

MONTGOMERY COMMUNITY COLLEGE  
INSTITUTIONAL FACT BOOK



ACADEMIC YEAR 2017 FACTS

## PREFACE

**The data in the 2017 Fact Book is for the Academic Year 2017, which encompasses July 1, 2016 through June 30, 2017.**

The purpose of the Montgomery Community College Institutional Fact Book is to provide information to support decision making and long-range planning. Having this information available in a readily accessible document as well as on the college web site helps facilitate the college planning process.

The Institutional Fact Book is compiled from data found in college records, North Carolina Community College System records and other outside sources. The data in the 2017 Fact Book is for the Academic Year 2017, which encompasses July 1, 2016 through June 30, 2017. The displays of data are designed to make the information understandable and to provide comparisons where they are logical. It is not intended to be a book of statistics but a book of relative information concerning the college's students and programs. Every effort has been made to ensure that the information presented is factual. Sources have been provided to support the reliability of the information.

Readers should keep in mind the fluid nature of data, realizing that the Fact Book is a snapshot taken once annually. Any questions or suggestions concerning the content, purpose, or format of the Fact Book should be directed to Carol Holton, Coordinator of Institutional Effectiveness at 910-898-9605, [holtonc@montgomery.edu](mailto:holtonc@montgomery.edu).

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## VISION

Montgomery Community College will be  
a place of discovery, critical thinking,  
and educational excellence;  
a centerpiece for life-long learning – for our  
students, faculty, staff, and community.

## MISSION STATEMENT

Montgomery Community College provides quality educational  
opportunities.

# CORE VALUES

## **Excellence**

### **We value . . .**

- . . . Continuous growth and improvement in every aspect of campus life.
- . . . Securing and providing adequate resources so that improvements can be seen and measured.
- . . . Freedom to instruct students using various techniques and the development of methods that will help them achieve their maximum potential.
- . . . Personal and professional development of all staff and faculty.
- . . . Courage to provide leadership, to take risks, to welcome change, and to persevere.

## **Honesty & Integrity**

### **We value . . .**

- . . . Academic and personal honesty as essential elements in education.
- . . . Integrity which binds us to fairness, to truth, and to actions and philosophies that meet the highest ethical standards.
- . . . Intellectual honesty and academic freedom, and pledge to foster an environment of trust and responsibility in the learning community.

## **Learning**

### **We value . . .**

- . . . Learning as a lifetime reward.
- . . . Input from learners in the achievement of their goals.
- . . . Empowered learning in a high-tech/human-touch environment.

## **Commitment**

### **We value . . .**

- . . . Prompt, fair, friendly, courteous, and people-oriented service to our communities, to our stakeholders, and to each other.
- . . . A safe and nurturing educational environment.
- . . . Opportunities to help make our community, state, nation, and the world a better place in which to live and to work.

## **Respect**

### **We value . . .**

- . . . Diversity of life experiences and contributions of the students, staff, and faculty that assist with enrichment of the learning community.
- . . . The responsibility of treating people with dignity and respect whereby each team member operates unselfishly for the benefit of all stakeholders.

## **Communication**

### **We value . . .**

- . . . Open and honest dialogue, feedback, and active listening, flowing in all directions.
- . . . Teamwork, cooperation, collaboration, innovation, and creative problem solving.

# COLLEGE GOALS

In accomplishing our mission, we commit our resources to serving our community in the successful achievement of its educational goals through the implementation of these strategic college goals:

**GOAL 1:** Develop and implement **instructional programs and services**, in traditional and distance learning formats, consistent with the assessed needs of the constituent groups in the College's service area and with state, regional and national standards.

**GOAL 2:** Provide **facilities, technologies**, and information services that enhance student learning.

**GOAL 3:** Support businesses, industries, and **community initiatives** through educational services that facilitate economic growth and workforce training.

**GOAL 4:** Create a culture for employing and retaining **quality faculty and staff** to support student success.

**GOAL 5:** Develop, and manage human, financial, and infrastructure resources essential to **fiscal stability** and meeting student and community needs.

**GOAL 6:** Consistent with accrediting standards and the College mission, engage in ongoing, systematic institutional planning and evidence-based assessment, resulting in continuous quality improvement and **institutional effectiveness**.

# PROFILE

Academic Year 2017  
July 1, 2016 – June 30, 2017

**PRESIDENT**

Chad A. Bledsoe, PhD

**BOARD OF TRUSTEES**

Claudia B. Bulthuis, Chairman

Anna G. Hollers, Vice Chairman

Susan Eggleston, Secretary

Phil Absher

Gelynda T. Capel

Paula L. Covington

Sharon M. Cupples

George Gilbreath

J. Ronald Kincaid

Gordon Knowles

Andrea P. Marshall

Dr. Johnny L. McKinnon, Jr.

Adam Sexton, SGA President

**LOCATION**

Troy, Montgomery County, North Carolina

**ACCREDITATION**

Montgomery Community College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award associate degrees, diplomas, and certificates.

**TYPE**

Public co-educational community college

**DEGREES OFFERED**

Associate of Applied Science

Associate in Arts, Associate in Science

Associate in General Education

Diplomas, Certificates



**CALENDAR**

Semester

**ANNUAL ENROLLMENT**

1,078 Curriculum students

2,360 Non-curriculum students

**FULL-TIME FACULTY**

32 curriculum

**FACULTY CREDENTIALS**

Doctorates 3%

Masters 41%

Bachelors 22%

Associate/Others 34%

**LIBRARY COLLECTION**

24,000 books; 48 periodicals subscriptions

**SEMESTER TUITION**

2016FA In-state: \$72.00/cr hr Out-of-state: \$264.00

2017SP In-state: \$76.00/cr hr Out-of-state: \$268.00

## HISTORY OF MONTGOMERY COMMUNITY COLLEGE

The State Board of Education issued a charter of establishment to Montgomery Technical Institute on September 7, 1967. As directed by law, eight members were appointed to the Board of Trustees. In November 1967, administrative and teaching personnel were employed. In June 1968, a building on Page Street was occupied as a temporary location of Montgomery Technical Institute. Extension classes were conducted in 1967-1968, Adult Basic Education and adult high school diploma programs began in October 1968, and full-time curriculum students were accepted in August 1968. The institution's first students were graduated in June 1969.

On June 3, 1971, the State Board of Education approved Montgomery Technical Institute as a charter technical institution, effective July 1971. In compliance with law, the Governor appointed four additional trustees on December 1, 1971. Responsibility for local control of the College was given to the Board of Trustees, including the President of the Student Government Association (an ex-officio member of the Board of Trustees).

In October 1975, citizens of Montgomery County passed a bond issue authorizing the construction of a new campus of 64,000 square feet on a 149-acre tract of land. The State Board of Education Department of Community Colleges accredited Montgomery Technical Institute on December 7, 1978, and on December 19, 1978. The Commission on Colleges of the Southern Association of Colleges and Schools affirmed its accreditation. The Commission reaffirmed the college's accreditation 1983, 1993, 2004, and 2014.

Montgomery Technical Institute became Montgomery Technical College in 1983 in accordance with legislative and Board approval, and in September 1987, the Board of Trustees and Montgomery County Commissioners voted for the name to be officially changed to Montgomery Community College as authorized by the North Carolina General Assembly. In December 1993, December 2004, and again in July 2014, the Commission on Colleges of the Southern Association of Colleges and Schools reaffirmed the College's accreditation to offer associate degrees, diplomas, and certificates.

In 1992, local citizens and North Carolina voters approved, through a bond referendum, \$2.6 million in matching funds to finance a Business, Industry, Technology Resource Center (BITRC) and the Montgomery County School Board voted in 1994 to transfer approximately four acres of land to the College to be used for

the facility. The Center contains 44,800 square feet of space utilized for an electronic library, an interactive classroom to transmit and receive real-time voice, video, and data on the North Carolina Information Highway (NCIH), and classrooms/laboratories. The building serves as a facilitation site for employers to train all levels of staff.

In 2004, Building 500 on the MCC campus underwent a 3,000 square foot renovation that now houses the Criminal Justice Complex. The Complex has classrooms and a physical fitness center, as well as showers, which complement the College's Criminal Justice and Basic Law Enforcement Training programs.

In 2009, new construction of a building for the Forest Management Technology program added approximately 6,400 square feet to the campus. Classrooms and labs in Building 100 formerly used for the Forestry program were renovated to provide operatories and learning labs for the Dental Assisting program.

The MCC Child Development Center was closed in 2009 due to low enrollment. The former day care space was then renovated to provide a larger space for students and was renamed the Outpost.

In March 2016, the voters of North Carolina approved a \$2 billion Connect NC Bond Initiative. Montgomery Community College's share of the bond funds was approximately \$6.3 million. During academic year 2017, renovations to repurpose the Outpost building as MCC's Workforce Development center began. The Continuing Education division and NC Works will move into this space early in academic year 2018.

The MCC campus now includes facilities of approximately 134,400 square feet on 153 acres of land.

# GENERAL INFORMATION

MCC is a public, state-supported community college serving Montgomery County, North Carolina.

MCC is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award associate degrees, diplomas, and certificates.

## **ADMISSIONS**

The college maintains an “open door” admissions policy; however, some programs have specific entrance requirements.

## **FINANCIAL AID**

MCC has an active financial aid program which assists students with a broad range of financial aid, including:

Federal Grants

Institutional Scholarships

Veteran’s Benefits

Federal Work-Study Program

Vocational Rehabilitation

Foundation Scholarships

## **EDUCATIONAL SUPPORT SERVICES**

Academic Advising

ADA Accessibility Support

Assessment Testing

Virtual Bookstore

Career Assessment

Counseling

Distance Learning Center / Center for Academic and Technology Support

Learning Lab

Library /Learning Resource Center

Student Government Association (SGA)

SGA Clubs and Organizations

Tutoring

### **GENERAL EDUCATION**

The Associate in General Education (AGE) curriculum is designed for individuals wishing to broaden their education, with emphasis on personal interest, growth and development. Course work includes study in the areas of humanities and fine arts, social and behavioral sciences, natural sciences and mathematics, and English composition. Opportunities for the achievement of competence in reading, writing, oral communication, fundamental mathematical skills, and the basic use of computers are provided. All courses in the program are college-level courses.

### **COLLEGE TRANSFER**

The Associate in Arts and the Associate in Science degree is granted for planned programs of study consisting of a minimum of 64-65 semester hours of college transfer courses. Courses are approved for transfer through the Comprehensive Articulation Agreement.

### **TECHNICAL PROGRAMS**

Technical curriculum programs are designed for employment or further education in various technical fields. They are composed of collegiate-level studies that provide theoretical knowledge as well as technical skills. Completion of a technical curriculum program may lead to a certificate, diploma, or an Associate in Applied Science (AAS) degree.

## **OCCUPATIONAL EDUCATION**

MCC offers non-curriculum programs based on the employment needs and interests of the local community. Specialty training is available in areas such as fire services, corrections and allied health. Occupational education provides training to help students upgrade occupational skills, obtain or maintain certification, and develop new skills.

## **CAREER AND COLLEGE PROMISE**

The Career and College Promise (CCP) program offers motivated North Carolina high school students a clear, focused, and affordable path to future success, allowing them to get a head start on their career and college preparation. Through CCP pathways, qualified North Carolina high school juniors and seniors have the opportunity to enroll – tuition free – in community college courses that lead to certificate, diploma, or degree as well as provide entry-level job skills. Academic credits earned will enable students who continue into postsecondary education after high school graduation to complete a postsecondary credential in less time than would normally be required.

## **COLLEGE AND CAREER READINESS (*FORMERLY BASIC SKILLS*)**

College and Career Readiness classes are offered for the adult who desires to complete a high school equivalency (GED® diploma or high school diploma) or to review reading, math and English skills. Classes are offered both on and off campus. Instruction is individualized and students progress at their own pace. Several businesses and industries sponsor classes for employees.

## **COMMUNITY SERVICE PROGRAM**

Self-enrichment programs provide non-credit courses to individuals for personal interest, development or occupational activities.

## **SMALL BUSINESS CENTER**

The Small Business Center is a resource provided by the State of North Carolina and by the college to help small businesses succeed. The SBC provides free confidential business counseling services, free business seminars and workshops, and free access to vital resources and information. The SBC helps individuals collaborate with business and community leaders and local, state, and federal agencies

## **GENERAL INFORMATION**

Size of Campus: 153 acres

Number of buildings: 6

Three maintained nature walking trails in the 100 acre Forestry lab, ranging from .3 to 2.0 miles in length

Firing Range for Gunsmithing and BLET programs

AAS degrees: 14

College Transfer degrees: 2

Endowed Scholarships: 84

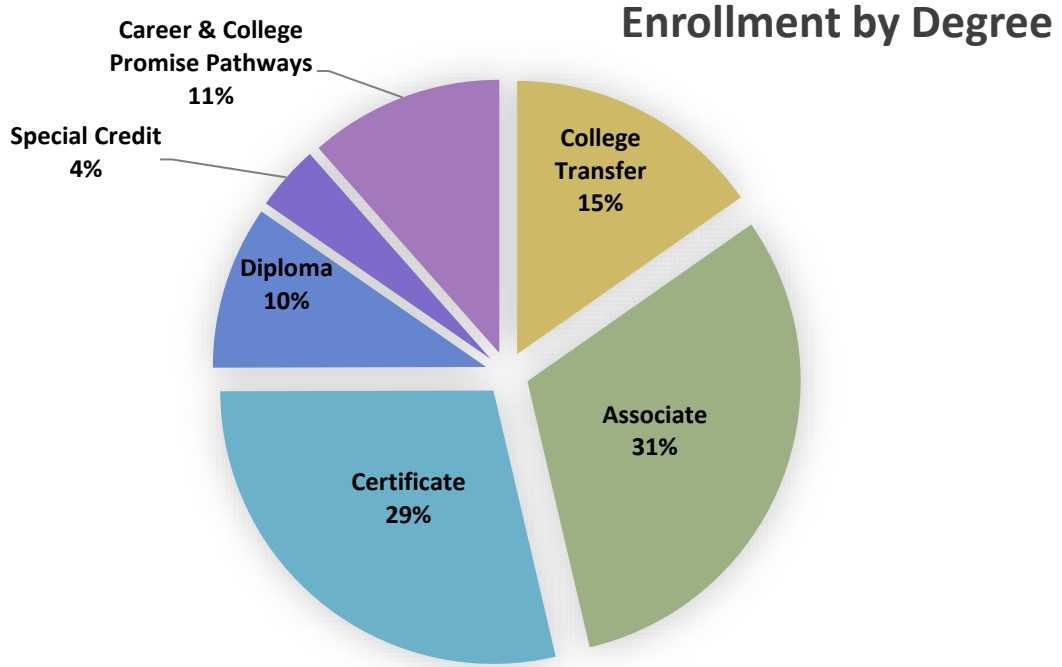
Named Scholarships: 35

Student Organizations: 14

## ABOUT OUR ENROLLMENT

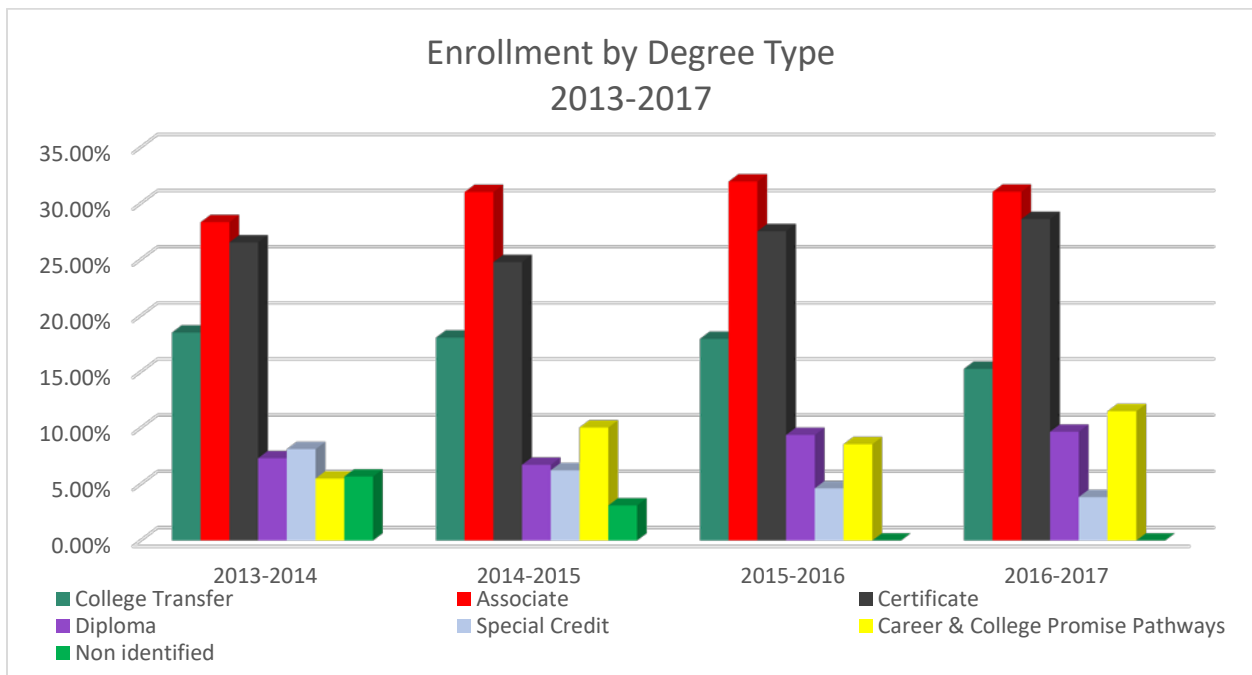


CURRICULUM ENROLLMENT BY DEGREE TYPE



Source: Informer Report

CURRICULUM ENROLLMENT BY DEGREE TYPE

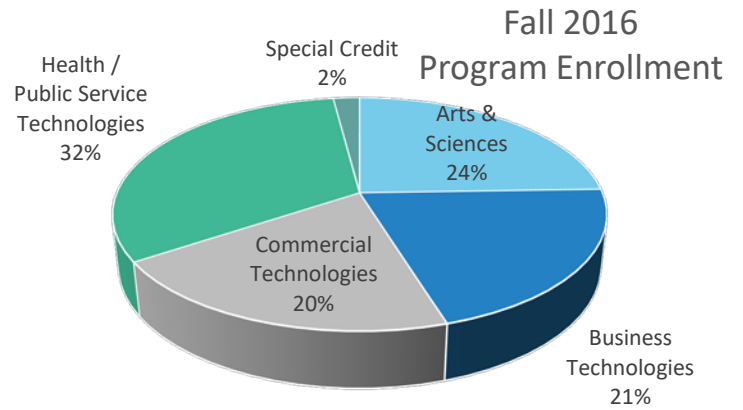


**STUDENT BODY 2016-2017**

Fall 2016 Curriculum Students

Full-time Students	35.92%
Part-time students	64.08%
Female students	61.33%
Male students	38.67%
Minority students	31.76%
Average age of students	26
Employment	
Full-time	15.88%
Part-time	25.70%
Unemployed	58.42%

