 |
| Computer Science and Information Technology | II22 | Computer Engineering Tech II | CompTIA A+ 1002 | \$50.00 |
| Computer Science and Information Technology | II22 | Computer Engineering Tech II | MTA 98-349 Operating Sys Fndmntls | \$50.00 |
| Computer Science and Information Technology | II31 | Adobe Visual Design | Adobe Illustrator | \$25.00 |
| Computer Science and Information Technology | II31 | Adobe Visual Design | Adobe InDesign | \$25.00 |
| Computer Science and Information Technology | II31 | Adobe Visual Design | Adobe Photoshop | \$25.00 |
| Computer Science and Information Technology | II32 | Adobe Digital Design | Adobe Dreamweaver | \$50.00 |
| Computer Science and Information Technology | II33 | Adobe Video Design | Adobe Premier Pro | \$50.00 |
| Computer Science and Information Technology | TS25 | Digital Design and Animation II | Autodesk 3DS Max | \$50.00 |
| Computer Science and Information Technology | TS25 | Digital Design and Animation II | Autodesk Maya | \$50.00 |

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|------------------------------|------|-----------------------------------|--|---------|
| Family and Consumer Sciences | FA32 | Apparel and Textile Production II | Pre-PAC in Fash Textile and Apparel | \$0.00 |
| Family and Consumer Sciences | FE11 | Early Childhood Education I | CPR | \$0.00 |
| Family and Consumer Sciences | FE11 | Early Childhood Education I | First Aid | \$0.00 |
| Family and Consumer Sciences | FE12 | Early Childhood Education II | CPR | \$0.00 |
| Family and Consumer Sciences | FE12 | Early Childhood Education II | First Aid | \$0.00 |
| Family and Consumer Sciences | FE12 | Early Childhood Education II | NCECC Equiv | \$25.00 |
| Family and Consumer Sciences | FH10 | Culinary Arts and Hospitality I | ANSI-Accredited Food Protection Mgr | \$25.00 |
| Family and Consumer Sciences | FH11 | Culinary Arts and Hosp II App | ANSI-Accredited Food Protection Mgr | \$25.00 |
| Family and Consumer Sciences | FH12 | Culinary Arts and Hosp II Int | ANSI-Accredited Food Protection Mgr | \$25.00 |
| Family and Consumer Sciences | FH13 | Culinary Arts and Hospitality III | Certified Fundamentals Cook (CFC) | \$50.00 |
| Family and Consumer Sciences | FH13 | Culinary Arts and Hospitality III | PrePAC in Culinary Arts | \$0.00 |
| Family and Consumer Sciences | FH13 | Culinary Arts and Hospitality III | ProStart Ntl Cert of Achievemnt-COA | \$50.00 |
| Family and Consumer Sciences | FI52 | Interior Design II | PrePAC in Interior Design Fundamentals | \$0.00 |
| Family and Consumer Sciences | FI53 | Interior Digital Applications | Autodesk Certified User Revit | \$50.00 |
| Family and Consumer Sciences | FN41 | Food and Nutrition I | ANSI-Accredited Food Handler Cert | \$0.00 |
| Family and Consumer Sciences | FN42 | Food and Nutrition II | ANSI-Accredited Food Protection Mgr | \$25.00 |
| Family and Consumer Sciences | FN42 | Food and Nutrition II | PrePAC in Nutrition Food Wellness | \$0.00 |
| Family and Consumer Sciences | FN43 | Food Science and Technology | Food Safety and Science Cert | \$50.00 |
| Family and Consumer Sciences | FN43 | Food Science and Technology | PrePAC in Food Science Fundamentals | \$0.00 |
| General Education | CN97 | NAFTrack Certification | NAFTrack | \$0.00 |
| Health Science | HB12 | Biomedical Technology II | OSHA 10-Hr Industry Cert Hlthcare | \$0.00 |
| Health Science | HH32 | Pharmacy Technician | CPHT Certified Pharmacy Technician | \$25.00 |
| Health Science | HN43 | Nursing Fndmntls and Practicum | North Carolina Nurse Aide I | \$25.00 |
| Health Science | HN44 | Fundamentals of Gerontology | Nurse Aide I-Geriatric Aide Endrsmt | \$25.00 |
| Health Science | HN45 | Public Health Fundamentals | Nurse Aide I-Home Care Aide Endrsmt | \$25.00 |

