Changing Culture through Career Communities at Central Carolina Community College

Applied Technologies | Arts | Business Technologies | Health Sciences | Professional Services | Public Safety | STEM
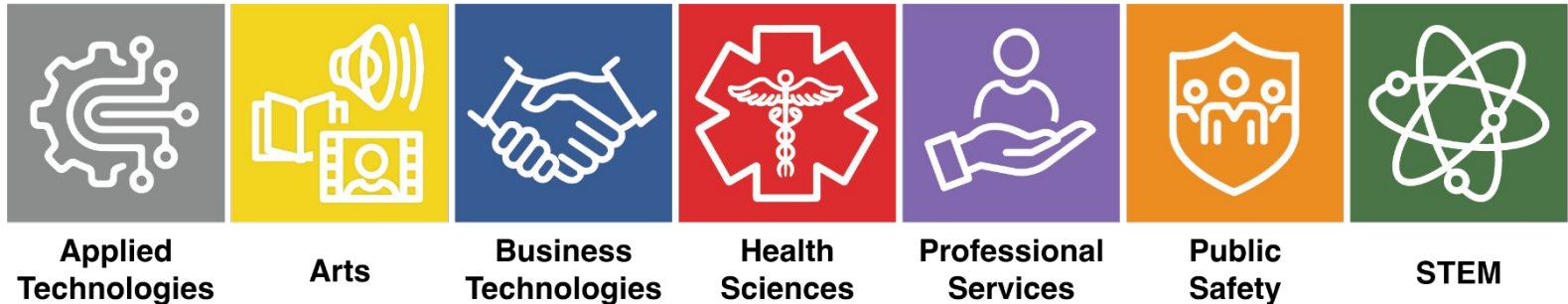
I like to…

- Work with my hands

- Create content

- Solve problems facing organizations

- Help people feel better

- Enrich people's lives

- Serve my community

- Use technology to increase efficiency

- Applied Technologies

- Arts

- Business Technologies

- Health Sciences

- Professional Services

- Public Safety

- STEM

Defining Career Communities

- Clusters of programs in related academic and career fields
- Require similar skills and generally have common curricular elements
- Provide structure to help students explore, choose, and progress through program to achieve their career goals

Career Communities: Before and After

Academic Units Before Career Communities	Programs Offered	Career Communities	Programs Offered
University Transfer & Advising	AA, AS, AE, AATP, ASTP	Applied Technologies	AAS, CE
Career & Technical Education	AAS, CE	Arts	AA, AAS
Health Sciences & Human Services	AAS, CE	Business Technologies	AAS, CE
		Health Sciences	AAS, CE
		Professional Services	AAS, AATP, ASTP, CE
		Public Safety	AAS, CE
		Science, Technology, Engineering & Math	AAS, AE, AS, CE

CENTRAL CAROLINA COMMUNITY COLLEGE

CAREER COMMUNITIES

Applied Technologies	Arts	Business Technologies	Health Sciences	Professional Services	Public Safety	Science, Technology, Engineering & Math (STEM)
Agriculture & Sustainability Technologies	Broadcasting & Production Technologies	Accounting & Finance	Cardiovascular Monitor Technician	Barbering	Criminal Justice	Computer Engineering Technology
Air Conditioning, Heating & Refrigeration Technology	English	Business Administration	Central Sterile Processing	Cosmetology	Emergency Medical Services	Electronics Engineering Technology
Biotechnology	Humanities	Healthcare Management Technology	Dental	Culinary Arts	Fire & Rescue	Engineering (transfer)
Building Construction Technology	Social Sciences	Human Resources Management	Health & Fitness Science	Education	Law Enforcement	Information Technology
Computer-Integrated Machining		Medical Office Administration	Health Information Technology	Esthetics	Public Safety Administration	Library Information Technology
Electrical Systems		Office Administration	Massage Therapy	Human Services Technology		Laser & Photonics Technology
Industrial Systems		Paralegal Technology	Medical Assisting	Manicuring/Nail Technology		Mathematics
Manufacturing Technology			Medical Sonography			Mechanical Engineering Technology
Transportation Technologies			Nursing			Science
Welding			Pharmacy Technician			
			Phlebotomy			
			Physical Therapist Assistant			
			Veterinary Medical Technology			

Timeline

2021-2022	● Programs mapped into career communities ● Career communities announced to college ● College reorganized divisions into career communities ● Division meeting: *Change: What does it mean and where are we going?*
2022-2023	● Career community icons designed ● Career community colors determined by students ● Middle school tours organized by career community ● Joint division meeting: Student Learning and Onboarding & Advising
2023-2024	● Education Navigators assigned by career communities ● Career assessment redesigned ● CCP application redesigned with career community selection ● College and Career Exploration Day for ESL students ● Career community panel presentations ● Division meeting: *Career Communities, Students' Experiences, and the Labor Market*
2024-2025	● CFNC application modified with career community selection ● Career community employer tours

