

Ingram State
Technical College
Annual Report

20
18





Greetings!

Thank you for your interest in Ingram State Technical College, our students and mission.

One of the most rewarding accomplishments of my first year as president is the increased number of industry partners employing our graduates. In the past 12 months job placement has increased over 30 percent.

Industry also played a major role in our decision to add a new career technical training program, Industrial Systems Technology; and to expand two other programs, HVAC and Logistics & Supply Chain Technology, to second locations.

The College continues to be an active participant in the Second Chance Pell program; 178 students received assistance during the 2017-18 academic year.

Friends of The ISTC Foundation participated in the annual golf tournament and gathered for a southern summer supper to benefit graduates needing assistance with tools and equipment as they enter the workforce. The foundation also received grant funds from the Central Alabama Community Foundation.

Finally, 2018 saw the addition of three student initiatives: National Technical Honor Society, ISTC Ambassadors and ISTC Innovators. These groups recognize student achievement and help us fulfill the ISTC mission of "developing responsible citizens".

Looking ahead to 2019, we anticipate exciting new opportunities as we continue grow and improve.

Annette Funderburk
President

Funderburk Appointed ISTC's Fourth President



On June 13, 2018 Alabama Community College System Chancellor Jimmy H. Baker announced the ACCS board of trustees appointment of Annette Funderburk as the fourth president to lead Ingram State Technical College.

"ISTC serves a unique purpose within the Alabama Community College System," said Baker, "and I'm confident that Annette's skill set and experience make her the best choice to carry out their important mission."

Funderburk served as interim president at Ingram State from February 2017 until her appointment; prior to that she served nearly 10 years with the Alabama Community College System, including a stint as director of external affairs.

PHOTO: ACCS Chancellor Jimmy H. Baker announced the appointment of Annette Funderburk as president of Ingram State Technical College on June 13, 2018.

Welding Programs Benefit From Grant

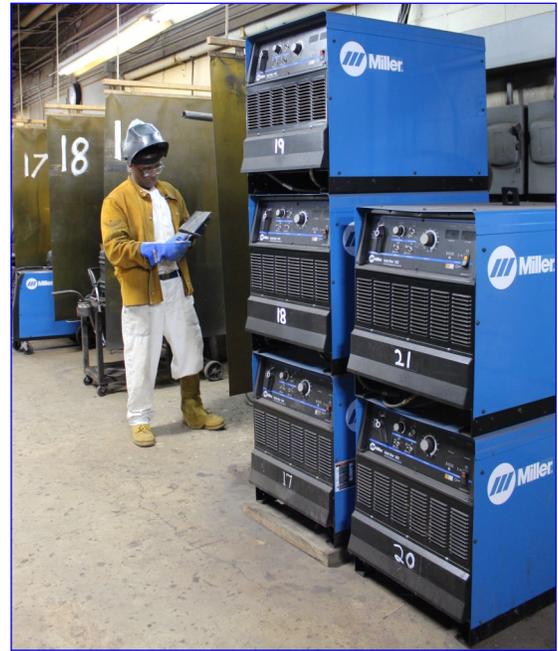
Responding to the needs of employers across the state, ISTC successfully pursued \$254,200 in workforce development grant funds to enhance its welding program in 2018.

“Welding is our largest career technical program,” said ISTC Dean of Instruction Bill Griswold. “We offer it at three locations and enrollment consistently exceeds 150 students annually.”

Griswold cited the need to expand capacity as the primary driver behind the grant application. “As with all technical programs,” he said, “welders learn by doing. Once they grasp the fundamental science of welding, the way they build skills is to practice.”

Upgrades to existing plasma cutting systems and over 100 single and multi-pack welding machines were purchased, allowing each student significantly increased time in the welding lab.

(Right) New equipment expands learning opportunities in ISTC welding programs.



Instructor Transitions From Teacher To Industry Representative

When Terry Keahey retired from his post as furniture refinishing instructor in December 2017 he had been at ISTC for 35 years, had worked for all four ISTC presidents, and had taught hundreds of students. “Mr. Keahey’s name was synonymous with the college,” said ISTC president Annette Funderburk, “he has represented Ingram in many settings over the years.”

Keahey was ready to leave the classroom behind, but wasn’t ready to part ways with the college, so Funderburk asked him to consider a new role – industry representative. “We needed someone who really understood the barriers facing our graduates and at the same time could speak knowledgeably with industry about our programs. Mr. Keahey was just that person.”