**Program Enrollment**

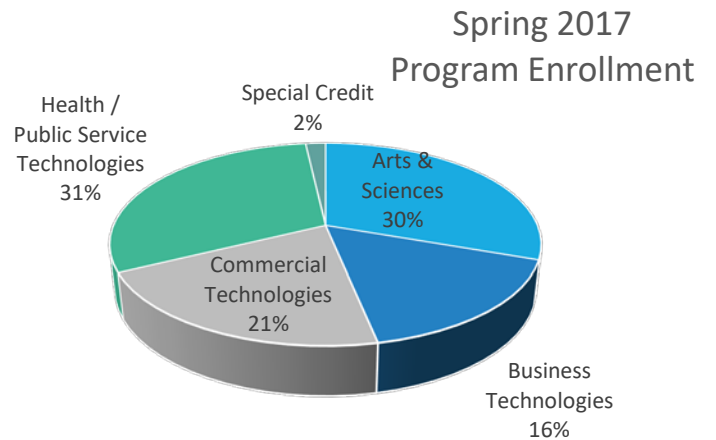


Total: 825 (unduplicated headcount)

Spring 2017 Curriculum Students

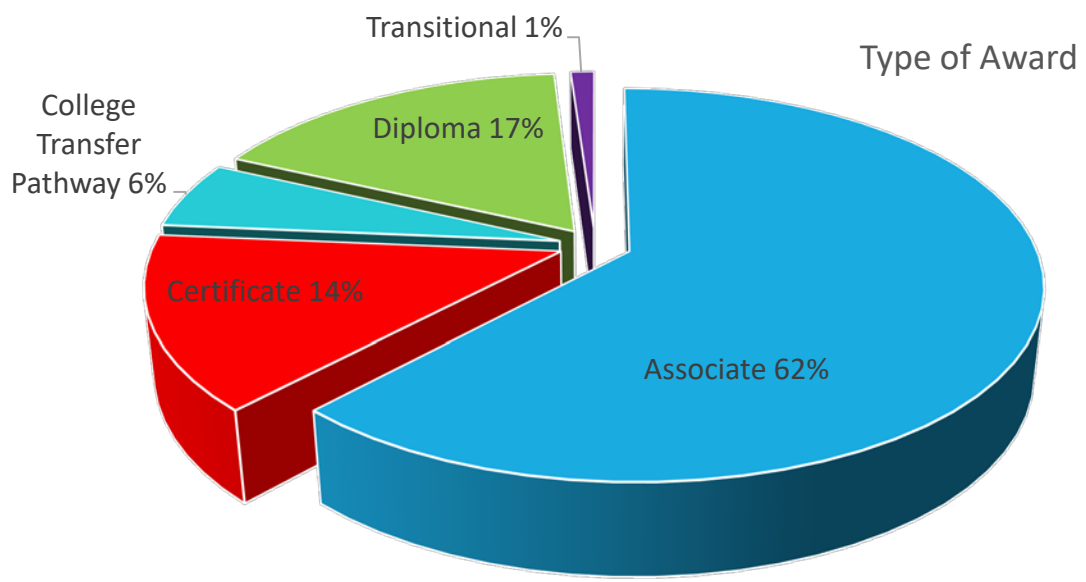
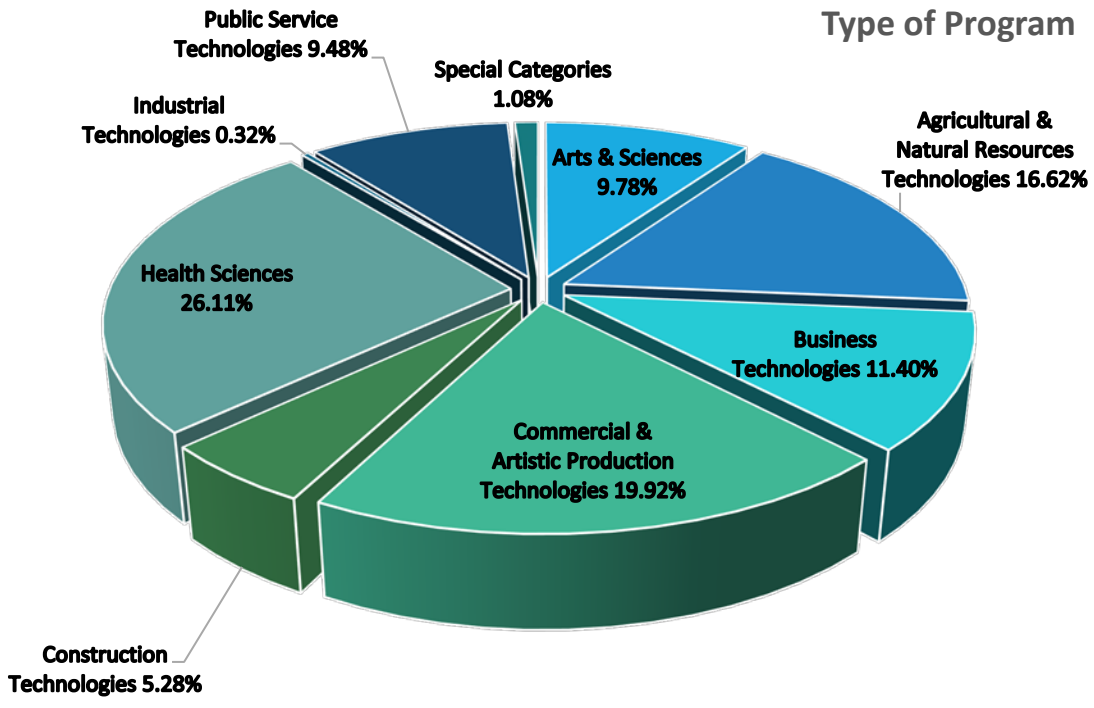
Full-time Students	33.02%
Part-time students	66.98%
Female students	59.60%
Male students	40.40%
Minority students	29.50%
Average age of students	26
Employment	
Full-time	15.13%
Part-time	25.45%
Unemployed	59.42%

**Program Enrollment**



Total: 727 (unduplicated headcount)

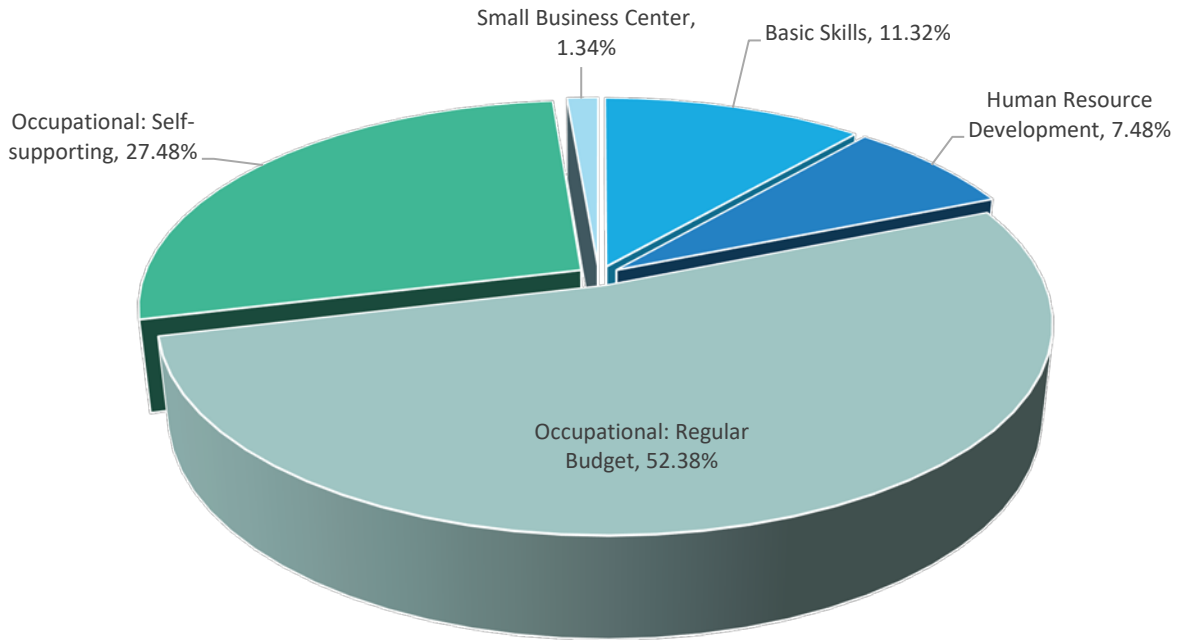
# CURRICULUM ANNUAL FTE, 2016-2017



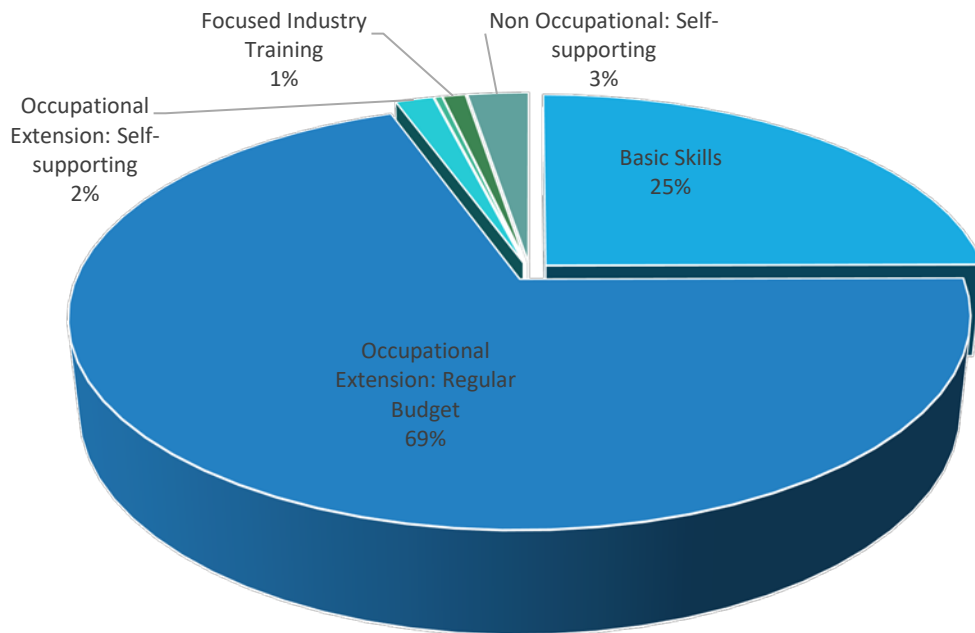
Source: Data Warehouse

# CONTINUING EDUCATION, 2016-2017

## PROGRAM ENROLLMENT



## PROGRAM FTE

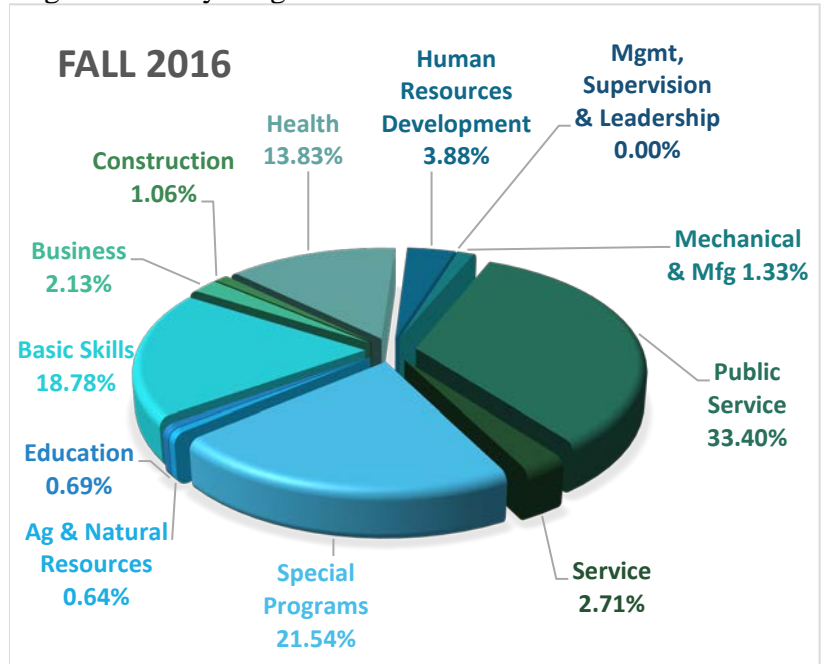


Source: Data Warehouse

Fall 2016 Continuing Education

Students	1229
Inmates	141
Female students	53.62%
Male students	46.38%
Minority students	37.15%
Average age of students	41
Employment	
Full-time	64.61%
Part-time	6.51%
Unemployed	28.89%

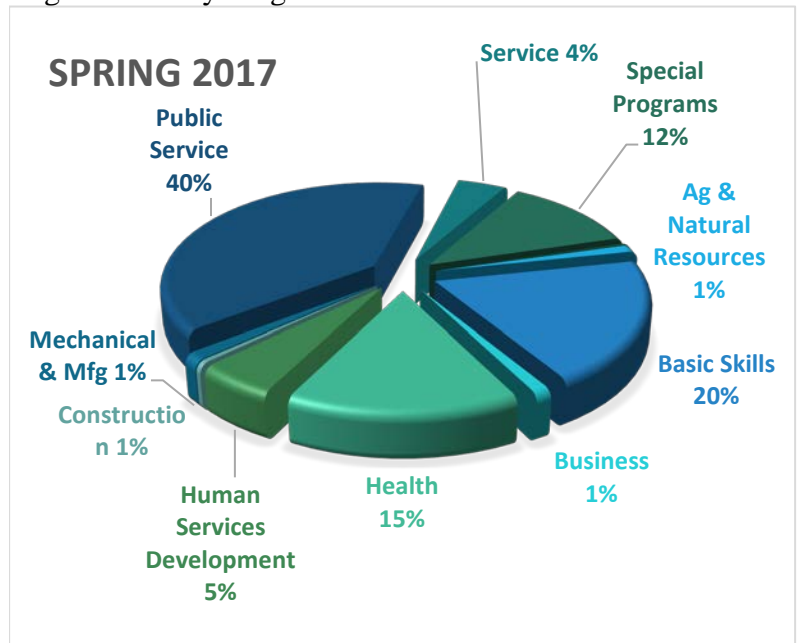
Registrations by Program Prefix



Spring 2017 Continuing Education

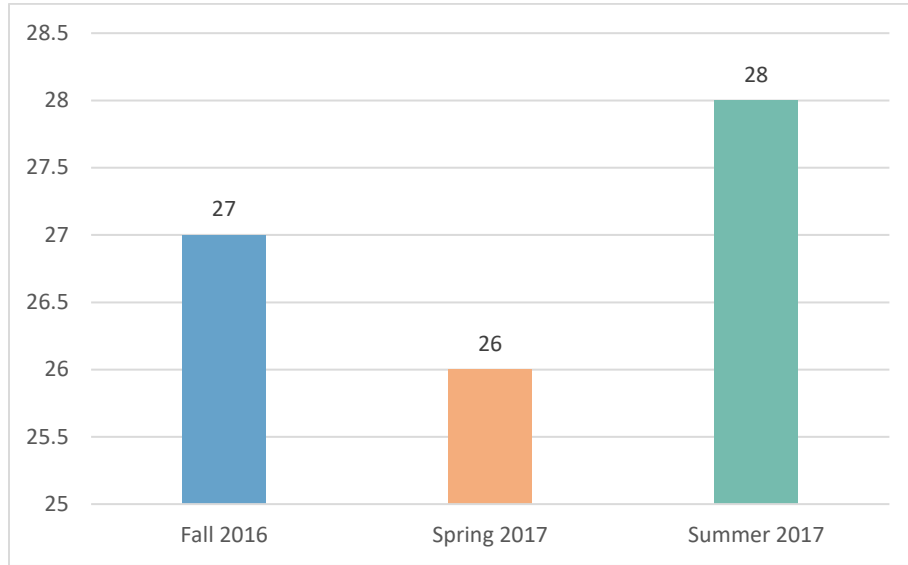
Students	1216
Inmate	157
Female students	50.82%
Male students	49.18%
Minority students	33.20%
Average age of students	42
Employment	
Full-time	58.06%
Part-time	7.57%
Unemployed	34.38%