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|--|------|------------------------------|-----------------------------------|---------|
| Health Science | HP71 | PLTW Human Body Systems | CPR/AED | \$0.00 |
| Health Science | HP71 | PLTW Human Body Systems | First Aid | \$0.00 |
| Health Science | HP71 | PLTW Human Body Systems | Stop the Bleed | \$0.00 |
| Health Science | HU40 | Health Science I | First Aid | \$0.00 |
| Health Science | HU42 | Health Science II | CPR/AED | \$0.00 |
| Health Science | HU42 | Health Science II | OSHA 10-Hr Industry Cert Hlthcare | \$0.00 |
| Health Science | HU42 | Health Science II | Stop the Bleed | \$0.00 |
| Trade, Technology, Engineering, and Industrial | IC00 | Construction Core | NC NCCER - Construction Core | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IC00 | Construction Core | OSHA 10-Hr Construction Cert | \$0.00 |
| Trade, Technology, Engineering, and Industrial | IC11 | Masonry I | NC NCCER - Masonry I | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IC12 | Masonry II | NC NCCER - Masonry II | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IC13 | Masonry III | NC NCCER - Masonry III | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IC21 | Carpentry I | NC NCCER - Carpentry I | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IC22 | Carpentry II | NC NCCER - Carpentry II | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IC23 | Carpentry III | NC NCCER - Carpentry III | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IC41 | Electrical Trades I | NC NCCER - Electrical Trades I | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IC42 | Electrical Trades II | NC NCCER - Electrical Trades II | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IC43 | Electrical Trades III | NC NCCER - Electrical Trades III | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IC61 | Drafting I | Autodesk Certified User AutoCAD | \$50.00 |
| Trade, Technology, Engineering, and Industrial | IC62 | Drafting II - Architectural | Autodesk Certified User Revit | \$50.00 |
| Trade, Technology, Engineering, and Industrial | IC63 | Drafting III - Architectural | Autodesk Cert Professional Revit | \$50.00 |
| Trade, Technology, Engineering, and Industrial | ID11 | Drone Technology I | CFR 14 Part 107 UAS Remote Pilot | \$25.00 |
| Trade, Technology, Engineering, and Industrial | ID11 | Drone Technology I | NCDOT NC UAS Operator Permit | \$0.00 |
| Trade, Technology, Engineering, and Industrial | IL55 | HVAC/R I | NC NCCER - HVAC/R I | \$50.00 |
| Trade, Technology, Engineering, and Industrial | IL56 | HVAC/R II | NC NCCER - HVAC/R II | \$50.00 |
| Trade, Technology, Engineering, and Industrial | IL57 | HVAC/R III | NC NCCER - HVAC/R III | \$50.00 |

