



Dear Friends,

I've spent the last year traveling around our great state and listening to business leaders like yourself.

You've told me your companies need more workers with more developed abilities.

You've told me you need employees with soft skills.

You've told me that, while we're doing a good job, everyone can improve.

We've heard you — loud and clear.

Higher education must deliver more credentials of better quality to an increasingly diverse population.

This is even more true given all the changes in the economy, technology and society.

North Carolina's community colleges are focused on the future.

We understand there are many paths to success.

But each route ultimately involves being ready for meaningful careers.

That's where we come in.

Community colleges are affordable, flexible and accessible.

We're your partners in economic and workforce development.

Invest in us.

We'll get the job done.

Sincerely,

Peter Hans
President
North Carolina Community College System

58
community colleges



700,000
students

180 locations
serving all **100** counties



Over **55,000** 
degrees and credentials
awarded last academic year

\$21.5 billion 
annual economic impact

FAST FACTS



Central Piedmont Community College has a robust apprenticeship program — one example of how North Carolina's community colleges are stepping up to meet modern demands.

FOCUS ON: COMMUNITY COLLEGES

A BRIGHT FUTURE

N.C. community colleges use apprenticeships and advanced equipment to train the workforce of the future.

North Carolina's community colleges operate in a challenging environment in which increasingly sophisticated employers need highly skilled workers. They're rising to the challenge.

To meet the needs of 21st-century industries, community colleges have developed a variety of apprenticeship programs in conjunction with specific employers. They've added new spaces such as clean rooms to train the next generation of advanced manufacturers.

A growing number of the 58 community colleges in the N.C. system are developing programs specifically for new



employers in their respective regions.

Initiatives include Alamance Community College's Biotechnology Center of Excellence and Wake Tech's Research Triangle Park campus, which houses its Corporate and Business Solutions division and provides customized corporate training and industry credentialing.

In addition, community colleges help existing workers update and enhance their education through continuing education. At Lenoir Community College, for instance, displaced workers can enroll in short-term training and be in a new career through one of the college's newest programs, Quick Jobs.

But N.C. community colleges aren't limited to offering generic training. Central Piedmont Community College currently has about 145 students in apprenticeship programs and hopes to add more in coming years.

It's all part of a system dedicated to educating the workforce of the future.

Fayetteville Technical Community College is one of the colleges within the system that provides customized and industry-specific training.

PROVIDED BY FAYETTEVILLE TECHNICAL COMMUNITY COLLEGE

EDGECOMBE COMMUNITY COLLEGE

AN EDUCATION EDGE



Edgecombe Community College President Dr. Greg McLeod, right, chats with students in the College's new Ophthalmic Medical Assistant program, which is available at only three N.C. community colleges.

Whether students want to improve job skills, transfer to a four-year institution, or complete a credential and enter the workforce, Edgecombe Community College provides the edge to help students succeed.

With campuses in Tarboro and Rocky Mount, the College offers education and training that is both relevant and life enhancing. First-rate programs in health care, business and industry, and arts and sciences provide practical skills and enable graduates to excel in their careers, homes, and communities.

Dr. Greg McLeod became the College's

fifth president in August 2018. Under his leadership, the College has added an evening program in Ophthalmic Medical Assistant, developed with input from local clinicians.

The planned location of Corning and Triangle Tire in Edgecombe County has led to a heightened commitment and focus on industrial programs at the College. Construction is under way on the Center for Innovation and the Kingsboro Training Center. These state-of-the-art facilities will enable the College to better develop and sustain the skilled workforce required by current and future industry.

2009 W. WILSON ST., TARBORO, NC 27886 • 252-823-5166 • www.edgecombe.edu

GUILFORD TECHNICAL COMMUNITY COLLEGE

KEEPING UP WITH INDUSTRY



With an eye toward the future, GTCC's new Center for Advanced Manufacturing opens.

