



Message from the President

Suzanne Rohrbaugh



Dear Colleagues:

What an exciting year this has been! First of all, I want to thank you for allowing me the opportunity to serve as President for our organization. It is certainly a privilege and quite humbling to be among such great colleagues that I continue to learn from with each encounter.

The 2015 NCCCAEA Fall Conference is going to be something you do not want to miss. This is the 50th Anniversary for the NC Community College Adult Educators Association and so appropriately, the theme for the conference is “Celebrating 50 Years of Excellence.” Conference Chair Kelly King and committee members have put together a wide array of workshops that I’m sure you will find very informative and useful in your areas of expertise. Whether you are new or seasoned to this organization, I’m sure you will discover new ideas and innovative approaches that you will be able to take back to each of your colleges.

This year we will welcome George Fouts, interim president for the NC Community College System, as our keynote speaker for our opening session. It will be exciting to hear from him as he will have just assumed his position.

I am pleased to share that our organization will be sponsoring an opportunity for EMS programs seeking CAAHEP accreditation hosted by CoAEMSP. This 2-day workshop will be held as a pre-conference to *EMToday*. This is a very reasonably priced professional development opportunity and will have

representatives from CoAEMSP available to provide information and guidance about meeting the standards and navigating this process.

Our colleges continue to face challenging times around enrollment and budget; however, I believe in no way will it stifle our enthusiasm for what we do and why we do it – to serve our students and communities through education and training! I know each of you shares this philosophy and will continue to face these challenges with strength and grace.

I look forward to seeing you in September at the Sheraton Imperial September 23-25, 2015. Until then, please do not hesitate to contact me or any of the board members as we work hard on your behalf. As always, thank you for what you do each and every day!

Regards,

Suzanne Rohrbaugh



Celebrating 50 Years!

Birth of the NCCCAEA!

- Planning began in June 1965
- Initially was a unit of the National Association of Public School Educators
- April 4, 1968, became independent association – NCCCAEA.
- Paul Davis-First President
- Membership - 41

Lead the Way Grant Opportunity

Submitted by

Michele Meisheid, Roanoke-ChowanCC

Due to the generosity of the NCCCAEA “Lead the Way” Grant, Roanoke-Chowan Community College’s Science class had the opportunity to go on several field trips during the spring and summer.

Field trips to the Virginia Marine Science Museum, NC Museum of Natural Science,



Dismal Swamp State Park, Mill Pond State Park and Elizabeth City State University Planetarium. Without this grant, the students in the pictures would not have had the opportunity to experience these places. Ms. Amy Swain, Science Instructor, planned and directed these trips for the Basic Skills students.

Thank You NCCCAEA!!

What is the NCCCAEA?

The North Carolina Community College Adult Educators Association (NCCCAEA) was formed in 1965 as the Community College Adult Educators of North Carolina. Full membership is open to full-time or part-time Continuing



Education instructors, administrators, and support staff employed in the North Carolina Community College System. Associate and honorary memberships are also available.

The purpose of the Association is to provide leadership for the advancement of adult education in North Carolina; to vigorously promote the concept of continued, lifelong learning for all citizens; to promote sound management practices in the areas of the adult education curriculum, instructor training, certification, accreditation, and permanent record-keeping; and to encourage quality work performance and professionalism by all adult educators.

LCC JobLink Renamed

Submitted by:

Bobby Merritt, Lenoir Community College

The Lenoir County JobLink Career Center is officially now known as the Lenoir County NCWorks Career Center. The career center, located on the campus of Lenoir Community College (LCC), recently received its certification from the NCWorks Commissions.

Bobby Merritt, LCC Director of Workforce Development and Customized Training and Jamie Wallace, Manager of the local Division of Workforce Solutions (DWS), will serve as co-managers of the NCWorks Center. The NCWorks Commission and Eastern Carolina Workforce Development Board recently toured the center and discussed how LCC and DWS services are now fully integrated at the NCWorks Career to better serve the Lenoir county’s job-seekers and employers.

Steps to improve efficiency included cross-training staff members, streamlining processes to improve the customer’s experience in accessing employment and job training services, and implementing the job-search website, NCWorks Online, a one-stop platform to better assist customer and employers in the job search and job matching process. These changes will provide increased customer services, while more quickly

connecting customers to better job opportunities. “This is an opportunity to provide the best customer



service and the best resources possible under one umbrella,” said LCC President Dr. Brantley Briley. “Providing a skilled workforce and connecting that workforce with employers is one of our main focuses. It is partnerships such as this that creates a win-win situations for the citizens we serve.”