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|--|------|------------------------------|-------------------------------------|---------|
| Trade, Technology, Engineering, and Industrial | IL58 | Plumbing | NC NCCER - Plumbing I | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IL59 | Plumbing II | NC NCCER - Plumbing II | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IL60 | Plumbing III | NC NCCER - Plumbing III | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IM11 | Advanced Manufacturing I | CPT - Maintenance | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IM11 | Advanced Manufacturing I | CPT - Safety | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IM11 | Advanced Manufacturing I | OSHA 10-Hr Industry Cert-Manufctrng | \$0.00 |
| Trade, Technology, Engineering, and Industrial | IM12 | Advanced Manufacturing II | CPT - Process | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IM12 | Advanced Manufacturing II | CPT - Quality | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IM21 | Woodworking I | OSHA 10-Hr Construction Cert | \$0.00 |
| Trade, Technology, Engineering, and Industrial | IM22 | Woodworking II | OSHA 10-Hr Construction Cert | \$0.00 |
| Trade, Technology, Engineering, and Industrial | IM22 | Woodworking II | WCA Sawblade | \$50.00 |
| Trade, Technology, Engineering, and Industrial | IM31 | Electronics I | ETA EM1 | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IM32 | Electronics II | ETA EM1 | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IM33 | Electronics III | ETA EM2 | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IM34 | Electronics IV | ETA EM3 | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IM41 | Metals Manufacturing Tech I | NIMS Measurmnt Materials and Safety | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IM42 | Metals Manufacturing Tech II | NIMS Job Planng Benchmrk and Layout | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IM42 | Metals Manufacturing Tech II | NIMS Milling I | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IM61 | Welding Technology I | AWS SENSE - Thermal Cutting Process | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IM61 | Welding Technology I | OSHA 10-Hr Construction Cert | \$0.00 |
| Trade, Technology, Engineering, and Industrial | IM61 | Welding Technology I | S/P2 Weld Safety and Pollutn Prvntn | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IM62 | Welding Technology II | AWS SENSE - SMAW | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IM63 | Welding Technology III | AWS SENSE - FCAW | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IM63 | Welding Technology III | AWS SENSE - GMAW | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IP11 | Public Safety I | National Incident Management System | \$25.00 |

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|--|------|-----------------------------------|-------------------------------------|---------|
| Trade, Technology, Engineering, and Industrial | IP12 | Public Safety II | CERT IS-317 | \$0.00 |
| Trade, Technology, Engineering, and Industrial | IP12 | Public Safety II | NECI 911 Basic Communications | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IP22 | Emergency Medical Tech II | EMT Basic | \$50.00 |
| Trade, Technology, Engineering, and Industrial | IP31 | Firefighter Technology I | NCOSFM - Firefighter Technology I | \$0.00 |
| Trade, Technology, Engineering, and Industrial | IP32 | Firefighter Technology II | NCOSFM Firefight Tech II Fall 2020 | \$0.00 |
| Trade, Technology, Engineering, and Industrial | IP32 | Firefighter Technology II | NCOSFM Firefight Tech II Sprng 2021 | \$0.00 |
| Trade, Technology, Engineering, and Industrial | IP33 | Firefighter Technology III | NCOSFM - Firefighter Technology III | \$0.00 |
| Trade, Technology, Engineering, and Industrial | IP42 | Law and Justice II | CPO | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IP51 | Emergency Management I | NC Emergency Management I Cert | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IP52 | Emergency Management II | NC Emergency Management II Cert | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IT11 | Automotive Service Fndmntls | S/P2 Mech Pollution Prevention | \$0.00 |
| Trade, Technology, Engineering, and Industrial | IT11 | Automotive Service Fndmntls | S/P2 Mechanical Safety | \$0.00 |
| Trade, Technology, Engineering, and Industrial | IT17 | Automotive Service II | ASE EntryLvl-Brakes | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IT17 | Automotive Service II | ASE EntryLvl-Mtce and Light Repair | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IT18 | Automotive Service III | ASE Auto Mtce and Light Repair G1 | \$50.00 |
| Trade, Technology, Engineering, and Industrial | IT18 | Automotive Service III | ASE EntryLvl-Electrc/Electronic Sys | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IT30 | Collision Repair Fundamentals | S/P2 Coll Repair and Refnsh Safety | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IT30 | Collision Repair Fundamentals | S/P2 Coll Repair/Refnsh-Poll Preven | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IT32 | Collision Rpr II - Non-Structural | Platinum ProLevel 1 NonStructural | \$50.00 |
| Trade, Technology, Engineering, and Industrial | IT33 | Collision Rpr II - Refinishing | ASE EntryLvl Painting/Refinishing | \$25.00 |
| Trade, Technology, Engineering, and Industrial | IT33 | Collision Rpr II - Refinishing | Platinum ProLevel 1 Refinishing | \$50.00 |
| Trade, Technology, Engineering, and Industrial | IV22 | Drafting II - Engineering | Autodesk Certified User Inventor | \$50.00 |
| Trade, Technology, Engineering, and Industrial | IV22 | Drafting II - Engineering | CSWA | \$50.00 |
| Trade, Technology, Engineering, and Industrial | TE21 | Principles of Technology I | OSHA 10-Hour Industry Certification | \$0.00 |
| Trade, Technology, Engineering, and Industrial | TE22 | Principles of Technology II | OSHA 10-Hour Industry Certification | \$0.00 |

