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Stay Connected With VGCC!



Vance-Granville Community College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award associate degrees. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of Vance-Granville Community College. Vance-Granville Community College is an equal opportunity, affirmative action institution. The college serves all students regardless of race, creed, color, age, sex, national origin, or disabling conditions. Vance-Granville Community College is a Tobacco-Free College.

BLUEPRINT

THE APPLIED TECHNOLOGY, ADVANCED MANUFACTURING AND WORKFORCE NEWSLETTER
FOR VANCE-GRANVILLE COMMUNITY COLLEGE

WINTER 2019/20

WE'RE OUT!



THE MOST EXPERIENCED EMPLOYEES WON'T WORK FOREVER!

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VGCC Career Training Pathways for the Future



TECHTOURS ON THE RISE

VGCC VISITS INDUSTRY <<

TechTours were created to provide students with exposure to local industries and continue efforts to “Fill the Pipeline”. For the Fall 2019 semester, there was an increase in the number of tech tours. Specifically, the VGCC Welding and Mechatronics Engineering students participated in five tech tours for the Fall semester. VGCC hosted two site tours for local K-12 students. Industry tours included visits to: AirClean Systems/AMT Group, Mars PetCare, Altec Industries, Newton Instrument Company, and Cree|Wolfspeed. Tours provide opportunities for industry to explain who they are and what their companies offer for potential employees.

AirClean Systems, located in Creedmoor, N.C., manufacture laboratory safety equipment. Mars PetCare, located in Henderson, N.C., is a growing segment of approximately 50 brands, made up of about 85,000 associates in more than 55 countries who serve the nutrition and health needs of dogs, cats, horses, fish. Altec Industries (Creedmoor, N.C.) is a leading provider of products and services to the electric utility, telecommunications, tree care, lights and signs, and contractor markets. Newton Instrument Company, located in Butner, N.C., is the leading manufacturer of equipment racks, cabinets, frames and superstructure for the telecommunication and data industry. Cree|Wolfspeed, located in the Research Triangle Park, N.C., is a market-leading innovator of semiconductor products for power and radio-frequency (RF) applications and lighting-class LEDs. Tours provide valuable support to our programs. We are proud to partner with these companies to attract and develop a skilled professional workforce.



Rusty greets K-12 students on welding tour



Wesley Williams provides robotics demonstration for K-12 students



Welding students tour Altec

HIGH SCHOOL STUDENTS VISIT VGCC <<

On October 3, 2019, VGCC hosted a tour of our Welding and Mechatronics programs for Granville County Public School juniors and seniors followed by an off-site visit to Altec Industries. On November 15, 2019, students visited our HVAC and Electrical Engineering programs followed by an off-site visit to Clayton Homes. Tamara Rodebaugh, Career Development Coordinator for Granville County Public Schools, said “the collaboration between the high schools and Vance-Granville Community College provides opportunities for students to obtain training and credentials and further their education as they prepare for full-time employment”. VGCC and Granville County Public Schools benefit from providing students opportunities to tour program areas on campus and consider VGCC as a great option for postsecondary education. We look forward to hosting more site tours for local K-12 students in the near future!

FRIGI-TEMP APPRENTICES

CHILL THE COMPETITION AT THE STATE FAIR.

Last year, Cyrus Jover competed in the N.C. State Fair apprenticeship contest. The contest was a first for Cyrus and his apprenticeship sponsor Frigi-Temp. Both viewed the contest as a learning experience and committed to making changes that would result in a more favorable outcome in



from left - Kyle Hoss, Cyrus Jover, Fred Gaube-Ogle, Cory Thorton

2019. What a difference a year makes! Frigi-Temp entered two apprentices in this year's competition. Congratulations to Fred and Cyrus for winning first and second place at this year's N.C. State Fair HVAC Apprenticeship competition! We are incredibly proud of their commitment to mastering their trade and becoming leading industry professionals.



How to Start an Apprenticeship

Step 1

Contact Ken Wilson to set up an exploration meeting
wilsonk@vgcc.edu - (252) 738-3259

Step 2

Meet with VGCC team and The ApprenticeshipNC consultant to discuss business needs and options

Step 3

Gather job description(s) and develop apprenticeship plan with assistance from ApprenticeshipNC (4-6 weeks)

Step 4

Start apprenticeship

You're not blazing trails if you don't climb over obstacles and cut down a few trees!

