



## Welcome Back!

Cherrelle Lawrence

Dean of Corporate  
Learning &  
Professional  
Development

Dean Lawrence is also our Lead Administrator - Franklin County Campus and Personal Enrichment program.



"I am thrilled to be back at 'home' where I can help our Workforce Development team establish strong partnership with our community business partners!"

Dean Lawrence's role is to partner with companies, local government and civic entities to offer essential training, compliance training, leadership development, customer / client training and more. As the lead administrator for our Franklin County Campus, she will serve as a community liaison for the campus by collaborating with our local chambers and economic development commissions.



If you have corporate learning and professional development needs for your organization, please contact Dean Lawrence at [LawrenceC@vgcc.edu](mailto:LawrenceC@vgcc.edu) | (252) 738-3601.

## A Snapshot of Success!

*MARS and VGCC partner for Apprenticeship success*

In January 2016, after serving 6 years in the Navy, Keith Gay put his skills and experience to work at MARS Petcare in Henderson, NC as a maintenance technician. Keith is a shining example of perseverance, hard work, and excellence. While pursuing his Mechatronics degree, Keith has continued to serve in the Reserves and added perhaps his toughest job as new dad to his resume.

Keith started Mechatronics prior to the start of the MARS apprenticeship program. The addition of the apprenticeship program provided a level of excitement to Keith and several Mars associates, enabling them to further their education and increase personal and professional development. The MARS apprenticeship enabled Keith to increase momentum towards completing his degree. The VGCC team of Wesley Williams-Program Head of Engineering Technology, Tiffani Polk-Academic and Career Coach, and Kenneth Wilson- Project Manager, helped Keith navigate curriculum, coordinate work schedules, and provided funding for tuition and books. Financial support for apprenticeship is provided by a Duke Energy Apprenticeship grant. The support for tuition and books allowed apprentices to focus on classes. Keith enjoyed the hands-on labs and applied lessons learned to his maintenance technician role. Keith's enthusiasm

and experiences were a model for his peers who joined the apprenticeship.

Achieving his goal and earning his associate degree in Mechatronics Engineering Technology was no minor effort on Keith's part. Success took dedication. Keith's advice for anyone looking to start in an apprenticeship is "keep trying and take each day and task as they come, and you'll finish before you know it!"



*Keith Gay*

Completing his degree has not only provided Keith with skills and knowledge in his current role, but established a pathway to explore new opportunities for growth in the technical field or in leadership. We know Keith will continue to lead by example and assume additional career defining opportunities as he continues his personal and professional journey. Keith's completion marks the first apprentice completion for VGCC, and we thank MARS for their support in this effort. We look forward to a bright future working with all the MARS apprentices. We encourage all industry and businesses to explore opportunities to develop the present and future stars of the workforce.

## Let's Turn the Page on 2020!

This missive is all that needs to be written regarding 2020. A year dominated by healthcare, masks, social distance, job loss, food insecurity, personal and professional loss, educational disruption, revelations regarding racial and economic inequity, fake this or that and political unrest. Let's hope we all learned lessons from the year that was.

Educators and workforce professionals are adjusting to new realities. Realities that include greater focus on Online capabilities, less funding, understanding of effective methods to reach ALL

learners where they are, instead of where we'd like them to be. We should note that many with foresight predicted the disruptive nature of technology in the future. COVID-19 has, decreased the assimilation time and affected the employment sector in ways that force us to internalize new realities. At VGCC we have increased our focus on delivering educational workforce options, including short duration training. We have forged and strengthened new partnerships with longstanding and new four-year education partners, designed to facilitate ease of student transition. Our apprenticeship focus remains intact, despite the impact of the pandemic.

*Ken Wilson*

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## Grant Outlook

# VGCC receives USDA Award!

VGCC has received support from the United States Department of Agriculture for Plant, Thrive & Grow. The program developed by the grants department and Business & Industry Solutions provides professional development for area K-14 educators and facilitates Rural Prosperity and Economic Development. Plant, Thrive & Grow addresses the problem of limited Agricultural pathway knowledge. With USDA support, VGCC will establish two professional development learning opportunities, "AG for Educators" will expose K-14 educators to principles of AG business and technology. Increased exposure to resources that may otherwise be unavailable should help enable educators to increase exposure to students interested in AG based careers. We look forward to working with our K-14 education partners in this dynamic and fruitful partnership.

