

**Buncombe County Commissioners**  
**Questions with Answers**  
**A-B Tech Community College**

**Questions from Ellen Frost:**

**1. Veterinary Assistant Project with Humane Alliance**

***A-B Tech Answer:***

Following our discussions last year, Lori Tapp worked with Humane Alliance to develop a 4-hour course in Veterinary X-Ray Techniques exclusively for Humane Alliance students as a part of their Vet Assisting course. This was arranged similar to how we partner with business & industry through customized training. The first course was scheduled to be offered at our facility last fall; however, the Vet Assisting program was not offered by Humane Alliance at the time. This spring the Humane Alliance course was offered and the A-B Tech X-Ray course was delivered at our facility on February 17, 2017 to 12 students. Alice Houston, Health Occupations Coordinator, is serving as liaison to our Vet Tech program and Humane Alliance regarding this course. She spoke with the director of Humane Alliance following the course who indicated the program went well. We anticipate future offerings will run as needed.

**2. Why was the position of diversity recruitment eliminated?**

***A-B Tech Answer:***

The position in question was not eliminated. Organizationally, I reassigned it from Enrollment Management to the Office of High School Liaison for three reasons:

- First, our minority student growth comes from the high schools. This is a common national trend.
- Secondly, this was a better use of the incumbent's time and our limited resources.
- Thirdly, the reorganization provided for greater coordination among employees with similar duties. The incumbent was responsible for minority recruiting, but performed these duties along with the recruitment of other high school students. The incumbent was not pleased with the reorganization and chose to resign.

We are presently searching for a new employee to fill this position.

Some other points while on this topic:

- We set aside \$8,500 last year from Bookstore proceeds for minority scholarships. We awarded eleven scholarships.
- We have numerous scholarships in the College Foundation that are likewise used for minority recruiting, but many of these go unused because of donor imposed restrictions.
- A-B Tech is proud to say that we have never been segregated, even though we were founded in 1959. This is certainly due to the wisdom of early Board members.

**3. What plan going forward to increase minority enrollment? What plan going forward to increase for more diversity on staff?**

***A-B Tech Answer:***

**Diversity Recruiting and Outreach for Students:**

- **Enrollment Scholarships**
  - Minority enrollment scholarships - 11 awards totaling \$8500 in 2016-17
- **High School Partnerships**
  - Career and College Promise Program – Provides tuition - waived courses at area public, private, charter and home schools
  - Classroom and financial aid presentations at area high schools
  - Campus tours, Home School info nights and High School Visitation campus events
  - Educational Partners information luncheons
- **Community Outreach and Partnerships**
  - Campus Tours - Elementary and middle schools, YWCA and YMCA
  - *WRES No Limits* Radio Show
  - *Try on College Day* and events for high school equivalency ( HSE ) and English as Second Language students
  - Recruiting at Goodwill, employee fairs, Green Opportunities, community centers and places of worship
  - Festivals and events – Goombay, Fiesta Latina, MLK events
  - Urban News and La Voz
- **Workforce Development/Short-Term training**
  - Green Opportunities
    - GO Build
    - Kitchen Ready / Table Service Essentials
    - HRD (Human Resource Development)
    - Job Club
    - High School Equivalency preparation
  - Goodwill Industries
    - Health Occupations:
    - CNA / Phlebotomy / Electronic Medical Records
    - Computer Training courses
    - Hospitality Skills
    - HRD courses & Employability skills lab
    - High School Equivalency preparation
  - NC Works Career Center – Grove Street
    - Computer Training courses
    - Career Lab (employability skills lab)
- **Workforce Development Community Support**
  - Education Navigator partnership with DSS
  - WIOA Case Managers in partnership with NC Works Career Centers