Registrations by Program Prefix



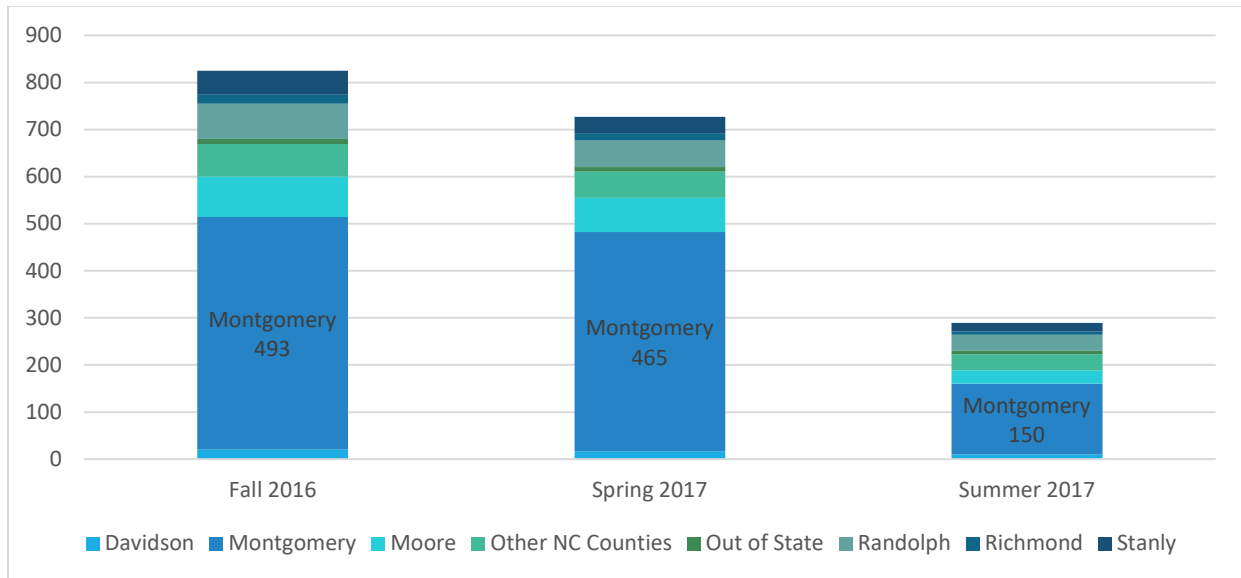
## ABOUT OUR STUDENTS

## AVERAGE AGE OF CURRICULUM STUDENTS



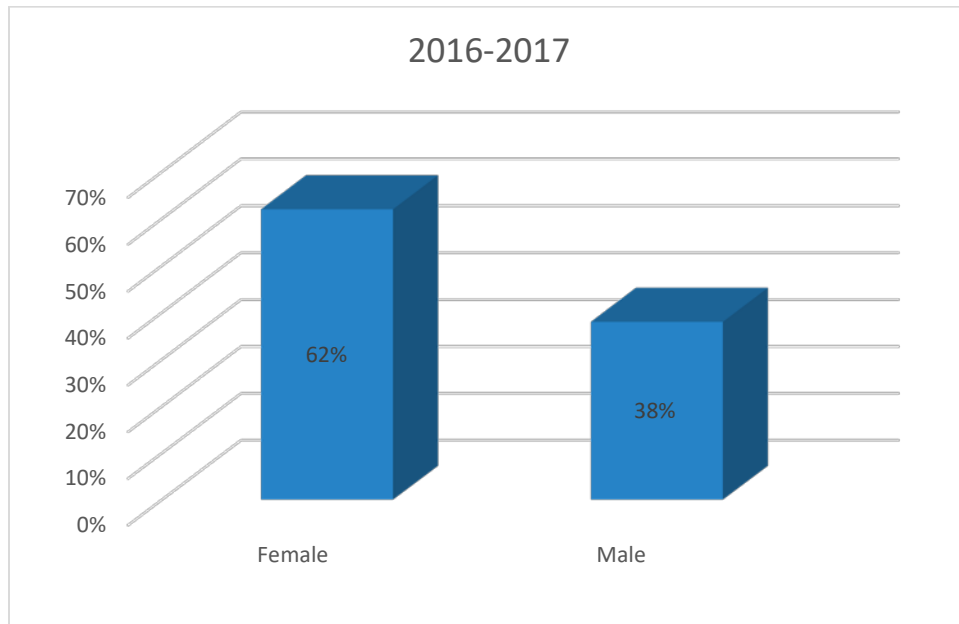
Source: Data Warehouse

## RESIDENCE STATUS OF CURRICULUM STUDENTS



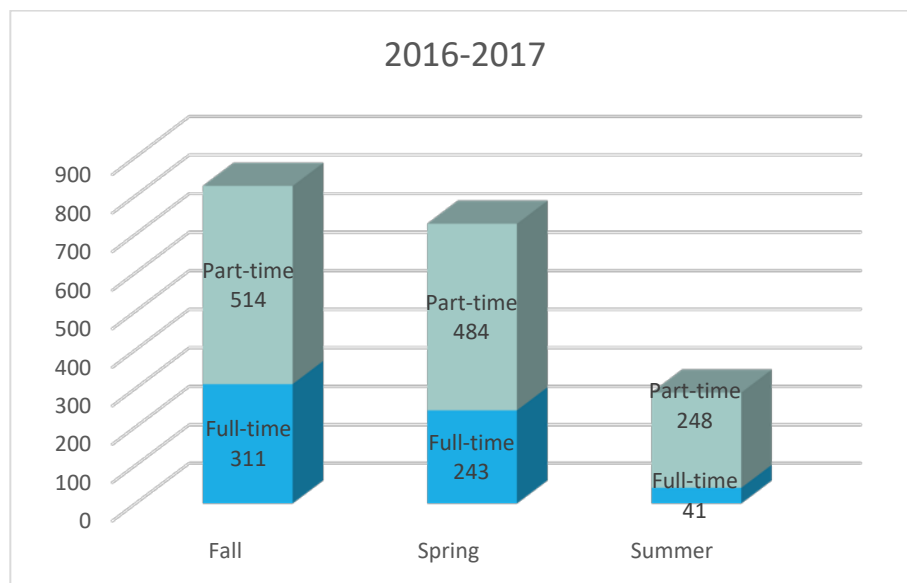
Source: Data Warehouse

## ENROLLMENT BY GENDER OF CURRICULUM STUDENTS



Source: Informer Report

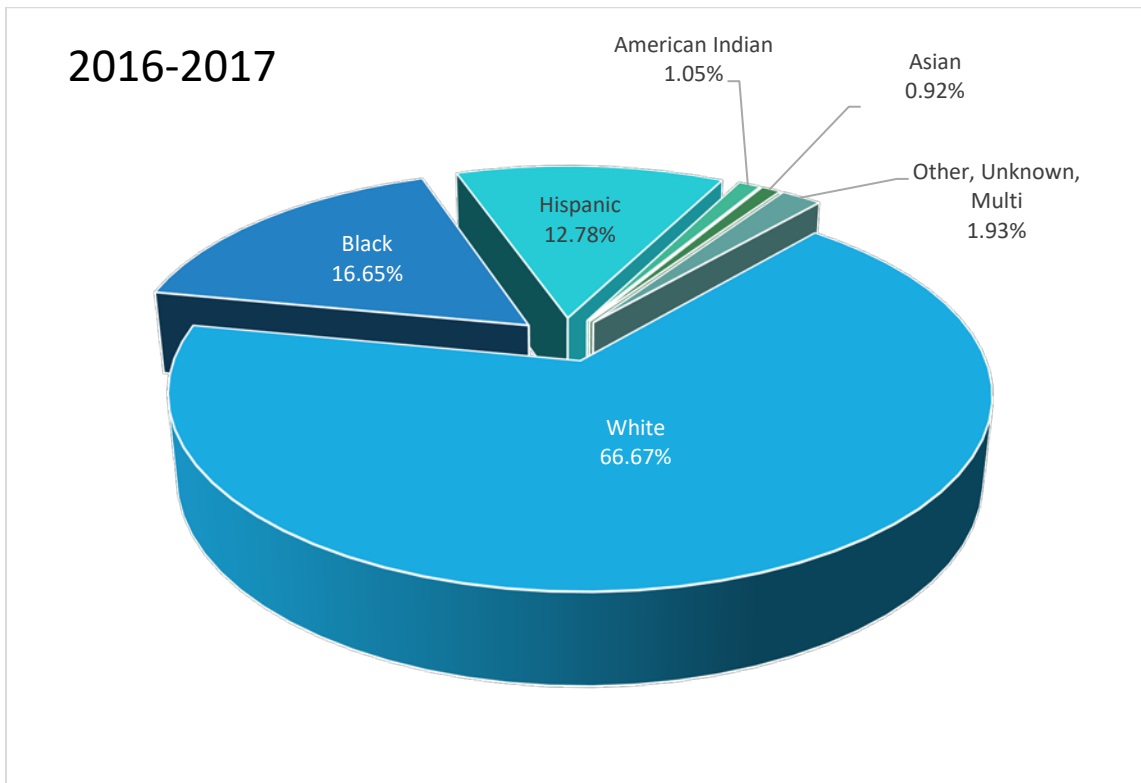
## CURRICULUM STUDENTS' ENROLLMENT TYPE: PART-TIME/FULL-TIME



Source: Data Warehouse

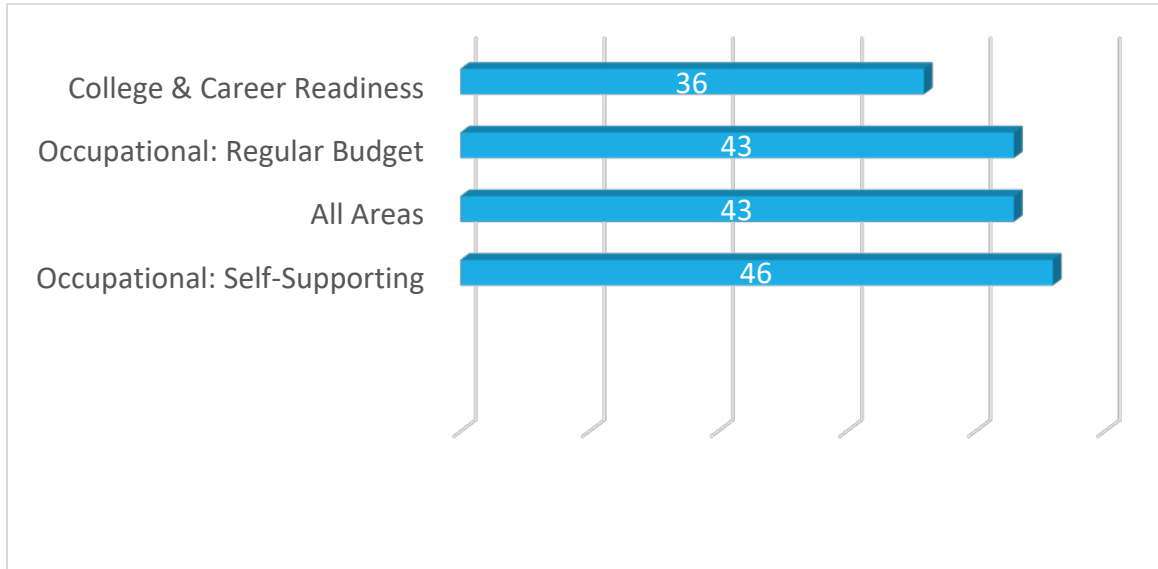


## CURRICULUM STUDENTS' ENROLLMENT BY RACE

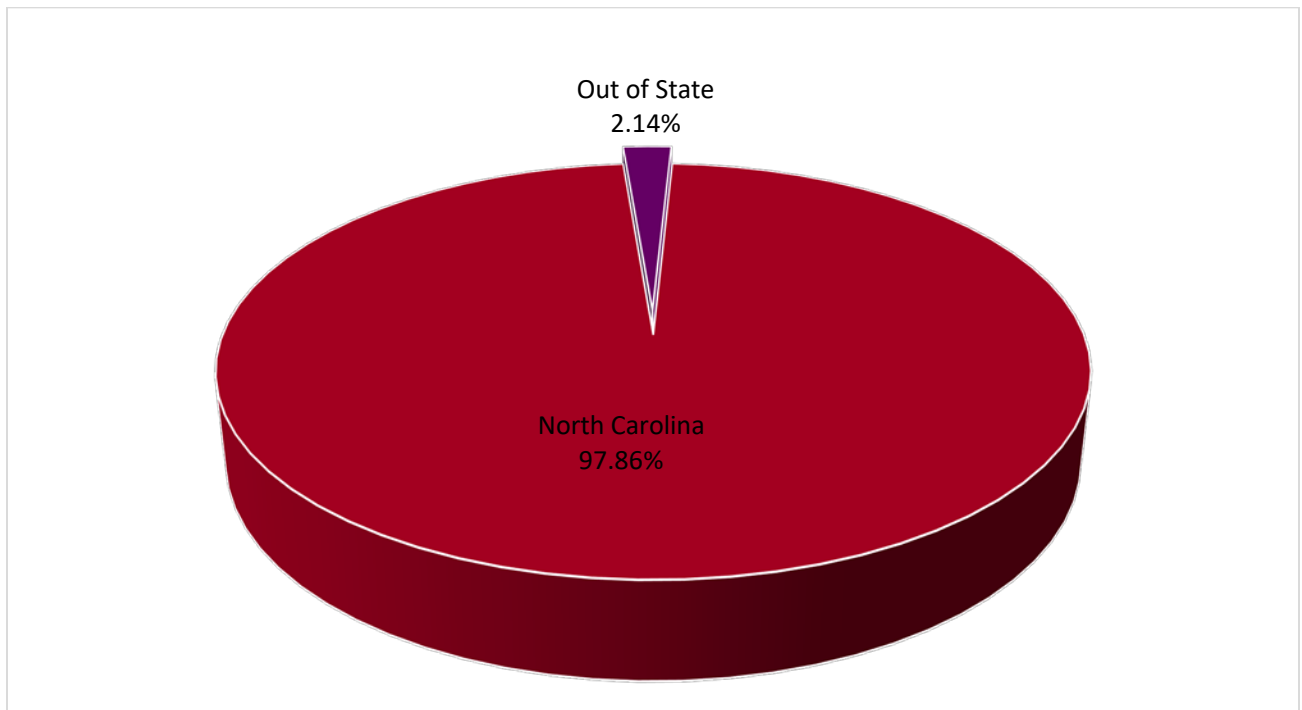


Source: Data Warehouse

## AVERAGE AGE OF CONTINUING EDUCATION STUDENTS

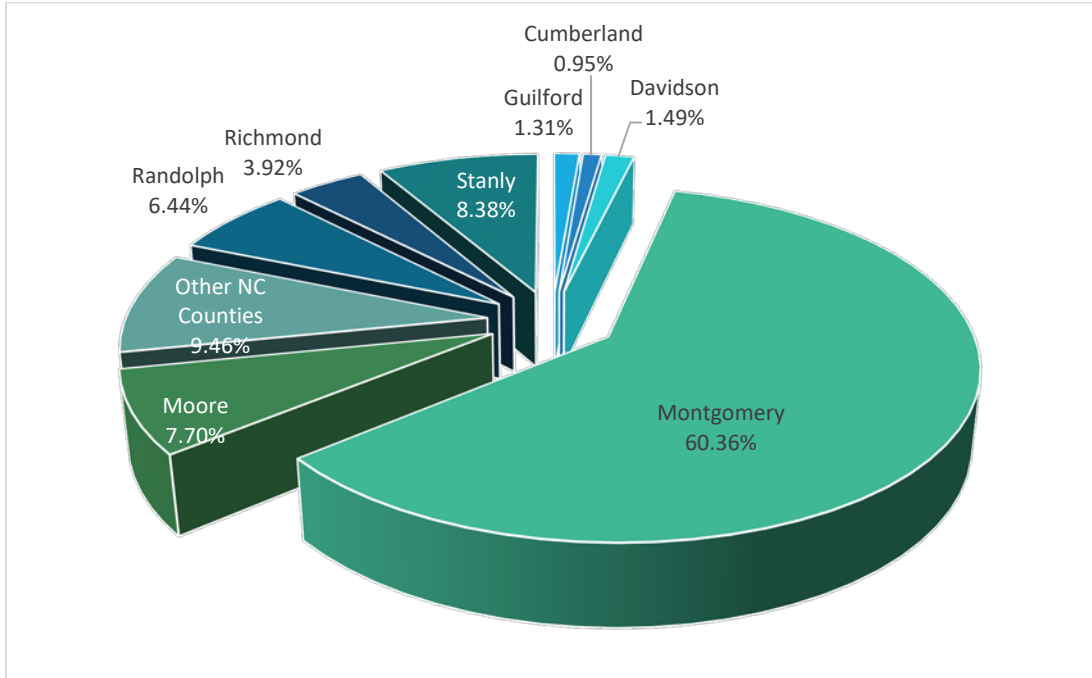


## RESIDENCY OF CONTINUING EDUCATION STUDENTS

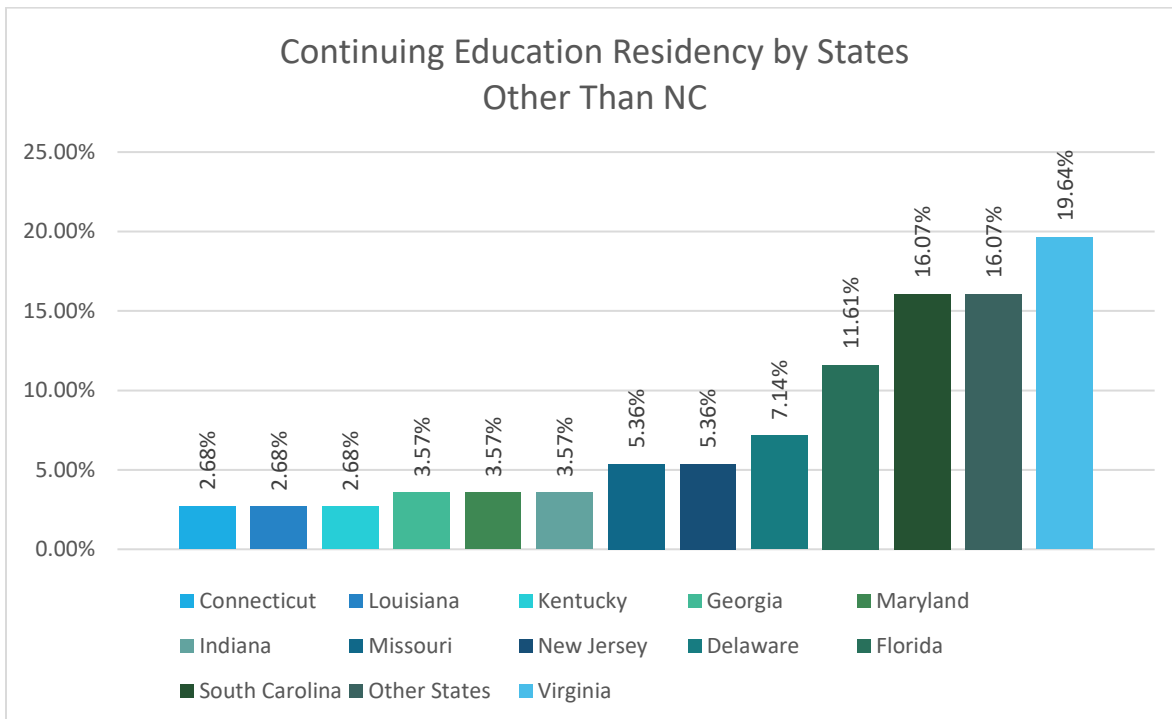


Source: Data Warehouse

Montgomery Community College Continuing Education students are residents  
in 51 out of 100 counties in North Carolina,



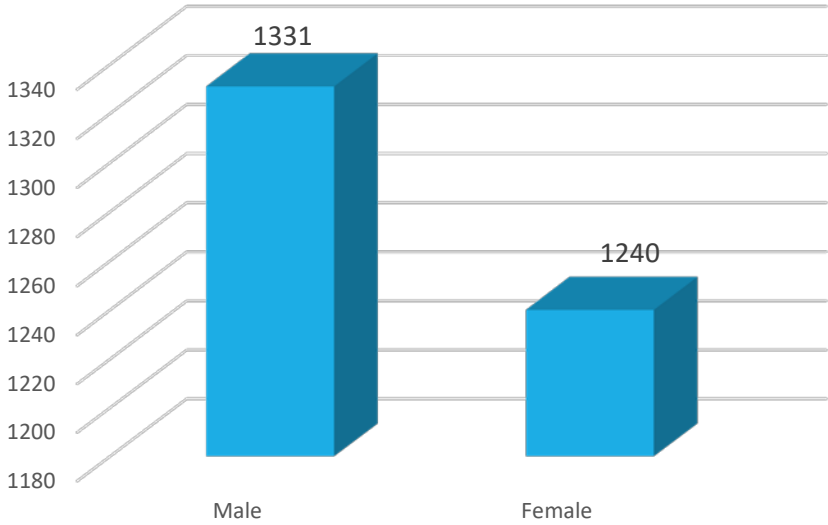
and 23 out of 50 states.



(Chart excludes NC)

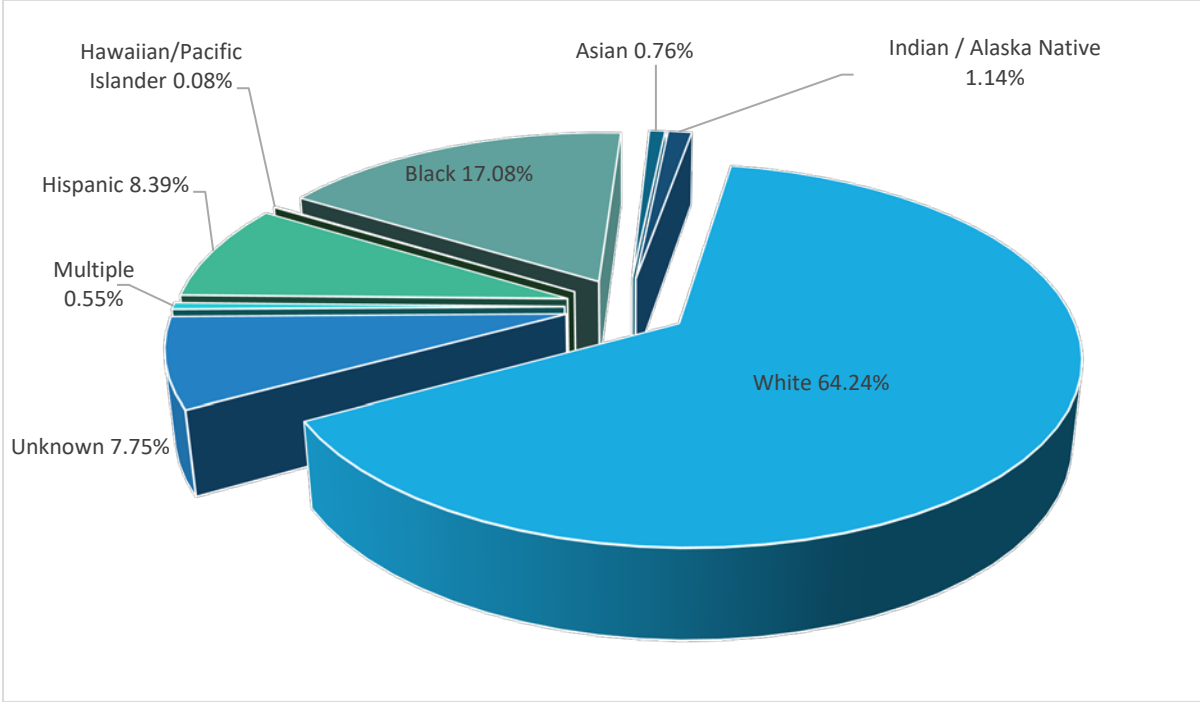
Source: Data Warehouse

### CONTINUING EDUCATION STUDENTS' ENROLLMENT BY GENDER



Source: Data Warehouse

### CONTINUING EDUCATION STUDENTS' ENROLLMENT BY RACE



Source: Data Warehouse

# ABOUT OUR PROGRAMS

## CURRICULUM PROGRAMS OF STUDY

### ARTS & SCIENCES

#### COLLEGE TRANSFER

MCC offers college transfer programs through the AA and AS degrees. The AA and the AS programs are part of the Comprehensive Articulation Agreement (CAA). The CAA addresses the transfer of students between institutions in the N. C. Community College System and the constituent institutions of the University of North Carolina. Many independent colleges and universities endorse the CAA.

#### GENERAL EDUCATION

The Associate in General Education (AGE) curriculum is designed for individuals wishing to broaden their education, with emphasis on personal interest, growth and development. Opportunities for the achievement of competence in reading, writing, oral communication, fundamental mathematical skills, and the basic use of computers are provided. All courses in the program are college-level courses. The program is not principally designed for college transfer.

Program	Associate Degree	Diploma	Certificate
Associate in Arts (college transfer)	X		
Associate in Science (college transfer)	X		
Associate in General Education	X		

#### TECHNICAL CURRICULA

##### BUSINESS TECHNOLOGIES

Business Technologies programs offer training in traditional business and support areas, and in business-related fields, including computer and related technology programs. All programs include appropriate technology components and other essential workplace skills, such as communication, critical thinking, problem solving, and team building.

Program	Associate Degree	Diploma	Certificate
Accounting			X
Business Administration	X	X	X
Hunting & Shooting Sports Management	X		X
Information Technology	X		X
Office Administration	X	X	X

## COMMERCIAL TECHNOLOGIES

Commercial Technologies programs prepare individuals to work in occupations whose focus is on data analysis and application techniques in a variety of settings and provide opportunities for the specialized training of individuals with artistic and creative abilities.

<b>Program</b>	<b>Associate Degree</b>	<b>Diploma</b>	<b>Certificate</b>
Air Conditioning, Heating, & Refrigeration Technology	X	X	X
Electrical Systems Technology	X	X	X
Forest Management Technology	X		X
Gunsmithing	X	X	X
Industrial Systems Technology	X	X	X
Metal Engraving			X
Taxidermy		X	X
Welding		X	X

## HEALTH/PUBLIC SERVICES TECHNOLOGIES

Health Sciences programs prepare individuals to work closely with professionals in providing health care services. The programs are designed to provide a base in general education and specific training in a variety of health care settings. Public Service Technologies programs are designed to prepare people for employment in the public and private sector in service-related careers.