Table 2: CTE Credential Allotment by PSU

| PSU | PSU Name | Total Allotment* |
|-----|--------------------------------|------------------|
| 00B | North Carolina Virtual Academy | \$0.00 |
| 010 | Alamance-Burlington Schools | \$1,575.00 |
| 01B | River Mill Academy | \$0.00 |
| 01C | Clover Garden | \$0.00 |
| 020 | Alexander County Schools | \$4,050.00 |
| 030 | Alleghany County Schools | \$2,750.00 |
| 040 | Anson County Schools | \$175.00 |
| 050 | Ashe County Schools | \$1,750.00 |
| 060 | Avery County Schools | \$1,825.00 |
| 070 | Beaufort County Schools | \$3,100.00 |
| 080 | Bertie County Schools | \$0.00 |
| 090 | Bladen County Schools | \$725.00 |
| 100 | Brunswick County Schools | \$6,250.00 |
| 110 | Buncombe County Schools | \$3,700.00 |
| 111 | Asheville City Schools | \$1,375.00 |
| 120 | Burke County Schools | \$7,100.00 |
| 130 | Cabarrus County Schools | \$9,900.00 |
| 13A | Carolina International School | \$0.00 |
| 132 | Kannapolis City Schools | \$1,975.00 |
| 13B | Cabarrus Charter Academy | \$0.00 |
| 140 | Caldwell County Schools | \$10,600.00 |
| 150 | Camden County Schools | \$975.00 |
| 160 | Carteret County Public Schools | \$1,125.00 |
| 170 | Caswell County Schools | \$100.00 |
| 180 | Catawba County Schools | \$12,675.00 |
| 181 | Hickory City Schools | \$1,975.00 |
| 182 | Newton Conover City Schools | \$2,075.00 |
| 190 | Chatham County Schools | \$1,975.00 |
| 200 | Cherokee County Schools | \$2,225.00 |
| 209 | Cherokee Central | \$0.00 |
| 210 | Edenton-Chowan Schools | \$1,475.00 |
| 220 | Clay County Schools | \$1,000.00 |
| 230 | Cleveland County Schools | \$9,000.00 |
| 23A | Pinnacle Classical Academy | \$50.00 |
| 240 | Columbus County Schools | \$3,350.00 |
| 241 | Whiteville City Schools | \$675.00 |
| 250 | Craven County Schools | \$1,800.00 |