## **Recruitment and Human Resources Practices for Employees:**

- The College has a dedicated Special Assistant to the President for Inclusion position in Human Resources. This position focuses efforts on diversity recruitment and serves on all full time interview committees to ensure equitable hiring practices.
- Cross-functional committee has begun the process of creating a Diversity and Inclusion Plan as required by the 2016-19 Strategic Plan of the College.
- Employment opportunities are advertised with local agencies and in publications. We use additional marketing for positions that would benefit from bilingual candidates:
  - Green Opportunities
  - La Voz
  - Urban News
  - CIMA- Compañeros Inmigrantes de las Montañas en Acción
  - ALAS – Asheville Latin Americans Achieving Success
  - Nuestro Centro – For our people
  - Foreign language chairs at UNC-A and WCU
  - English Language Acquisition and Foreign Language instructors at A-B Tech
- The College advertises full-time positions on the national Higher Education Recruitment Consortium (HERC) website.
- We use concepts from *Incorporating Diversity Principles into the Selection Process* webinar to train faculty and staff who participate on hiring committees.
- HighEdJobs.com *Diversity and Inclusion* email is sent weekly to approximately 327,522 job seekers for selected full-time faculty and staff positions.
- Job notices for all full-time faculty and professional staff positions are sent to Historically Black Colleges and Universities (HBCU's) in NC and the Southeast.

## **Community Involvement and Engagement**

- Active as one of the founding members of the Western North Carolina Diversity Engagement Coalition (WNC DEC). Professional development, mentoring, and networking activities are offered to support multicultural individuals, and resumes are shared among the member organizations to promote hiring opportunities.
- *Maximizing Interview Skills* class is taught at the main campus and other partners - Green Opportunities, WNC DEC, Goodwill, and Western Carolina Rescue Ministries.
- Human Resources staff are active on the Martin Luther King, Jr. Prayer Breakfast Board and the Western North Carolina Human Resources Association Diversity Committee.
- Human Resources and Student Services staff co-chair the College's Diversity and Inclusion committee. Activities and events foster awareness and understanding of diversity issues through interactive learning opportunities for faculty, staff, students and the public.
- A-B Tech partners with the YWCA to host annual *Stand Against Racism* event.
- Served as a host site and financially supported a group of employees to attend *Building Bridges*.

**4. I was disappointed by the statement that you said that space was not interchangeable which means we are spending tax dollars on a design that will become obsolete in the changing work of technology and workforce skills.**

***A-B Tech Answer:***

Throughout A-B Tech’s 58-year history, much of the classroom and lab space on campus has been dedicated to specific programs due to the distinct nature of delivering career and technical skills training. Welding stations, nursing simulation suites, chemistry labs, and demonstration kitchens are a few examples of the variety of specialized training spaces at A-B Tech. Programs of study are regularly reviewed to ensure relevance and provide opportunities for improvement through curriculum updates and the purchase of new equipment. New programs of study are selected based on employer input, research, and the analysis of regional workforce needs. The difficult and rare decision to close a program is made only after careful consideration of viability and input regarding the impact on the area workforce. This cycle of review and improvement ensures that the College remains relevant and responsive in meeting the needs of our region’s workforce.

The building in question will have both dedicated classrooms in engineering and general classrooms to be used by multiple curricula in Arts and Sciences.

**5. Programs added since 2012 look at slide 13, only 280 enrollees?**

***A-B Tech Answer:***

**Curriculum Annual Program Headcounts  
2012-13 to 2016-17**

	2012-13	2013-14	2014-15	2015-16	2016-17*
Associate in Engineering	--	--	--	80	137
Health and Fitness Science	--	--	--	47	64
Central Sterile Processing	--	--	8	9	8
Occupational Therapy Assistant	--	--	--	--	20
Aviation Management & Career Pilot Technology	--	--	--	57	69
Brewing, Distillation & Fermentation	--	22	45	39	41
Environmental Engineering Technology	--	--	--	19	16
<b>Total</b>		<b>22</b>	<b>53</b>	<b>251</b>	<b>355</b>

\*Fall & spring only.

Seven new curriculum programs currently in the planning stages:

- Interventional Cardiac and Vascular Technology – Spring 2018
- Dietetic Technician – Fall 2018\*\*
- Barbering – Fall 2018\*\*
- Physical Therapy Assistant – Fall 2019\*\*
- Food Science/Culinology – Fall 2019\*\*
- Supply Chain Management – Fall 2020\*\*

- Avionics and Aviation Systems Technology – Fall 2020\*\*
- \*\*Tentative start dates depend on space availability and state funding.

