



INGRAM STATE TECHNICAL COLLEGE
2019 ANNUAL REPORT

From the President

As the nation's only fully accredited two-year college serving incarcerated students exclusively, Ingram State Technical College faces unique challenges -- and unique opportunities. In 2019 we had many wonderful opportunities, including:

- Phi Theta Kappa national honor society welcoming ISTC members by chartering the first chapter in the organization's history comprised exclusively of incarcerated students;
- Students enrolled in career technical programs earning 934 industry credentials; and
- Plumbing instructor John Thomas traveling to Washington, D.C. to represent the College at a roundtable discussion on the Second Chance Pell initiative, a program which has significantly impacted student learning opportunities at ISTC.

Of particular note this year was the outstanding work done by members of the College reentry team. In their efforts to help graduates locate and secure employment they identified 122 new prospective employers, and tracked 367 job placements in the workforce or in work release and other ADOC-supervised jobs.

Thank you for your interest in ISTC, our students and our mission of "developing responsible citizens."

Annette Funderburk

Annette Funderburk, President



Students Earn Industry Credentials and Certifications

In 2018 Governor Kay Ivey announced her plan to add 500,000 highly skilled employees to Alabama's workforce by 2025. Part of that plan includes providing workers with training leading to industry recognized certifications and credentials.

During the 2018-19 academic year, ISTC students earned 934 industry credentials, ranging from OSHA 10-hour general safety to Ready-to-Work's Alabama Certified Worker.

ISTC logistics students led the state in pursuing the Manufacturing Skills Standards Council's Certified Logistics Associate and Certified Logistics Technician awards. Instructor Matt Poole said industry certification benefits students by providing independent third-party verification of skills. "The credential document clearly states the student's competencies," said Poole, "which increases employer confidence that students have the skills needed for success."

Office Administration instructor Valerie Pittman created a "wall of fame" in her classroom to recognize student achievement in earning Microsoft Office Professional credentials. Pittman created the wall as a motivating factor for other students. "In the beginning, some students felt that they lacked the skills to earn the certifications," she explained. "Seeing other students success helped build their confidence."

Pittman said the wall led to some impromptu peer mentoring as well. "New students would ask those who had earned certifications for advice, in turn they received information and encouragement."

During the 2018-19 academic year, ISTC students earned 944 industry certifications

Alabama Certified Worker	50
EPA 608 Refrigerant Handling	21
MSSC Certified Logistics Associate	41
MSSC Certified Logistics Technician	11
Microsoft Office Specialist	4
National Career Readiness Credential	295
NCCER CORE	9
OSHA 10-hour	503



Job Placement Team Links Graduates and Employers

Finding a good job after graduation is a challenge faced by every college student. At ISTC, graduates get assistance in meeting that challenge from the job placement team. Under the direction of reentry coordinator Rick Vest, the team works to match graduates with employment opportunities in their chosen field.

Vest explained that developing strong partnerships with employers is essential to the teams' success. "We meet with employers across the state," he said, "sharing information about the types of programs we offer, and the skills our graduates can bring to the workplace."

In 2019, the job placement team tracked 367 job placements. ISTC president Annette Funderburk said not all of the students were 2018-19 graduates. "Many students complete their program of study before they are eligible for release," said Funderburk. "Our placement professionals work with those students to find jobs inside their correctional facility or with the Alabama Correctional Industries division of the Alabama Department of Corrections."

2019 Job Placement Snapshot

309

ISTC Students Released by ADOC

122

New Business Partners Willing to Hire ISTC Grads

367*

Job Placements and Confirmations

*Includes placements for students released prior to the 2018-19 academic year who are in the workforce, and currently incarcerated students placed in work release and other ADOC-supervised jobs.

Beta Psi Gamma Chapter Has Unique Place in PTK History

On April 12, 2019 representatives of Phi Theta Kappa honor society inducted 34 ISTC students into the newly chartered Beta Psi Gamma chapter, marking a unique milestone in PTK history.

PTK president and CEO Dr. Lynn Tinchler-Ladner said the ISTC chapter is the first chartered by PTK with membership comprised exclusively of incarcerated students.

In her remarks to the initiates, ISTC president Annette Funderburk said she had long been looking forward to the day Ingram students could take part in the international organization for those attending two-year colleges. "This is a wonderful day for you and for Ingram," Funderburk told the students, "and a reflection of the hard work everyone has done to help us reach this milestone."

James Elliot, 2019-20 International President of Phi Theta Kappa, served as featured speaker at the ceremonies. Elliot shared his own incarceration experience with the initiates, encouraging them to take pride in being honor students and to continue their pursuit of education.

