



**STATE OF NORTH CAROLINA
OFFICE OF STATE HUMAN RESOURCES**

JOSH STEIN
GOVERNOR

STACI MEYER
DIRECTOR

February 3, 2026

TO: Agency Human Resources Directors and Agency Training Directors
FROM: Nancy Astrike, Deputy State HR Director for Workforce Services
RE: North Carolina Certified Public Manager® Program Improvements Announced

Based on feedback from participating agencies, the North Carolina Office of State Human Resources (OSHR) has increased flexibility in participation, enrollment, and completion options for the North Carolina Certified Public Manager® Program (N.C. CPM). This memo outlines the recent changes to the N.C. CPM Program. These changes are effective immediately and increase program access for public sector employees.

Prerequisites Now Corequisites

All three [prerequisite courses](#) may now be completed as corequisites. This change provides more flexibility to program participants. All corequisites must be completed before graduation.

More Payment Options

Individuals may now pay the program fees through an educational grant, such as the [Certified Public Manager® Education Foundation](#), or directly. Previously, the sponsoring agency was required to pay the fee. CPM fees are also eligible for agency assistance under the expanded [Employee Learning and Development Policy](#).

N.C. CPM Program Highlights

- Competency-based, 300-hour certification for North Carolina public sector managers.
- Blended program delivery combines online, in-person, and e-learning activities that emphasize practical application of program content in the workplace.
- Capstone project focuses on solving real-world process improvement issues.
- Accredited by the [National Certified Public Manager® Consortium](#) for over 35 years.

Applications will be accepted beginning January 31, 2026, for the 2026-27 program. For more information, contact Reed Altman, N.C. CPM Program Director at reed.altman@nc.gov.