**6. The need for the 27 million building to support this growth would equate to 96k per student.**

***A-B Tech Answer:***

The need for the \$27 million building is not for the new programs. It will:

- Expand and replace current space in Elm and Dogwood build in 1980 and 1986 when A-B Tech had less than one half its present enrollment.
- Allow for enrollment growth to all degree and diploma programs by expanding offerings in General Education courses required by these programs.
  - Elm accommodated 11,156 students in individual classes in 2015-2016.
  - During high demand times (9:00 am – 2:00 pm Monday through Friday) additional classes cannot be added as all classrooms are filled. This is due to the fact that all of General Education courses are taught in Elm.
- Allow for the addition of new programs by freeing up space elsewhere on campus.

**7. I would like a specific proposal of what the goals are for specific job training for specific skills?**

***A-B Tech Answer:***

Job training for the community is a cornerstone of A-B Tech’s Mission.

- *Dedicated to student success, A-B Tech delivers quality education to enhance academic, workforce, and personal development.*

A-B Tech’s Three Year Strategic Plan for 2016-2019 includes the following goal:

- *Identify and implement new career and technical education programs of study and workforce development programs reflecting community economic development initiatives.*

With this in mind, A-B Tech offers both short-term and long-term job training opportunities to match the workforce needs of our region based on recommendations from advisor committees and economic and workforce development indicators such as those identified in A-B Tech’s Environmental Scan 2015.

**Short-term Training**

Workforce Continuing Education offers Quick Careers, credentials attainable in less than 15 weeks that can lead to jobs in all sectors of our area’s economy. Examples of Quick Careers include:

Advanced Manufacturing & Skilled Trades

- Machining Fundamentals
- Industrial Maintenance Academy

- Aerospace and Structural Composites
- Welding
- Electrical Foundations
- Blueprint Reading for Construction
- Forklift Safety & Operations

Technology, Computers, & Business

- Adobe Illustrator, InDesign, & Photoshop
- AutoCAD Design / Drafting
- Google Analytics / Facebook Marketing
- Excel / QuickBooks
- IP Networking
- Notary Public

Health Occupations & Emergency Services

- Nursing Assistant I, II, & Refresher
- Clinical Ophthalmic Assistant
- Medication Aide
- Electronic Health Record Specialist
- Personal Care Aide
- Basic Firefighter Indoctrination Training (BFIT)

Hospitality/Tourism & Craft Beverage

- Certified Hospitality Supervisor
- Table Service Essentials
- ServSafe
- Business of Beer / Sensory Analysis
- Whitewater Raft Guide / Zip Line Guide

Additional short-term training programs offered at key community sites include:

- Green Opportunities – GO Build, Kitchen Ready, Human Resources Development courses, High School Equivalency
- Goodwill Industries – CNA, Phlebotomy, Computer Training, Guest Service Gold, High School Equivalency
- NC Works Career Center – Career Lab
- ABCCM Veteran’s Restoration Quarters – Culinary Skills, Human Resources Development courses

A-B Tech is partnering with ABCCM to offer Certified Nursing Assistant, Computer Training, Skilled Trades, and Human Resources Development courses at the new Transformation Village.

**Long-term Training**

Instructional Services offers 125 degrees, diplomas, and certificates that take between one semester and three years to complete. A snapshot of offerings follows:

Program	Degrees	Diplomas	Certificates
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Automotive Systems Technology	X	X	X
Electrical Systems Technology	X	X	X
Industrial Systems Technology	X		X
Information Technology	X		X
Manicuring/Nail Technology			X
Office Administration	X	X	X
Pharmacy Technology	X	X	X
Sustainability Technology	X		
Welding Technology	X	X	X

**8. Currently only two businesses in Buncombe County offer paid apprenticeships. How can we build on this very low number?**

*A-B Tech Answer:*

**Goal 1: Enhance student connections to regional jobs**

- *Major College Initiatives*
  - Work with local businesses and industry to expand work-based learning (WBL) opportunities (WBL includes workplace shadowing, internships, pre-apprenticeships, registered apprenticeships, etc.)
  - A-B Tech’s strategic plan for 2016-2019 includes a goal to expand work-based learning, including apprenticeships. The College offers student co-ops or internships in many programs of study; however, assistance was needed to grow these partnerships in the Engineering & Applied Technologies and Advanced Manufacturing sectors. A-B Tech hired a full-time Work-based Learning Coordinator in September 2015 dedicated to expand WBL opportunities. A community-wide effort to increase the number of apprenticeships was launched in 2016 at the Mountain Area Work-Based Learning Summit. Over 110 businesses and community leaders attended to learn more about the benefit of registered apprenticeships and other WBL models. Since September 2015, A-B Tech has achieved the following success with our expanded WBL initiative:
    - Active industry partners – 54; new partners in development - 10.
    - Students placed in new internships: 46 curriculum students, 100 Continuing Education students
    - Students enrolled in Work Based Learning sections: 38
    - Direct Job Placements: 127 curriculum students, 150 Continuing Education students
    - Pre-apprenticeships: 35 students
    - Registered Apprenticeships: 3 (2 with BorgWarner; 1 with GE Aviation)

