

# Edgecombe Community College

Fall 2013 Volume 9 • Number 1

# CareerFocus™

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# Win a Taylor Swift Autographed Guitar Package

The Edgecombe Community College Foundation is holding a unique raffle to raise funds for scholarships.

The Grand Prize is a Taylor Swift Autographed Guitar Package, commemorating her February 2008 performance at Keihin Auditorium on the Tarboro campus.

The package includes:

- Takamine 523SC acoustic guitar autographed by Taylor Swift
- Deluxe hardshell case
- Autographed "Taylor Swift" CD (2006)
- Autographed photo of Taylor Swift
- Photo of Taylor Swift autographing the guitar backstage at Keihin Auditorium
- Photo of Taylor Swift posing with the guitar
- Autographed Edgecombe Performance Series Showbill booklet from the concert

200 tickets are available at \$100 each.

Drawing will take place when last ticket is sold.

To purchase raffle tickets, contact:

andrusk@edgecombe.edu or

(252) 823-5166, ext. 212

Cash, check, Visa, or MasterCard accepted

Only  
200  
tickets  
available!



*From left are Karen Andrus, executive director of the ECC Foundation, holding the Takamine 523SC acoustic guitar; Taylor Swift; and Dr. Deborah Lamm, president of ECC, in February 2008.*



# CareerFocus™

Questions about the ECC programs and services described in this publication should be directed to Student Services at (252) 823-5166, ext. 255.

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**On the cover:** Representing the ABB/ECC partnership degree program are (clockwise from bottom) Steve Gallo, managing director; Trina Sills, production lead; Kevin O'Donnell, quality assurance & customer satisfaction manager; Alvaro Ramirez, training intern; Carlo Foreman, production lead; Marie Wilson, ECC career counselor/recruiter; and Beatrice Battle, training manager.

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# Edgecombe Community College Wins National Career Preparedness Award

ECC was among just four honorees to receive the national ACT award



by Mary Tom Bass

**E**dgecombe Community College received a national award in May for its efforts to prepare students to be successful in careers and the workplace.

Edgecombe was among four honorees that received national awards on May 21 in Washington, D.C., during a gala that concluded ACT's inaugural College and Career Readiness Campaign.

The college received the national Career Preparedness Award.

"We are thrilled beyond words by this singular recognition," says Dr. Deborah L. Lamm, president of Edgecombe Community College.

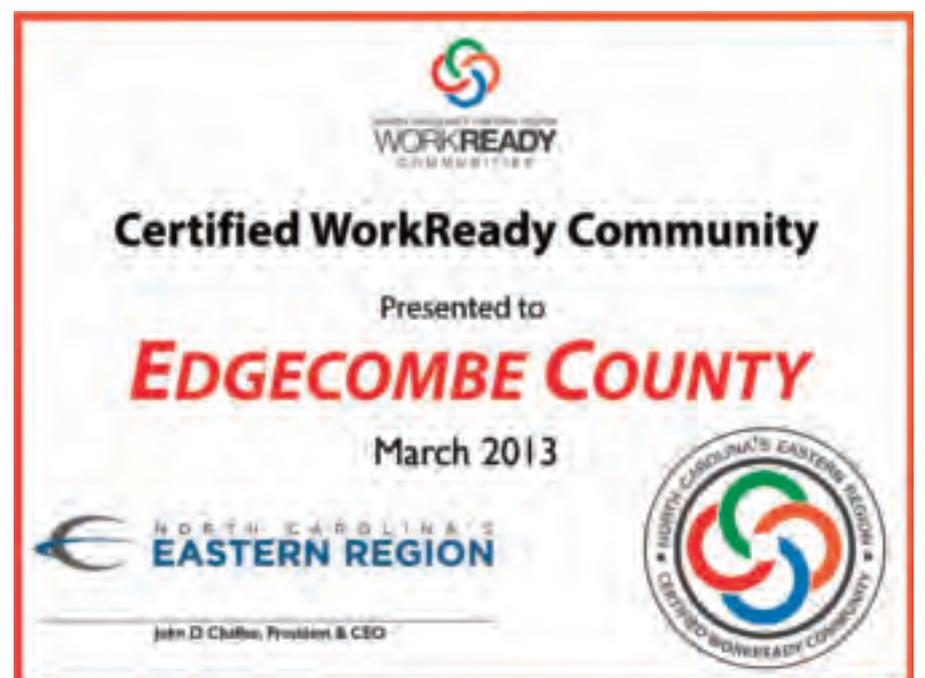
"For a school like Edgecombe, which serves 13,000 people a year, to receive a national award is a highlight for all of us at the college who work hard every

day to prepare students to be work-ready."

ACT established the College and Career Readiness Campaign to create awareness around the goal of college and career readiness and to recognize exemplary efforts across states in advancing this goal.

"The individuals and organizations we honored this week prove that college and career readiness can be achieved," says Jon Whitmore, ACT's chief executive officer. "Our campaign is intended to encourage more people to take up the cause, to support them in their efforts, and to recognize and celebrate their accomplishments."