Guilford Technical Community College's new Center for Advanced Manufacturing opened its doors to students for the fall 2018 semester. The state-of-the-art teaching and training facility sits on a 37-acre site adjacent to the college's Jamestown Campus. It is opening at a time when trade careers are gaining a second wind.

The 250,000 square-foot facility consolidates GTCC's welding, computer integrated machining and transportation technology programs under one roof and will allow the college to serve more students.

Donald Ellington, GTCC's department chair of manufacturing and instructor for welding technology, says keeping a finger on the pulse of the industry is critical in preparing a workforce for the fu-

ture. The college used industry feedback to inform its decision to invest in the latest equipment. New welding booths, robotic welding machines and a 3-D printing lab give students and local industry access to cutting-edge training resources.

Local manufacturing companies benefit from the new addition with access to flex lab space to install equipment for short-term employee training. The facility will also be a key tool for government and economic development officials in their efforts to attract high-tech manufacturers to the Triad.

With more than 80 programs of study, GTCC – the state's third largest community college – supports success through innovative education, training and partnerships. For more information visit www.gtcc.edu.

601 E. MAIN ST., JAMESTOWN, NC 27282 • 336-334-4822 • www.gtcc.edu

WAKE TECHNICAL COMMUNITY COLLEGE

A HUB FOR TECH TRAINING



Wake Tech's new campus strengthens connections to RTP business and industry.

Wake Tech's newest campus, in Morrisville, connects higher education with industry – and offers a collaborative approach to education and training.

"Innovation fuels the RTP Campus," says incoming Wake Tech President Dr. Scott Ralls. "It is strategically positioned to meet the workforce training needs of the community that surrounds it."

RTP Campus programs are designed for high-tech professionals, offering specializations in cybersecurity, business analytics, project management, network management, and more. Wake Tech's industry partnerships ensure that students are learning the latest technologies and most relevant skills, with opportunities for work-based learning.

Tom Looney, retired Lenovo executive and Chair of Wake Tech's Board of Trustees, says tech companies know that their industry depends on highly-skilled workers – and are embracing the role they play in providing specialized training. "By partnering with Wake Tech, companies know they'll have a workforce that's ready to go on 'day one'."

The RTP Campus houses Wake Tech's Corporate and Business Solutions, which provides customized corporate training and industry credentialing. The campus also offers degree options for transfer to a university.

A second building planned for the campus will focus on biotechnology training. Learn more at rtp.waketech.edu. #WakeTechRTP

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ALAMANCE COMMUNITY COLLEGE

A COLLEGE TRANSFORMED

GRAHAM - When he arrived on campus five years ago, Alamance Community College President Dr. Algie Gatewood immediately began asking top industry leaders how the College could better prepare a 21st century workforce.

That business feedback has transformed a college straddling the Triad and Triangle markets. Consider recent headlines:

- In November, voters approved a \$39.6 million bond referendum that will launch a half dozen new facilities, including a Biotechnology Center of Excellence. The bond package was the largest ever in the College's history and it passed by a record 2-to-1 margin in a fiscally-conservative county.

- Two years ago, the College opened a \$16 million Advanced Applied Technology Center that expanded legacy industrial programs and added Mechatronics Engineering. The College also won a \$1 million federal grant – the largest grant in College history – to provide financial support for Mechatronics students.

- The College joined the public school system, the Chamber of Commerce and area businesses to launch a “learn and earn” apprentice program that trains high school students in Computer-Integrated Machining and Mechatronics.

- ACC introduced a host of just-in-time certificates - pharmacy technician, geriatric aide, plumbing, electrical and commercial truck driving – in response to business demands.

- In addition, the College added new degree programs: Histotechnology, Agricultural Biotechnology, Medical Auditor, and Associate in Fine Arts.

- The College enhanced university transfer options through articulation or dual-enrollment agreements with N.C. State University, UNC-Greensboro, N.C. A & T State University, and N.C. Central University.