Editor's Corner

The Pipeline

The cover of this issue is a reference to the predicament many of our partners are feeling. For many, the feeling that the workforce will be decimated in the coming years due to the retirement of the most experienced employees is frightening. The retirement of Gen X — in huge numbers — and the lack of interest of the Millennial generation (the largest segment of the workforce) to enter manufacturing and technical-based employment, is the perfect storm. Workforce efforts are all focused on efforts to right the ship.

This is an exciting time to be a Vanguard. New energy has filtered into school culture and steps are underway to strengthen and enhance our student engagement and partner focus. Our first Business and Industry (BIC) Summit concluded on November 1, 2019, and was well received, setting the stage for renewed and future collaborations (see pages 6-7). As we move forward to engage with our partners to “Fill the Pipeline” we recognize that change is the only dependable constant in workforce and education. Technology will facilitate new ways to hire, train, and engage with employees, students and the community. Today's youth will be tomorrow's inventors, leaders, employees and business owners, as such we must provide a strong foundation for their dreams to stand upon.

The foundation must include essential skills, training and education. Industries and businesses have provided feedback noting that the lack of essential life skills prevents many employees from succeeding. In fact, we see the same issues in the college. We are working to provide exposure to essential skills, and principles for students as part of education and training.

Finding ways to engage today's youth must form the basis of the “Filling the Pipeline” efforts. We look to K-12 to introduce students to career options, provide training opportunities, and help educate parents on opportunities. We look to our industry partners to provide engagement opportunities and exposure to facility environments for parents and students. After all, telling youth that jobs are exciting and that “this is not your grandfather's factory” is a moot point without proof. A common theme in today's narrative is that not everyone needs a four year degree in order to have a successful career. While true, the conversation extends well beyond this platitude. Our language must change in order for our guidance to

have the intended result. For many, the four year route is a place holder while they figure out a future and hopefully mature. In general, parents want their children to achieve a level of happiness and self-sufficiency (not necessarily in that order). Job analysis has determined that only 25% of careers in the U.S. require a four year degree. The remaining 75% require a certification, additional training, or at least an associate's degree. It is imperative that we expose parents and youth to options that will help make informed decisions about their future. We stand ready to provide information, training, and collaboration to assist the workforce of tomorrow.



VGCC awarded new grant from the Duke Energy Foundation

Vance-Granville Community College has been awarded a Duke Energy and Piedmont Natural Gas grant from the Duke Energy Foundation focusing on the training and expansion of apprenticeships in Mechatronics, Industrial Maintenance and Welding. The investment of \$194,160 represents a huge boost to our industry partners and students looking to energize a career. This fantastic opportunity provides for the purchase of training equipment, support for tuition and additional training funding in the above referenced program areas. The grant is part of Duke Energy's \$35 million investment in North Carolina's Community Colleges' focus on technical education and support of business and industry. "We are proud to partner with Vance-Granville Community College to connect students with apprenticeship and workforce training opportunities," said Tanya Evans, district manager, Duke Energy. "These students will help meet the growing and evolving needs of the region's manufacturing industry." Apprenticeship expansion is part of the VGCC multi-pronged approach to addressing the workforce shortage. The funding will allow the college to expand training opportunities and offer supplemental on-demand training opportunities via Tooling U. The Tooling U content is designed to be easily digestible and efficiently delivered 24 hours a day.

"We are proud to partner with Vance-Granville Community College to connect students with apprenticeship and workforce training opportunities"

According to Department of Labor, apprenticeships help businesses develop highly-skilled employees and a stable, reliable pipeline of qualified workers, and a reduction in turnover rates as 91% of apprentices that complete an apprenticeship are still employed nine months later. Longevity statistics support the assertion that apprentices remain with their companies at far greater rates than other hires.

We continue to refine our mechatronics program to meet expressed industry needs.