According to the ACT organization, "Edgecombe Community College recognizes the struggles facing its students in today's labor market. Located in a county facing a 16.6% unemployment rate, Edgecombe actively combats these difficulties through job fairs, mentoring programs, student assistance



*Edgecombe Community College led the process for Edgecombe County to be one of the first four WorkReady Communities in North Carolina.*



Dr. Deborah Lamm, president of Edgecombe Community College, received the national ACT Career Preparedness Award on behalf of the college in May. Shown from left are Dr. Jon Whitmore, ACT CEO; Scott Montgomery, ACT vice president; Sid Baker, education program specialist, N.C. Office of the State Superintendent; Dr. Lamm; and Virginia Edwards, editor-in-chief, Education Week.

funds, and other programs meant to ensure that students are ready to succeed after graduation.

“With campuses in Tarboro and Rocky Mount, Edgecombe Community College led the process for Edgecombe County to be recognized as one of the first Work Ready Communities in North Carolina, and it frequently partners with area companies to ensure that its students graduate with the skills and the recognition needed to be successful in their careers.”

### All students take CRC

Central to the college’s career preparedness efforts is the Career Readiness Certificate (CRC), a job skills assessment system that is utilized by employers nationwide. All ECC students are given the CRC assessment in curriculum program courses. Over the past three years, 70% of Edgecombe graduates have earned a Certificate of Career Readiness.

Within the college’s continuing education division, a CRC is required for health occupations programs, such as nurse assistant and phlebotomy, as well as the Back-to-Work program.

The college has awarded more than 3,400 CRCs, equivalent to over 13% of the workforce in Edgecombe County.

Selection criteria for the Career Preparedness Award included accessibility of career readiness assessments and career preparation

programs; relationships with local employers; student success indicators including graduation and transfer rates to four-year colleges; dedication to career planning; and leadership opportunities for students outside the classroom.

Also receiving awards were:

- Sheree Gremillion of Florence, Alabama (Student Readiness Award)
- Rufus King International School in Milwaukee, Wisconsin (College and Career Transition Award)
- Sargento Foods, Inc., of Plymouth, Wisconsin (Workplace Success Award)

### First year of ACT campaign

Six states participated in this first year of the ACT College and Career Readiness Campaign: Alabama, Illinois, Iowa, Kentucky, North Carolina, and Wisconsin.

The national award recipients were selected from finalists nominated in the six participating states. A national committee composed of nine respected leaders in education and workforce development evaluated the state nominations and selected award recipients in each of the four categories.

Virginia Edwards, president of Editorial Projects in Education, chaired the national selection committee. Members of the committee are:

**According to the ACT organization, “Edgecombe Community College recognizes the struggles facing its students in today’s labor market.”**

## Did you know?

- ✓ Edgecombe is in the top 5 of 100 N.C. counties for Career Readiness Certificates awarded as a percent of the workforce.
- ✓ A WorkKeys profiler has been on staff at the college since 1998. WorkKeys skills training has been conducted with local businesses for the past eight years, and more than 90 profiles have been completed for local and regional employers.
- ✓ More than 14,000 WorkKeys assessments have been conducted (currently averaging over 4,000 assessments annually). Over 3,400 CRCs have been awarded, equivalent to more than 13% of the workforce in Edgecombe County.
- ✓ Career planning and support are provided for all students, the majority of whom are underrepresented. Examples include annual job fairs and community outreach fairs; Small Business Center seminars; EMPAC, a minority male mentoring program; BUTTERFLIE, a minority female mentoring program; and academic tutoring labs.
- ✓ ECC provides classroom training for Hillshire Brands maintenance technician apprentices and Cummins Engine Plant maintenance trades apprentices. The college also provides pre-hire training programs for Bridgestone and Keihin Carolina System Technology (see page 11).
- ✓ Over the past few years, ECC has conducted customized training projects for ABB, ASC, Berry Plastics, Blue Hawaiian Fiberglass Pools, Eastern Carolina Manufacturing Co., HC Composites, Hillshire Brands, Keihin Carolina System Technology, Nomaco, Ossid, Spongex, and Superior Essex.

- Betsy Brand, executive director, American Youth Policy Forum
- J. Noah Brown, president, Association of Community College Trustees
- Walter Bumphus, president, American Association of Community Colleges
- Brian Fitzgerald, chief executive officer, Business-Higher Education Forum
- Christy Levings, executive committee member, National Education Association
- Chris Minnich, executive director, Council of Chief State School Officers
- Scott Montgomery, vice president, strategic initiatives, ACT
- Cheryl Oldham, vice president, Institute for a Competitive Workforce, U.S. Chamber of Commerce

# More in the Middle

## Some of today's most plentiful jobs require two-year degrees

by Laura L. Crawford

**S**omewhere between a high school degree and a bachelor's degree there is a middle range of college education that is too often overlooked. These are the "middle skills" jobs that pay off in challenging and interesting work that requires specialized skills, pays good wages, and offers stable employment.

Nationally, about 45 percent of all job openings are middle skills level, compared to one-third in highly skilled jobs and just 22 percent in occupations that require only a high school degree.

These jobs include many healthcare and technical occupations that typically pay

from \$30,000 to \$50,000 and up, with most requiring an associate's degree.