“In an increasingly competitive 21st century global economy, workforce development



Alamance Community College President Dr. Algie Gatewood examines cell cultures, guided by Biotechnology Department Head Michelle Sabaoun.

and responsiveness to industry are absolutely critical,” Gatewood said. “We are a powerful economic development engine committed to transforming this College through partnerships and new programs.”

What factors lead to a Biotechnology Center of Excellence?

- As the nation’s longest-running 2-year biotechnology program, ACC has the most complete bio-manufacturing suite of any N.C. community college. The College is uniquely positioned to partner with area universities and industry and it is parked in one of the busiest biosciences corridors on the East Coast.

- The annual economic impact of North Carolina’s

bioscience industry is expected to top \$100 billion in North Carolina by 2025.

- Burlington – just five minutes from the main campus – is ranked the #1 small Metropolitan Statistical Area in research, testing and medical labs in the country.

- Biotechnology enjoys natural synergies and collaborations with such existing ACC programs as Medical Laboratory Technology, Horticulture and Information Technology.



CENTRAL PIEDMONT COMMUNITY COLLEGE

MEETING EMPLOYER NEEDS

Central Piedmont Community College in Charlotte currently has around 145 students in apprenticeship programs. The college would like to create many more apprenticeship opportunities.

"We have the capacity to triple our number of apprenticeship students. We just need more employer partners to join us," says Dr. Kandi Deitemeyer, Central Piedmont president.

In the mid-1990s, Central Piedmont worked with six manufacturers in the Charlotte region to establish Apprenticeship 2000, to build talent pipelines of highly skilled employees that fit the companies' technical job needs.

Each partner company trains its apprentices onsite for their own workforce needs in trades such as CNC machinist, tool & die maker, mechatronics technician and injection molding technician. The 8,000-hour training program spans four years, during which time apprentices earn an AAS degree in Mechatronics Engineering Technology from Central Piedmont. Upon graduation, apprentices are awarded a Journeyman's Card and Certificate by the State of North Carolina and a certificate from the U.S. Department of Labor. In addition, the companies cover the full cost of attending Central Piedmont and also pay the apprentices an hourly wage. The students finish the program with no college debt ready to begin full-time, well-paying work.

All but one of the Apprenticeship 2000 companies are based in Europe. Convincing locally based employers to invest in apprenticeship programs proved to be a challenge for the college. Understanding the traditional, European model of apprenticeship does not appeal to or meet the needs of many Carolina-based companies, Central Piedmont established Apprenticeship Charlotte in 2012.

Through Apprenticeship Charlotte, the college offers multiple apprenticeship models, including associate degree, diploma and certificate options with multiple entry points from high school through experienced



A Central Piedmont mechatronics student programs a CNC (Computer Numerical Control) machining center.

workers. The goal is to make apprenticeships more flexible to meet employer needs and provide shorter experiences to address critical workforce needs. The college also hopes to show how just about any industry can benefit from developing talent pipelines through apprenticeships. Central Piedmont currently has 13 Apprenticeship Charlotte company partners.

"Many times when U.S. employers hear 'apprenticeship,' they think manufacturing, large-scale investment and multi-year commitment. They also worry about apprentice loyalty after completing the program," Deitemeyer explains. "At Central Piedmont, we can develop customized apprenticeship programs of varying lengths and investment to meet specific

employer needs. At the same time, our 24-year experience with apprenticeship programs shows the investment made by both the employer and the apprentice typically fosters a successful, long-time relationship."

Currently, the vast majority of Central Piedmont's apprenticeships are based in three programs of study – mechatronics, computer integrated machining and diesel-heavy equipment. The college sees opportunities in a much wider range of industries.

"Apprenticeship programs can be tailored for almost any industry, such as banking and finance, healthcare, the trades, automotive, hospitality, IT, business and marketing, and so on," Deitemeyer adds.



