

**NPC Industrial Maintenance and Operations Advisory Council
October 15, 2015**

Lisa Aragon, NAVIT; Andrea Harings, NEAZ Workforce; Fred Calderon, NPC IMO Faculty; Kenny Keith, NPC IMO Coordinator; John (Charlie) Perkins, NPC Mechatronics Faculty; Wade Stoddard, SRP Training Specialist and NPC Adjunct Faculty; NPC; Christopher Susag, APS Cholla and NCCER; Royce Kincanon, NPC Community & Corporate Learning; Terry Dayish, APS; Rhonda Francisco, TEP; Kim Shelley, NPC Adjunct Faculty; Stephanie Goodman, NEAZ Workforce; R. Kim Finch, SRP Training Specialist and NPC Adjunct Faculty; Tony Otero, San Juan Community college, Farmington NM; Andrea Charley, TEP; Hugh Moulton, NPC Adjunct Faculty, Pamela Dominguez, NPC Secretary to Dean of CTE

Welcome and Introductions – Kenny Keith.

Minutes from March 19, 2015 were accepted.

Kenny presented a power point.

Kenny noted issues facing the industry. Biggest concern is fifty percent of all applicants can't pass the entrance exam. It was noted that so many candidates have their certificates and associates degrees that TEP is just pulling from that group.

Kenny noted critical jobs that are going to be up and coming for companies. Industry has an aging infrastructure. Our curriculum has been on target with the industry thanks to the great advisory group.

Curriculum Updates:

Kenny noted the Get Into Energy Grant has extended to March 31, 2015. He discussed the Energy Industry Fundamentals (EIF) and Career Ready (CR) courses. EIF course is a good overview of the whole energy industry from a 30,000 foot view. He showed a module and a worksheet from Electric Power Generations

IMO 234 Power Generation Maintenance Mechanical:

Kenny noted at the last meeting there was talk of creating a new course IMO234. We did a crosswalk found out that nine or ten courses that a person takes that gives them four more levels of certifications in the power generations. We had three enroll in this class.

Wade noted some chapters are more in depth for the hydraulics. Kenny asked if it will be difficult to get the NCCER certifications. Wade noted he needs to get the grades from IMO and submit them with the IMO234. This was discussed and there should not be any problems getting the certifications.

NCRC Enrollment Numbers:

Kenny noted the National Career Readiness Certification is administered by ACT. This helps students know where they are at and what they need to focus on. It prepares them for timed tests. A student does three different tests: locating information, reading and math. NCRC numbers were shown for all four certificate levels: platinum, gold, silver and bronze.

Enrollment Numbers:

Kenny presented a graph with the enrollment numbers. IMO offered some summer classes IMO211, IMO212 and IMO213. Summer will probably not be offered again. It was an accelerated class, sixteen weeks crammed into eight weeks. The numbers are starting to come back up; enrollment had gone down with all the bad publicity concerning the future of the power plants. NAVIT was not included in the numbers.

Open House Date Planning:

Spring 2016 would be a good date to have an open house.

Kim noted that he was asked to talk to the juniors and sophomores at St. John's High School the last couple of years. Then the parents get involved and come to the open house. This helps the students start with NAVIT.

Kenny noted to start looking at some dates around February or March.

Lisa noted Fall registration starts April 1st for the initial group and depending on how many spots open up students can get enrolled right up until school starts.

NCCER Testing Site Fees:

Kenny noted to take it off the agenda for next time. Chris and Kenny have this resolved.

Association for Packaging and processing Technology (PMMI Certificate):

Kenny noted his trip to a trade show for packaging and processing put on by PMMI. It is a nonprofit organization that educates and promotes the packaging and processing industry. Just think what is involved in pharmaceutical industry. They have some great certifications that ties in with our maintenance and mechatronics. I will be working on more certifications for students using the PMMI curriculum.

Kenny noted Bill fee and himself went to sugar refinery this summer were they process 7 million pounds of sugar a day. We told them about our program, we went for a tour, and stayed for a whole day. They are interested in hiring our students. The pay is good. We had some welders hired by Chicago Bridge and Iron.

CiNet RedVector Progress:

Kenny noted CiNet is going great. As long as you use Google, Chrome and Firefox the program works well. Students can do their work on an iphone or ipad, great strides there. Kenny mentioned that he is going to be on the national advisory board for RedVector.

Capital Equipment- Steam System and Hydraulic troubleshooter.

(In book as elective credits and short term)

Kenny noted there are two new courses. One is an introductory to Steam Systems. It is a 3 credit course. I would like to get it to the plants, since it is a hands-on for learning. The next is a Hydraulic Troubleshooter. You can put faults in the back, so a student has to do a lot of critical thinking to identify where the faults are at. My goal is to make these electives and short term.

Grant Update:

Kenny noted the Get into Energy Grant (GEIG) is officially over. We are running through March and then there will be an evaluation period. Total number of NPC students enrolled in program 1,461. Total number of NCRC certificates 38, EIF certificates 15, and other 3rd Party credentials earned 482. We should be proud of what we are providing for industry training.

Kim noted that SRP will hire without the NCRC credential. Their HR director said it is nice to have in their portfolio, but not a requirement.

Kenny noted the SRP likes the RedVector certificate.

Kim noted that he didn't agree to tell students that the NCRC is necessary to be employable.

Kenny passed around a sample of the old math that was taught before and compared to what the new math that is taught now.

Kim noted the math overview in IMO208 works good. All the extra testing and stuff was what was bothering us.

Kenny noted that he is waiting till December to do all is NCRC testing for his students. This is part of his assessment this year to see how it goes. Students today do a midterm and a final. It helps prep them.