The U.S. Bureau of Labor Statistics lists more than 20 occupations with above-average growth through 2018 in this category. Many of these are in healthcare professions that include nursing, radiography, and respiratory therapy.

Another large group includes technicians in medical and scientific fields including medical equipment repair technicians, environmental engineering technicians, cardiovascular technicians, and medical, occupational health, and social science technicians.

According to a report by the National Skills Coalition, millions of students will take some classes



in college but drop out before they earn any kind of degree. For these students, a certificate or associate's degree in a middle skills occupation might be a better choice, offering more employment opportunities and better wages.

The demand is there. Robert Bynum, an instructor in automotive systems technology at Edgecombe Community College, can vouch for that. "It's amazing the number of jobs that are opening up," he says.

"Today, auto technicians are expected to use electronic equipment routinely and to be comfortable using specific equations in certain situations.

They also need a basic grasp of electrical, mechanical, physical, and chemical concepts," he says.

This summer, the college purchased a Toyota hybrid vehicle, another area of auto repair that Bynum says will be in "high demand."

"Local dealers, independent shops, and large auto service chains are all looking for either entry-level licensed technicians or interns. These are jobs that typically pay from \$12 to \$25 per hour. There also is a growing market for more highly trained technicians at automotive manufacturers' testing facilities, with good pay and benefits," he adds.

## Community College Official Troubled by Middle Skills Gap



Maureen Little, associate vice president of customized training for the N.C. Community College System, is concerned that twice as many college students enroll in humanities, social sciences, and business as in science and engineering, where job opportunities are more plentiful.

**T**wo million jobs in the U.S. go unfilled because of skill and training deficiencies in workers, an N.C. community college official told local business and industry leaders meeting at Edgecombe Community College in March.

Yet as of May 2013, the U.S. unemployment rate was 7.6%, with North Carolina's unemployment rate at 8.8%. However, the bigger story is Edgecombe County's double-digit unemployment rate of 13.5%, which has consistently been ranked as one of the harder hit counties in the state.

"What we have is a scenario of two ships passing in the night, with neither ship aware of the other – one ship representing employers in need of skilled employees and the other ship representing those unemployed individuals who want the opportunity for a job that will provide economic security. Our N.C. community colleges are well-positioned to address this gap, providing industry and national

### Skills Mismatch in the South

High-Skill Workers	32%
High-Skill Jobs	29%
Middle-Skill Workers	43%
Middle-Skill Jobs	51%
Low-Skill Workers	25%
Low-Skill Jobs	20%

Source: National Skills Coalition

certifications and training," stated Maureen Little.

Little, associate vice president of customized training for the North Carolina Community College System, spoke to ECC advisory boards on "Filling the Mid-Skills Gap."

ECC advisory boards consist of professional leaders, community members, and faculty who are experts in the subject area of their board, such as nursing or historic preservation. More than 70 businesses and organizations are represented on the boards.

A majority of training at ECC is for middle skills jobs, those jobs requiring technical skills above high school but below a four-year degree. Middle skills jobs account

for 51 percent of all jobs today in the South, but only 43 percent of the region's workers are trained to that level.

Middle skills workers, especially those in high-demand occupations, can earn salaries that surpass those of four-year college graduates.

"With every company in North Carolina and the country, at least 5 percent of their jobs go unfilled because they can't find employees with the right skill sets," Little said.

Coupled with the retirement of baby boomers, she said the future of America's ability to sustain a skilled and ready workforce is a "deep concern."

– Mary Tom Bass



## What is a Middle Skills Job?

### Middle Skills

(more than high school, less than bachelor's degree)



### Middle Class Income

(over \$35,000 a year)

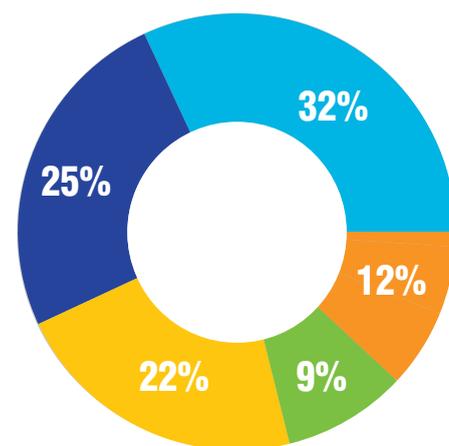


# 50%

## of all jobs

paying middle-class wages are middle skills jobs.

## Where Are the Middle Skills Jobs?\*



- Blue collar
- Office, managerial and professional
- Sales and office support
- Healthcare professional and technical
- The rest: STEM (science, technical, engineering, and math) – 6%; Food and personal service – 5%; Community services and arts – 1%

# MAXIMIZE THE MIDDLE

Take A Shorter Path to A Good Job

## How Much

### Do All Middle Skills Jobs Pay?



## How Do YOU Get a Middle Skills Education?\*

- Employer training
- Industry certificate
- Apprenticeship
- Postsecondary certificate
- Associate's degree

\*These avenues can overlap. For example, industry certifications and employer training are pursued by workers at many levels of education, and apprentices are sometimes awarded a postsecondary certification upon the completion of a program. Edgecombe Community College offers a number of certificates which lead to associate's degrees.

