Haywood Community College

**Career & College Promise - Computer Integrated Machining & Electronics Engineering Technology and Increasing Female Enrollment**

Haywood Community College partnered with Haywood County Schools to apply the NC Career & College Promise program to create dual enrollment courses in computer integrated machining and electronics engineering technology. Our best practice also includes increasing the number of females in these career fields. Students take college classes from college faculty on the college campus and receive both college and high school credit. These technology areas were selected to meet the needs of our area employers.

**DETAILS**

Manufacturing makes up 20% of the gross regional product in Haywood County. The jobs in manufacturing today require greater technical skills. Manufacturers need a pipeline of highly skilled employees, beginning their training in high school. Before the Career & College Promise program was created in Haywood County, only one high school provided machining and none provided electronics. Female participation is very limited. Career pathways beginning in high school are a documented method to put students into these career pathways that will result in high paying jobs.

Our partners include Haywood County Schools, area manufacturers (including Evergreen Packaging, Consolidated Metco, Inc., Sonoco, Haywood Vocational Industries, Giles Chemicals, Sunburst Trout, Blue Ridge Glass), and workforce development partners (including NC Department of Commerce, Southwestern Commission, Haywood County Chamber of Commerce and Goodwill).

Our industry partners continue to work with the college to identify the skills gap. Our workforce development partners assist with identifying workforce trends and funding opportunities. Haywood County Schools works very closely with the college to create the dual enrollment programming, gain approvals for pathways, scheduling and monitoring.

Our promotion strategies include focus groups, college tours, participation in high school parent and Career and Technical Education (CTE) nights, teacher training, summer camps and marketing.

Implementation began in August 2010.

**Partner Type(s):**
- Business/Industry (direct involvement)
- Economic Development
- Workforce Development Board/One-Stop
- Public Schools
- Nonprofit Organization(s)
Impact/Outcomes
54 men and 3 women have taken dual enrollment Computer Integrated Machining. These students have gone on to enroll at Haywood Community College to complete their AAS degree, attain Career Readiness Certificates and find jobs at area manufacturers. Students are enrolled in the Fall 2014 Electronics Engineering Technology dual enrollment course.

HCC is beginning to collect more specific data on the process and success of the Career and College Promise students including the following: number of students continuing at HCC to complete their AAS, number of students obtaining jobs, performance of Career and College Promise students at HCC as compared to other CTE students, and the completion rates of CCP students as compared to other CTE students.

Funding Source(s)
The Regional High Technology Center has received funding from the Golden Leaf Foundation to develop the Golden Leaf-CNC Machining Center; the Department of Labor (DOL) Trade Adjustment Assistance Community College and Career Training (TAACCT) round 1 grant for lathes, CNC equipment, programmable logic controllers, robotics and staff professional development; and the National Science Foundation for the creation of the Electronics Engineering Technology dual enrollment program and for promoting female entry into technology careers. In addition the North Carolina Community College System funds Haywood Community College for the FTEs earned by the dual enrolled students.

REFLECTIONS

Innovation or Best Practice
There have been 57 students in the Computer Integrated Machining dual enrollment program, including three women. Many of these students have or are completing their AAS in Computer Integrated Machining and several have been hired by area manufacturers. The partnership between Haywood Community College and Haywood County Schools provides high school students the opportunity to train on state of the art equipment with professional faculty members, and to gain experience with area manufacturers.

Lessons Learned
Lessons learned include the following: commitment and partnership between the college and public schools are critical; detailed and specific annual Memoranda of Agreement should be created; follow the public school schedule; hold classes on the college campus using the state of the art equipment and with experienced college instructors; provide college orientation to high school students; and provide faculty training for teaching high school students.

In addition, market the programs by creating awareness of manufacturing careers, clarifying the image of manufacturing to students, parents, teacher and counselors. Create marketing materials showing females in technology careers, create female friendly projects and train faculty to create a female friendly environment.

Scalability
Every community college has the potential to partner with their local public school system. Also, once a model of collaboration has been developed, it is possible to expand its application into other program areas. (HCC is continuing to work with the public school system to identify areas of need and provide additional program opportunities in Career and Technical Education program areas.)
RESOURCES

Workforce Learning Summit Presenters:
Dr. Anne Garrett, Superintendent, Haywood County Schools
Dr. Barbara Parker, President, Haywood Community College
Dr. Deborah Porto, Interim Executive Director, Workforce Development, Haywood Community College
Mr. Matt Heimberg, High School Programs Coordinator, Haywood Community College
Mr. Doug Burchfield, Industry Training Coordinator, Haywood Community College

Links
http://www.haywood.edu/high_school_programs
http://www.haywood.edu/business_and_industry/summer_camps
http://www.haywood.edu/business_and_industry/advanced_manufacturing
http://www.iwitts.org/

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