In the spring of 2018 Keahey began crossing the state, checking in with employers who had ISTC graduates on the payroll to get feedback on how those workers were performing. He also began reaching out to prospective employers, sharing information and asking questions.

The results were decisive. In 2018 the job placement team identified 122 employers interested in hiring ISTC graduates, and placed 105 students in jobs across the state.

Keahey communicates with instructors to learn about student’s strengths, and works to match students and employers for the best possible outcome. If needed, he facilitates travel to job interviews and consistently makes follow-up calls to be sure students have everything they need to start their new job. “It does no good to match a graduate with a good job and not make sure they have a way to get to that job, or identification, or any of the other details we take for granted,” said Keahey.

Keahey and newly-hired job placement coordinator Jonathan Powers continue to grow the list of companies choosing Ingram graduates to help close the employment gap in Alabama.

Enrollment/Completion	Men	Women
Career Technical Programs		
Fall 17/18 term	344	109
Spring 17/18 term	292	92
Summer 17/18 term	203	92
Students Earning Certificates	353	105
Adult Education		
Enrollment	756	175
GEDs Awarded	88	31
Alabama Therapeutic Education Facility*		
Enrollment	783	N/A
Program Completers	597	N/A
Industry Certifications		
EPA Refrigerant Handling	19	N/A
OSHA 10 hour Safety	112	N/A

The Year In Review

Beginning Fund Balance	3,897,598
Revenue	
State Appropriations	8,018,249
Grants and Contracts	5,462,899
Sales and Service	106,261
Tuition and Fees	4,721
Other	28,350
TOTAL	17,518,628
Expenditures	
Instruction	6,712,047
Academic Support	1,437,559
Student Services	1,646,112
Institutional Support	1,619,285
Operations and Maintenance	816,524
Depreciation	297,337
TOTAL	12,528,865

*short-term, non-credit training

ISTC maintains the ACCS-required minimum 2-month operating reserve

Central Alabama Community Foundation Makes \$6,250 Grant Award

In August, The Ingram State Technical College Foundation received a \$6,250 grant award from the Central Alabama Community Foundation.

The foundation was one of 13 River Region nonprofits to receive funds as part of CACF's Family Wellness and Education competitive grants initiative.

"We appreciate the vision of the CACF board of directors in recognizing that many of our students need extra assistance to enter the workforce on an equal footing, and their generosity in awarding these funds," said ISTC president Annette Funderburk.

Foundation liaison Dr. Brannon Lentz said the funds will be used to assist ISTC graduates with expenses related to starting a job.

"The grant will allow us to help graduates with licensure or certificate costs, tools and equipment, even safety gear if needed. Our goal is to ensure that students have basic resources needed to succeed on the job." Lentz said the funds will allow the foundation to assist a minimum of 25 ISTC graduates during the coming year.



CACF president Mrs. Burton Crenshaw (left) and ISTC Foundation liaison Dr. Brannon Lentz. In August CACF awarded The ISTC Foundation \$6,250 as part of the CACF Family Wellness and Education competitive grant initiative.



(Above) Millbrook's Lanark Center was the setting; (below, from left) Red Marlow and Phillip White entertained dinner guests; foundation board member Mary Sue McClurkin and her husband, Van, were among the attendees; Phillip White signed autographs after the performance; foundation chair Cam Ward thanked everyone for their generous support of ISTC graduates.

Fireflies and Magnolias Dinner Fundraiser Features Country Entertainers Marlow, White

A "Fireflies and Magnolias" theme complete with twinkling lights and a country porch for rocking welcomed donors when The ISTC Foundation hosted an evening of southern hospitality in June.

Friends of the foundation contributed over \$17,000 to purchase tools and equipment for ISTC graduates preparing to enter the workforce.

Highlighting the evening was an acoustic performance-in-the-round by country artists Red Marlow and Phillip White. Best known for his appearance on NBC's *The Voice*, Marlow has been performing country and gospel music since an early age. White was winner of the 2003 Academy of Country Music "Song of The Year" award.



The Ingram State Technical College Foundation Statement of Financial Position*

	2015	2016	2017	2018
Assets				
Cash and Cash Equivalents	25,240.63	5,345.54	5,365.11	18,841.78
Property and Equipment	.00	350.00	350.00	350.00
Liabilities	.00	.00	.00	.00
Total Assets and Liabilities	25,240.63	5,695.54	5,715.11	19,191.78

*year end totals

Annual Golf Tournament Aids Graduates

For a second year, friends of The ISTC Foundation gathered at the Prattville Country Club golf course to raise funds for certifications, tools and equipment for Ingram graduates preparing to enter the workforce.