<b>Program</b>	<b>Associate Degree</b>	<b>Diploma</b>	<b>Certificate</b>
Basic Law Enforcement Training			X
Criminal Justice Technology	X	X (CCP)	X
Dental Assisting		X	
Early Childhood Education	X	X	X
Foodservice Technology			X (SCI)
Human Services Technology	X	X	X
Human Services Technology: Developmental Disabilities Concentration	X	X	X
Infant/Toddler Care			X
Medical Assisting	X		X
Nurse Aide		X	X
Phlebotomy			X
Practical Nursing		X	

Source: MCC Website

NEW PROGRAMS APPROVED IN AY17  
TO BE OFFERED IN AY18

<b>Program</b>	<b>Associate Degree</b>	<b>Diploma</b>	<b>Certificate</b>
Early College High School			
Associate in Fine Arts in Music (college transfer)	X		
Associate Degree Nursing	X		
Associate Engineering Degree	X		
Medical Office Administration	X	X	X



## STUDENT ENROLLMENT BY CURRICULUM 2012-2017

	2012-13	2013-14	2014-15	2015-16	2016-17
<b>Arts &amp; Sciences</b>					
Associate in Arts (college transfer)	112	100	72	65	59
Associate in Science (college transfer)	2	15	19	14	22
Associate in Elementary Education	5	3	1	1	
Associate in General Education	108	130	97	108	91
<b>Business Technologies</b>					
Accounting	10	6	4	2	
Business Administration	53	85	81	111	72
Hunting and Shooting Sports Management	20	20	12	11	6
Information Technology	78	106	83	93	79
Networking Technology	1				
Office Administration	51	58	46	42	96
Office Administration: Legal Concentration	9	4	1		
<b>Commercial Technologies</b>					
Air Conditioning, Heating, & Refrigeration Technology		12	5	9	14
Electrical Systems Technology	26	26	31	21	20
Forest Management Technology	44	47	46	46	58
Gunsmithing	76	76	68	72	74
Industrial Maintenance Technology					6
Metal Engraving	3	4	2	2	3
Professional Crafts: Clay	28	20	11	3	
Taxidermy	18	21	17	23	18
<b>Health/Public Service Technologies</b>					
Basic Law Enforcement Training	8		16	11	14
Criminal Justice Technology	57	45	50	42	39
Dental Assisting	17	16	13	17	16
Early Childhood Education	48	45	38	39	32
Foodservice Technology	15	23	28	28	23
Human Services Technology	115	98	68	95	90
Medical Assisting	80	49	49	37	50
Nurse Aide					12
Phlebotomy					19
Practical Nursing	50	58	53	56	62
<b>Special Credit</b>					
Special Credit	93	107	50	49	44
<b>Career &amp; College Promise Pathways</b>					
Career & College Promise Pathways	56	126	189	135	169
	<b>1183</b>	<b>1300</b>	<b>1150</b>	<b>1132</b>	<b>1188</b>
<i>Students may be enrolled in multiple academic programs during a term or academic year.</i>					

Source: Data Warehouse Custom Report (Student Enrollment by Curriculum By Year)

## CAREER & COLLEGE PROMISE

Program Name	Enrollment by Program								
	Career & College Promise								
	Fall 2014	Spring 2015	Summer 2015	Fall 2015	Spring 2016	Summer 2016	Fall 2016	Spring 2017	Summer 2017
Forest Management HS CCP Certificate		1							
Accounting HS CCP Certificate	3	2							
Business Administration HS CCP Certificate	6	7		8	15	1		3	
Computer Info Technology HS CCP Certificate	42	41		61	29	2			
Professional Office Administration Certificate	3								
Microsoft Applications CCP HS Certificate							13	34	4
Information Technology HS CCP Certificate							29	1	3
Hunting and Shooting Sports Mgmt HS CCP Certificate								1	
Fish Taxidermy Certificate HS CCP				1					
AC, Heating & Refrigeration Technology HS CCP Certificate	1	1							
Electrical Systems Technology HS CCP Certificate	5	3		1					
Human Services Technology HS CCP Certificate	26	10		26	28		10	21	
Medical Assisting HS CCP Certificate	21			11	6				
Phlebotomy HS CCP Certificate							3	1	3
Nurse Aide HS CCP Certificate							1		
Criminal Justice Certificate HS CCP	12	9		9	4				
Criminal Justice Technology Diploma					1			1	5
Early Childhood Education Certificate HS CCP	1								
Pathways Humanities & Social Sciences	7								
Pathways Business & Economics	2								
Pathways Associate in Art	29	56		50	43		4	31	23
Pathway Associate in Science	67	61		37	43	6	21	20	15

*NOTE: CCP Students can be enrolled in more than one program per semester.*

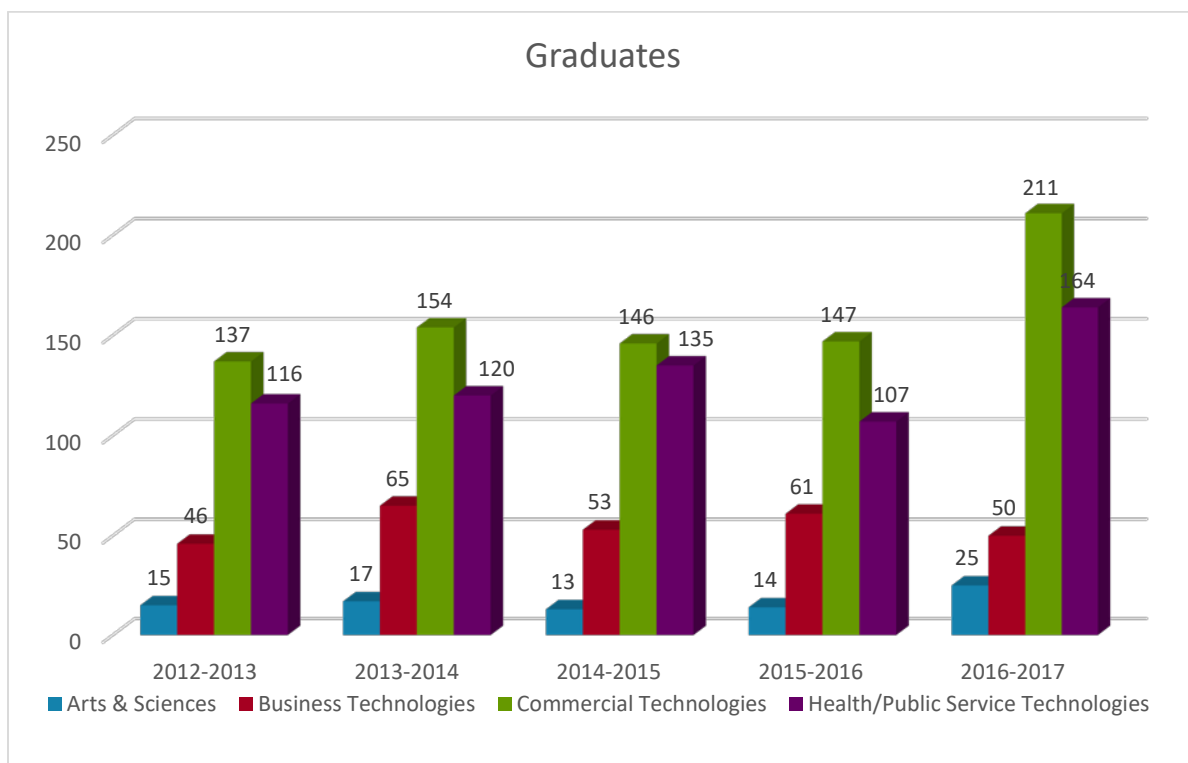
Source: Informer Report (CU Enrolled by Program)