**9. The two plans that were presented and the numbers associated were extremely confusing. I would ask for both plans to be presented with clarity so taxpayers can receive clarity.**

*A-B Tech Answer:*

Please see the answer to Brownie Newman's Question #1.

## Questions from Jasmine Beach-Ferrara:

- 1. Is there a written plan that has been approved by the A-B Tech Board of Trustees regarding the vision for the new building and including data for projections around enrollment in degree programs (which I understand to be the driver on the need for the building)? If so, is it possible for us to read this plan or a version of it?**

### A-B Tech Answer:

A-B Tech's Master Plan Report (2015-2024) was approved by the Board of Trustees on March 2, 2015. The plan may be viewed at [A-B Tech Facilities Master Plan](#). Key components of the report include:

- Analysis of Existing Facility Capacity and Enrollment Projections (pp. 18-29)
- Building Specific Priorities (pp. 38-42)
- Identifying Master Plan Projects (pp. 47-51)

As a result of the Rhododendron demolition, multiple degree and certificate programs that could take additional students if given more space, now cannot grow (p. 47 #1). These programs include:

- Sustainability Technologies (Dogwood)
- Civil/Surveying (Elm)
- Electrical Systems Technology (Elm)
- Electronics Engineering Technology (Elm)
- Computer-Aided Drafting Technology (Elm)

Other problems arose as a result of the Rhododendron demolition.

- Cosmetology cannot vacate Birch (p. 47 #1), thus leaving no room for Brewing when Enka sells.
- A necessary renovation of Elm cannot take place (p. 47 #3).
- Arts & Sciences offerings, including General Education, cannot grow without the above mentioned programs vacating Elm.

Elm accommodated 11,156 students in courses in 2015-2016. This usage was far more than the next most utilized building. This is because every degree and diploma student takes courses in Elm.

The Board of Trustees did pass a resolution on April 4, 2016 that supported the demolition of Rhododendron with the understanding that a new building to meet the above-mentioned needs from the previously approved Master Plan would follow.

- 2. Can you clarify a stat that came up at our last meeting. It sounds like 18% of current students self-report as racial/ethnic minorities, among whom 6% are African-American. Can you provide a break a breakdown of the other 12%?**



**A-B Tech Answer:**

<b>A-B Tech 2015-16 Annual Enrollment and Service Area Demographics</b>							
HISPANIC OR LATINO AND RACE		Service Area (Buncombe & Madison)†		Curriculum*		CE/WD & Basic Skills*	
<b>Total population</b>		274,317	100.0%	9,991	100.0%	13,489	100.0%
<b>Hispanic or Latino</b>		17,156	6.3%	690	6.9%	1,029	7.6%
<b>Not Hispanic or Latino</b>		257,161	93.7%	9,301	93.1%	12,460	92.4%
<b>White alone</b>		231,422	84.4%	7,882	78.9%	11,060	82.0%
<b>Black or African American alone</b>		16,358	6.0%	647	6.5%	1,025	7.6%
<b>American Indian and Alaska Native alone</b>		943	0.3%	76	0.8%	105	0.8%
<b>Asian alone</b>		3,253	1.2%	118	1.2%	118	0.9%
<b>Native Hawaiian and Other Pacific Islander alone</b>		344	0.1%	17	0.2%	19	0.1%
<b>Two or More Races</b>		4,841	1.8%	234	2.3%	29	0.2%
<b>Unknown</b>		--	--	327	3.3%	104	0.8%
<b>Total Minority Population</b>		42,895	15.6	1,782	17.8	2,325	17.2
Sources:	†U.S. Bureau of the Census, July 1, 2015 Population Estimates						
	*A-B Tech 2016 Fall Registration Files						

**3. Given the demand for short-term certification and job training programs, does the proposed new building address this need and, if so, can you explain?**

**A-B Tech Answer:**

Construction of the new building will allow for growth in the following short term certificate programs:

- Sustainability Technologies
- Civil/Surveying
- Electrical Systems Technology
- Electronics Engineering Technology
- Computer-Aided Drafting Technology

Construction of the new building will also allow Arts & Sciences to support the growth of all degree and diploma programs as well as the general education needs of all students.