Onboarding & Advising

- New Student Orientation
- Education Navigators assigned by career community
- EMBARK career assessment redesigned

Outreach to High Schools

- Career advising and goal setting
  - CFNC career assessments
  - Major Clarity career assessment
- College tours organized by career community
  - All career communities
  - Specific career community
    - Applied Technologies Day
    - Harnett Health Science Academy at Emergency Services Training Center
- National Manufacturing Day
  - Applied Technologies & STEM
- CCP application asks for career community, not pathway
  - Pathway determined in advising appointment

Outreach to Adults

- College and Career Exploration Day
  - ESL learners
  - Career assessments
  - Hands-on career community activities

Outreach to Community

- Summer camps
- Cougar Express
- Public events
  - Black History Month: Travails & Triumphs
  - Brain Health series
  - Car show
  - Harnett County Citizens Committee tour of ESTC
  - History of Barbecue
  - Krispy Kreme: Being Intentional about Belonging
  - Nuclear Fusion presentation with Lawrence Livermore National Laboratory

Student Engagement

- Applied Technologies Scavenger Hunt
- Arts & Cultural Enrichment Series
    - Opera Out of the Box
    - José Galvez, Pulitzer Prize-winning photojournalist
- High Altitude Balloon Challenge
- Study Hints for Exams
- Women in Business Panel
- Career Carnival
- Career Panels

Career Carnival

Career Panels

Audience members will be able to:

- Articulate a variety of career options within the career community

- Identify skills required in jobs represented

- Describe pathways to careers

- Better define their career aspirations

Marketing

- Distinct colors with hex code
- Icons
- Banners
- Pole banners
- Tabletop displays
- Tablecloths
- Window clings
- Stickers
- Note pads
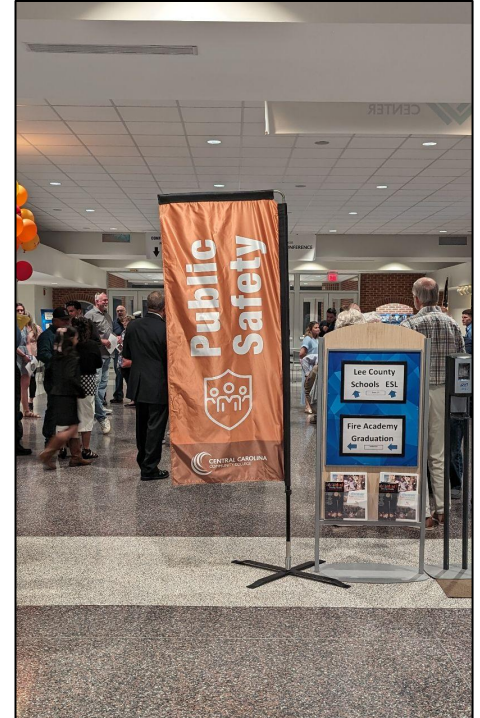- Website redesign
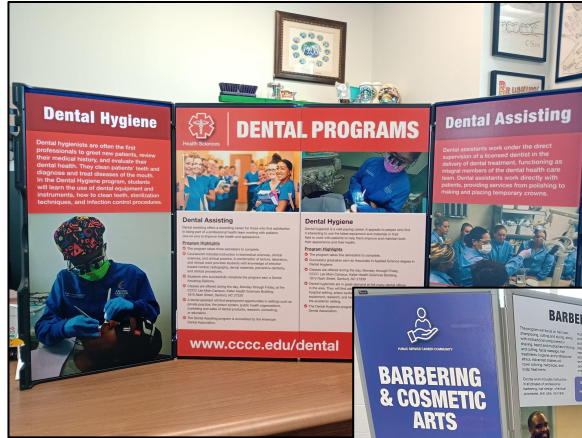- Vehicle wrap
- Videos

CCCC Colors
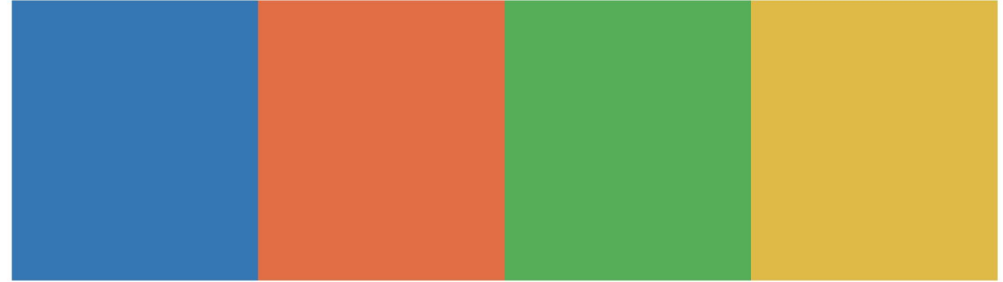
Career Communities

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rgb(217,43,46)	rgb(128,104,174)	rgb(138,138,138)	rgb(57,89,144)	rgb(243,212,28)	rgb(76,117,70)	rgb(233,140,36)
cmyk(9,97,93,1)	cmyk(56,66,0,0)	cmyk(48,40,40,4)	cmyk(87,70,18,3)	cmyk(6,12,97,0)	cmyk(72,34,85,20)	cmyk(6,53,100,0)