CCP Statistics									
	Fall 2014	Spring 2015	Summer 2015	Fall 2015	Spring 2016	Summer 2016	Fall 2016	Spring 2017	Summer 2017
Approximate Number of Students	228	127		204	75	8	182	219	59
Enrolled in X Classes	437	228		361	130	8	317	408	77
From East Montgomery HS	134	60		130	37	6	153	239	58
From West Montgomery HS	85	60		64	34	1	142	150	15
From North Moore HS									
From Wescare Academy	5	5		5	3	1	8	7	
From Home School	3	2		4	1		13	7	4
From Other	1			1					

Source: Informer Report (CCP Enrollment Details by Term)

## CURRICULUM PROGRAM GRADUATES 2012-2017

	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	Dept.Total
Arts & Sciences	15	17	13	14	25	84
Business Technologies	46	65	53	61	50	275
Commercial Technologies	137	154	146	147	211	795
Health/Public Service Technologies	116	120	135	107	164	642
<b>TOTAL</b>	<b>314</b>	<b>356</b>	<b>347</b>	<b>329</b>	<b>450</b>	<b>1796</b>



Source: Data Warehouse

## NC LABOR MARKET PROJECTIONS AS RELATED TO PROGRAMS

	2014 Employment	2024 Employment Projections	Percent Change
Programs / Occupations	NC	NC	NC
<b>Arts &amp; Sciences</b>			
<b>College Transfer Programs</b>			
<b>Business Technologies</b>			
<b>Accounting</b>			
Accountants and Auditors	34,518	40,061	0.16
Bill and Account Collectors	10,789	10,875	0.01
Billing and Posting Clerks and Machine Operators	14,924	17,501	0.17
Bookkeeping, Accounting, and Auditing Clerks	48,261	46,641	-0.03
Budget Analysts	1,032	1,104	0.07
Credit Authorizers, Checkers, and Clerks	891	883	-0.01
Financial Analysts	7,748	9,512	0.23
Financial Examiners	1,262	1,587	0.26
Financial Specialists, All Other	3,488	3,945	0.13
New Accounts Clerks	2,298	2,458	0.07
Payroll and Timekeeping Clerks	4,825	4,921	0.02
Personal Financial Advisors	7,047	9,812	0.39
Statistical Assistants	356	345	-0.03
Tax Preparers	2,490	2,527	0.01
<b>Business Administration</b>			
Administrative Services Managers	5,308	6,109	0.15
Business Operations Specialists, All Other	30,676	34,617	0.13
First-line Supervisors of Office and Administrative Support Workers	40,048	46,537	0.16
General and Operations Managers	54,833	62,744	0.14
Managers, All Others	24,123	27,227	0.13
Marketing Managers	5,645	7,029	0.25
<b>Hunting &amp; Shooting Sports Management</b>			
Retail Salespersons	143,798	163,878	0.14
Sales and Related Workers, All Other	38,638	43,465	0.12
Sales Managers	8,152	9,250	0.13
Sales Representatives, Services, All Other	21,979	25,011	0.14
Wholesale and Retail Buyers, Except Farm Products	3,529	4,043	0.15
<b>Information Technology</b>			
Computer Hardware Engineers	1,316	1,427	0.08
Computer and Information Scientists, Research	315	373	0.18
Computer Programmers	7,906	8,061	0.02
Computer Software Developers Applications	22,024	26,712	0.21
Computer Software Developers, Systems Software	10,881	12,724	0.17

	2014 Employment	2024 Employment Projections	Percent Change
Programs / Occupations	NC	NC	NC
<b>Arts &amp; Sciences</b>			
<b>College Transfer Programs</b>			
<b>Business Technologies</b>			
<b>Information Technology</b>			
Computer Network Specialists	6,563	7,357	0.12
Computer User Support Specialists	19,824	23,125	0.17
Computer Systems Analysts	17,268	22,258	0.29
Computer, Automated Teller & Office Mach. Repairer	4,209	4,583	0.09
Computer and Information Systems Managers	12,267	15,419	0.26
<b>Office Administration</b>			
Computer Operators	1,805	1,604	-0.11
Correspondence Clerks	98	91	-0.07
Data Entry Keyers	6,129	6,043	-0.01
Desktop Publishers	231	178	-0.23
Executive Secretaries & Administrative Assistants	24,428	24,084	-0.01
File Clerks	2,395	2,395	0.00
Information and Record Clerks, All Other	3,713	3,846	0.04
Office and Administrative Support Workers, All Other	7,471	8,688	0.16
Office Clerks, General	80,032	86,565	0.08
Receptionists & Information Clerks	28,584	33,395	0.17
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	63,987	69,219	0.08
Word Processors and Typists	783	675	-0.14
<b>Commercial Technologies</b>			
<b>Air Conditioning, Heating &amp; Refrigeration Technology</b>			
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	12,168	14,146	0.16
<b>Electrical Systems Technology / Industrial Systems Technology</b>			
Electrical and Electronic Engineering Technicians	3,439	3,613	0.05
Electrical and Electronics Drafters	697	789	0.13
Electrical and Electronics Repairers, Commercial and Industrial Equipment	2,586	2,711	0.05
Telecommunications Equipment Installers and Repairers, Except Line Installers	5,625	5,587	-0.01
Maintenance and Repair Workers, General	42,120	46,612	0.11
Electrical and Electronic Equipment Mechanics, Installers and Repairers	18,397	19,229	0.05
Industrial Engineering Technicians	1,672	1,696	0.01
Industrial Machinery Mechanics	9,920	11,925	0.20

	2014 Employment	2024 Employment Projections	Percent Change
Programs / Occupations	NC	NC	NC
<b>Commercial Technologies</b>			
<b>Forest Management Technology</b>			
Environmental Engineering Technicians	371	412	0.11
Fallers	716	646	-0.10
Forest and Conservation Technicians	525	511	-0.03
Forest, Conservation and Logging Workers	2,817	2,845	0.01
Foresters	354	370	0.05
Logging Equipment Operators	1,911	2,017	0.06
Surveying and Mapping Technicians	2,709	2,633	-0.03
Tree Trimmers and Pruners	2,205	2,442	0.11
<b>Gunsmithing</b>			
Etchers and Engravers	141	148	0.05
Lathe and Turning Machine Tool Setters, Operators	1,430	1,177	-0.18
Machinists	11,729	13,578	0.16
Tool and Die Makers	1,655	1,550	-0.06
Woodworkers, All Other	159	169	0.06
<b>Metal Engraving</b>			
Etchers and Engravers	141	148	0.05
<b>Taxidermy</b>			
Commercial and Industrial Designers	962	1,045	0.09
Fine Artists, Including Painters, Sculptors	951	1,066	0.12
Set and Exhibit Designers	221	249	0.13
<b>Health/Public Service Technologies</b>			
<b>Criminal Justice Technology / BLET</b>			
Bailiffs	308	337	0.09
Correctional Officers and Jailers	18,010	17,954	0.00
Detectives and Criminal Investigators	3,493	3,681	0.05
First-line Super. /Man. Of Correctional Officers	1,565	1,604	0.02
First-line Super. /Man. Of Police & Detectives	4,054	4,341	0.07
Police and Sheriff's Patrol Officers	20,004	21,579	0.08
Security Guards	27,655	29,928	0.08
Probation Officers & Correctional Treatment Spec.	3,040	2,936	-0.03
<b>Dental Assisting</b>			
Dental Assistants	9,078	11,373	0.25
<b>Early Childhood Associate / Infant Toddler Care / School-Age Care</b>			
Child Care Workers	41,364	46,349	0.12
Preschool Teachers, Except Special Education	10,217	11,485	0.12

	2014 Employment	2024 Employment Projections	Percent Change
Programs / Occupations	NC	NC	NC
<b>Foodservice Technology</b>			
Combined Food Preparation and Serving Workers	139,910	169,226	0.21
Cooks, Fast Food	5,564	5,145	-0.08
Cooks, Institution and Cafeteria	8,861	10,211	0.15
Cooks, Restaurant	36,035	45,128	0.25
Cooks, Short Order	3,871	4,039	0.04
Supervisors of Food Preparation and Serving Workers	35,452	42,262	0.19
Food Preparation & Serving Related Workers, Other	36,672	40,912	0.12
Food Preparation Workers	20,935	23,819	0.14
Food Service Managers	7,694	8,770	0.14
<b>Human Services Technology / HST: Developmental Disabilities</b>			
Child, Family, and School Social Workers	9,922	10,871	0.10
Community & Social Service Specialists, All Other	2,814	3,080	0.09
Mental Health and Substance Abuse Social Workers	3,635	4,631	0.27
Mental Health Counselors	3,824	4,861	0.27
Rehabilitation Counselors	3,263	3,734	0.14
Social and Community Service Managers	2,405	2,744	0.14
Social and Human Service Assistants	8,826	10,264	0.16
Social Workers, All Other	1,191	1,180	-0.01
Substance Abuse & Behavioral Disorder Counselors	1,760	2,227	0.27
<b>Medical Assisting</b>			
Health Technologists and Technicians, All Other	5,401	6,907	0.28
Medical Assistants	14,317	17,941	0.25
Medical Records and Health Information Technicians	5,159	6,197	0.20
Medical Secretaries	10,850	13,375	0.23
<b>Nurse Aide</b>			
Home Health Aides	48,523	65,371	0.35
Nursing Assistant	53,281	66,806	0.25
Personal Care and Service Workers, All Other	80,430	93,138	0.16
<b>Phlebotomist</b>			
Phlebotomists	4,667	6,214	0.33
<b>Practical Nursing</b>			
Licensed Practical and Licensed Vocational Nurses	15,865	18,673	0.18
<b>Continuing Education</b>			
Healthcare Support Workers, All Other	3,985	4,860	0.22
Home Health Aides	48,523	65,371	0.35
Orderlies	1,068	1,291	0.21
Health Technologists and Technicians, All Other	5,401	6,907	0.28
Personal Care and Service Workers, All Other	80,430	93,138	0.16
Emergency Medical Technicians and Paramedics	10,176	12,312	0.21
Police, Fire, & Ambulance Dispatchers	3,534	3,486	-0.01

	2014 Employment	2024 Employment Projections	Percent Change
Programs / Occupations	NC	NC	NC
<b>Continuing Education</b>			
Computer-Controlled Machine Tool Operators	5,413	6,723	0.24
Probation Officers & Correctional Treatment Spec.	3,040	2,936	-0.03
Security Guards	27,655	29,928	0.08
Correctional Officers and Jailers	18,010	17,954	0.00
Electrical and Electronic Engineering Technicians	3,439	3,613	0.05
Electrical and Electronic Equipment Mechanics, Installers and Repairers	18,397	19,229	0.05
Welders, Cutters, Solderers, and Brazers	8,744	9,424	0.08
Welding, Soldering, and Brazing Machine Setters	1,578	1,363	-0.14
Structural Iron & Steel Workers	1,517	1,673	0.10
Structural Metal Fabricators and Fitters	2,144	2,273	0.06
Sheet Metal Workers	3,920	4,305	0.10
Appraisers and Assessors of Real Estate	1,946	2,212	0.14
Real Estate Brokers	12,703	14,729	0.16
Real Estate Sales Agents	8,889	11,358	0.28
Property, Real Estate & Community Assoc. Manager	5,076	5,895	0.16
Automotive Service Technicians and Mechanics	26,126	28,672	0.10
Bus & Truck Mechanics & Diesel Engine Specialists	7,440	8,453	0.14

Source: NC Department of Commerce, Occupational Projections



## ABOUT OUR EMPLOYEES

### LONGEVITY OF MCC EMPLOYEES

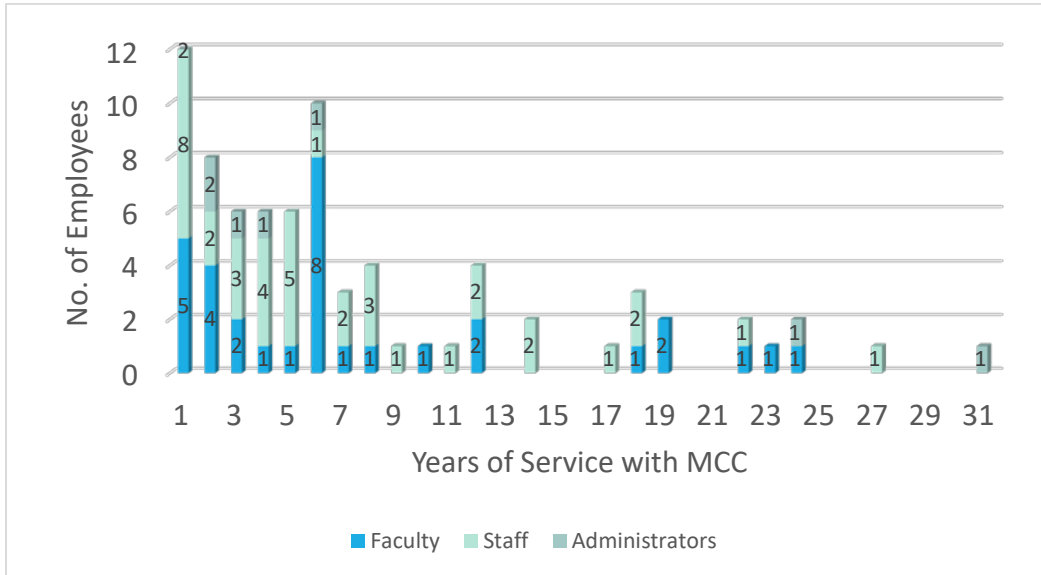
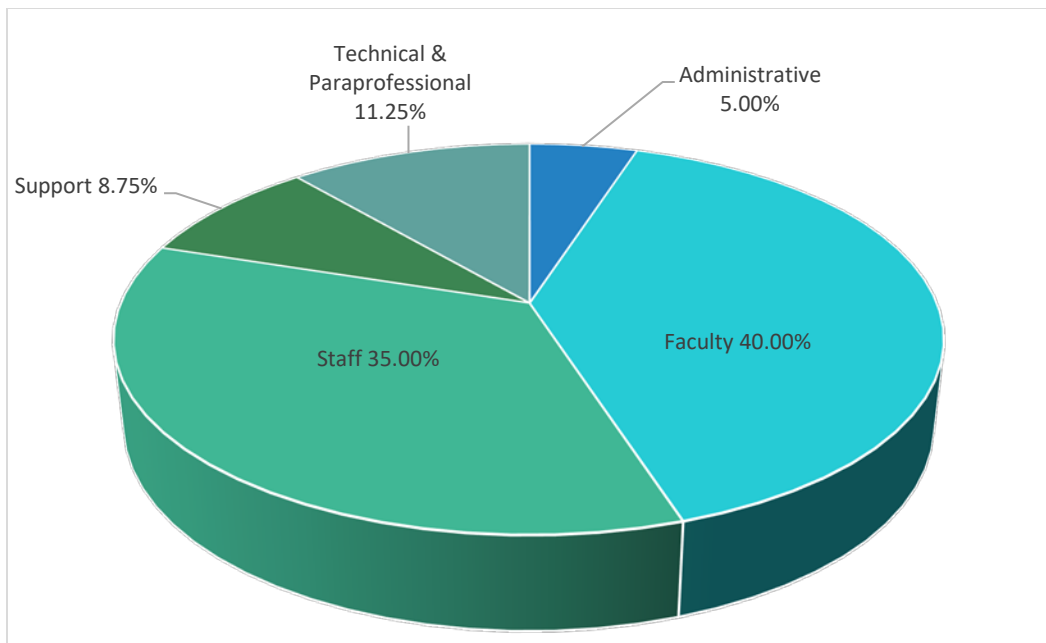