- All degree and diploma students must take General Education courses, the majority of which are taught in Elm.
- During high demand times (9:00 am – 2:00 pm Monday through Friday) additional classes cannot be added as all classrooms in Elm are filled.

Construction of the new building will allow for the addition of new programs by freeing up space elsewhere on campus, and by allowing for more General Education courses to support new programs.

## Questions from Brownie Newman:

1. At our last meeting, there were two scenarios presented for future capital improvements at AB Tech. I'd like to see a proposed schedule for when AB Tech plans to implement each of the projects, an estimated budget for each project and a brief description of the programming that is associated with each project.

*A-B Tech Answer:*

### Facilities Improvement Timetable and Costs: Immediate Need

Project	Start	End	Sq Ft	Total Cost
Construct Arts & Sciences/ Engineering Building*	Mar-17	Nov-18	99,000	27,000,000

\*This building will house all Arts & Sciences departments with the exception of the physical sciences. It also will house Applied Science programs in Electronics, Electronic Engineering Technology, Computer Engineering Technology, Civil Engineering and Surveying and Environmental Engineering.

## Facilities Improvement Timetable & Costs: Future Needs

Project	Start	End	Sq Ft	Estimate
Complete 5 <sup>th</sup> floor Ferguson Center AHWD for Physical Therapy Assistant and Dietetics*	Jan-18	Aug-18	17,700	1,256,700
Renovate 1 <sup>st</sup> floor Sycamore for Physics labs	Jan-18	Nov-18	10,000	1,000,098
Renovate Elm for Cosmetology, Early/Middle College, Small Business Center & Business Incubation	Jan-19	Dec-19	70,000	18,270,000
Renovate 2 <sup>nd</sup> floor Birch for Business programs & Supply Chain Management	Jan-20	Jul-20	12,500	762,000
Renovate 1 <sup>st</sup> floor Birch and Cosmetology Suite for Craft Beverage Institute Brewing program	Sept-20	May-21	38,200	10,238,000
*This project is independent of all others and can be undertaken whenever funds are available.				31,526,733

2. I expect to learn more about this during our walking tour on Friday, but I'd like to understand how the Elm building is being presently used. In terms of renovations to the building, could these renovations only take place if the building was not utilized for a period of time, or could the renovations be undertaken while the building is still in use?

***A-B Tech Answer:***

Elm presently houses most of the Arts and Sciences Division with the exception of the visual arts, physical education, biology and chemistry. It also houses electronics, electronic engineering technology, civil engineering technology, surveying, computer engineering technology, and environmental engineering technology. Finally, there are some support services and offices.

Without a temporary space to move programs into, Elm could not be renovated. (Rhododendron was intended to take all the engineering programs and Elm would then have been renovated in two phases.)

## **Unattributed Questions:**

**What is the College doing to help the poor?**

*A-B Tech Answer:*

As a comprehensive community college, A-B Tech provides access to higher education for all members of the community, particularly those who have encountered financial barriers. The College offers a wide variety of supportive resources to students and the community, ensuring all have the opportunity to be successful in their educational and career pursuits.

### **No/low-cost Training & Services**

- Human Resources Development courses – free employability skills courses
- Transitional Studies/High School Equivalency – free courses
- Small Business Center – counseling/workshops free to anyone with a business idea
- Short-term workforce courses – low-cost courses
- Business Incubation Program – low-cost business space

### **Scholarships & Financial Aid**

- 426 scholarships awarded in 2016-17 totaling \$534,039
- Federal student aid awarded totaling \$13M annually.

### **Student Support Resources**

- Veteran's Connection Café – a supportive learning environment for veterans.
- Reserved Veterans' parking
- Mental Health Counselors – three licensed counselors provide free mental health counseling to students
- Free Health Clinic on Thursdays
- Low cost dental care
- Dental Sealant programs for all 2nd graders – partnership with Eblen Charities
- Food Pantry for homeless students
- Financial Literacy workshops and tax filing assistance
- Emergency financial assistance from the Foundation