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|-----|--------------------------------------|-------------|
| 260 | Cumberland County Schools | \$12,925.00 |
| 26B | Alpha Academy | \$0.00 |
| 270 | Currituck County Schools | \$600.00 |
| 280 | Dare County Schools | \$1,100.00 |
| 290 | Davidson County Schools | \$18,875.00 |
| 291 | Lexington City Schools | \$175.00 |
| 292 | Thomasville City Schools | \$50.00 |
| 298 | Schools for the Deaf & Blind | \$50.00 |
| 300 | Davie County Schools | \$7,925.00 |
| 310 | Duplin County Schools | \$3,100.00 |
| 320 | Durham Public Schools | \$575.00 |
| 32L | Voyager Academy | \$400.00 |
| 330 | Edgecombe County Public Schools | \$25.00 |
| 33A | North East Carolina Preparatory | \$0.00 |
| 340 | Winston Salem/Forsyth County Schools | \$6,975.00 |
| 34H | North Carolina Leadership Academy | \$0.00 |
| 350 | Franklin County Schools | \$400.00 |
| 360 | Gaston County Schools | \$54,000.00 |
| 36C | Mountain Island Charter School | \$0.00 |
| 370 | Gates County Schools | \$125.00 |
| 380 | Graham County Schools | \$550.00 |
| 390 | Granville County Schools | \$425.00 |
| 39B | Oxford Preparatory | \$0.00 |
| 400 | Greene County Schools | \$1,500.00 |
| 410 | Guilford County Schools | \$15,050.00 |
| 41F | Triad Math and Science Academy | \$0.00 |
| 420 | Halifax County Schools | \$0.00 |
| 421 | Roanoke Rapids City Schools | \$3,050.00 |
| 422 | Weldon City Schools | \$175.00 |
| 430 | Harnett County Schools | \$7,025.00 |
| 440 | Haywood County Schools | \$1,075.00 |
| 450 | Henderson County Schools | \$5,425.00 |
| 460 | Hertford County Public Schools | \$0.00 |
| 470 | Hoke County Schools | \$625.00 |
| 480 | Hyde County Schools | \$0.00 |
| 490 | Iredell-Statesville Schools | \$16,000.00 |
| 49E | Pine Lake Preparatory | \$0.00 |
| 491 | Mooresville Graded School District | \$1,900.00 |
| 500 | Jackson County Schools | \$2,150.00 |
| 510 | Johnston County Schools | \$7,725.00 |
| 520 | Jones County Schools | \$200.00 |
| 530 | Lee County Schools | \$2,425.00 |
| 53B | Ascend Leadership Academy Lee County | \$0.00 |

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| 540 | Lenoir County Public Schools | \$300.00 |
| 550 | Lincoln County Schools | \$12,450.00 |
| 55A | Lincoln Charter School | \$0.00 |
| 560 | Macon County Schools | \$825.00 |
| 570 | Madison County Schools | \$800.00 |
| 580 | Martin County Schools | \$0.00 |
| 58B | Bear Grass Charter School | \$0.00 |
| 590 | McDowell County Schools | \$1,725.00 |
| 600 | Charlotte-Mecklenburg Schools | \$37,725.00 |
| 60G | Queen's Grant Community School | \$0.00 |
| 60M | Covain Community School | \$0.00 |
| 60S | Bradford Preparatory School | \$0.00 |
| 610 | Mitchell County Schools | \$3,100.00 |
| 61X | Jackson Day School | \$0.00 |
| 620 | Montgomery County Schools | \$0.00 |
| 630 | Moore County Schools | \$14,750.00 |
| 640 | Nash-Rocky Mount Schools | \$2,325.00 |
| 650 | New Hanover County Schools | \$18,900.00 |
| 65G | Girls Academy of Wilmington | \$0.00 |
| 660 | Northampton County Schools | \$0.00 |
| 670 | Onslow County Schools | \$12,625.00 |
| 680 | Orange County Schools | \$950.00 |
| 68A | Eno River Academy | \$0.00 |
| 681 | Chapel Hill-Carrboro City Schools | \$6,225.00 |
| 690 | Pamlico County Schools | \$0.00 |
| 69A | Arapahoe Charter School | \$0.00 |
| 700 | Elizabeth City-Pasquotank Public Schools | \$75.00 |
| 70A | Northeast Academy of Aerospace and AdvTech | \$0.00 |
| 710 | Pender County Schools | \$10,675.00 |
| 720 | Perquimans County Schools | \$50.00 |
| 730 | Person County Schools | \$525.00 |
| 740 | Pitt County Schools | \$7,200.00 |
| 750 | Polk County Schools | \$825.00 |
| 760 | Randolph County Schools | \$9,675.00 |
| 76A | Uwharrie Charter School | \$0.00 |
| 761 | Asheboro City Schools | \$1,425.00 |
| 770 | Richmond County Schools | \$525.00 |
| 780 | Public Schools of Robeson County | \$75.00 |
| 790 | Rockingham County Schools | \$7,425.00 |
| 800 | Rowan-Salisbury Schools | \$8,475.00 |
| 810 | Rutherford County Schools | \$650.00 |
| 81B | Lake Lure Classical Academy | \$0.00 |
| 820 | Sampson County Schools | \$1,700.00 |