From left-Ken Wilson, Tanya Evans, Rachel Desmarais, Ken Lewis, Eddie Ferguson

Apprentices in Mechatronics pursue a course designated as 8000 hours. Our Industrial Maintenance program will be run under the continuing education department and is designed to include a list of core classes with the bulk of the course designed by industry to meet particular needs. We have developed a welding format that begins in the second year of the program and terminates with an associate's degree. Upon completion, all apprentices will receive a State certification, DOL journey-worker certification and, where applicable, a diploma or degree.

We are looking for industry and students to take advantage of this opportunity. "Filling the Pipeline" has never been easier in terms of set-up, funding, and support says VGCC's Ken Wilson. Companies interested in beginning the apprenticeship journey toward a stable employee pipeline may contact Ken Wilson wilsonk@vgcc.edu, or (252) 738-3259.

"We are looking for industry and students to take advantage of this opportunity. "Filling the Pipeline" has never been easier in terms of set-up, funding and support."



Filling the Pipeline

VGCC's effort to address the workforce shortage can best be described as a multi-pronged attack. We are excited to announce the **Workforce Link** portal, one of the tools in our arsenal designed to help "Fill the Pipeline".

Industry Partners

Industry partners and students link virtually to explore employment and employee availability. Approved industry partners can input a description of the company, post-employment opportunities, provide contact information and select areas of employment focus that align with VGCC programmatic offerings.

Students

Students will be uploaded on an ongoing basis as they complete their mandatory preparatory activities, including updated resume and/or e-profile, mock interviews and professionalism coaching. Students will be highlighted according to their skills and program focus. Only students and industry matching a selected focus area will be displayed to each other. Matched students and employers will have access to all uploaded information. We are excited to embark upon this next evolution in our workforce growth and look forward to a robust portal as industry and students gain access. Industry may submit a profile for approval and gain access via the directions below.

WORKFORCE LINK WEBSITE

The **Workforce Link** website is designed to provide industry and students with a path to satisfy employment needs. Please take advantage of this opportunity to feature your company in front of our students and to handpick future employees from our pool of educated and qualified students.

- | | |
|---|--|
| 1 | <ul style="list-style-type: none"> Go to WWW.VGCC.EDU/WORKFORCE-LINK Select Company Sign-Up Enter your information & receive an approval email within 24 - 48 hours |
| 2 | <ul style="list-style-type: none"> Once approved, log in to WWW.VGCC.EDU/WORKFORCE-LINK Post jobs, activate & deactivate job opportunities Jobs automatically deactivate after 90 days |
| 3 | <ul style="list-style-type: none"> Discover new hires via WWW.VGCC.EDU/WORKFORCE-LINK View resumes & e-portfolios of students in the programs you choose Contact students |
| 4 | <ul style="list-style-type: none"> Frequently visit WWW.VGCC.EDU/WORKFORCE-LINK New students will be added as they become available |

ON-THE-JOB TRAINING AT AMCOR

It's every employer's dream: finding the perfect candidate for an open position without the endless hours of HR administration. Promoting current openings, screening candidates, and conducting interviews add time and expense before the new hire can perform at top speed. Sometimes, the perfect candidate is already on your team and just needs additional training. Finding the right combination of talent, training, and funding may sound like a dream, but Amcor Rigid Plastics in Youngsville, N.C. recently found out that dreams do come true.

David Heyl is a Preventive Maintenance Technician at Amcor. He previously worked in Food Service, in restaurants and grocery stores, but was looking for a new career pathway when he took a temporary assignment as a picker and packer at Amcor. He learned the basics very quickly and made a good impression on his supervisors and coworkers. Amcor's HR Manager, Josh Laurore wanted to give David a chance to grow with Amcor, so he reached out to the NCWorks Business Services team to see if they could help with the training needed for David to transition from picker/packer to skilled machine operator.

That's where the magic happens. Many people know that the Business Services team at the NCWorks Career Centers help with posting and promoting job openings, recruiting and screening candidates, but not many realize that NCWorks can also provide reimbursement to employers to help offset some of the training expenses for qualified candidates. Even better, is the fact that most services through NCWorks are provided at no cost to the employer.