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# VGJC Scholars 100% Sponsored Career Training & Job Placement Support

For eligible participants ages 16 - 24 with a high school diploma or GED

## Classes Available

- Automotive Systems
- CDL
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- Welding
- Heavy Equipment Operator
- Bioworks
- Medical Assisting
- Pharmacy Technology
- Information Technology (IT)
- Paralegal
- Office Administration

## Assistance Available (And Much More!)



**tuition  
& books**



**food**



**childcare**



**transportation**

**To Check Eligibility, Contact:  
Blondelle Edgerton | 252.738.3374 | edgertonb@vgcc.edu**

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“Those who say it can't be done are usually interrupted by others doing it”

*James Baldwin*





# **BOOST YOUR CAREER!**

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[www.vgcc.edu/coned](http://www.vgcc.edu/coned)

contact: [tuckerd@vgcc.edu](mailto:tuckerd@vgcc.edu)



# CORPORATE LEARNING & PROFESSIONAL DEVELOPMENT

Our Corporate Learning & Professional Development area is designed to provide staff development & training opportunities to our local business and non-profit community partners.

## Management & Leadership Training

- Workplace Ethics
- Building & Developing Teams
- Change Management
- Coaching & Performance Evaluation
- Emotional Intelligence
- Sales Effectiveness

## Interpersonal Development

- Effective Communication
- Team Building
- Mediation & Conflict
- Clifton StrengthsFinder
- Situational Leadership
- Time Management
- Diversity & Inclusion

Tailored Training Programs Also Available

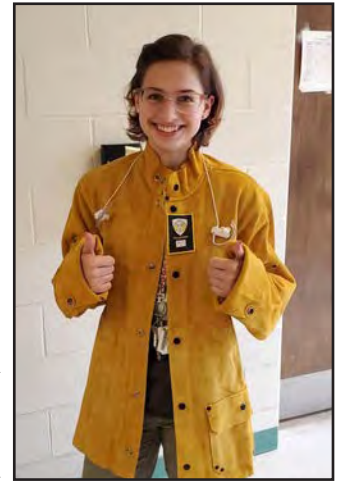


**Schedule Your Training Consultation Today!**

**Cherrelle Lawrence, MBA | Dean of Corporate Learning & Professional Development**  
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# Student Spotlight: Jenae Burk

Jenae Burk is this issue's student spotlight. Burk is a resident of Wake Forest and a first-year welding student at the Franklin campus. She describes herself as a creative and organized individual with a laid-back personality.



Jenae Burk

## **Q. What made you want to become a welder or take up welding?**

A. I never thought about welding until Jan. 2020. A year ago, welding didn't cross my mind. I was working at Chick-fil-A as a catering director and needed to figure out what I wanted to do. Someone mentioned that welders make a lot of money. I looked it up, researched it, and that it was pretty cool. I took a two-hour course at Shop Space and they showed me a couple things related to welding. It was a MIG demonstration. The guy who was teaching course said hey, **“you are pretty good at this and I've seen anyone complete this task so fast”**. I was heavily considering it. Then, COVID took hold. I chose VGCC because it was closer, and I had a friend at VGCC who sent me information. This whole thing is a GOD thing. Everything worked itself out.

## **Q. How has your first semester in the class been? What has been the most exciting part?**

A. Classes have been going pretty well. It's hard to pick an exciting part because it's all exciting. I think the whole opportunity has been exciting. Last week, Mr. T [Allen Tharrington] was making a part and he let me do the majority of the welding for it. It was pretty fun because it was an actual application of welding rather than working from a textbook. All the labs have been fun.

## **Q. What are your future career goals and how does it connect to the path you are on now?**

A. Welding wasn't my original plan. My plan was to be a stay at home mother because I think it is important and I was raised at home with a stay-at-home mom. My mom had a great influence on us. Well, I've learned you can't be a stay-at-home mother unless you're married with kids. You don't go to school for it. I thought I would find a job that I can do in the meantime and one that I can do on my own terms from home. I can immerse myself in welding and if I have to stay home in the future, I can have a shop in my backyard. I want to make my focus my family, but have a supplementary income.