## Some of the Fastest Growing Middle Skills Jobs

### Middle Skills Jobs

- Public relations specialists
- Marketing and sales managers
- Firefighters
- Financial service sales agents
- Dental hygienist
- Computer network architects
- Aircraft pilots and flight engineers

Source:

Career and Technical Education: Five ways that pay along the way to the B.A., September 2012, Georgetown Public Policy Institute

# ABB and ECC Launch Unique Degree Partnership

## Employees are taking classes at the ABB site in Pinetops

by J. Eric Eckard

**F**or almost a decade, Beatrice Battle has been talking about improving the training program at ABB, a Pinetops facility that makes distribution instrument transformers and overhead distribution components for power delivery.

In March, talk turned to action when 24 ABB employees started working toward their associate's degrees, thanks to a unique partnership with Edgecombe Community College.

Classes are taught on-site at ABB and the students/employees can earn degrees in four fields of study – manufacturing technology, business administration, computer information technology, or pre-engineering.

“I am excited to get this program off the ground,” says Marie Wilson, career counselor/recruiter at ECC, “because these individuals at ABB have always wanted to go back to school, but many of them didn’t have the means or were not quite ready.”

“For them to have the opportunity to get their associate’s degree, and at no cost to them – it’s



*Twenty-four ABB employees are currently enrolled in Edgecombe degree programs and are attending classes at the ABB site in Pinetops. From left, students include (front row from left) Myriam Savage, Rhonda Williams, Angela Williams, Letitia Wiggins, (middle) Belinda Williams, Joni Adcock, Zachery Heath, Melinda Lyons, Carlo Foreman, (back) Trina Sills, Terry Jenkins, Antonio Vines, and Phillip Gorham.*

overwhelming. For some, it’s been life-changing already.”

Classes began in March and instructors are focusing on core subjects. Eventually, some of the more technologically advanced classes will require students to attend class on the college campus. Other courses will be taught online.

For those students who are not eligible for financial aid, ABB has an education reimbursement

policy. “This is a dream come true,” says Battle, ABB training manager. “I’ve been talking about this for eight or nine years.”

“In that time, we’ve grown tremendously. You can’t just walk in off the street and do this. We have new people coming in, and they need training.”

In the past decade, ABB’s workforce has doubled to approximately 320 employees at its Pinetops site. Battle believes the partnership with Edgecombe Community College will continue to grow a culture where continuous training and improving skills are important for Pinetops’ future success.

Though the idea has been around for years, the implementation of the training program was fairly quick. In January, the college began the application process, looked at transcripts, evaluated financial aid situations, hired three instructors, and launched classes – all in 10 weeks.

“I feel indebted to Ms. Battle,” Wilson says. “I’m very grateful for her spirit and her drive.”

**For more information:**

**Curriculum Training Programs**

Marie Wilson  
 Career Counselor/Recruiter  
 823-5166, ext. 277  
[wilsonm@edgecombe.edu](mailto:wilsonm@edgecombe.edu)



*Julia Palmore and Michael Wiggins are ABB employees enrolled in Edgecombe degree programs.*



*ABB executives include (seated from left) Tom Rassau, operations manager; Randy Glover, supply chain manager; Kelly Welborn, operations manager; (standing) Dustin Brewer, receiving manager; Gene Durrance, production manager; Dennis Hackett, operations manager; and Bryan McIntyre, production manager.*

# New Shooting and Hunting Sports Management Program Begins Fall Semester

ECC's program is one of only three in North Carolina

by J. Eric Eckard

**H**unting in North Carolina is not just about dressing in camouflage and waiting for hours in a deer stand.

It accounts for thousands of jobs and millions of dollars in retail sales and wages in the state. Across the country, hunting is a billion-dollar industry that accounts for about 1 million jobs.

This fall, Edgecombe Community College will become the first school in North Carolina east of Greensboro to offer a shooting and hunting program. Only two other community colleges in the state – Montgomery and Tri-County – offer similar programs.

“We believe there are a lot of young people who grew up on farms around here and are hunters, but they’re moving away,” says Dr. Kristi Snuggs, vice president of instruction at Edgecombe. “We want to give them another option for their family farmland.”

## Business Administration concentration

This is not a program to learn how to bag that elusive 12-pointer. Taught through the Business Administration program, Shooting and Hunting Sports Management focuses on managing a sports shooting business, such as a gun shop, hunt club, or shooting range.

“There are several hunt clubs in the area,” Dr. Snuggs says. “Farmers turn over their land for hunting, and people travel from all over the Southeast to Eastern North Carolina.”

With deer, turkeys, and even wild boar living over tens of thousands of rural acres, each year, hunters from as far away as Georgia flock to the area for a chance to hunt.



Michael Horner modifies a 1930s-era rifle during the popular evening gunsmithing class offered through ECC's Division of Corporate and Community Development. The college's new Shooting and Hunting Sports Management program is offered as a concentration in the Business Administration program and combines business and shooting sports principles.

## Shooting and Hunting Sports Management Program Options

- Two-year degree
- One-year diploma
- 18-hour certificate

“It’s different hunting on flatlands here as opposed to the hill country in the mountains of North Carolina,” Dr. Snuggs says.