**CENTRAL PIEDMONT
COMMUNITY COLLEGE**

FAYETTEVILLE TECHNICAL COMMUNITY COLLEGE

THE *SMART* CHOICE FOR EDUCATION

Fayetteville Technical Community College is the smart choice for education, and prospective students can easily see why when visiting our campus locations in Fayetteville, Spring Lake, and at the Fort Bragg Training and Education Center or our website for virtual tours of our campus and programs of study. With over 250 academic programs of study to choose from leading to an associate degree, certificate, or diploma, students can choose from a variety of program options in the fields of business, computer technology, engineering and applied technology, health, public service, arts and humanities, and math and sciences. Courses—and even entire programs of study—are available online or in the traditional classroom setting. While enjoying the beauty of our campuses, students can enhance their college experience by participation in student organizations, athletics, and unique programs that foster growth through leadership roles and engagement with peers on campus and from the community. Fayetteville Tech also has excellent options for quiet study times, such as the newly renovated Paul H. Thompson Library, computer labs, or even beautiful outdoor areas to enjoy nature. Tuition expenses are considerably lower than at four-year colleges, yet the quality of education is high. With scholarship opportunities and financial aid assistance, FTCC opens its doors to all who seek education, paving the way to a brighter future for its students. Whether a recent high school graduate, a transitioning soldier, or a workforce member seeking to upgrade or learn new skills, FTCC helps students save money by completing a two-year education and then transferring to a four-year college or entering the workforce career-ready. FTCC offers Transition Tech, a no-cost educational program for transitioning soldiers, which provides credentials in various oc-



Fayetteville Technical Community College provides convenient opportunities for education at an affordable price.

cupations to help soldiers succeed in the civilian workforce. FTCC is home of the All American Veterans Center, staffed by veterans and offering a number of specialized services and educational counseling for veterans. Students can pursue FTCC's Corporate and Continuing Education programs of study to receive a high school equivalency, quickly gain the necessary job skills for career success, or pursue a personal hobby or special interest. FTCC has expanded its athletics program, which now includes Men's and Women's Basketball and Golf, Men's Baseball,

Women's Softball, and Women's Volleyball. Join us, and discover why over 38,000 curriculum and continuing education students annually choose Fayetteville Tech as their smart choice for education.

Dr. J. Larry Keen, President

FTCC
Fayetteville Technical Community College

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LENOIR COMMUNITY COLLEGE

CLOSING THE SKILLS GAP

Since 1958, Lenoir Community College has been committed to the citizens of Lenoir, Jones, and Greene counties to provide a skilled workforce to meet the needs of industry partners. As one of the oldest institutions in the North Carolina Community College System, LCC offers unique programs to help close the skills gap between employers and qualified employees in the area.

"The college is a leader for economic development in the area, providing an educated workforce needed to attract and retain employers in our region," LCC President Dr. Rusty Hunt said. "There are many opportunities available for students at an affordable price and quality instruction."

High school students have an opportunity to attend college at no cost while taking their high school classes. High school graduates can attend LCC for the first two years and enter the workforce or they can transfer to a four-year college or university. Displaced workers can enroll in short-term training and be in a new career through one of the College's newest programs, Quick Jobs.

"Quick Jobs is designed to put qualified applicants to work in a short amount of time," LCC Workforce Development Coordinator Dusk Stroud said. "This program will help develop a pipeline of potential employees for our industry partners in areas that are in high demand."

Quick Jobs offers programs to help students find not only a job, but also a new life-long career. The program provides students with the training to be working in less than six months in the areas of Energy Distribution Systems Technologies, Electrical Wiring, Heating, Ventilations, and Air Conditioning, Certified Production Technician, Transportation Operations Management (TOM), Truck Driver Training (CDL Class A), and Welding.

"These jobs are currently in demand," Stroud said. "Through Quick Jobs, tuition as-

sistance may be available as well as the opportunity to receive nationally recognized credentials. The College has partnered with employers in the area to help students find a new opportunity to work, he said."