Chart represents employees' total years at MCC; some years are not consecutive

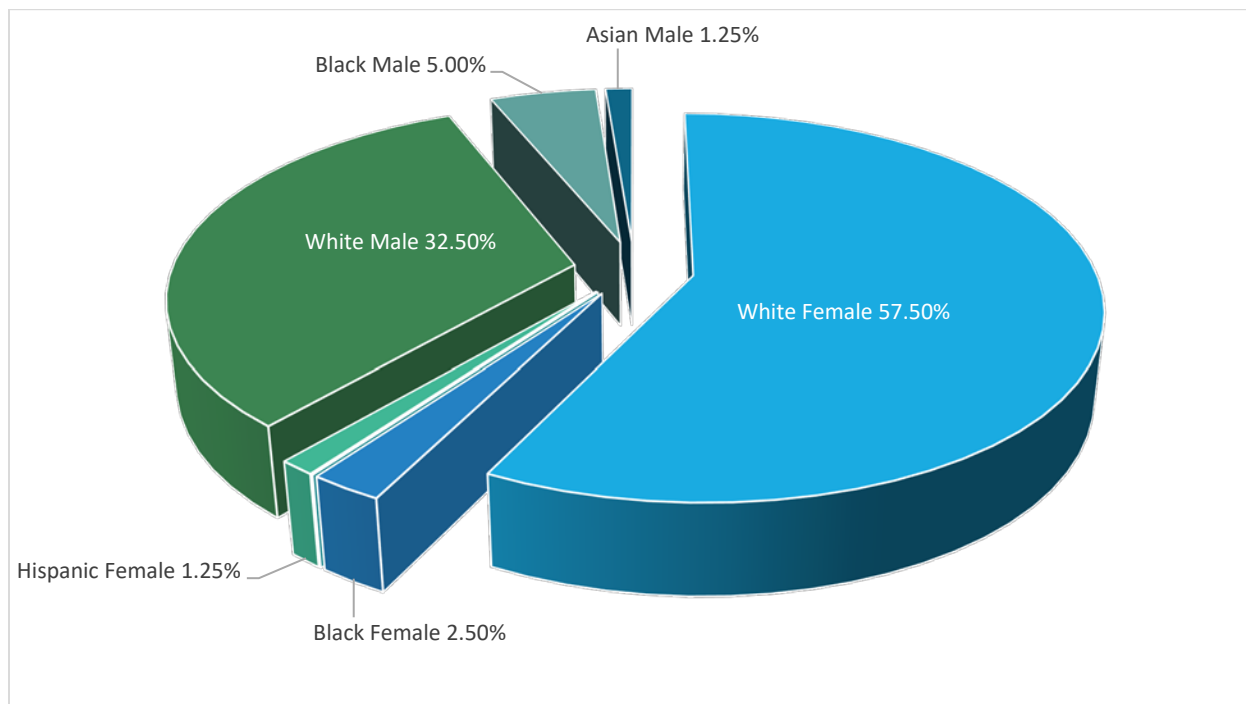
Source: Data Warehouse

### FULL-TIME STAFF BY AREA OF RESPONSIBILITY

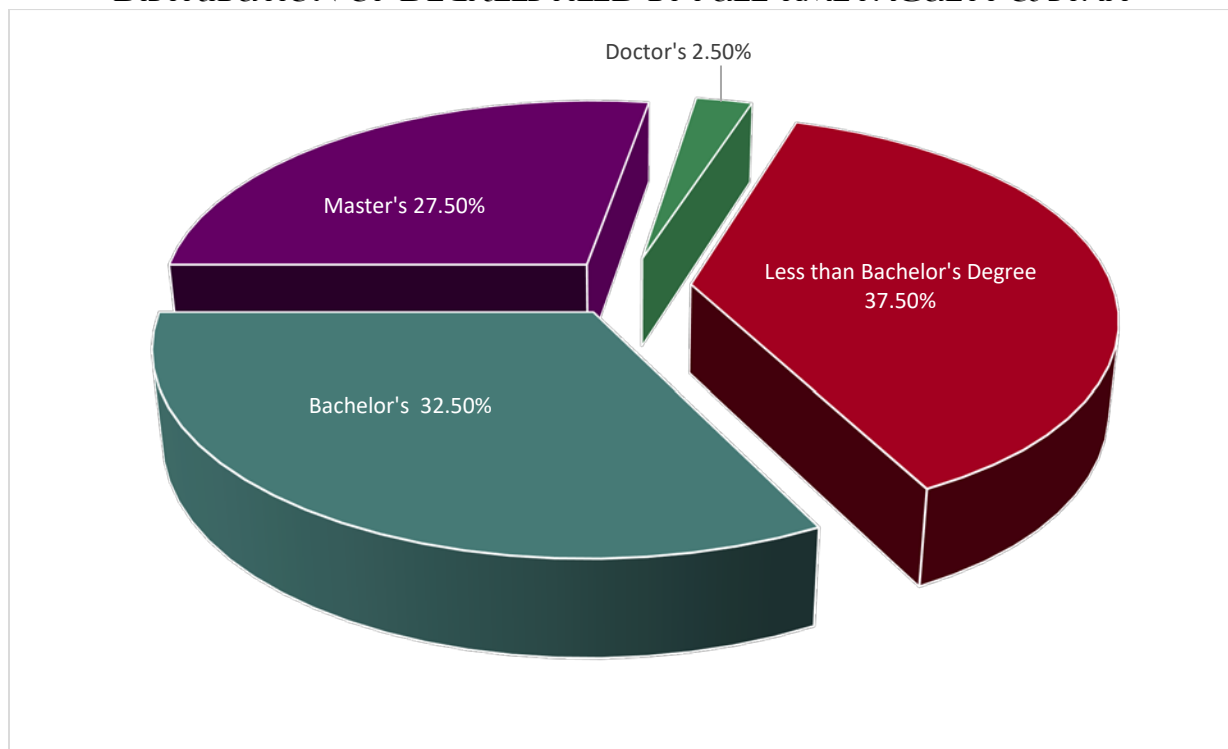


Source: Data Warehouse

## FULL-TIME & PERMANENT PART-TIME EMPLOYEES BY RACE/GENDER



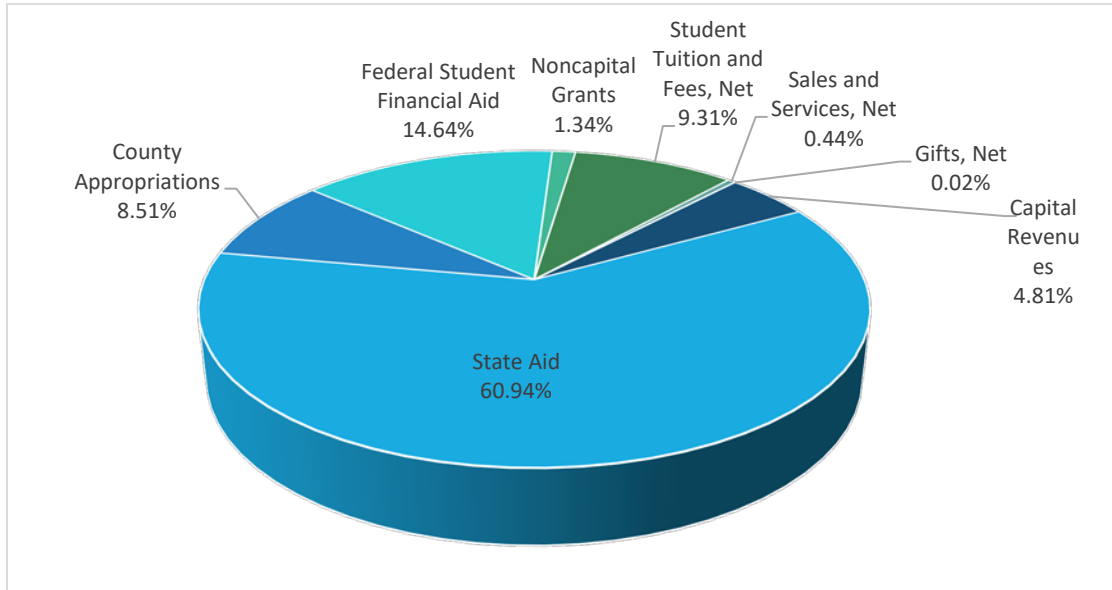
## DISTRIBUTION OF DEGREES HELD BY FULL-TIME FACULTY & STAFF



Source: Data Warehouse

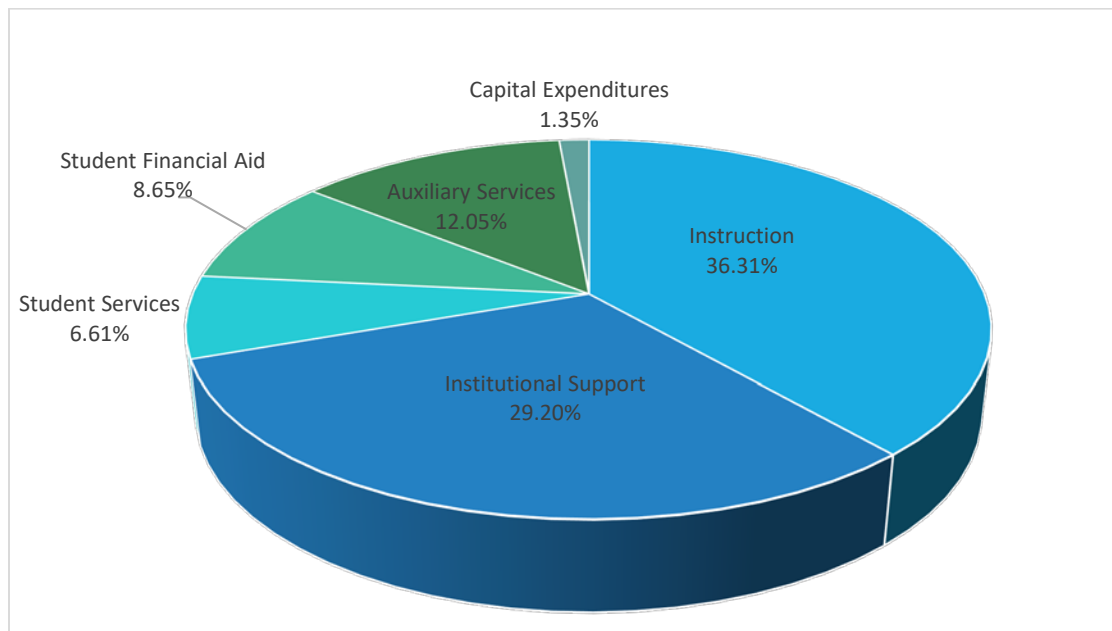
## ABOUT OUR FINANCES

## REVENUE SOURCES, FISCAL YEAR 2017



Source: VP of Administrative Services

## EXPENDITURES, FISCAL YEAR 2017



Source: VP of Administrative Services

# ABOUT MCC FOUNDATION

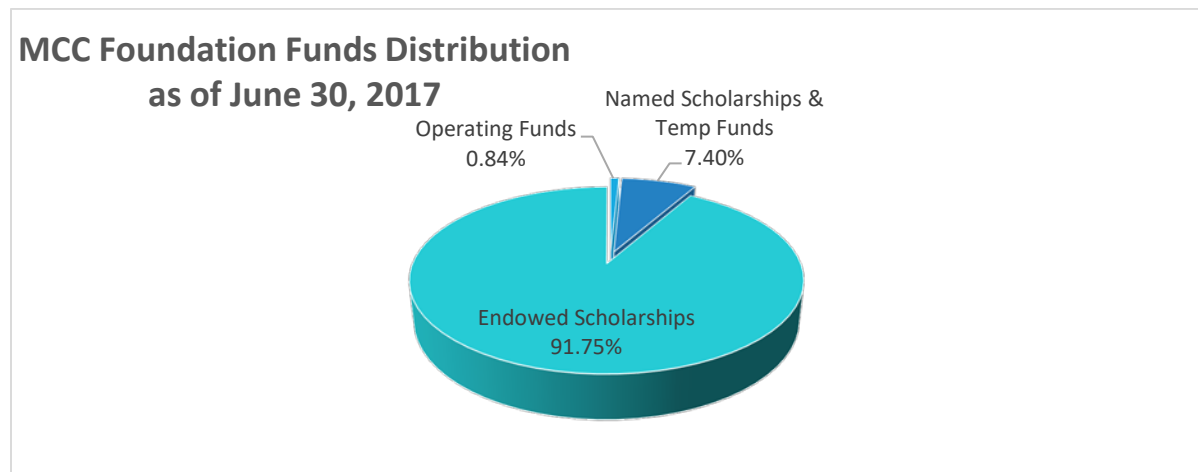
In 1995 the Montgomery Community College Foundation was reactivated as a 501(c)(3) non-profit with the mission of promoting and enhancing the quality of education at Montgomery Community College.

Montgomery Community College Foundation’s mission is to enable MCC students to further his/her education. The Foundation will solicit and carefully manage funds for scholarships, awards, equipment, books, and other purposes to enable and enrich the college experience for students.

The MCC Foundation manages 84 Endowed Scholarship Funds and 35 Named Scholarship Funds. In academic year 2017, 81 students were awarded scholarships from the interest and earnings of these 119 funds. The scholarships cover tuition, fees and for Montgomery Scholars, \$250 toward books.

Montgomery Scholars Program Scholarship funds are designed to provide Montgomery County high school graduates with a two year scholarship to MCC beginning the fall semester of their graduation. Nine first year Montgomery scholarships were awarded in academic year 2017, and four second year Montgomery scholarships were awarded.

A complete list of scholarships is available by request to the MCC Director of Resource Development.



# ABOUT MONTGOMERY COUNTY



**LOCATION:**

Geographic Region - Piedmont

Greensboro - 50 miles

Charlotte - 60 miles

Raleigh – 105 miles

Rural

Land Area (sq. mi.) – 491

Elevation – 664 ft.

Largest town and county seat – Troy

Regional Partnership Workforce Development Board

Montgomery County Economic Development

**CLIMATE:**

Average annual high temperature – 71°F

Average annual low temperature - 49°F

Annual average rainfall – 47 inches

Annual average snowfall – 2 inches

**TRANSPORTATION:**

Highways

Interstate 73/74

NC 24/27

NC 109

NC 134

NC 73

Air

Local Airport: Star

Commercial Airport: Piedmont Triad Airport, Greensboro (55 mi.)

Railroads (freight)

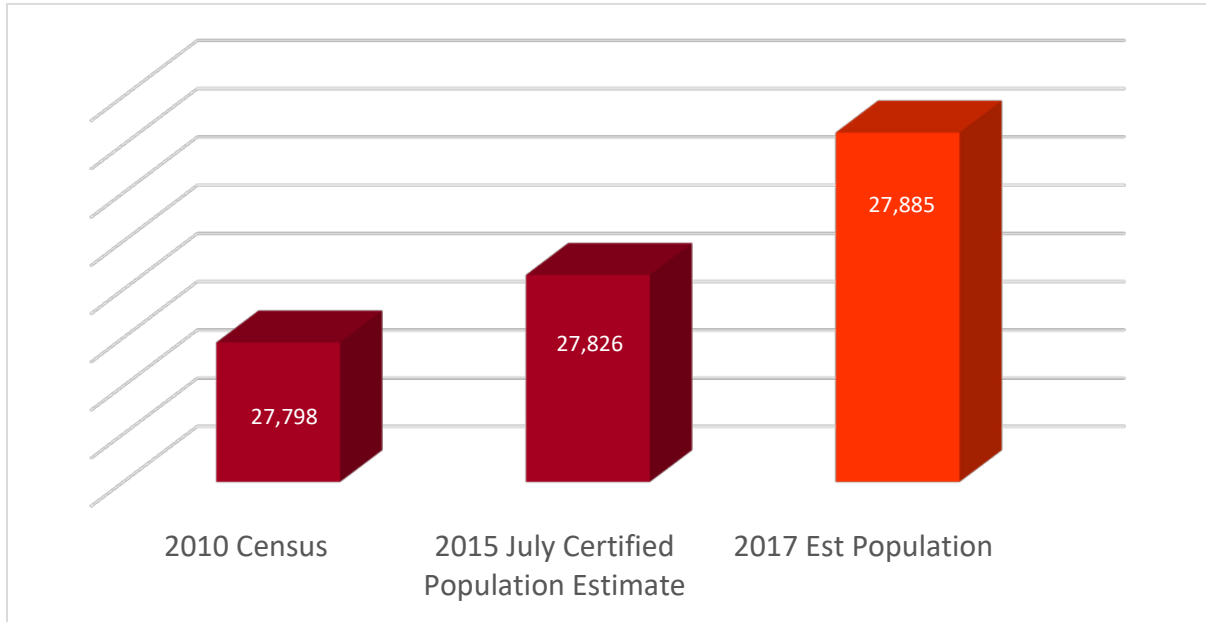
Aberdeen Carolina & Western Railway

Source: Montgomery County Economic Development

POPULATION:

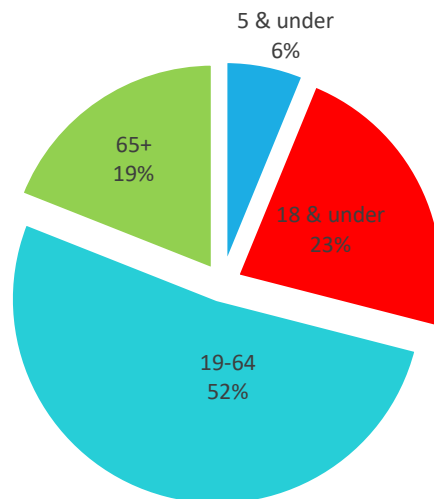
Population 2017 Estimated Population	27,885
Population 2015 July Certified Estimation	27,826
Population 2010	27,798
Population 2008	27,358
Population Density (per sq. mi.)	56