The move of the Kinston Workforce Office (formerly known as the Employment Security Commission) physically occurred in December 2014, and since then customers have embraced and welcomed the change, Wallace said. “With the added staff, we now have

more time to spend assisting customers with their job search needs,” Wallace added.

Citizens will continue to have free Internet access and resume preparation, as well as career counseling and assistance using the job-search website NCWorks Online, but additional workforce services are offered, such as earning their Career Readiness Certificate or participating in free human resource development classes designed to address their employment goals, Merritt said.

“Our goal is to offer improved customer access to NCWorks services throughout our nine county region that will result in employers finding the skilled workforce they need to compete in this changing economy, said Tammy Childers, executive director of the Eastern Carolina Workforce Development Board. “Working together with our local education, workforce, and economic development partners, we are making a positive impact toward those efforts.”

In February only two months after the centers integrated The NCWorks Lenoir County Career Center received a Certificate of Achievement from the NCWorks Commission by satisfying all requirements and standards established by the NCWorks Commission for quality customer service.

U.S. Secretary of Labor Thomas Perez and Rep. Virginia Foxx Visit Forsyth Tech to Observe Innovative Workforce Development and Apprenticeship Programs

Submitted by Bill Adams, Forsythe CC

On June 30, 2015, the U.S. Secretary of Labor, Thomas E. Perez, and Representative Virginia A. Foxx visited two of Forsyth Tech’s state-of-the-art facilities. The purpose of the visit was to observe first-hand the leadership role the college is playing in creating unique apprenticeship opportunities for students with regional industry partners and



supporting regional workforce development through innovative training programs.

The first stop for Perez and Foxx was the Electrical Lineman Pre-Apprenticeship Academy located at the Northwest Forsyth Center in King, NC. Students enrolled in this 288-hour program acquire academic and hands-on experience in the utility industry. The Secretary and Congresswoman observed multiple student demonstrations modeling general and emergency procedures on the electrical poles, which highlighted the students’ advanced technical capabilities.

The Academy has an 82% completion rate and a 76% hire rate. Top regional and national employers, including Pike Electric, Duke Energy, Cianbro Corporation, California PGE and Dominion Power hire program graduates.

Perez and Foxx also visited the college’s new, high-tech Science Skills Lab, which is utilized by biology, chemistry and biotech students. The lab was funded by a \$15 million Trade Adjustment Assistance Community College and Career Training (TAACCT) grant awarded to Forsyth Tech by the U.S. Department of Labor in the fall of 2012. Forsyth Tech’s bioscience programs have produced highly skilled workers who are now employed by top area companies including Herbalife, Carolina Liquid Chemistries and the Wake Forest Institute for Regenerative Medicine. Currently, the lab is open and staffed from 7 am-10 pm; however, beginning in fall 2015, the lab will also be open on weekends to accommodate student schedules.

Foxx, a former community college president herself, commented, “Forsyth Tech has been a vital part of the community since it began, leading in innovation for the state and the country.”

The views and opinions expressed in this newsletter do not necessarily reflect those of the NCCCS, the NCCCAEA, or its Board of Directors. The accuracy of the factual information is the sole responsibility of the authors. Submissions may be edited for length and grammatical correctness and consistency.

Cape Fear Community College Partners with Local Employers

Submitted by: Stephanie Adams, Cape Fear CC

On July 29, 2015 Human Resource professionals from some of the largest employers in the Wilmington area gathered at Cape Fear Community



College to share what their companies look for in prospective employees. It was the first in a series of roundtable discussions hosted by the Basic Skills and Career Readiness Department to aid in the development of current, innovative, and effective curriculum for HRD classes offered to the community. Over the course of the breakfast meeting, employers were asked about recruitment and hiring strategies, soft skills necessary for success in the workplace, and perceived future employment needs over the next 5-10 years. The information gained in this initial session helped to drive the development of two new classes that CFCC is rolling out this fall: “Back to Work Bootcamp”, “Got the Job? Keep the Job!”, and the redesign of “Computers and Job Search”.