Tournament committee chair Stan Humphries said 19 four-person teams participated in the October 8th event which raised over \$10,000.

Humphries said a portion of the proceeds will be used to offset costs associated with industry certification, including the EPA refrigerant handling test his HVAC graduates take prior to graduation. "Providing the funds for certifications shows students that contributors have confidence in them," said Humphries. "It's a great motivator."



The winning team in The Ingram State Technical College Foundation 2018 four-person scramble posed for photos with ISTC president Annette Funderburk during the awards luncheon. Pictured are (from left) John Schremser, Funderburk, Allen Yeilding, Collin Holder and Chris Smith.

Foundation Funds At Work

Each year foundation funds provide ISTC graduates with tools and equipment to help them begin employment as well as funds to offset the cost of testing and licensure fees.

The foundation also sponsors a summer cookout, winter holiday meal and other special events to recognize student achievement.



The Ingram State Technical College Foundation Board Members

Senator Cam Ward, Chair

Alan Boothe

Honorable Sue Bell Cobb

General Ed Crowell

Gina Cox

Commissioner Jefferson Dunn

John Harrison

Chancellor Jack Hawkins

Superintendent Mike Hill

Jerry Kocan

Mary Sue McClurkin

Representative Rod Scott

Reverend Harry L. Seawright



Industrial Systems Technology Newest Career Technical Program



Industrial Systems Technology instructor Ken Hamby gives visitors a tour of the newly established lab. The lab was funded with workforce development grants.

In May, ISTC launched three short term certificates designed to prepare students for careers in industrial maintenance.

Marketed collectively as Industrial Systems Technology, the short programs offer an introductory industrial maintenance certificate, a millwright helper certificate and a plant maintenance certificate.

ISTC Dean of Instruction Bill Griswold said the college considers several factors when developing new career technical programs. "In addition to job trends and program start-up costs, we need to determine if our graduates will face barriers to employment based on prior incarceration," said Griswold. "The more we learned about industrial maintenance the more convinced we became it was a viable option for Ingram."

Griswold said instructor Ken Hamby brings a strong industrial background to the program, which uses nationally-recognized NCCER curriculum as the foundation for instruction. "Ken brings years of valuable front-line experience," said Griswold. "His expertise has helped us launch the program successfully."

Industrial Systems Technology graduates can also earn NCCER and OSHA 10 safety certifications.



Students enrolled in the new Industrial Systems Technology program complete classroom assignments and practice skills needed for employment. The program offers three short-term certificate options.

Roadtrip Nation Tour Includes Stop at ISTC

In October, ISTC hosted a brand ambassador team from Roadtrip Nation, the grassroots movement in which young adults travel the country connecting with individuals who have crafted fulfilling and inspirational lives, gathering their stories and sharing them with others. The tour was fueled by the ECMC Foundation.

ISTC president Annette Funderburk said the brand ambassadors visiting Ingram were exploring how community colleges help people pursue their passions. "The tour features a documentary entitled 'One Step Closer', which focuses on how a community college education is sometimes viewed as a 'last resort' education," said Funderburk. "In reality, thousands of people have successful careers and fulfilling lives based on their community college experience."



The brand ambassadors shared video highlights from their journey, including interviews with community college graduates with successful careers in business and the arts.

"They reminded us that all education is important," said Joseph Ransom, a recent ISTC graduate now volunteering in the college tutorial lab. "It was good to hear from people who are like us, trying to figure out what to do with our lives."

ISTC graduate Eric Shealey said the message of "letting go" resonated with him. "They reminded us of the need to let go of the past, of self-doubt and negative words we all carry around inside our heads."

(Left) students engage in goal-setting activities during the Roadtrip Nation presentation.

Making a difference -

Carpentry Students Build Skills With Church Pew Project

In December, students in Eddie Lucas' carpentry program completed a unique "live work" project - replicating a set of antique church pews for Resurrection Catholic Church located in Clanton, Alabama.

In addition to restoring two original pews, the students constructed 22 new seats. Lucas said the job allowed students to practice a wide range of carpentry skills. "We used nearly every piece of equipment, hand and power tool in the shop," said Lucas, "including a replicator we built specifically for this job."

In addition to measurement, cost-estimating and pattern-making, the students learned advanced skills needed to create the curved seat backs, apply the quarter-sawn red oak veneer and carve intricate details on the pew arms.