The Shooting and Hunting Sports Management program offers a two-year degree, one-year diploma, and certificate options. Students who complete the two-year track will earn an associate’s degree, and about half of the classes will be business-related.

Other classes related to hunting include an introduction to shooting sports, gun shop management, sports hunting, and shooting sports management.

The introductory class deals with rules and regulations related to shotgun, rifle, and handgun shooting sports. The gun shop management class covers topics such as federal and state firearms laws and purchasing new and used firearms. The sports hunting class deals with the theories and fundamentals of hunting locally, nationally, and internationally. The shooting sports management class focuses on firearms safety and design.

“We already have a popular gunsmithing program that will tie

right into this new program,” Dr. Snuggs says.

As hunters continue to spend billions of dollars on travel, equipment, and other hunting-related items, Edgecombe Community College wants to offer students a chance to prepare for this large and diverse industry.

Dr. Snuggs adds, “We have a lot of hunters in this area, and we want them to stay in the community.”

### For more information:

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& Accounting  
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# Manufacturing Programs Are Meeting the Need for High-Tech Training

by J. Eric Eckard

**D**anny Allen has been working at Kennametal just since April, and he's already trying to move up in the company.

"I couldn't even apply for the new job without the degree I received (from Edgecombe Community College)," the 48-year-old Allen says. "I can work at almost any factory in the area with my degree in manufacturing."

Allen has plenty of reasons to credit Edgecombe for his recent success. He was laid off from his job when Berry Plastics in Rocky Mount shut its doors in 2010, and he couldn't find a full-time job for more than two years.

Instead of sitting around waiting for a job to come to him, he enrolled at Edgecombe and started taking electronics classes and eventually moved over to the manufacturing technology program. At the time, the college was in the process of updating its manufacturing program thanks to a large grant from the U.S. Department of Labor.

In 2011, Edgecombe joined the N.C. Advanced Manufacturing Alliance – a consortium of 10 North Carolina community colleges – and the institutions shared an \$18.8 federal grant. Edgecombe's cut was \$1.2 million. Other community colleges in the alliance include Nash, Beaufort, and Craven. Robeson Community College is the lead institution.

Over the first year of the grant, Edgecombe added new equipment and replaced aging machinery, some of which dated back to World War II. Some of the new equipment included computer-controlled vertical milling machines and lathes, robots to service the lathes, a robotic welder, and various other machines.

"I was also working part-time at the college in the manufacturing lab," Allen says. "I spent most of



*Danny Allen demonstrates a robotic welder in the robotics lab on ECC's Tarboro campus. A Manufacturing Technology major, Allen accepted a job at Kennametal in Roanoke Rapids two weeks before his graduation in May. "I can work at almost any factory in the area with my degree in manufacturing," he says.*

last year setting up some of the new equipment."

In April, Allen was helping with a job fair at the school, manning the Alternative Energy Trainer station. He made such an impression on those in attendance that he received a job offer before his May 11 graduation with a manufacturing technology degree.

"I got the job at Kennametal in Roanoke Rapids two weeks before I graduated," Allen says. "Now I'm running an automated washer.

"They use computer-operated robots to run some of the tools, and I'm very familiar with all of that, coming from Edgecombe Community College."

## Skilled workforce needed

Dr. Paul Petersen is the school's project manager for the N.C. Advanced Manufacturing Alliance, and he says he's pleased with the

progress of the program since it received the grant. But he says he'd like to see more students and more instructors in the program because it's so vital to the area.

"For the economy, it's extremely important," Dr. Petersen says. "We have a lot of manufacturing activity in the area, but the workforce isn't trained. That's why we have such high unemployment."

The 10 community colleges in the alliance serve 17 counties. According to Robeson officials, 5,730 workers in these counties lost their jobs or were jeopardized

between 2007 and 2010 as a result of shifts in production in the United States.

One of the challenges Edgecombe faced early was that many of the students stayed in the program just long enough to get a certification or two and then landed a full-time job and left. But now, many of those students are returning to get more training – at their respective company's request, Dr. Petersen says.

"The whole purpose of the program is to introduce students to computer-integrated

**"We have a lot of manufacturing activity in the area, but the workforce isn't trained. That's why we have such high unemployment."**

manufacturing systems,” he explains.

Output of manufactured goods is expected to grow \$1.4 trillion, or 3 percent, by the end of this decade, and the number of jobs in some manufacturing sectors also is expected to grow – some significantly, according to a report by the U.S. Bureau of Labor Statistics.

For example, employment in fabricated metal product manufacturing is expected to grow by 12 percent, creating 151,600 new jobs, the report says. Other industries expected to add jobs are plastics and rubber products manufacturing and wood product manufacturing.

Dr. Petersen says the need for highly trained workers in the area and across the country is immediate. All the predictions about the future of manufacturing and robotics and computer-operated production system have come true.

“It’s not the future – it’s here now,” he assures. “That’s how fast technology is changing.”

According to Dr. Petersen, a recent study showed that more than 2.5 million manufacturing jobs are available nationwide, but they can’t be filled because the available workforce needs more training. In Edgecombe County, about 60 openings can’t be filled because of the lack of required training. With Baby Boomers retiring at increasingly high rates daily, that number is expected to grow.