Elliot explained to the group that his participation, like theirs, would not have been possible before a recent change in PTK bylaws admitting candidates with criminal convictions.



Beta Psi Gamma advisors Keith LaFrance and Alexis Owens facilitate student activities, addressing circumstances unique to their chapter – including the fact that the entire group cannot meet in a single location due to Alabama Department of Corrections security constraints.

"We have some unique challenges," said LaFrance, "but we have already experienced tremendous success in obtaining our charter, and the students are really motivated to make this work."

In addition to maintaining high academic standards, Phi Theta Kappa members participate in activities designed to develop leadership and service skills. Members are also eligible for scholarships to further their education.

The Year in Review: Enrollment and Finance

Enrollment/Completion	Men	Women	Beginning Fund Balance	8,543,123
Career Technical Programs			Revenue	
Spring 18/19 term	376	130	State Appropriations	8,306,671
Summer 18/19 term	271	129	Grants & Contracts	5,273,438
Fall 18/19 term	326	117	Sales and Service	118,587
Students Earning Certificates	624	233	Tuition and Fees	32,990
			Other	132,123
			TOTAL	13,863,809
Adult Education			Expenditures	
Enrollment	836	199	Instruction	6,514,382
GEDs Awarded	62	23	Student Services	1,717,685
Alabama Therapeutic Education Facility*			Academic/Institutional Support	2,796,413
Enrollment	886	N/A	Operations and Maintenance	1,185,642
Program Completers	557	N/A	Depreciation	347,343
			TOTAL	12,561,465

*Men Only

Logistics Students Participate In Warehouse Construction

Logistics is big business in Alabama - and ISTC students are gaining skills and experience needed to secure good jobs in this growth-oriented career field.

ISTC began offering Logistics in 2016 at the Tutwiler instructional service center, expanding to the Draper location in 2018. One of the first priorities for the Draper program was to identify a space where students could implement the skills learned in the classroom. "We needed a lab," explained instructor Artemas Holloway, "and other programs at this site needed secure storage for instructional materials." The solution was new construction, a 2,600 square foot warehouse equipped with a multi-tiered racking system for storage, electronic inventory tracking, and a charging station for the program's fork truck.

Holloway recognized that in addition to providing his program much-needed space, the building would present a unique learning opportunity for logistics students. "The new building location is close to our classroom," he explained, "which allowed us to observe every step of the construction process."

The students were actively involved in the design plan for the building's storage systems, gathering information about the type and quantity of materials other programs needed to store, and installing the metal racking components needed to outfit the space.

Holloway said the new facility has been a good recruiting tool for the program. "The warehouse is an essential component of our training process, and it provides students with a learning experience that truly reflects the workplace."



Foundation board members contribute discretionary funds

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Ingram State Technical College foundation board chairman Senator Cam Ward (District 14) followed the example of board member Representative Rod Scott (District 55), contributing a portion of his legislative discretionary funds to the foundation in 2019.

Foundation liaison Dr. Brannon Lentz said the contributions will fund student activities.

Senator Ward has been a member of the foundation board since its inception in 2014; Representative Scott joined the board in 2016.

Golfers Convene at Arrowhead to Raise Funds for Graduates

On a Monday morning in October, 24 teams of golfers gathered at Arrowhead Country Club in Montgomery for the third annual Ingram State Technical College Foundation golf tournament.

The SWAT Pest Control team of Shane and Bill Yankey, Buck Noble and Allen Meadows garnered first place honors.

Foundation liaison Dr. Brannon Lentz said the tournament generated nearly \$15,000 revenue, with proceeds used to provide industry certification, tools and equipment for ISTC grads preparing to enter the workforce.

Tournament chair Stan Humphries thanked the golfers as well as the many individuals, businesses and industries who sponsored the event. "Every gift communicates encouragement to our students and a genuine belief in their ability to succeed."



We would like to extend a special **Thank You** for your continued support!

ISTC FOUNDATION
3rd Annual Golf Tournament at Arrowhead Country Club

SPONSORS

- ARROWHEAD COUNTRY CLUB
- FINE GEDDIE GOVERNMENT RELATIONS
- Airgas an Air Liquide company
- GMC Building Components
- Central Alabama Electric Cooperative
- HIGHLANDS COLLEGE
- ESG energy systems group
- STIFEL
- TRUCKWORX KENWORTH
- Your Golf Superstore
- NEW ALBERT COMMUNITY CHURCH
- Lentz Educational Consulting, LLC
- HEADWAY MARKETING
- AWBA
- pepsi
- BUFFALO ROCK
- BLUE RIDGE MOUNTAIN WATER

Shirts proudly sponsored by:

- AESC
- HAMILTON SIGNS
- NATIONAL

Foundation Friends Gather to Support Graduates

Friday evening, May 31, nearly 200 friends of The Ingram State Technical College Foundation gathered for an evening of al fresco dining at Prattville's Rocky Mount Performance and Event venue.