"LCC has much to offer with a wide range of college level and continuing education programs from which to choose, Hunt said. Whether students choose to attend traditional classes face-to-face or online or a combination of both, LCC has a schedule to meet students' needs."

For more information or to register online, go to www.lenoircc.edu/QuickJobs or to explore the many opportunities, check out www.lenoircc.edu and start your career today.



Welding is one of six programs under Quick Jobs at Lenoir Community College. Ja'Lasia Aytch completed two certificates in the welding program.

LENOIR
COMMUNITY COLLEGE

Knowledge that empowers

DEVELOPING THE ECONOMY

The North Carolina Community College System plays an essential role in economic development. Our 58 community colleges focus on providing a skilled workforce to support business and industry in North Carolina.

Our **Customized Training Program** provides education, training and support services for new, expanding and existing businesses. We foster and support three key aspects of a company's well-being: job growth, technology investment and productivity enhancement.



CAPE FEAR COMMUNITY COLLEGE

In 2017-18, community colleges trained 37,000 employees for 1,000 companies.



CENTRAL PIEDMONT COMMUNITY COLLEGE

ApprenticeshipNC works to ensure that North Carolina has adaptable, work-ready, skilled talent to meet the current and future needs of businesses. This unique, flexible training system combines job-related technical instruction with structured on-the-job learning experiences. In addition, workers earn incremental wage increases as they gain new skills on the job.

There are many types of apprenticeship programs, and they vary in duration, level of required technical education and level of employer investment. These programs may be tailored to specific demographics, including an employer's existing workforce, veterans, high school or college students.

**Currently, 7,500
North Carolinians are
participating in apprenticeships.**

In addition, each community college's **Small Business Center** supports business development and growth. These centers provide training, counseling and resource information to 700 small-business startups annually.



FAYETTEVILLE TECHNICAL COMMUNITY COLLEGE



ROWAN-CABARRUS COMMUNITY COLLEGE



JOHNSTON COMMUNITY COLLEGE

BioNetwork delivers short courses, workshops and company-specific skill development in biomanufacturing, pharmaceuticals, and food, beverage and natural products. Courses can be delivered onsite, online or at one of our four labs across the state.

**Want to learn more about how we can help?
Contact Maureen Little, vice president of
economic development, at 919-218-7133.**



NASH COMMUNITY COLLEGE

STATE-OF-THE-ART FACILITIES

Located in Rocky Mount, NC near the intersection of Highway 64 and I-95, Nash Community College is known throughout the state for its commitment to holistic student service and for addressing the region's advanced workforce training needs.

Nash Community College expanded its campus footprint with the opening of two new buildings in July of 2018. The 16,000 square foot Advanced Manufacturing building provides space for students enrolled in Computer-Integrated Machining, Electrical Systems Technology, Industrial Systems Technology, Welding Technology and Electronics Engineering Technology programs. The 11,000 square foot Cosmetology building houses instructional salon areas, academic classrooms, and manicure and pedicure spaces. Both buildings were made possible through North Carolinians' support of the Connect NC bond.

President Dr. Bill Carver addressed attendees during the buildings' dedication ceremony stating, "For several years the College has anticipated this event and counted down the days until the campus would begin to use these buildings. Many dedicated people have played a part in what you see here today, and the teaching and learning areas that faculty and students will collaborate in by creating an exceptional learning environment."

The new buildings provide space for simulation and training for highly specialized industrial careers throughout North Carolina. Nash Community College works with industry leaders to customize and adapt curricula to meet advanced workforce needs.

Nash Community College is also addressing critical training needs in its aseptic cleanroom. Located in the Continuing Education and Public Services Building, the 913 square foot room was funded through a Golden LEAF grant and is equipped with a specialized high-efficiency particulate air filtration system which moves 100 feet of new air into the room every 50 seconds.