## COUNTY POPULATION GROWTH



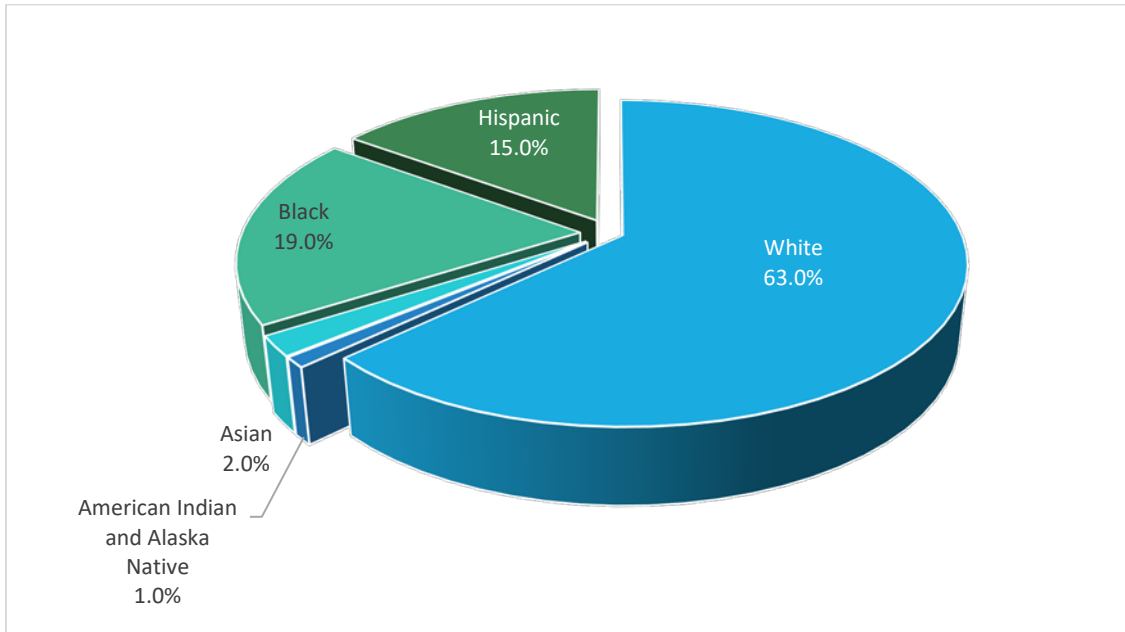
Source: MC Economic Development  
& US Census Bureau

## AGE DISTRIBUTION OF POPULATION



Source: Quickfacts.census.gov

## COUNTY POPULATION BY RACE



Source: Quickfacts.census.gov

### INCOME AND POVERTY:

Median Household Income 2011-2015	\$32,500
Per Capita Income 2011-2015	\$19,331
Population in Poverty	6,977
Poverty Rate	25.1%
Child Poverty Rate	38.5%
Elderly Poverty Rate	14.9%
Percent Receiving Food Stamps	20%

### HOUSING

Home-ownership Rate (2015)	70%
Number of Households	10,588
Number of Housing Units	15,944

**HEALTH:**

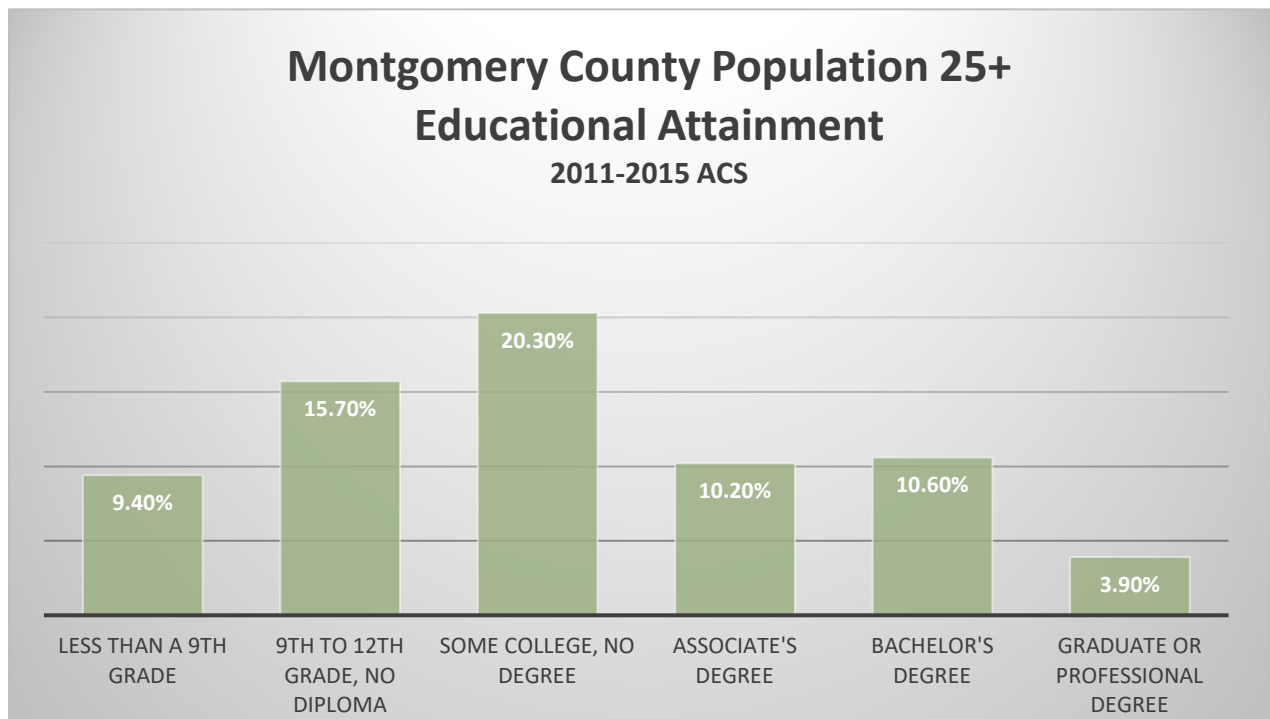
2016 Number of Physicians	7
Percent Uninsured	17%
Infant Mortality Rate, per 1,000 live births (2015)	12%

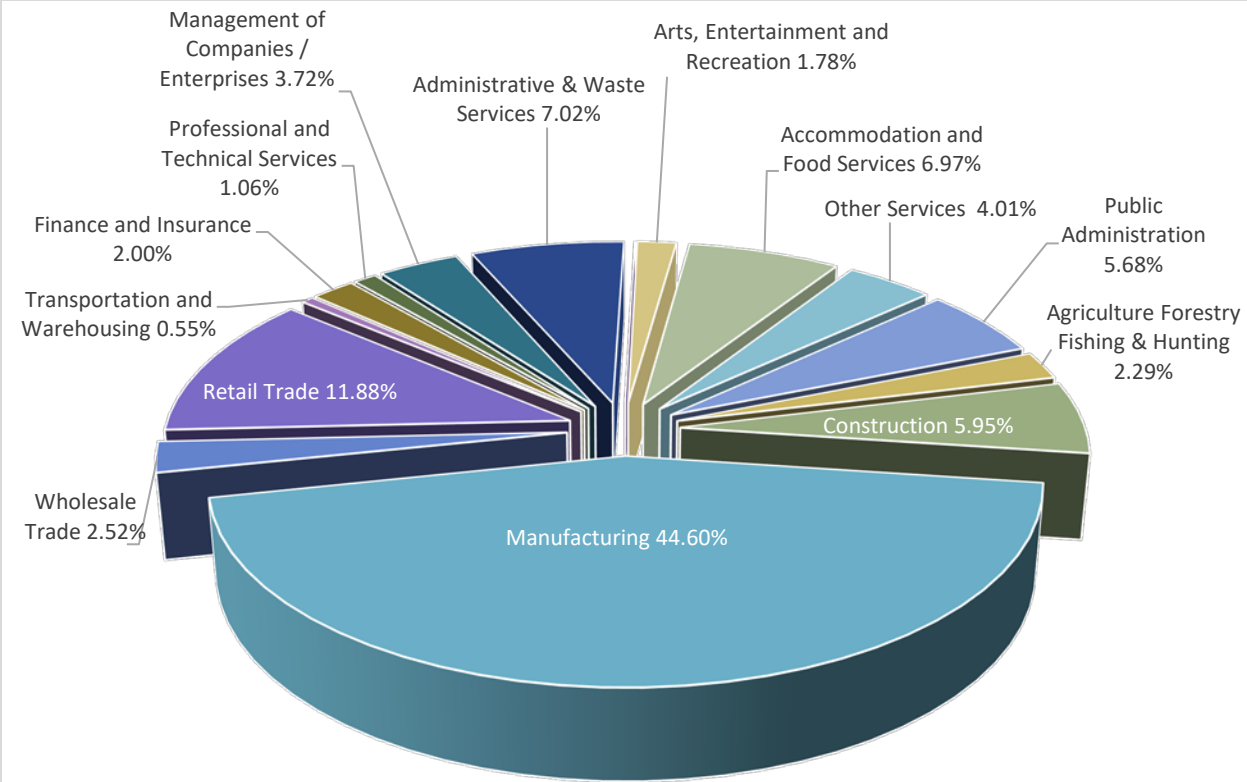
**EDUCATION:**

Graduation Rate (High School or higher)	75%
Per Student Expenditures K-12 (local funds)	\$1,292
Average SAT Score (2016)	1265

**LABOR FORCE AND EMPLOYMENT:**

Unemployment Rate 2014	6.4%
Percent Working Age Population	53.1%
Average Commute Time (minutes)	23.2
Percent Commuting to Another County	30.7%





Working Population: Types of Employment

Source: AccessNC.commerce.state

# NATIONAL PROJECTIONS

Selected information from the Bureau of Labor Statistics:

[2016-2026 EMPLOYMENT PROJECTIONS \(Oct 2017\)](#)

The service-providing sectors are projected to add more than 10.5 million jobs to reach over 135.8 million jobs by 2026. This increase represents just over 91 percent of all jobs added from 2016 to 2026. Employment in the service-providing sectors is expected to grow by 0.8 percent annually from 2016 to 2026, which is slightly faster than the 0.7 percent growth in jobs for the entire economy. This growth is slower than the 0.9 percent annual growth that the sector experienced from 2006 to 2016. As with the last three sets of projections, the health care and social assistance sector is projected to have the most employment growth. The sector is expected to increase by almost 4 million jobs and is expected to reach over 23 million jobs by 2026. Employment in the health care and social assistance sector is projected to grow at a 1.9 percent annual rate, which is more than twice as fast as the overall annual growth of jobs in the entire economy. This growth rate is below the 2.3 percent annual growth rate that took place during the 2006–16 decade for the health care and social assistance sector.

Employment in the goods-producing sectors excluding agriculture is projected to increase by 219,000 jobs over the 2016–26 decade. This growth contrasts with the loss of almost 2.8 million jobs over the previous decade. Manufacturing, the largest sector in this group, is projected to have the largest decrease in jobs over the 2016–26 projections decade, declining by 736,400 jobs. Although large, the loss is about 40 percent of that experienced from 2006 to 2016, which saw a decrease in more than 1.8 million manufacturing jobs.

Employment in the construction sector is expected to increase substantially, adding 864,700 jobs. This increase almost makes up for the 980,200 jobs that were lost during the 2006–16 decade, nearly bringing the construction sector back to its prerecession level.

Total employment in the agriculture, forestry, fishing, and hunting sector is expected to decline by 6,100 jobs from 2016 to 2026, a result of a decline of 23,000 in self-employment over the projections decade. This total decline is smaller for the sector than the expected loss of 110,500 jobs over the 2014–24 projections decade. This decline was largely a result of falling employment projected in the crop production industry. Total crop production industry employment was projected to decline 0.7 percent annually during the 2014–24 decade but is now expected to grow 0.2 percent annually over the 2016–26 projections decade. As farms are consolidating and getting larger, they are adopting precision agriculture technologies, leading to an increase in hired labor.



## Labor Force

The labor force in 2026 is expected to be much older and to become more diverse. The median age of the labor force is expected to rise slightly from 42.0 in 2016 to 42.3 in 2026—the highest level ever recorded.

The projected labor force annual growth of 0.6 percent in the 2016–26 decade is because of slow population growth. Changes in the age composition of the population and labor force participation rates of the different age, gender, and race and ethnic groups will also affect growth. The labor force will change in composition as various age, gender, and race and ethnic groups experience different rates of change. The shares of both the youth and the prime age groups in the labor force are projected to decline, whereas older workers will continue to increase their share to about one-quarter of the labor force by 2026. The 75-and-older group is projected to have the fastest growth, followed by the 65-to-74 year-olds.

Since 1996, labor force growth for men has been lagging that for women, and this trend is expected to continue over the 2016–26 decade. The women’s labor force is projected to have a 0.8 percent annual growth rate, whereas the men’s labor force is projected to grow 0.5 percent. Continuing its trend from the past couple of decades, women’s share of the labor force is projected to increase, and the men’s share is projected to decrease.

Over the 2016–26 decade, the U.S. labor force is expected to become more diverse. Because immigration is the main engine of population growth, the projected high labor force participation rates for Asian and Hispanic immigrants will increase the share of minorities more in the coming decade than previously. The participation rate of white non-Hispanics, who have always accounted for the largest share, is projected to decline.

The changing composition of the labor force among the different age, gender, and race and ethnic groups creates a dynamic that shows the movement of these different groups into and out of the labor force. This dynamic of labor force change emerges from three groups:

- Entrants: those who will be in the labor force in 2026 but who were not in it in 2016
- Leavers: those who were in the labor force in 2016 but who will exit before 2026
- Stayers: those who were in the labor force in 2016 and who will remain through 2026

Thus, the projected labor force of 2026 may be regarded as consisting of the labor force of 2016, plus the entrants and minus the leavers. BLS projects that between 2016 and 2026, nearly 39 million workers will enter the labor force and 28 million will leave. Leavers are more likely to be men, because the labor force has more older men than older women.

**Fastest Growing Occupations, 2016 and projected 2026**

(Numbers in thousands)

2016 National Employment Matrix title and code	Employment		Change, 2016-26		Median annual wage, 2016 <sup>(1)</sup>	
	2016	2026	Number	Percent		
Total, all occupations	00-0000	156,063.8	167,582.3	11,518.6	7.4	\$37,040
Solar photovoltaic installers	47-2231	11.3	23.2	11.9	105.3	\$39,240
Wind turbine service technicians	49-9081	5.8	11.3	5.5	96.1	\$52,260
Home health aides	31-1011	911.5	1,337.0	425.6	46.7	\$22,600
Personal care aides	39-9021	2,016.1	2,770.1	754.0	37.4	\$21,920
Physician assistants	29-1071	106.2	145.9	39.7	37.4	\$101,480
Nurse practitioners	29-1171	155.5	211.5	56.0	36.0	\$100,910
Statisticians	15-2041	37.2	49.6	12.4	33.4	\$80,500
Physical therapist assistants	31-2021	88.3	115.5	27.2	30.8	\$56,610
Software developers, applications	15-1132	831.3	1,084.6	253.4	30.5	\$100,080
Mathematicians	15-2021	3.1	4.0	0.9	29.4	\$105,810
Bicycle repairers	49-3091	12.4	16.1	3.7	29.4	\$27,630
Medical assistants	31-9092	634.4	819.0	184.6	29.1	\$31,540
Physical therapist aides	31-2022	52.0	67.1	15.1	29.1	\$25,680
Occupational therapy assistants	31-2011	39.3	50.7	11.4	28.9	\$59,010
Information security analysts	15-1122	100.0	128.5	28.4	28.4	\$92,600
Genetic counselors	29-9092	3.1	3.9	0.9	28.3	\$74,120
Operations research analysts	15-2031	114.0	145.3	31.3	27.4	\$79,200
Forest fire inspectors and prevention specialists	33-2022	1.7	2.2	0.5	26.6	\$36,230
Health specialties teachers, postsecondary	25-1071	233.5	294.0	60.5	25.9	\$99,360
Derrick operators, oil and gas	47-5011	11.1	13.9	2.8	25.7	\$48,130
Physical therapists	29-1123	239.8	299.8	60.0	25.0	\$85,400
Occupational therapy aides	31-2012	7.5	9.3	1.8	24.7	\$28,330
Roustabouts, oil and gas	47-5071	50.0	62.3	12.2	24.5	\$37,340
Phlebotomists	31-9097	122.7	152.6	30.0	24.4	\$32,710
Rotary drill operators, oil and gas	47-5012	16.7	20.8	4.0	24.2	\$54,430
Nursing instructors and teachers, postsecondary	25-1072	67.9	84.2	16.3	24.0	\$69,130
Massage therapists	31-9011	160.3	198.1	37.7	23.5	\$39,860
Service unit operators, oil, gas, and mining	47-5013	41.4	51.1	9.7	23.4	\$48,610
Respiratory therapists	29-1126	130.2	160.6	30.4	23.4	\$58,670
Diagnostic medical sonographers	29-2032	67.3	82.9	15.6	23.2	\$69,650

Footnotes:

<sup>(1)</sup> Data are from the Occupational Employment Statistics program, U.S. Bureau of Labor Statistics. Wage data cover non-farm wage  
Source: Employment Projections program, U.S. Bureau of Labor Statistics