After a stop for a commemorative photo, guests mingled and toured the silent auction which featured work by ISTC students from the welding, upholstery, cabinetmaking and carpentry programs. The Goat Hill String Band provided entertainment during the pre-dinner welcome hour.

A buffet-style catfish dinner was followed by a performance by southern humorist "Sean of the South" Dietrich.

Foundation liaison Brannon Lentz described the evening, which generated over \$26,000 revenue, as more than just a night of good food and great entertainment. "This was also a time to share with our community the positive differences Ingram State makes in the lives of our students every day."



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Central Alabama Community Foundation Continues Grant

For a second year, the Central Alabama Community Foundation has awarded the foundation grant funds to support graduates of Ingram State Technical College. The grant was one of 15 awards totaling over \$87,000 made to River Region non-profits that support education initiatives in Autauga, Elmore and Montgomery counties.

At an award ceremony in August, CACF president Burton Crenshaw presented the foundation with a check in the amount of \$9,800 to provide industry certification testing, tools and safety gear for 43 Ingram graduates.

"We are so pleased to have been recognized by CACF for a second time," said ISTC president Annette Funderburk. "Their generous gifts play a vital role in our graduate's re-entry journey, providing resources that help overcome barriers to employment."

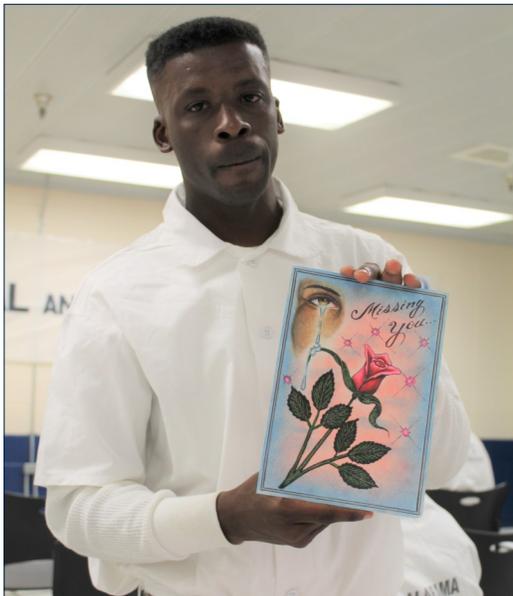
In 2018, CACF awarded the foundation \$6,250 which was used to provide 25 students with tools and equipment needed to begin employment.

Foundation Funds At Work

In addition to purchasing tools and equipment for graduates, the foundation supports a variety of student activities throughout the academic year.

Thanks to the generosity of foundation donors, students can express their creativity by participating in the annual Oratorical and Visual Arts contest, or use their academic skills to seek membership in one of two national honor societies.

The foundation also sponsors a holiday breakfast and summer cookout as well as a reception for the families of graduates each year during commencement.



The Ingram State Technical College Foundation Statement of Financial Position*

	2016	2017	2018	2019
Assets				
Cash and Cash Equivalents	5,346	5,365	18,842	26,943
Property and Equipment	350	350	350	350
Liabilities	00	00	00	00
Total Assets and Liabilities	\$5,696	\$5,715	\$19,192	\$27,293

*year-end totals



2019 ACCS Chancellor's Award Winners - The Chancellor's Awards reward and encourage those who have exemplified outstanding performance, creativity and dedicated service to their college. ISTC 2019 recipients: (from top) Support Staff Member of the Year Jacqueline McDuffie, Academic Faculty Member of the Year Jim Foshee, Technical Faculty Member of the Year Matt Poole, and Administrator of the Year Brantley Carr.

Commencement Ceremonies Recognize 155 Graduates

ISTC recognized the accomplishments of 155 graduates at commencement ceremonies on May 14 and 16, 2019, including male and female graduates from 15 career technical programs, individuals who earned their GED, and those completing the ISTC high school program.

"Studies show that education reduces recidivism," said president Annette Funderburk. "These graduates have taken advantage of the second chance offered them through education and they are preparing for a future that does not include incarceration."