Career Community Banners

Career Community Table Top Displays

Career Community Window Clings

Career Community Apparel & Accessories

Vehicle Wraps

Videos

Professional Development

- New Faculty Orientation - dean introductions of career communities
- Hands-on exploration of programs for CCP Career Coaches
  - Applied Technologies
    - Automotive Systems Technology
    - Bioprocess Technology
    - Building Construction Technology
    - Electrical Systems Technology
  - Public Safety
    - Emergency Medical Services
- Career community tours for faculty and staff
  - Fun, hands-on activities
  - Networking and relationship building

Convocation

Career Community Colors

Impact of Career Communities

- Focus on careers as student end goals
- Foster student, faculty, and staff sense of belonging
- CTE and transfer programs aligned
  - Engineering and Engineering Technologies
  - English & Humanities and Broadcasting
- Curriculum and continuing education partnerships
  - Public Safety Administration: EMS, Fire, and Law Enforcement
- Collaboration
  - Sharing adjunct faculty
  - Serving on hiring committees
  - Limited enrollment process

Program Information Sheets

VETERINARY MEDICAL TECHNOLOGY

Health Sciences

ABOUT THE PROGRAM

The VMT program is designed to provide the education necessary for students to gain in-depth knowledge of veterinary medicine and clinical skills, anatomy, radiology, parasitology, pharmacology, dentistry, surgical and clinical procedures, anesthesiology, lab techniques, nutrition, diseases, and office practices. Graduates of this program are eligible to take national and state level boards to become credentialed veterinary technicians. Unique in the state of North Carolina, the VMT program houses its own colony of dogs, cats, horses, and ruminants to allow for real-time, hands-on learning.

CCCC Career Community

Students interested in Health Sciences like to help people feel better. They can work independently, but prefer to work in groups or teams. They are detail-oriented, compassionate, and think critically to solve problems. They work well in stressful situations and do not get queasy around blood or bodily fluids. Graduates find jobs working in medical or wellness environments.

Rx | I x A | S | E | C

Possible Employment In Industry

Scientific Research and Development Services
Other Professional, Scientific and Technical Services
Social Advocacy Organizations
Other Personal Services, Veterinary Offices
Animal HospitalsScientific, and Technical Services

Top Employers In Region

VCA Inc.
BluePearl Veterinary Partners
Southern Veterinary Partners
Banfield Pet Hospital
American Veterinary Group

Occupational Statistics

Median Salary: USA $38,240

Median Salary: NC $37,450

Median Salary: Region $36,410

CENTRAL CAROLINA
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www.cccc.edu

Degrees

Associate in Applied Science in Veterinary Medical Technology (A45780; Lee Main Campus - Day) Five Semesters (Summer Included)

Diplomas

None

Certificates

Short-term: See CCCC website for numerous Health and Medical training opportunities https://www.cccc.edu/ecd/short-term-training/health-occupations/

Transfer Options

Yes, limited. Contact the Department Chair to discuss transfer options.

Additional Program Costs

Uniform package (each year), Background check, Malpractice Insurance (per semester)

State Licensure/Exams/ Industry Certifications

Graduates are eligible to take the Veterinary Technician National Examination and the North Carolina Veterinary Medical Board Examination

Additional Admissions Process

Minimum Admissions Criteria required for admissions to be able to submit an application for consideration.

Skills In Demand For Program And Industry

Vital Signs
Microsoft Office Suite
Anesthesia Machines
Urinary Catheters
Catheter Placement/Insertion

Work-Based Learning Information

Students are required to complete in-person work-based learning hours. Please contact the Department Chair for more information.

To find all program planning guides, contact information, and more, scan the QR code or visit www.cccc.edu/programs

Challenges

- Communication
  - Communicating the "why"
- Encouraging collectivism over individualism
- Participation in events
- Engaging alumni

Future

- Program review
- Advisory boards
- First semester pathways
- ACA classes

Anticipated Results

- Fewer program changes
- Increased retention rates
- Increased completion rates
- Increased student satisfaction
- Stronger employment outcomes

Contact

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