The current N.C. Advanced Manufacturing Alliance grant is expected to end in 2014, and staff members are looking for new sources of funding. “A new grant is important to us,” Dr. Petersen says. “We need the grant to sustain our program. It’s good for the economy, and it’s good for the area.”

## Hands-on training

Tommy Evans, 30, says he knows how important the program is to him. He began working at Hillshire Brands in Tarboro as a machine operator. He wanted to advance, so he went back to school in 2009, taking classes at various community colleges in the area.

He is expected to graduate in 2014 from Edgecombe with an associate’s degree in Industrial Systems Technology.



*“What I’ve gained at Edgecombe is an enrichment about my field as a whole and a massive amount of confidence,” says Tommy Evans, who will graduate from ECC next year with a degree in Industrial Systems Technology. He works full time at Hillshire Brands in Tarboro.*

He hasn’t had to wait to put his newly learned skills to use on the job. Recently at Hillshire Brands, he helped solve an issue with a programmable logic controller, which was missing a signal. His most recent class at Edgecombe dealt directly with PLC functions, and he discovered the problem and got the machine running smoothly again.

“All the classes help me in my job,” Evans says. “The technical part of the classes is important, but (Edgecombe Community College) runs their classes with a more hands-on approach.

“The hands-on part is what helps you when you get out in the real world because you become more comfortable.”

Evans says the school brings all of its resources to the table to help its students.

“The instructors and staff are very one-on-one with the students,” Evans adds. “They approach the students to see what they need instead of waiting for the students to come to them.”

Several students, including Evans, had an opportunity recently to browse the new robotics equipment at the school, which sparked an interest to take a robotics class in the coming fall.

“We got to poke around, and it’s a really nice set-up,” he says. “I was very impressed.

“Hillshire Brands has robotic features in place, and they should have more in the future. Taking that class will definitely give me a leg up.”

Edgecombe tries to accommodate various schedules for its students, including offering evening classes in the manufacturing technology program for those who work during the day.

“My family had to sacrifice a lot,” Allen says. “But now, I have a lot of opportunities where I am. I wish I had done this 20 years ago, but it’s still great.”

## 10 Hardest Jobs to Fill in America

According to the eighth annual talent shortage survey from staffing firm ManpowerGroup, 39% of U.S. employers in all industries are experiencing difficulty filling open positions within their organizations. Here are the 10 most difficult positions to fill.

1. Skilled Trades
2. Sales Representative
3. Drivers
4. Information Technology Workers
5. Accounting and Finance Workers
6. Engineers
7. Technicians
8. Management/Executives
9. Mechanics
10. Teachers

Source: Forbes.com

## Edgecombe Community College offers four manufacturing-related programs:

- Industrial Systems Technology
- Electrical/Electronics Technology
- Manufacturing Technology
- Mechanical Drafting Technology

### For more information:

**N.C. Manufacturing Alliance**  
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# Make Friends with FAFSA

## The gateway to federal student aid programs

by Kathy Hulik

**A**ll students who plan on attending college should become familiar with the FAFSA. The satisfactory completion of this online form is the first step in applying for financial aid at the vast majority of colleges and universities in the United States.

According to Leigh Moore, assistant director of financial aid at Edgecombe Community College, “One of the most significant challenges for most students and parents is simply paying the charges associated with attending a college or university.

“By completing the FAFSA, a student is applying for nearly all types of federal student aid. In North Carolina, the FAFSA also collects the financial information required for the North Carolina Grant and Lottery Scholarship programs.”

Through the Department of Education, the federal government provides grants, student employment opportunities, and student loan capital to needy, eligible students. The largest and most popular financial aid program is the Pell Grant.



*Leigh Moore, assistant director of financial aid at ECC, discusses admissions and financial aid procedures with Cassie Dunn, a student from Macclesfield. Dunn is completing course work toward enrolling in the Nursing program.*

Typically, most schools will award financial aid “packages” to students consisting of grants, scholarships, work-study, and loans. It’s important to note that students who opt to borrow money should borrow no more than they need to meet basic educational and living expenses.

“Many students and parents have heard rumors that earned incomes over a specific dollar amount automatically disqualify them from

federal student aid consideration,” Moore says. “This is simply not the case.”

### Nothing to lose, everything to gain

Moore says the FAFSA application is “very user friendly.” The form used to be a daunting 10-page booklet, but in recent years it has morphed into a more straightforward online application.

“The online version provides a description of how each question needs to be answered and what types of information the form is attempting to collect,” she says. “Students can complete the FAFSA in just a few minutes if they have all of the documentation needed before they get started.”

It is preferable to complete the FAFSA using the most current federal tax return information. For example, the Fall 2013-Spring 2014 FAFSA requires 2012 tax return data. In many cases, as part of the online process, tax return information can be transferred directly from the IRS website to the FAFSA.

Financial aid officers are available on both the Rocky Mount and Tarboro campuses to answer questions. Staff are located in the Office of Student Services – in the Barnes Building in Rocky Mount and in the McIntyre Building in Tarboro.