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| 821 | Clinton City Schools | \$525.00 |
| 830 | Scotland County Schools | \$1,950.00 |
| 840 | Stanly County Schools | \$7,875.00 |
| 850 | Stokes County Schools | \$4,000.00 |
| 860 | Surry County Schools | \$9,275.00 |
| 861 | Elkin City Schools | \$1,350.00 |
| 862 | Mount Airy City Schools | \$2,825.00 |
| 870 | Swain County Schools | \$2,750.00 |
| 880 | Transylvania County Schools | \$4,525.00 |
| 890 | Tyrrell County Schools | \$850.00 |
| 900 | Union County Public Schools | \$54,425.00 |
| 90A | Union Academy | \$0.00 |
| 90F | Apprentice Academy High School | \$0.00 |
| 910 | Vance County Schools | \$600.00 |
| 91A | Vance Charter School | \$0.00 |
| 920 | Wake County Schools | \$57,075.00 |
| 92F | Franklin Academy | \$0.00 |
| 92P | Southern Wake Academy | \$0.00 |
| 930 | Warren County Schools | \$0.00 |
| 93A | Haliwa-Saponi Tribal School | \$0.00 |
| 940 | Washington County Schools | \$100.00 |
| 94Z | Northeast Regional School – Biotech/Agri | \$0.00 |
| 950 | Watauga County Schools | \$3,900.00 |
| 960 | Wayne County Public Schools | \$2,650.00 |
| 970 | Wilkes County Schools | \$4,725.00 |
| 980 | Wilson County Schools | \$1,725.00 |
| 990 | Yadkin County Schools | \$4,600.00 |
| 995 | Yancey County Schools | \$1,325.00 |
| 998 | DPS Juvenile Education | \$100.00 |
| TOTAL | | \$599,075.00 |

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

Table 3: CTE Credential Allotment by Credential

| NC SBE Approved Credential Name | Number Earned | Credential Tier Payment | Total Bonus* |
|---|---------------|-------------------------|--------------|
| Adobe Dreamweaver | 160 | \$50.00 | \$8,000.00 |
| Adobe Illustrator | 1542 | \$25.00 | \$38,550.00 |
| Adobe InDesign | 885 | \$25.00 | \$22,125.00 |
| Adobe Photoshop | 3071 | \$25.00 | \$76,775.00 |
| Adobe Premier Pro | 595 | \$50.00 | \$29,750.00 |
| ANSI-Accredited Food Protection Manager Certification | 405 | \$25.00 | \$10,125.00 |
| ASE - Auto Maintenance and Light Repair (Test G1) | 33 | \$50.00 | \$1,650.00 |