## **Q. You are the only young lady in your classes. How is that?**

A. It's interesting because I grew up around all girls. I don't feel that I am treated differently, which is good. It is a totally different atmosphere and I like to watch the guys to see how they think and operate. For the most part, I ignore that aspect of it and do my work.

## **Q. Do you feel pressured to perform?**

A. When someone tells me I am doing well, I can't mess up. With my personality, I put pressure on myself. I've heard my instructor brag on me, which also makes me put pressure on myself.

According to the American Welding Society, women make up roughly 5 percent of the welding profession in the United States. This provides ample opportunity for women to join this field and puts Vance-Granville Community College (VGCC) in a unique position. VGCC is composed of 70% women and continues to offer the welding technology program at two of their four campuses. Burk is the only young woman in her welding classes right now. When asked how she felt about it, she said, “I don't feel treated differently, which is good. It is a unique atmosphere and I like to watch the guys to see how they think and operate.” Burk admitted that with her personality, she puts pressure on herself to perform well and doesn't feel that she has anything to prove. She is doing exactly that, performing well in her classes and making everyone proud. VGCC has the unique opportunity to keep promoting the close of the gender gap in skilled trades such as welding by encouraging more female participation. In the future, the hope is that more women take part in the welding program.

# All the employees

## *Apprenticeship, designed by employers,*

We learned many lessons during the pandemic. Lesson one, having a sound emergency plan is critical to success during a worldwide emergency. Many companies dusted off plans, only to discover that real-life circumstances thwarted theoretical planning. Just like the pandemic, skilled workforce capacity is a clear and present emergency. We are woefully unprepared in skilled employee capacity. There are thousands of unfilled technical jobs because of skilled worker shortages. There is no quick panacea to the issue.

### ***HEAD IN THE SAND!***

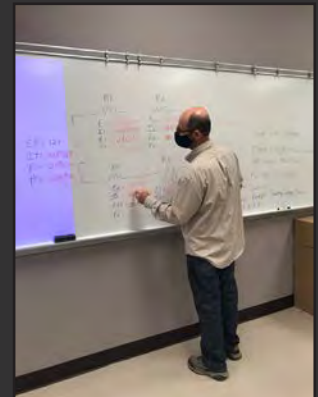
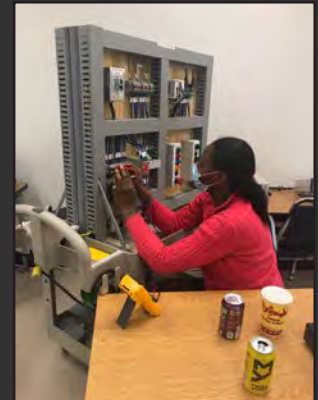
*Your recruiting efforts produces all the employees you can handle! Experienced employees routinely call your HR department! Perhaps you have all the qualified help you need! Technological advancements don't affect your business! New hires have all the soft skills required to succeed in your work environment! Professional development strategies have your company is awash with future qualified leaders! Perhaps you long term employees are not leaving and taking decades of experience with them! If these conditions do not reflect your business read on!*

### SMART PLANNING FOR THE PRESENT AND FUTURE!

Registered Apprenticeship is a tool that should be in your skilled training program. Engagement with apprenticeship can help prepare for present and future skilled personnel needs. Before we get to the benefits of apprenticeship, let's look at what apprenticeship is not. Apprenticeship is not full of complicated documents. The government does not mandate your training options, nor require burdensome reports and meetings. Apprenticeship is not a quick band-aid to solve immediate needs. Apprenticeship is not a set-it a forget-it program. Apprentices are not a separate type of employee classification.

### WHAT IS APPRENTICESHIP?

Apprentices are full-time employees who take part in your training program. Apprenticeship training is broken down into Related Instruction and Work Process Instruction. Related Instruction is the college education portion. Related Instruction plans end with a diploma or degree while some focus on certifications or certificates. You are free to add additional courses to increase the program impact.





# you ever need!

*securing the future of business.*

Theory meets reality on the job in the form of Work Process instruction. Work Process is the on-the-job training established and delivered by the company/program sponsor. Training design is based on company priorities. Combined classroom and on-the-job training is the way to achieve superior training.