“It’s one thing for us, the college community, to educate people about what we think local employers are looking for, but after having spoken with the employers that attended our roundtable, we can say with confidence that we know what these companies want and we can more fully prepare individuals for the recruitment and hiring process.” Stefanie Adams, Career Readiness Coordinator shared at the conclusion of the day.

One of the most important themes that came out of the meeting was that almost every employer addressed the importance of having a positive attitude at work; positive people who enjoy what they do, are more successful in the work place, and if you are a teamplayer who is willing to go the extra mile and volunteer to “do the job that nobody else wants to do”, you will make yourself indispensable to your employer.

Representatives for the newly created HRD Advisory Committee are: Castlebranch, OrthoWilmington, PPD, Wilmington Health, NHRMC, Hilton Riverside,

Verizon, YS Companies, Greene Resources, the United Way, and Division of Workforce Services. CFCC will host their next HRD Advisory Committee meeting on October 7, and staff is actively recruiting additional companies to participate in this ongoing discussion with the goal of seamlessly leading into strong WIOA pathway partnerships for the future.

“I spilled spot remover on my dog. He’s gone now”. -- Steven Wright

Caldwell CC STEM Assisted by Lead the Way Grant

Submitted by Melissa Darling, Caldwell CC

The College and Career Readiness—Adult Education Department of Caldwell Community College and Technical Institute offered its second annual STEM (Science, Technology, Engineering, and Math) Academy in July of 2015. The idea of a STEM academy originated from the need to better prepare Adult Education students for the GED® 2014 and for future careers in STEM areas. The STEM Academy served 60 CCR/Adult Ed (Adult Basic Education, Adult Secondary Education, and English as a Second Language) students from the Caldwell Campus and the Family Resource Center, and 30 of their children, ages 2-13. The classes took place on campus and included off-campus visits to Tuttle State Forest, Redwood Park, Catawba Science Center, and Foothills Community Workshop. Students were fully engaged in STEM activities from 8 am-1 pm, daily, for four weeks.

Students in the STEM Academy participated in hands-on activities in areas such as robotics, computer coding, biology (animal dissection, plant identification, and health science), forensics, chemistry (pH testing, science experiments), math projects, and a culminating STEM Fair to display student projects. Foundational skills (critical thinking, collaborative problem solving, scientific method, specific science vocabulary, science inquiry) were incorporated throughout the Academy. Technology was embedded in all areas, using iPads, PCs, digital cameras, and other electronic devices. In the family literacy program, parents engaged in the above

activities with their children who attended on a daily basis.

Partnerships were formed with other CCC&TI departments including Landscape Gardening and Health Sciences. In addition to these partnerships, community guest speakers included an engineer, a Google employee, a pharmacist, and an architect.

STEM Academy faculty developed curricula comprised of Common Core emphasis, STEM activities, and experiential learning through field experience with the following outcomes in mind: Completers will demonstrate increased STEM foundational skills, STEM interest, and awareness of STEM post-secondary opportunities and professions.

These outcomes will be measured by: satisfactory completion of academy projects, pre/post assessments and surveys, participation in and presentation at the STEM fair, and successful completion of GED® Science and Math components. The curricula and goals, which include student learning objectives, lesson plans, and related assessments, will be available for publication and dissemination.

A special "thank you" goes to the NCCCAEA Lead the Way Mini Grant for assisting the Caldwell Community College and Technical Institute's STEM Academy with funds to cover field trips and necessary supplies for experiential learning activities.

LCC Leading the Way in Emergency Medical Science Paramedic Hybrid Education

*Submitted by Susan B Gale and Justin G. Tilghman, MS, CEM, EMTP
Lenoir Community College*

Call it a "mid-life crisis," "change of heart," or "new desires," but people often find themselves desiring something new at some point in their adult life. Whether it is a career change or some new hobby or "toy," we often desire some sort of break from the daily routine. For those looking to change careers or find a way to make an impact in their community, Emergency Medical Science (EMS) training is a popular option. In order to meet the growing demand for EMS training, the Public Safety Education Program at Lenoir Community College (LCC) has worked to blend emerging educational technologies with the North Carolina Office of Emergency Medical Services (NCOEMS) curriculum to develop course delivery formats that fit the adult-learner's often demanding schedule.