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|---|------|---------|-------------|
| ASE Entry-Level Certification - Electrical/Electronic Systems | 10 | \$25.00 | \$250.00 |
| ASE Entry-Level Certification - Maintenance and Light Repair | 72 | \$25.00 | \$1,800.00 |
| ASE Entry-Level Certification-Brakes | 35 | \$25.00 | \$875.00 |
| Autodesk 3DS Max | 7 | \$50.00 | \$350.00 |
| Autodesk Certified Professional Inventor | 8 | \$50.00 | \$400.00 |
| Autodesk Certified Professional Revit | 21 | \$50.00 | \$1,050.00 |
| Autodesk Certified User AutoCAD | 954 | \$50.00 | \$47,700.00 |
| Autodesk Certified User Inventor | 198 | \$50.00 | \$9,900.00 |
| Autodesk Certified User Revit | 304 | \$50.00 | \$15,200.00 |
| AWS SENSE- Shielded Metal Arc Welding (SMAW) | 11 | \$25.00 | \$275.00 |
| Canine Care and Training Program (CCTP) | 13 | \$25.00 | \$325.00 |
| Certified Cybersecurity Associate (PCCSA) | 1 | \$25.00 | \$25.00 |
| Certified Fundamentals Cook (CFC) | 1 | \$50.00 | \$50.00 |
| Certified Guest Service Professional (CGSP) | 105 | \$25.00 | \$2,625.00 |
| Certified Production Technician (CPT) - Safety | 58 | \$25.00 | \$1,450.00 |
| Certified Production Technician (CPT) -Maintenance | 36 | \$25.00 | \$900.00 |
| Certified Production Technician (CPT) -Process | 16 | \$25.00 | \$400.00 |
| Certified Production Technician (CPT) -Quality | 19 | \$25.00 | \$475.00 |
| Certified Protection Officer (CPO) | 12 | \$25.00 | \$300.00 |
| Certified SolidWorks Associate (CSWA) | 23 | \$50.00 | \$1,150.00 |
| Certified SolidWorks Professional (CSWP) | 5 | \$50.00 | \$250.00 |
| Certified Veterinary Assistant | 19 | \$50.00 | \$950.00 |
| Certified Welders for Welding Code AWS D.1. - 2010 | 59 | \$25.00 | \$1,475.00 |
| CFR 14 Part 107 UAS Remote Pilot Certification | 56 | \$25.00 | \$1,400.00 |
| Cisco Certified Technician (CCT) Routing and Switching | 3 | \$25.00 | \$75.00 |
| CompTIA A+ 1001 | 15 | \$50.00 | \$750.00 |
| CompTIA A+ 1002 | 5 | \$50.00 | \$250.00 |
| CompTIA IT Fundamentals+ | 19 | \$25.00 | \$475.00 |
| CPhT Certified Pharmacy Technician | 55 | \$25.00 | \$1,375.00 |
| Customer Service and Sales Certification | 140 | \$25.00 | \$3,500.00 |
| Elanco Veterinary Medical Applications Certification | 101 | \$25.00 | \$2,525.00 |
| EMT Basic | 11 | \$50.00 | \$550.00 |
| Equine Management and Evaluation Certification | 3 | \$25.00 | \$75.00 |
| ETA EM1 | 68 | \$25.00 | \$1,700.00 |
| ETA EM2 | 12 | \$25.00 | \$300.00 |
| ETA EM4 | 21 | \$25.00 | \$525.00 |
| Food Safety and Science Certification | 5 | \$50.00 | \$250.00 |
| Fundamental Marketing Concepts | 5 | \$25.00 | \$125.00 |
| Intuit Quickbooks Certified User | 80 | \$25.00 | \$2,000.00 |
| Microsoft Office Specialist 2016 or above Access | 15 | \$25.00 | \$375.00 |
| Microsoft Office Specialist 2016 or above Excel Core | 2329 | \$25.00 | \$58,225.00 |