David Heyl
Preventive Maintenance Technician

David qualified for the On-The-Job training (OJT) program and started training in early September. Amcor will receive reimbursement for seventy-five percent of David's wages earned during training. At the time of David's mid-point evaluation, his supervisor reports that he has greatly increased his skills in operation monitoring, equipment maintenance, and troubleshooting. Through OJT, David has gained sustainable employment, and Amcor has gained a new employee with the updated skills needed to add value to their operation.



— WANTED —

INDUSTRY PARTNERS

Willing to work together to solve workforce capacity. Apprenticeships and training support are available.

CONTACT KEN WILSON

wilsonk@vgcc.edu

(252) 738-3259

AUTOMOTIVE

Like to work on cars? College costs make you nervous? The VGCC automotive program is looking for students interested in a career. Earn a paycheck while in school at no cost.

CONTACT FRED BREWER

brewerf@vgcc.edu

(252) 738-3204

APPRENTICES

Looking for a career? College costs make you nervous? VGCC is looking for apprentices for college level courses. Earn a paycheck while in school. Graduate with no debt.

CONTACT KEN WILSON

wilsonk@vgcc.edu

(252) 738-3259

NEED WELDERS

Your business involves welding? Having trouble finding welders? Perhaps you should be hiring apprentices. VGCC can help solve your staffing needs. Our welding apprenticeship option is the best solution.

CONTACT KEN WILSON

wilsonk@vgcc.edu

(252) 738-3259

INTRO TO WELDING

Beginning January 7, 2020
Tuesdays & Wednesdays
6pm - 9:30pm
Franklin County Campus Welding Lab

\$185.25 + Supplies (Approx. \$60)

www.vgcc.edu/coned/oex/

Business and Industry Summit

2019

Recap

Friday, November 1, 2019, marked the first annual Business and Industry Connect (BIC) Summit held at VGCC. The title “Filling the Pipeline” attracted over 100 business, K-12 educators and workforce partners. Attendees engaged in preliminary discussions, networking, information, questions and potential solutions on the issues impacting the workforce pipeline. Gene Lunger, Executive Vice President of North American Retail Operations for Ashley HomeStores Corporate, provided the message, U.S. BUSINESS - “Challenges, Changes and Collaboration” Filling the Pipeline.

An engaging speaker, Gene pushed, prodded and informed the audience about the environment and direction of industry and business on how to think about hiring, along with helpful ways to engage today’s generation. Attendees commented that the address was engaging, thought provoking and challenged them in meaningful ways while providing useful information.

Requests for the slides presented by Gene were numerous. Anyone interested in receiving a copy can contact Ken Wilson at wilsonk@vgcc.edu



Gene Lunger engages with attendees



Apprenticeship and Panel Discussion

Once Gene ‘prepped’ the attendees, Kathryn Costellos of the NCApprenticeship office took to the stage with business representatives. After a brief outline of the state apprenticeship effort, Theresa Zook from Mars Petcare; Todd Wemyss from Glenn Raven; Tony Marshal from ISGLink and Mike Kendrick from Newcomb & Co. discussed their experiences with establishing an apprenticeship. Apprenticeship is a focus in N.C. and many businesses are finding the program one of the best ways to address the ‘employee pipeline’ shortfall.

The common theme among panelists was the ease of the process and the support available from the NCApprenticeship and VGCC staff. Funding exists to support youth apprentices via the legislature. VGCC has Duke Energy funds available to support regular

adult apprenticeships. Apprenticeships are not limited to the technical fields. With over 1000 jobs classified by the department of labor as apprentice eligible, most non-college transfer programs can sustain an apprenticeship. With a wide variety of options, business, healthcare, logistics, IT, and all applied technical programs can be apprenticed. With a variety of set-up options, businesses can tailor training to their needs.



Where Do We Go From Here?

Break out sessions covered sustainable training, K-12 needs, and apprenticeship. Everyone came away with food for thought and ideas.

- **Idea #1** -The idea of an industry roundtable meeting held quarterly has been floated as a means of keeping informed and tailoring efforts around workforce development. The group could rotate at each county and be held at a industry site or other site as decided by the membership. We are open to assisting in the logistics of the gathering, but need an industry representative(s) to lead the discussion.
- **Idea # 2** - Regular meeting of K-12 partners to collaborate around plans and programming, to rotate at each county.

“ Hire for attributes not resumes”

Gene Lunger