Along the way the project caught the interest of Roy Clem, Executive Director of Alabama Public Television, and was covered on APTV's weekly news program, *Capitol Journal*.

"The project provided students with more than technical skills," said Lucas, "it gave them an opportunity to give back to the community. They were really pleased to have finished it in time for Christmas."



(Top) Pews ready for final finish; (bottom) APTV reporter Randy Scott films Rueil Mallet as he works on the replicator students built to produce the intricate detail elements needed for the project.

National Technical Honor Society Chapter Recognizes Charter Members

Sixteen Ingram State Technical College students representing six career technical programs are charter members of the ISTC chapter of National Technical Honor Society. The group was recognized during a luncheon ceremony at ISTC's Draper instructional service center in November.

ISTC Associate Dean of Instruction Dr. Julliana Probst, co-advisor to the group, explained how members are selected. "Candidates are nominated by their career technical instructors," said Probst. "They confirm the nominees demonstrate skills essential for success in the workplace; not only technical skills, but also attitude, teamwork, initiative, dependability and leadership." Candidates must also meet rigorous academic standards, maintaining a 3.5 grade point average.



Upholstery student Henry Jones was nominated by instructor Sandy Caylor. "Henry has strong technical skills and communicates well with others; best of all, he comes in every day ready to work," said Caylor.

ISTC president Annette Funderburk expressed her pride in the students, citing the importance of organizations like NTHS. "This is an outstanding group of students. Recognizing their achievement not only benefits the honorees," she said, "it motivates other students to strive for success as well."



Probst and co-advisor Lucian Ward said NTHS members will be recognized during commencement ceremonies in May.

(Top) Nominee Henry Jones works on a "live work" project under the supervision of Upholstery instructor Sandy Caylor. (Bottom) ISTC students recognized as charter members of the National Technical Honor Society. included (front row, from left) Chann Woodward, Jarvis Barnes, Concorayn Askew, Jeremy Williams, Cartyrus Franklin, (back row, from left) Mart Harrison, Anthony Walker, Associate Dean of Instruction Dr. Julliana Probst, Ronnie Whatley, Eddie Parker, Dematrice Russell, Antrone Roby, LaTrenton Bowens, Derrell Johnson and student advisor Lucian Ward.

Diesel grad keep city fleet rolling



City of Montgomery Fleet Management Department mechanic Christian Parham (right) and supervisor Reginald Farrish.

The City of Montgomery Fleet Management Department is responsible for keeping over 1,400 vehicles on the road. From police cruisers to fire engines, the list is lengthy, diverse and challenging.

Inside the department's headquarters in downtown Montgomery, Ingram State Technical College graduate Christian Parham is one of a dozen mechanics in the diesel or "heavy" shop responsible for an inventory of 400 plus trucks, busses, and heavy equipment. His task for the day – troubleshoot and repair a dump truck.

"It's never the same day twice," said Parham, a graduate of ISTC's diesel mechanics program who came to the department in 2017. "You have to be prepared to handle whatever rolls through the door."

Department director Walt Lilley describes Parham as an "excellent mechanic" with strong communications skills and the ability to remain calm and productive when the pressure is on. "Everyone needs their vehicle fixed now," said Lilley, "and it's up to the mechanics to make that happen."

In addition to completing the 15-month diesel mechanics program, Parham served as a student lab aide for ISTC diesel mechanics instructor Randy Hull for 18 months. Parham credits success in his current job to skills he learned working for Hull. "He gave me responsibilities that helped me develop confidence in myself," said Parham. "Everything he teaches is focused on what it takes to succeed on the job. I've used it all right here."

Ingram State Technical College Programs of Study

Automotive Body Repair

Automotive Mechanics

Barbering

Cabinetmaking

Carpentry

Commercial Food Service

Cosmetology

Diesel Mechanics

Electrical Technology

HVAC

Industrial Systems Technology

Logistics

Masonry

Office Information Systems

Plumbing

Upholstery

Welding

ISTC serves students at these locations

Main Campus

5375 Ingram Road
Deatsville, AL 36022

ATEF

100 Industrial Parkway
Columbiana, AL 35051

Donaldson Correctional Facility

100 Warrior Lane
Bessemer, AL 35023

Draper Instructional Service Center

2800 Highway 143
Elmore, AL 36025

Red Eagle Work Center

1290 Red Eagle Road
Montgomery, AL 36110

Tutwiler Instructional Service Center

8970 U.S. Highway 231 North
Wetumpka, AL 36092