The addition of hybrid delivery in EMS education is still fairly new. For the purposes of this article, hybrid delivery is defined as a course offering with both a combination of online and seated components. According to the Commission on Accreditation of Allied Health Education Programs (CAAHEP), the national accrediting body for EMT-Paramedic Programs, only two accredited Online/Distance Education Paramedic programs existed as of August 2015. One of those two is the program at Lenoir Community College. Hybrid-based EMS training has opened the door for many interested individuals, who previously were unable to consider the EMS field due to busy schedules, to obtain training and certification leading to either new careers or volunteer opportunities in their community. The hybrid format of these courses allows EMS educators to minimize the number of on-site sessions required while also maximizing the amount of psychomotor material that can be covered during the sessions. This format also allows students to complete their certification more quickly and allows for more focused instruction in psychomotor skills and patient assessment techniques.

The hybrid delivery format has also proven to be comparable to traditional Paramedic course delivery formats in regard to student outcomes. The three-year

How to Become Active in the NCCCAEA

1. Submit a newsletter article.
2. Make a presentation at a conference.
3. Serve on a Conference Planning Committee.
4. Serve on one of the NCCCAEA Board's standing committees.
5. Contact your NCCCAEA Board representative with an issue of concern.
6. Campaign to serve as an NCCCAEA Board member or officer. (NOTE: A good way to "get your name out there" is to first serve on a conference planning committee.)
7. Get to know people who are already active in the Association and let them know you are interested.



average, based on the 2014 North Carolina Community College System (NCCCS) Performance Report, shows Lenoir Community College student first-time pass rates for the NCOEMS EMTP exam at 96% (the state three-year average is 92%). The three-year average pass rate for the National Registry exam is 71% on the first attempt and an 82% cumulative pass rate within three attempts (the national averages are 73% and 86%, respectively). These outcomes demonstrate that hybrid education is a viable option for individuals seeking to further their current EMS education or enter into a new career field.

Hybrid education is expanding into more fields, and it seems the trend is only going to continue. At LCC, we believe we have shown that expansion. While it may never completely replace traditional education in EMS, hybrid format delivery options are viable options for those students whose schedules may prevent them from being able to attend courses offered in traditional formats. As education continues to merge with modern technological advancements, LCC plans to continue to be on the forefront of competitive and innovative educational delivery options for our students.

Fastest Growing Industry in the Area Offers Good Jobs

Submitted by: Ann Morris, RCC

Charlotte Alexander didn't think that a job in manufacturing was in her future. After years working in an office as an administrative professional, it didn't seem like the right fit.

But here she is, one of 12 participants in an eight-week training program to become a Certified Production Technician (CPT), and about to begin work for one of the new manufacturing companies in the local area.

No industry in this area is creating jobs in larger numbers and growing faster than manufacturing. Local manufacturers like Alevo, S&D Coffee and Agility Fuel Systems have partnered with the Rowan and Cabarrus chambers of commerce and economic development leaders and Rowan-Cabarrus Community College to build a training program designed to prepare applicants for jobs in the high-tech and growing field of manufacturing.

"Manufacturing jobs are among the fastest growing in the nation. In fact, 13.7 percent of private-sector jobs are in manufacturing," said Robert Van Geons, executive director for RowanWORKS, Economic Development. "These are also well-paying jobs with benefits with the average annual salary of \$68,887, for the 3,010 new manufacturing jobs created in North Carolina last year."

The growth and popularity of these clean, high-tech jobs has led to a high demand for a qualified workforce.

Graduates of the eight-week, 160-hour training program will be ready to sit for a national exam to become a Certified Production Technician (CPT). Selected participants enroll in the program for free, thanks to support from local manufacturers.

"Our scholarship fund, financed by local employers, ensures that we can offer this training at no cost to the individual. They also plan to hire many of the graduates," said Craig Lamb, vice president of corporate and continuing education at Rowan-Cabarrus. "Individuals will train 20 hours per week for a total of eight weeks. Upon completion, they will be qualified for 90 percent of manufacturing jobs in our area."

This coveted certification is validation to manufacturers that this individual has the skills and problem-solving abilities to be successful. Certainly the employers still perform training on the actual equipment they use and will acclimate the new employee to the company's culture, while the grueling screening process has already taken care of.

There are several skills that all manufacturers wish to see when they hire a new employee. These companies and workforce development partners like the chambers of commerce and economic development leaders and Rowan-Cabarrus Community College have come together to develop a short-term training program that prepares students to work in a high-tech manufacturing environment.

