

CHAPTER B. EQUAL EMPLOYMENT OPPORTUNITY IN APPRENTICESHIPS

4B SBCCC 100.1 – Adoption of Federal Rules Regarding Equal Employment Opportunity in Apprenticeship

As the State Apprenticeship Agency, the North Carolina Community Colleges System Office (through ApprenticeshipNC) is responsible for implementing equal opportunity standards relating to apprenticeship. These standards are established in Title 29, Part 30 of the Code of Federal Regulations. All apprenticeship programs registered in North Carolina must comply with the requirements incorporated herein by the effective date of this section, in accordance with 29 CFR 30.18. The following federal regulations are hereby incorporated and adopted, to be administered by ApprenticeshipNC:

- (a) 29 CFR 30.2 – Definitions.
- (b) 29 CFR 30.3 – Equal opportunity standards applicable to all sponsors.
- (c) 29 CFR 30.4 – Affirmative action programs.
- (d) 29 CFR 30.5 – Utilization analysis for race, sex, and ethnicity.
- (e) 29 CFR 30.6 – Establishment of utilization goals for race, sex, and ethnicity.
- (f) 29 CFR 30.7 – Utilization goals for individuals with disabilities.
- (g) 29 CFR 30.8 – Targeted outreach, recruitment, and retention.
- (h) 29 CFR 30.9 – Review of personnel processes.
- (i) 29 CFR 30.10 – Selection of apprentices.
- (j) 29 CFR 30.11 – Invitation to self-identify as an individual with a disability.
- (k) 29 CFR 30.12 – Recordkeeping.
- (l) 29 CFR 30.13 – Equal employment opportunity compliance reviews.
- (m) 29 CFR 30.14 – Complaints.
- (n) 29 CFR 30.15 – Enforcement actions.

- (o) 29 CFR 30.16 – Reinstatement of program registration.
- (p) 29 CFR 30.17 – Intimidation and retaliation prohibited.
- (q) 29 CFR 30.18 – State Apprenticeship Agencies
- (r) 29 CFR 30.19 – Exemptions.

History Note: Authority G.S. 115D-11.6; 115D-11.7; 115D-11.8

Eff. [September 1, 2021](#).

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