### Occupations with most job growth, 2016 and projected 2026

2016 National Employment Matrix title and code	Employment		Change, 2016-26		Median annual wage, 2016 <sup>(1)</sup>	
	2016	2026	Number	Percent		
Total, all occupations	00-0000	156,063.8	167,582.3	11,518.6	7.4	\$37,040
Personal care aides	39-9021	2,016.1	2,770.1	754.0	37.4	\$21,920
Combined food preparation and serving workers, including fast food	35-3021	3,452.2	4,032.1	579.9	16.8	\$19,440
Registered nurses	29-1141	2,955.2	3,392.2	437.0	14.8	\$68,450
Home health aides	31-1011	911.5	1,337.0	425.6	46.7	\$22,600
Software developers, applications	15-1132	831.3	1,084.6	253.4	30.5	\$100,080
Janitors and cleaners, except maids and housekeeping cleaners	37-2011	2,384.6	2,617.7	233.0	9.8	\$24,190
General and operations managers	11-1021	2,263.1	2,469.0	205.9	9.1	\$99,310
Laborers and freight, stock, and material movers, hand	53-7062	2,628.4	2,829.2	200.8	7.6	\$25,980
Medical assistants	31-9092	634.4	819.0	184.6	29.1	\$31,540
Waiters and waitresses	35-3031	2,600.5	2,783.0	182.5	7.0	\$19,990
Nursing assistants	31-1014	1,510.3	1,674.4	164.0	10.9	\$26,590
Construction laborers	47-2061	1,216.7	1,370.0	153.3	12.6	\$33,430
Cooks, restaurant	35-2014	1,231.9	1,377.2	145.3	11.8	\$24,140
Accountants and auditors	13-2011	1,397.7	1,538.0	140.3	10.0	\$68,150
Customer service representatives	43-4051	2,784.5	2,920.5	136.0	4.9	\$32,300
Market research analysts and marketing specialists	13-1161	595.4	731.4	136.0	22.8	\$62,560
Medical secretaries	43-6013	574.2	703.2	129.1	22.5	\$33,730
Landscaping and groundskeeping workers	37-3011	1,197.9	1,321.2	123.3	10.3	\$26,320
Heavy and tractor-trailer truck drivers	53-3032	1,871.7	1,985.5	113.8	6.1	\$41,340
Maintenance and repair workers, general	49-9071	1,432.6	1,545.3	112.7	7.9	\$36,940
Teacher assistants	25-9041	1,308.1	1,417.6	109.5	8.4	\$25,410
Financial managers	11-3031	580.4	688.8	108.4	18.7	\$121,750
Elementary school teachers, except special education	25-2021	1,410.9	1,514.9	104.1	7.4	\$55,800
Stock clerks and order fillers	43-5081	2,008.6	2,109.9	101.3	5.0	\$23,840
Management analysts	13-1111	806.4	902.8	96.5	12.0	\$81,330
Receptionists and information clerks	43-4171	1,053.7	1,149.4	95.7	9.1	\$27,920
Sales representatives, services, all other	41-3099	983.0	1,077.2	94.2	9.6	\$52,490
Teachers and instructors, all other	25-3099	993.9	1,086.4	92.5	9.3	\$30,110
Business operations specialists, all other	13-1199	1,023.9	1,114.1	90.2	8.8	\$69,040
Licensed practical and licensed vocational nurses	29-2061	724.5	813.1	88.6	12.2	\$44,090

Footnotes:

<sup>(1)</sup> Data are from the Occupational Employment Statistics program, U.S. Bureau of Labor Statistics. Wage data cover non-farm wage and salary workers and do not cover the self-employed, owners and partners in unincorporated firms, or household workers.

Source: Employment Projections program, U.S. Bureau of Labor Statistics

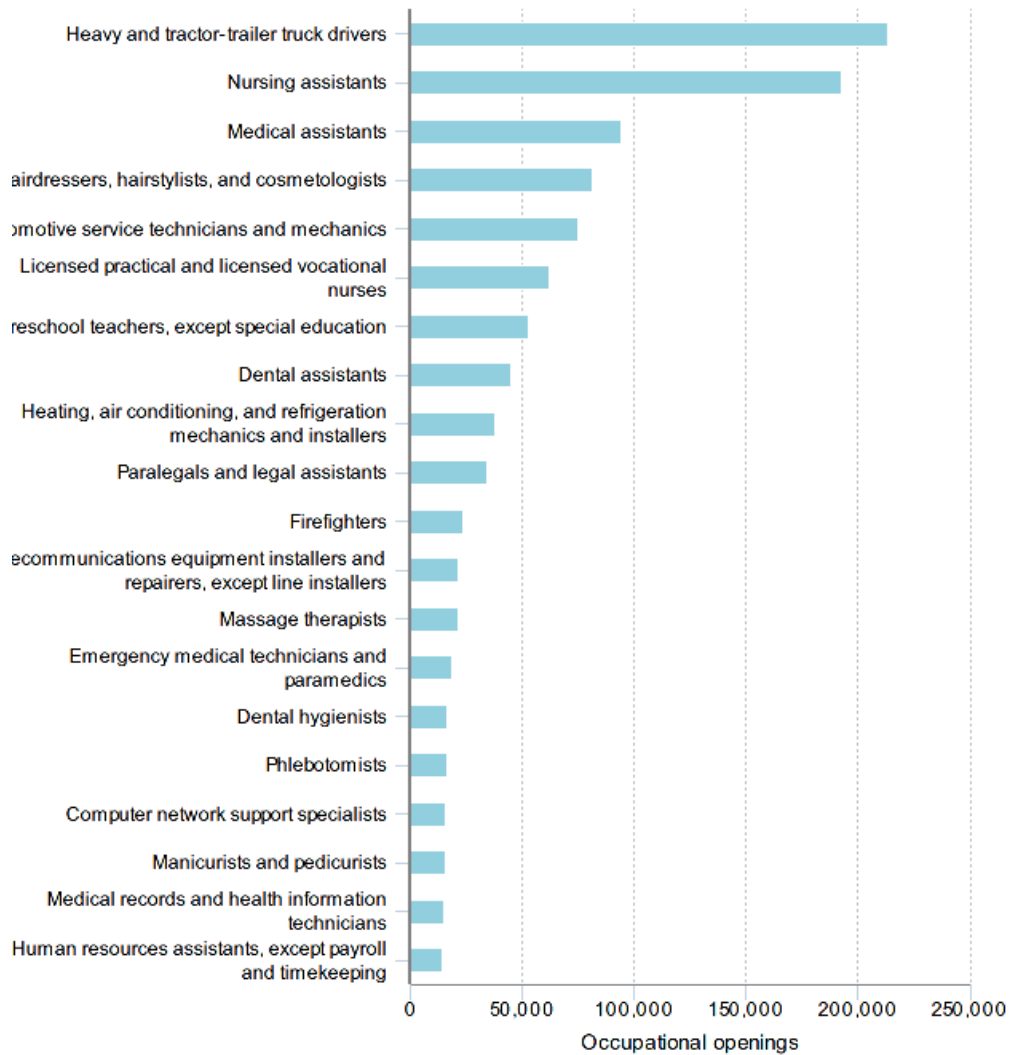
### Industries with the Fastest Growing and Most Rapidly Declining Wage and Salary Employment

Industry Description	Thousands of Jobs		Change	Compound Annual Rate of Change
	2016	2026	2016-26	2016-26
<b>Fastest Growing</b>				
Home health care services	1,362.0	2,100.2	738.2	4.4
Other information services	259.3	384.7	125.4	4.0
Individual and family services	2,229.4	3,100.8	871.4	3.4
Outpatient care centers	856.3	1,178.9	322.6	3.2
Offices of other health practitioners	858.5	1,122.5	264.0	2.7
Medical and diagnostic laboratories	262.8	334.9	72.1	2.5
Other ambulatory health care services	288.6	365.0	76.4	2.4
Support activities for mining	265.0	334.3	69.3	2.4
Other personal services	320.2	401.5	81.3	2.3
Management, scientific, and technical consulting services	1,372.5	1,691.5	319.0	2.1
Office administrative services	495.1	608.4	113.3	2.1
Offices of physicians	2,527.7	3,076.5	548.8	2.0
Warehousing and storage	915.1	1,110.8	195.7	2.0
Computer systems design and related services	1,990.7	2,415.7	425.0	2.0
Software publishers	355.6	425.5	69.9	1.8
Offices of dentists	925.8	1,101.2	175.4	1.8
Oil and gas extraction	180.0	214.0	34.0	1.7
Other educational services	730.3	867.4	137.1	1.7
Local government passenger transit	284.1	332.3	48.2	1.6
Museums, historical sites, and similar institutions	159.7	185.9	26.2	1.5
<b>Most Rapidly Declining</b>				
Tobacco manufacturing	12.9	8.0	-4.9	-4.7
Federal electric utilities	15.5	10.8	-4.7	-3.5
Apparel, leather and allied product manufacturing	160.8	112.6	-48.2	-3.5
Communications equipment manufacturing	85.6	61.9	-23.7	-3.2
Newspaper, periodical, book, and directory publishers	374.4	286.4	-88.0	-2.6
Manufacturing and reproducing magnetic and optical media	15.4	11.9	-3.5	-2.6
Cable and other subscription programming	52.8	40.9	-11.9	-2.5
Logging	51.2	40.3	-10.9	-2.4
Foundries	117.5	92.4	-25.1	-2.4
Pulp, paper, and paperboard mills	100.0	79.2	-20.8	-2.3
Textile mills and textile product mills	228.9	184.7	-44.2	-2.1
Other chemical product and preparation manufacturing	80.2	65.8	-14.4	-2.0
Wired telecommunications carriers	588.5	486.0	-102.5	-1.9
Satellite, telecommunications resellers, and all other telecommunications	85.3	70.5	-14.8	-1.9
Printing and related support activities	446.7	373.5	-73.2	-1.8
Rubber product manufacturing	133.1	111.6	-21.5	-1.7
Iron and steel mills and ferroalloy manufacturing	83.6	70.6	-13.0	-1.7
Spring and wire product manufacturing	43.0	36.5	-6.5	-1.6
Computer and peripheral equipment manufacturing, excluding digital camera manufacturing	164.1	141.0	-23.1	-1.5
Industrial machinery manufacturing	113.6	97.8	-15.8	-1.5

Source: Employment Projections program, U.S. Bureau of Labor Statistics

### Most openings – Associate’s degree or postsecondary nondegree award

Occupations that typically require an associate’s degree or postsecondary nondegree award to enter the occupation, projected 2016–26 annual average



Source: U.S. Bureau of Labor Statistics.

# GLOSSARY

**Academic Semester** — A sixteen-week period during which credit classes are offered.

**Academic Year** — The academic year includes fall and spring semesters as well as an eleven-week summer term.

**Accreditation** — A formal means of recognizing an institution for maintaining standards that qualify the graduates for admission to higher institutions or for professional practice. Accrediting agencies are responsible for establishing the standards and evaluating the schools' compliance with them (e.g. Southern Association of Colleges and Schools, American Dental Association, Engineering).

**Accountability** — The acceptance of personal responsibility for the achievement of predetermined measurable objectives.

**Adult Basic Education (ABE)** — A program of basic skills for adults, 16 years of age or older and out of school, who function at less than a high school level.

**Adult Education** — Programs that provide opportunities for adults and out-of-school youth to further their education.

**Affirmative Action** — The planned, aggressive, coherent, management program to provide for equal employment opportunity. It is a results-oriented program designed to achieve equal employment opportunity rather than simply a policy to assure nondiscrimination. As an ongoing management program, it requires periodic evaluation.

**Appropriation** — The act by which the legislature provides the state dollars for the operation of an institution. Funds are appropriated to the State Board of Community Colleges to be distributed to the institutions.

**Associate in Applied Science Programs (AAS)** — These programs range from 64 to 76 semester hour credits. A full-time student can typically complete one of these programs within two years. In addition to major course work, associate in applied science degree programs require a minimum of 15 semester hour credits of general education. General education requirements include course work in communications, humanities/fine arts, social/behavioral sciences and natural sciences/mathematics. Certain courses in associate degree programs may be accepted by a four-year college or university for transfer credit in an associated field.

**Base Budget** — Appropriations made by the Legislature to fund the current level of operation.

**Capital Outlay** — Capital outlay expenditures are those that result in the acquisition of fixed assets or additions to fixed assets (i.e. expenditures for land, buildings, or equipment).

**Categorical Funds (restricted)** — Funds from a federal, state, local, or private source that are restricted to expenditures in a particular category or program.

**Certificate Programs** — These programs range from 12 to 18 semester hour credits and can usually be completed within one semester by a full-time student. Associate degree level courses within a certificate program may also be applied toward a diploma or an associate in applied science degree.

**Certification** — A voluntary form of recognition for knowledge and skill in a particular profession.



**Clock Hour** — One hour of instruction given one student. Class periods from 50–60 minutes may be counted as one clock hour depending on the type of instruction delivered.

**College Transfer Programs** — These programs are offered through the Associate in Arts (AA), Associate in Fine Arts (AFA) and Associate in Science (AS) degrees. The Associate in Arts and the Associate in Science programs are part of the Comprehensive Articulation Agreement (CAA). This agreement addresses the transfer of students between institutions in the North Carolina Community College System and the constituent institutions of the University of North Carolina.

**Compensatory Education** — A special state-funded educational program for mentally retarded adults (over 17 years of age).

**Competency-Based Instruction** — Instruction based on measurable student performance outcomes consistent with the skills and knowledge needed by entry-level employees in a particular field.

**Cooperative Skills Training** — A training program specifically designed to provide customized training for existing industry. This training can be provided on campus or at the industrial site.

**Credit Hour** — An instructional unit used for recognition of the amount of credit a student earns for a given course. Example: Semester Credit Hour—A student who spends one classroom hour per week in a class for sixteen weeks earns one semester hour credit.

**Current Expense** — Funds used for the general operation of the institution to include salaries, benefits, and other instructional costs.

**Curriculum Programs** — A term used to describe a wide variety of planned educational programs which range in length from one semester to two years. These programs lead to certificates, diplomas or associate degrees, depending on the nature of the curriculum. Curriculum programs include certificate, diploma, Associate in Applied Science, Associate in Arts, Associate in Fine Arts, Associate in Science and Associate in General Education programs.

**Developmental Education** — A program providing specialized credit courses for students who need to improve their basic skill in order to perform at the level required for admission to degree and diploma programs. Usually these courses are in reading, writing, and mathematics.

**Diploma Programs** — These programs range from 36 to 48 semester hour credits and can usually be completed by a full-time student within two semesters and one summer term. Associate degree level courses within a diploma program may also be applied toward an Associate in Applied Science degree.

**English as a Second Language (ESL)** — A program of instruction to help adults with limited or no English language proficiency.

**Expansion Budget** — Additional funds from the legislature to increase the quantity or quality of services rendered.

**Fiscal Year** — The twelve-month period upon which the institution's budget is based, July 1–June 30.

**Full-Time Equivalent (FTE)** — One full-time equivalent (FTE) student represents 16 student membership hours per week for 16 weeks or 256 student membership hours for each semester enrolled.

- **Annual Curriculum FTE** — The total of fall and spring FTE.
- **Annual Extension FTE** — The total of spring, summer and fall sequenced periods FTE.

- **Budget Full-Time Equivalent (B/FTE)** — Used to prepare the operating budget and to provide for an equitable distribution of the operating funds allocated by the State Board to the institutions.
- **Equipment Full-Time Equivalent (E/FTE)** — Used to prepare the equipment budget and to provide for an equitable distribution of the equipment funds allocated by the State Board to the institutions.
- **Library Full-Time Equivalent (L/FTE)** — Used to prepare the library budget to provide for an equitable distribution of library funds allocated for the purchase of library books and audiovisual materials.
- **Credit Hour Full-Time Equivalent (H/FTE)** — Used in furnishing data to the North Carolina Commission on Higher Education Facilities and the University of North Carolina.
- **Construction Full-Time Equivalent (C/FTE)** — Used to determine priorities and institutional eligibility for federal and state construction funds for the institutions.

**Full-Time Students** — A student is considered full time if he/she carries 12 or more semester credit hours of classes.

**General Educational Development (GED)** — A high school equivalency program enabling adults to take the General Education Development Tests to determine if they are at the 12th grade completion level of English, social studies, science, reading, and math. Individuals achieving the required scores on the GED are awarded the High School Equivalency Diploma. The program is open to individuals 18 years or older.

**General Education Programs** — These programs are designed for individuals wishing to broaden their education, with emphasis on personal interest, growth and development. The two-year General Education program provides students opportunities to study English, literature, fine arts, philosophy, social science, science and mathematics at the college level. All courses in the program are college-level courses. Many of the courses are equivalent to college transfer courses; however, the program is not principally designed

for college transfer. Successful completion of 64-65 semester hour credits leads to an associate in general education degree (AGE).

**Human Resource Development (HRD)** — A program with prevocational training and counseling for chronically unemployed adults.

**Non-Credit (Extension) Courses** — Courses for professional training, upgrading or general interest.

**Occupational Education** — Any type of instruction or training (credit or non-credit) that prepares one to enter an occupation.

**Other Costs** — A term used to describe current instructional and operating instructional support costs excluding personnel and the associated fringe benefits. The term is used for supplies, travel, postage, etc.

**Pell Grants** — Needs-based federally funded grants.

**Transitional** — Programs that do not lead to a formal award. They include special credit, Huskins Bill, high school, and dual enrolled high school programs.

**Unduplicated Headcount** — The total number of students (both full-time and part-time) enrolled in all courses during a year. Each student is counted only once during the year regardless of the number of classes he/she takes or the number of semesters for which he/she registers.

Source: A Matter of Facts, NC Community College Fact Book, 2008