The first ever eight-week training program is currently in session and attendees are already seeing results and benefitting from the experience.

"The experience has been awesome. I am with a good group of people and we all have the same objective which is to increase our value to local employers for a chance of gaining employment," said Alexander. "I am loving the program and there is a lot of important detailed information that we will need in

the workforce. You can't give up, get discouraged. We are here to better ourselves, we are here to work."

Derrick Crook, a program participant who formerly worked in banking security, was looking to find his niche and his business degree was not leading him there. Crook learned about the program when a manufacturing firm he was applying to passed along the information. Now, he is flourishing in the program and excited for the next steps.

"Stan Honeycutt, the course's instructor, has been great so far. He is very knowledgeable about business and manufacturing," said Crook. "It's a great career opportunity and an excellent resume builder."

Another participant, Monica Barbee, moved to the area from Wilmington, N.C. for opportunities within the field of manufacturing. Barbee, an entrepreneur who ran her own business in Wilmington, saw an article in the paper and that it sounded like a great opportunity.

"It's been very exciting. I can't speak highly enough about Stan, the instructor. He gives us examples of real-life experiences and has instilled common sense information about workplace safety and working smart not hard," said Barbee. "I've learned that you are there to be part of a team – my impression was that manufacturing involved work by individuals but I'm learning it's much more of a team effort. For someone who has no experience in the field I am on a huge learning curve."

Individuals interested in becoming a CPT will undergo a screening process that includes passing national Career Readiness tests and a drug screening. Some of the concepts emphasized in the training program are important safety practices, quality management, teamwork, timeliness, critical thinking and the ability to solve problems.

The Career Readiness tests are available through Rowan-Cabarrus Employability Labs. The first visit is free and the testing fee is waived for those interested in qualifying for the CPT scholarships. For more

information, including Employability Lab locations and hours, please visit www.rccc.edu/resume.

NCCCAEA Grant Helps Medical Assistants to Retain Their Jobs

*Submitted by Nance G. Warsinger, MS, MT(ASCP)
Nash CC*

With the dramatic increase in the use of Electronic Healthcare Records (EHR), the accuracy of those records is a concern. This concern is being addressed, in part, by limiting who is allowed to input physicians' orders. Recent rulings by the Centers for Medicare and Medicaid Services (CMS) are making it mandatory for medical assistants who enter physician's orders into the EHR to be credentialed by an agency "other than the employer". In North Carolina, it has historically been up to the individual medical practice to decide whether or not to require their medical assistants to be credentialed. As a result, many medical assistants have been working for their entire careers without credentials. These experienced but non-credentialed workers are now finding their livelihoods threatened, unable to perform all of their required duties. Their employers are scrambling to find ways to retain these valuable employees yet still comply with the CMS ruling.

The NCCCAEA grant made it possible for Nash Community College (NCC) to respond to the serious need for these individuals in our community to gain credentials by helping them prepare for a national credentialing exam. Since NCC offers both an accredited diploma program and an associate degree program in medical assisting, the technical expertise to offer an exam prep course existed in our curriculum department. The format of the class, however, required the flexibility and fast response time of our continuing education department. This presented a great opportunity for collaboration between our continuing education and curriculum departments.

The funding provided by the NCCCAEA grant allowed us to survey the specific needs of the stakeholders, research and select course resources that would meet the needs of working adults, and develop a curriculum that would prepare each participant for the particular credentialing exam that fit their specific situation.

NCCCAEA History Note

- First Association newsletter published Spring 1979
- 1980 – Representative of the Presidents Association added to Board
- Staff of NCCCS serve as ex-officio members of the Board

The initial eight week course was presented in April and May of this year. The format combined seated and online learning experiences, with the seated portion presented in the evening and the online work done at the students' convenience. Exit surveys completed by the students were generally positive, intend to implement in future offerings of this course.

At the time of this writing, not all participants had taken their credentialing exam; exam pass rate data will hopefully be available in time to report at the NCCCAEA 2015 Fall Conference in Durham.

NCCCAEA History Note!

Spring Conference 1982 – Resolution passed opening membership to college secretaries.
Betsy Kinney – Randolph Tech – first to represent secretaries on NCCCAEA Board.

NCCCAEA

North Carolina Community College Adult Educators Association