#### For more information:

#### Financial Aid

823-5166, ext. 255

[financialaid@edgecombe.edu](mailto:financialaid@edgecombe.edu)

## What’s the Difference?

A glossary of financial aid terms:

- **GRANTS** are a form of gift aid that do not require repayment. The primary eligibility criterion is typically “demonstrated need.” Need is determined by a formula applied to the information provided on the FAFSA which includes not only income and asset information but also the size of the applicant’s family and the number of family members in college. The most highly publicized and largest grant program is the Federal Pell Grant.
- **SCHOLARSHIPS** are another form of gift aid. Typically scholarships are awarded to students based on academic merit and/or other specific personal characteristics but also can be partially based on need as well. There are numerous types of scholarships offered by colleges, charitable organizations, and national associations on a competitive basis.

- **WORK STUDY** is a federally funded employment program. Students with “demonstrated need” are offered the opportunity to work on or, in some cases, off campus. Students are required to work a specific number of hours per week (usually between 10-15) for which they are paid on an hourly basis. Most national studies have demonstrated that students who work a few hours a week have a tendency to be more successful academically.

- **LOAN** is another funding source that is repayable just like a car loan. It offers low interest and another way for students to help pay for their educational expenses. A word of caution! Students should never borrow more money than they absolutely need, and they should exhaust all other non-repayable funding sources before they borrow.

# Pre-employment Training Increases Employee Retention

## ECC class is a win-win for KCST and associates

by Mary Tom Bass

**S**tarting a new job is a lot like starting school – new teachers, new classmates, a new setting – with plenty of stomach-churning stress.

Keihin Carolina System Technology has taken away some of that new-job stress through a pre-employment training program with Edgecombe Community College.

KCST started the program several years ago. Vickie Earp, training coordinator at the high tech electronics facility, taught the class initially as a pilot program. “The first two or three classes I taught myself to ensure that the material was on target and that it was being well-received. The class went very well, so I turned it over to the college.”

Prospective employees are required to complete the course

before they can be hired. Taught through ten three-hour sessions, Introduction to Electronics Manufacturing covers the basic skills needed for entry-level jobs at KCST.

According to the company, students who take the course gain competencies in safety, quality, continuous improvement, team work and communication, as well as electronics manufacturing processes and corporate philosophy and principles.

“Our retention rate is much better,” Earp says. “Our associates know what to expect, and through the friendships they develop with their classmates, they know people when they begin working here, which is important to new employees.”

In fact, since the employment training class has been implemented, the employee retention rate at KCST has increased dramatically.

“It’s a huge cost to employers to have a new employee walk out after three days,” explains Dr. Randi Dikeman, dean of Corporate and Community Development at ECC. “This training is very beneficial to employers, and the employees appreciate it.”

College staff and Express Employment professionals work together to recruit students and schedule classes, which are taught regularly on the college’s Tarboro campus. During the final class, students visit KCST for a plant tour.

It’s been a winner with employees. “Our associates have said that our training program is much better than some of the other places they’ve applied to,” Earp says.

Edgecombe Community College runs the classes through its Customized Training Program, which was developed in recognition of the fact that one of the most important factors for a business or industry considering

locating, expanding, or remaining in North Carolina is the presence of a well-trained workforce.

The college has partnered with Bridgestone in Wilson for about four years on a similar pre-employment training program. “This type of training takes the burden off the business or industry,” Dr. Dikeman says.

“We believe it’s a win-win for all of us: the employer, the prospective employee, and the college. Also, we can do this type of training for almost any company.”

**For more information:**

**Customized Training**

George Anderson

Director

823-5166, ext. 197

andersong@edgecombe.edu



*Eighteen students completed the first Keihin Carolina System Technology/Edgecombe Community College pre-employment training course in June 2012. Graduates were Damien Canady, Belinda Christian, Christy Cobb, Jashun Dancy, Shanique Dancy, Vanetta Dickens, Qumesha Green, Latoya Harris, Michie Hyman, Shontel Jackson, Anastahia Johnson, Jessie Lynch, Quadira Martin, Quatelia Stevenson, Letress Talyor, Kenneth Vines, Brian Whitehead, and Delisha Williams. Others shown in the photo are (far left) Lou Mitchell, ECC instructor; Connie Hunt, Keihin HR manager; George Anderson, ECC director of customized training, and (far right) Vickie Earp, Keihin training coordinator; and Keith Jordan, Keihin senior manager.*

# Collision Repair and Refinishing Moves into New Facility

## New building doubles the amount of shop space

by J. Eric Eckard

**A**fter years of meeting for classes and labs in cramped quarters, Edgecombe Community College's Collision Repair and Refinishing Technology instructors and students are looking forward to a gleaming, spacious new facility, completed just in time for fall semester.

The new 7,000-square-foot building features state-of-the-art equipment and much more room for students to learn about the art of vehicle body repair.

"We've been averaging 40 in a class in a building designed for 14," says Dr. Kristi Snuggs, vice president of instruction. "We definitely needed more space."

With a typical enrollment of about 75 students annually, Edgecombe's autobody repair program has been popular for years. But success has not been without growing pains: instructors and students have had to share space with other programs at the college.

"Autobody is a very popular program," Dr. Snuggs says. "In addition to our adult students, we have lots of high school students seeking certifications."