Funderburk stressed that over 94 percent of individuals in Alabama prisons will be released back to their communities, including every ISTC graduate. "With the skills they have learned, our graduates



are prepared to become a viable part of the state's workforce. Alabama employers need qualified workers. Our goal is to provide education and training that prepares students to meet that need."

Terrell Blount, of the Vera Institute for Justice, was the featured commencement speaker, sharing his own experiences within the criminal justice system. A graduate of Rutgers University, Blount is an activist for prison reform civil rights.

A portion of the ceremonies featured outstanding achievements by ISTC students. Auto Body Repair student Wesley Mindler, winner of the 2019 ISTC Oratorical and Visual Arts competition, reprised his winning speech, "A Minor Setback for A Major Comeback" at the men's commencement on Thursday.

Plumbing graduate Suroy Wheeler was recognized for earning an Alabama journeyman plumber's certification while a student at ISTC; and three female graduates of the Logistics program were among the first ISTC students certified by the Manufacturing Skills Standards Council.

Also receiving special recognition were members of Beta Psi Gamma, the college's newly established Phi Theta Kappa chapter. The national honor society recognizes students for outstanding academic achievement.



Commercial Food Service Program Offered Again



Students interested in careers in the hospitality industry can once again enroll in Commercial Food Service at ISTC. The program, on hiatus since 2005, was revitalized last year thanks in part to the College's strong partnership with the Alabama Department of Corrections.

ISTC Dean of Instruction Bill Griswold explained that when ADOC leaders learned the College lacked available space to establish a lab for the program they offered use of the kitchen inside Staton Correctional Facility.

"The kitchen at Staton rivals that of any commercial food service program I've seen," said Griswold, "the offer from ADOC tipped the scales in our discussions about reopening the program."

Commercial Food Service instructor Doug Roberts said that in addition to ACCS certificates, students also earn the industry-recognized ServSafe certification.

Students in the program made their debut in September, serving luncheon to members of the Governor's Study Group on Criminal Justice Policy.

Programs of Study

Automotive Body Repair

Automotive Mechanics

Barbering

Cabinetmaking

Carpentry

Commercial Food Service

Cosmetology

Diesel Mechanics

Electrical Technology

HVAC

Industrial Systems Technology

Logistics & Supply Chain

Technology

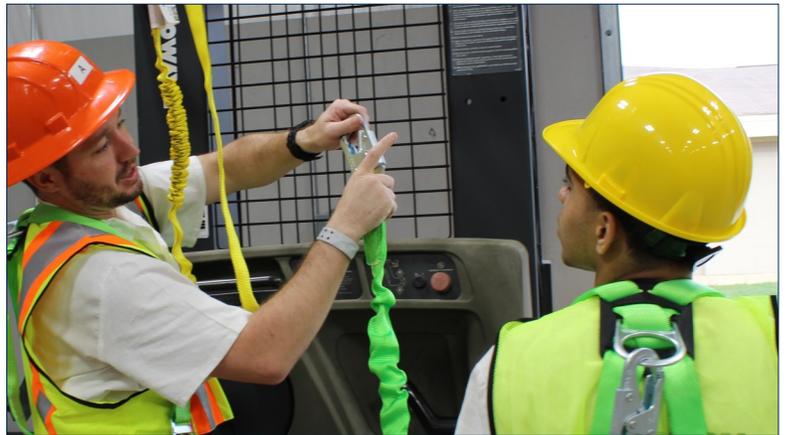
Masonry

Office Information Systems

Plumbing

Upholstery

Welding



Looking Ahead

We anticipate even more great things in 2020, including

New Locations

Bibb Correctional Facility - ISTC will offer adult education/GED prep and testing, and two career technical training programs inside Bibb Correctional Facility (Brent, AL).

LIFE Tech Transition Center - ISTC will partner with the Alabama Bureau of Pardons and Paroles to provide education services to parolees at the LIFE Tech Transition Center (Thomasville, AL). Students can choose from a variety of short term non-credit training programs as well as adult education and GED prep and testing.

New Programs

Swift Coding Labs - ISTC students at the main campus, Draper and Tutwiler instructional service centers will learn computer coding skills in updated labs featuring Apple technology.

Commercial Truck Driving - ISTC will offer a non-credit truck driving program designed to prepare students for careers in the transportation industry. In partnership with the Alabama Law Enforcement Agency and the Alabama Department of Corrections, qualifying students will earn a Class "A" commercial drivers license.

Developing Responsible Citizens



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Red Eagle Work Center
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Montgomery, AL 36110

Donaldson Correctional Facility
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Bessemer, AL 35023

Main Campus
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Deatsville, AL 36022

Tutwiler Instructional Service Center
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