Trainees are learning aseptic processing,



New facilities at Nash Community College open up opportunities for students.

aseptic facility engineering design, pharmaceutical water systems, personal hygiene, cleanroom contamination, basic microbiology, cleanroom behaviors, aseptic gowning and personnel monitoring, disinfection, equipment cleaning and sterilization, environmental monitoring and interventions in the facility. The lab contains three stations simulating a real-world sterile working environment including a gowning station, filling line and observation area where students can learn lab procedures.

Additionally, NCC has expanded its programs with the addition of the Associate in Engineering degree giving students an opportunity to transfer to four-year engineering programs at East Carolina University, North Carolina State University, North Carolina A&T, UNC-Charlotte and Western Carolina University.

As the educational partner for eastern North Carolina's newest brewing community, Nash Community College's 360° Brewing Production and Entrepreneurial Lab at the historic Rocky Mount Mills features state-of-the-art distillation and fermentation equipment where students prepare for careers in the growing industry of brewing.

Many training needs are met through Nash Online, a program where remote learners, including those already working in careers, can earn additional credentialing, two-year degrees, certificates and course credit without

commuting to campus.

Other unique training opportunities presented on NCC's campus are Veterinary Medical Technology - one of only several VMT programs offered in North Carolina and the in-demand Electric Line Construction program. For nearly 20 years, Nash has been the only college in North Carolina to deliver the Electric Line Construction degree program preparing students for careers in rural and utility settings.

Nash Community College is proud of its longstanding relationships with major employers that continue to return to the college for training and for the recruitment of new employees.

Since 1967, the contributions of Nash Community College graduates have made an impact on the economic prosperity of North Carolina, and will continue to do so for generations to come. For more information, please call 252-451-8235.



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PITT COMMUNITY COLLEGE

'REAL WORLD' SIMULATION TRAINING

Newly-renovated facilities and state-of-the-art equipment are giving Pitt Community College health sciences students a real-world environment in which to develop the proficiency and confidence necessary for providing high-level care in real-life medical situations.

During a November open house, PCC administrators showcased the results of a \$1.61 million-project to renovate the college's William E. Fulford and Herman Simon buildings and purchase new equipment. According to PCC Health Sciences Dean Donna Neal, much of the funding came from Vidant Medical Center, which gave Pitt a \$500,000-grant for highly-advanced human patient simulators, and the Golden LEAF Foundation, which provided a \$200,000-grant.

Mark Sorrells, senior vice president of the Golden LEAF Foundation, said his organization's support stemmed from its commitment to investing in "the physical and human infrastructure" of North Carolina and its rural communities.

"Part of what we do in working with community colleges ... is to invest in the talent and the programs that align to the high-need employment areas of the state," Sorrells said. "Our state is growing and, with that, the health needs and employment opportunities in health care are really exploding."

Renovations began in 2017 and resulted in a 10-bed simulation hospital, Emergency Medical Science classroom and laboratory, Medical and Cardiovascular Sonography classroom and scanning lab, and Nuclear Medicine hot lab.

The simulation hospital, which PCC began utilizing regularly in January, features a pair of five-bed hospital units with a control room in between that allows instructors to observe students as they run simulations. Neal says the exercises can be recorded and played for students during a debriefing period.



Students in PCC's Health Sciences programs now have the opportunity to train in a state-of-the-art simulation hospital to gain 'real world' experiences.

"The simulation hospital offers students the experiential learning they can't always engage in during real-life patient care," she said. "It also serves as a clinical placement site that allows students from multiple health sciences programs to work together like they would in an actual hospital."

Neal says the renovations have also allowed several health sciences programs to expand enrollment. Nursing, for example, can now serve up to 300 students annually, she said, adding that many of PCC's health sciences graduates will find work at Vidant

and other local health care agencies.

"Most of our health sciences students are from this region, and they want to find jobs here to remain close to their families," Neal says. "For many of our graduates, that's easy to do, given health care is a leading industry in Pitt County and eastern North Carolina."