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|---|------|---------|---------------------|
| Microsoft Office Specialist 2016 or above Excel Expert | 609 | \$25.00 | \$15,225.00 |
| MTA 98-361 Software Development Fundamentals | 31 | \$25.00 | \$775.00 |
| MTA 98-364 Database Fundamentals | 12 | \$50.00 | \$600.00 |
| MTA 98-366 Networking Fundamentals | 19 | \$50.00 | \$950.00 |
| MTA 98-381 Introduction to Programming Using Python | 1066 | \$50.00 | \$53,300.00 |
| National Incident Management System | 925 | \$25.00 | \$23,125.00 |
| NC Emergency Management I certification | 57 | \$25.00 | \$1,425.00 |
| NC NCCER - Carpentry I | 781 | \$25.00 | \$19,525.00 |
| NC NCCER - Carpentry II | 415 | \$25.00 | \$10,375.00 |
| NC NCCER - Carpentry III | 75 | \$25.00 | \$1,875.00 |
| NC NCCER - Construction Core | 2083 | \$25.00 | \$52,075.00 |
| NC NCCER - Electrical Trades I | 123 | \$25.00 | \$3,075.00 |
| NC NCCER - Electrical Trades II | 54 | \$25.00 | \$1,350.00 |
| NC NCCER - Electrical Trades III | 11 | \$25.00 | \$275.00 |
| NC NCCER - Masonry I | 320 | \$25.00 | \$8,000.00 |
| NC NCCER - Masonry II | 170 | \$25.00 | \$4,250.00 |
| NC NCCER - Masonry III | 88 | \$25.00 | \$2,200.00 |
| NC Private Pesticide Applicator | 12 | \$25.00 | \$300.00 |
| NC State Level Credential (administered by Briggs & Stratton) | 160 | \$25.00 | \$4,000.00 |
| NECI 911 Basic Communications | 148 | \$25.00 | \$3,700.00 |
| NIMS Measurement, Materials, and Safety | 16 | \$25.00 | \$400.00 |
| North Carolina Early Childhood Credential (NCECC) Equivalency | 25 | \$25.00 | \$625.00 |
| North Carolina Nurse Aide I | 1350 | \$25.00 | \$33,750.00 |
| Nurse Aide I - Geriatric Aide Endorsement | 27 | \$25.00 | \$675.00 |
| Nurse Aide I - Home Care Aide Endorsement | 39 | \$25.00 | \$975.00 |
| Operating System Fundamentals | 11 | \$50.00 | \$550.00 |
| Platinum ProLevel 1 for Non-Structural | 8 | \$50.00 | \$400.00 |
| Platinum ProLevel 1 for Refinishing | 9 | \$50.00 | \$450.00 |
| S/P2 Collision Repair and Refinish - Pollution Prevention | 1 | \$25.00 | \$25.00 |
| SAS Certified Associate: Programming Fundamentals Using SAS 9.4 | 40 | \$25.00 | \$1,000.00 |
| Woodwork Career Alliance (WCA) Sawblade Certificate | 84 | \$50.00 | \$4,200.00 |
| TOTAL | | | \$599,075.00 |

**Total bonuses shown indicate amount based on credentials earned. Actual allotments will vary based on factors such as teacher status and bonus cap.*

Summary:

North Carolina CTE experienced a steady increase in credential attainment between academic years 2010-2011 and 2018-2019; however, a two-year decline began in spring 2020 and can be directly related to two distinct factors.

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

The significant impact of these two factors is evident when comparing credential bonus facts from 2018-19 to those of 2020-21.

- During 2018-19 students earned 70,048 Tier 2 credentials and 4,095 Tier 3 credentials for a total bonus amount of \$1,867,925 with the teacher cap applied. Bonus funding was allotted to PSUs for bonus pay to 2,639 individual teachers. The average bonus received per teacher was \$707.81.
- During 2020-21, students earned 16,817 Tier 2 credentials and 3,573 Tier 3 credentials for a total bonus amount of \$586,275 with the teacher cap being applied. Bonus funding was allotted to PSUs for bonus pay to 1,097 individual teachers.
- The 2020-21 average bonus received per teacher was \$534.43, a decrease of \$173.38 from the average bonus received per teacher in 2018-19.
- Due to Perkins V implementation, the pathway alignment process moved the course BM10 Microsoft Word and PowerPoint to the Supplemental Technical level and recategorized the MOS Word and MOS PowerPoint credentials from Tier 2 (\$25.00 each) to Tier 1 (\$0.00 each). In 2020-2021, there were 7,453 Microsoft Word and PowerPoint credentials earned as compared to 36,368 in 2018-2019. If these credentials had remained Tier 2, the allocation (with cap imposed) would have been \$184,825.
- Finally, when considering the Carpentry pathway credential NCCER, 9,624 credentials were earned in 2018-2019 generating \$240,600 in bonus payments. In 2020-21, with limited face-to-face instruction restricting access to performance-based credentials, only 3,533 NCCER credentials were earned in Carpentry, generating \$88,325. Other credentials experienced similar impact from COVID-19.