## HOW LONG IS A REGISTERED APPRENTICESHIP?

VGCC focuses on Registered Apprenticeship. The NCApapprenticeship office handles the registration with the U.S. Department of Labor and the State. Registered apprentices qualify for a DOL Journeyman card upon program completion. Receiving a DOL Journeyman card is a milestone recognized across the U.S. and indeed throughout the world. Besides the DOL recognition, North Carolina also recognizes successful Apprenticeship completion by issuing a state certification. Registered Apprenticeship length depends on the job classification. Jobs are classified by the Department of Labor (DOL) and represented by total hours to complete the apprenticeship. What does this mean? The DOL has examined the skills necessary to become experienced in most jobs in the country and established a minimum number of hours that attest to proficiency. Your NCApapprenticeship consultant can provide job classification and total hours to complete. Reminder-The corporate sponsor establishes the training needs and requirements for completion.

## WITH YOUR SUPPORT, VGCC CAN HELP!

Vance-Granville received funding from Duke Energy to assist with Apprenticeship training. In collaboration with the NCApapprenticeship office, we are ready and able to assist companies with becoming a program sponsor. An apprenticeships is available in any of our programs. From Pre-Apprenticeship, Curriculum, Continuing Education, and Customized Training courses, we have many tools at our disposal to help facilitate your program and help recruit highly skilled employees of the future. Contact Ken Wilson for more information (252) 738-3259 or [wilsonk@vgcc.edu](mailto:wilsonk@vgcc.edu).



*Are you a problem solver?  
Like to work with your hands?  
Enjoy working on equipment?*

## **Become an Industrial Maintenance Technician!!**

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- **Hybrid Course Format**
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- **Apprenticeship Opportunities**

*For more information, visit:  
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## **Fall Class Forming Now**

Contact Ken Wilson - [wilsonk@vgcc.edu](mailto:wilsonk@vgcc.edu)  
Earn as you Learn- Education cost support available

# Industrial Maintenance Technician Certificate Program

## Course Sequence

### Session 1: 12 weeks

#### **Safety (2 weeks):**

- Overview of safety and environmental regulations.
- Material/chemical handling, equipment, emergency procedures, EPA regulations, air permits, waste handling and reduction and labeling.
- Fundamentals of lock-out tag-out.

#### **Circuit Analysis (10 weeks):**

- This course introduces the fundamentals of electrical theory and components. Core topics include:
- Basic electricity, wiring components, applied math/measurements, and electrical and mechanical blueprint reading.
- Fundamentals of electrical testing instruments and troubleshooting equipment with electrical instruments.

### Session 2: 16 weeks

#### **Working SMART (3 weeks):**

- Working Smart is a soft-skills program developed by the Charlotte Mecklenburg Workforce Developmental Partners (CMWDP).
- Develops and reinforces work and life skills that enhance employee productivity.
- Core topics include communication, problem-solving skills, time management, accountability, and more.

#### **Motors and Controls (13 weeks):**

Introduces the basic electrical fundamentals of the following type of devices:

- Motor steppers, phase motors, 1 phase to 3 phase AC Inverter, motor starter with motor overloads, motor controls stations, DC motors and controls.

Introduces the basic electrical fundamentals of the following type of drawings:

- One-line diagram, Schematic diagrams, Wiring diagrams, Combination diagrams, Ladder diagrams.

### Session 3: 16 weeks

#### **Intro to PLC's and Electrical Maintenance (16 weeks):**

Introduces the fundamentals of electrical theory, components and electrical fundamentals of creating hardware and software code to operate, control and troubleshoot the field device that the PLC is controlling to the following type of devices:

- AC Inverter system, motor starter with motor overloads, motor steppers, motor controls stations, pneumatic systems, creating basic PLC programs with timers, counter, pushbutton/ indicator light stations.
- Working with a lab tank level control system. *(could be an example of a batching or filling a tank process in a production environment).*
- Working with labs stations performing debugging and troubleshooting of faults in the systems

### Session 4: 12 weeks

#### **Hydraulics and Pneumatics and Mechanical Maintenance and Lubrication (12 weeks):**

This course introduces the basic components and functions of hydraulic and pneumatic systems. Topics in-clude:

- standard symbols, pumps, control valves, control assemblies, actuators, FRL, maintenance procedures, and switching and control devices.
- Upon completion, students should be able to understand the operation of a fluid power system, including design, application, and troubleshooting.

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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.