Three years ago, the college changed the name of the program from Automotive Body Repair to Collision Repair and Refinishing Technology and expanded offerings to include a two-year degree and several certificate programs. Prior to this, the foundation of the program was a one-year diploma.

"It's always been popular – and not just with people who want to learn the repair side – but also for those who want to do custom work," Dr. Snuggs says. "It appeals to those with an artistic streak or to those who want to work with their hands. Custom work is a huge money maker."

The new \$1 million building is located on the Tarboro campus at the end of the main entrance drive. The facility features a larger frame rack, a computerized measuring system, more vehicle lifts, a dustless sanding system, and a compartmentalized sandblaster.

"The equipment we had was outdated," says Bud Speight, program coordinator for Collision Repair and Refinishing. "Also, the new building will basically double the shop space."

The dustless vacuum system is new technology, providing a cleaner and healthier environment for students and instructors.



A new 7,000-square-foot state-of-the-art facility awaits Collision Repair and Refinishing students this fall. The \$1 million building is located on the Tarboro campus at the end of the main entrance drive.

"We also will have digital measuring equipment, updated software, new simulation equipment to teach painting techniques, and a vehicle lift, which will be useful in structural and non-structural repairs," Speight explains. "The expansion will enable us to have three cars on lifts instead of one."

### Autobody jobs on the rise

According to the U.S. Department of Labor's Bureau of Labor Statistics, the outlook for job seekers in this field is strong. The number of jobs is expected to grow by 19 percent over this decade, according to the agency's Occupational Outlook Handbook.

"The growing number of vehicles in use should increase overall demand for collision repair services during the next decade," the report said, referring to new car sales that have risen sharply since last decade's recession.

The publication also reports that education and training will be key for those looking for jobs in vehicle body repair and refinishing.

"Job opportunities should be very good for job seekers with industry certification and formal training in automotive body repair and refinishing and in collision repair," the report said. "Furthermore, demand for qualified workers with knowledge of specific technologies, materials, and makes and models

### Collision Repair and Refinishing Program Options

- Two-year degree
- One-year diploma
- Non-Structural Damage certificate
- Painting & Refinishing certificate
- Structural Damage certificate

of cars should create new job opportunities. Those without any training or experience will face strong competition for jobs."

Nearly 33,000 jobs are expected to be added to the workforce by 2020, the report said.

The timing for a new autobody building at Edgecombe is ideal and will help meet the increased demand for skilled technicians, Speight adds. "The new shop will enable us to better prepare our students to have long, successful careers."



From left, Collision Repair and Refinishing instructors Kevin Strickland and Bud Speight and student Stanley Drake prepare a truck for painting. The program is moving into a new building in time for fall classes.

#### For more information:

#### Collision Repair and Refinishing Technology

Bud Speight  
Program Coordinator  
823-5166, ext. 228  
speightb@edgecombe.edu



# Academic Programs

## Division of Arts & Sciences

College Transfer

- Arts
- Fine Arts
- General Education
- Science
- Science/Pre-Engineering

Biotechnology\*

Criminal Justice Technology

Early Childhood Education

Lateral Entry Teaching

Human Services Technology



## Division of Business & Technologies

Accounting

Automotive Systems Technology

Business Administration

Collision Repair and Refinishing Technology

Computer Information Technology

Cosmetology

Cyber Crime Technology

Electric Lineman Technology\*

Electrical/Electronics Technology

Esthetics Technology

Facility Maintenance Worker

Funeral Service Education\*

General Occupational Technology

Geospatial Technology

Healthcare Management Technology\*

Historic Preservation Technology

Industrial Systems Technology

Manicuring/Nail Technology

Manufacturing Technology

Mechanical Drafting Technology

Medical Office Administration

Networking Technology

Office Administration



## Division of Health Sciences

Computed Tomography (CT) Technology

Dental Assisting\*

Dental Hygiene\*

Health Information Technology

Magnetic Resonance Imaging (MRI)

Medical Assisting

Medical Transcription

Nursing – Associate Degree

Practical Nursing

Radiography

Respiratory Therapy

Surgical Technology



\* Collaborative program with another North Carolina community college

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- Technical Career – Earn tuition-free college credits at ECC toward any entry-level job, certificate, or diploma in a technical field.
- Cooperative Innovative High Schools – Students can earn tuition-free college credits as high school freshmen by attending Edgecombe Early College High School. Apply in February of your 8th grade year.



# Register TODAY!

**Final registration** for fall semester is **August 20 & 21**. Classes start

**August 22**. Call **(252) 823-5166** or

log onto **[www.edgecombe.edu](http://www.edgecombe.edu)**.

**Edgecombe Community College**  
2009 West Wilson Street  
Tarboro, NC 27886

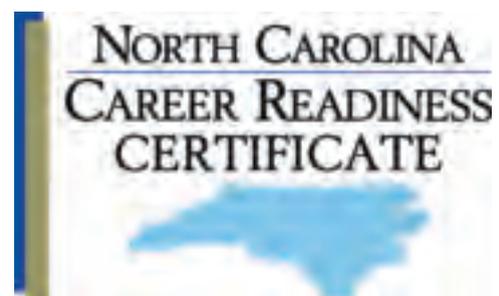
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**Contact:  
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