Andrea noted that TEP does not require the NRRC credential either, but it is so beneficial. It places students in a highly preferable category that we can just concentrate on them. We are thrilled that there is such a large group that has gone through the whole program. That is the group that we are targeting.

Kim noted the RedVector certifications have been a good thing. SRP requires that they gone through the whole program or we won't even look at them.

Stephanie wanted to know the percentages of students are being employed by the power plants up here.

Kim noted sixty percent are employed after they go through the program.

Andrea noted TEP just hired thirteen more students. All of them went through the NPC program.

Kenny mentioned TEP donated a milling machine a long time ago. No one was able to work it. It is at the Skills center now. We are fortunate Fred was a machinist and we are going to get it working and see what students can come up with.

Kenny noted how do we build into our curriculum and make time for mock interviews.

Kim noted it is a good asset, but how do we cut in the time that we have. He suggested seminars on weekends, so we do not cut into class time.

Kenny noted that he was going to try to fit it into NAVIT.

Royce noted to add a public speaking part. If you can't bring out what or want you want to say to sale yourself you might lose out.

Kenny noted the partnering up with Purina. We have paid Maintenance Internship for ten hours a week up to thirty hours at eighteen dollars an hour. We also have a former student that works there and Purina is paying him to finish out his maintenance classes and mechatronics.

Fred noted that John Spaduccini came to his class to teach resume writing, cover letters and dress. I had a student that came out of an interview feeling good about it.

Industry Updates:

WIOA: We would like to partner with industry on the job training, apprenticeships and internships. We have had a really good partnership with Forest Industries in the Show Low area that has been successful. WIOA helps pay the wages for internships and apprenticeships. Gila county mines are laying off. We are having a job fair to respond for the folks to offer resume writing and mock interviews. We can offer this thing for your classes at no charge.

TEP: We brought in group of twenty power production specialists trainees entry level type positions. We were thrilled that we found such a large pool that we could focus on that completed the Industrial Maintenance program their certificates at a minimum. I think it is the best group we hired yet. Of that group, eighteen completed NPC's program. We made offers this week to another thirteen who completed NPC's program. We are seeing more turn over with more people retiring. We will probably need to hire another large group in another year. We are really seeing a benefit of this relationship. We just created pre-apprentice positions in maintenance and welding. We are working out the details, should be offered in May 2016. All our maintenance positions are all experienced journey man level. So far we have been able to fill internally.

SRP: The IMO classes at SRP are full. The fifth semester class which is site specific I have eight, which four were hired by TEP. We just hired six apprentice, we look internal and external at the same time. The last group of six that SRP hired they are half way through their operations training. These students were hired after the five semesters, which they are at a pay grade above an entry level person. We are looking to hire another big group in December. People are signing up for classes now. They see the jobs are still there after the power industry took a hit of bad publicity. I have two students come up from the valley.

APS: We just hired six apprentice, we look both internal and external at the same time. On January 1st 2016, our apprenticeship committee approved using NCCER curriculum for welding, mechanic and EMI. We are hiring, short 13 people. We depleted our catalyst pool. There is a job posting for AO training, production trainee the only qualification is the IMO program. Hopefully, we will see a wave of hiring. We just down unit two at Cholla. We only have three operating units. We absorbed all the supplementals we had. Clay Goodman is our new training manager. Rose Lee retired, she was the driving force for the IMO program. We are hoping to hire maintenance, welding and ENI into our apprenticeship program. Having the link with the colleges is huge. We are using the same NCCER program for our welders.

Kenny asked if APS hired one of our welders that completed the four semesters how would that work.

APS answered they would have advanced placement.

Kenny thanked APS for the job shadowing.

NAVIT: The Article in the newspaper is accurate. Governor Ducey signed the budget, which was the result of the last legislative session it cut JTED's funding by 7.76%. When you are generating .25 average daily memberships what you get per student is not 7.76% it is closer to 47%. Basically your funding is cut in half. We are already functioning at 91% of our budget. The good side of this is there is a lot big industry that sees what is happening. There is a big push to help the legislature understand what CTE is and what JTEDs do. All the JTED's in the state generate funding for the high schools from the students that are in CTE programs at the high school. So if JTEDs go away the high schools state wide will lose the money that the students are generating at the JTED level. A lot of the programs at the high school will be downsized and or cut out. We are cut by 50% you can only take about 50% of the students that you already take, which you are going to get less funding than you already get. If the budget stays the prediction is JTEDs will last about 2 years. There a lot of big industry that understand what is happening and their pushing for the next legislative session to undo some of what they have done. Will it happen? We don't know. It will probably not be reversed a 100% to get us back the funding but hopefully they won't cut us so drastically. There is a website for this push iamCTE.org. Put student or other successes that has been results of CTE write a story, picture or a video to iamCTE.org. NAVIT get students working earlier to pay taxes sooner than the average graduate.

Wade: Wade noted power generation IMO 233 new hire tough to power vs operational

Moulton: I am doing NAVIT at SRP. A have 13 students. They are good group of boys. I am trying to do hands on. I spoke to them about the people that just got hired at SRP.

Royce: I am in charge of NPC's BIT program for credit and non-credit short term classes. He spoke of his current contracts with Organic Gardening program with the Navajo Nation and Carpentry program with the Hopi Housing Authority on the Hopi reservation. We are negotiating an electricity class with SRP. We do Safety training, OSHA 10, CPR, EMT, Confined Spaces and others. I provide the benefits of staying on the mountain instead of paying employees to travel down the valley for the same classes.

Kim Shelley: Formerly with APS, I wanted pass on my knowledge I did two years procedure writing. I have 34 years of experience; teaching is a good way to pass on my knowledge.

Terry: We are getting ready to retrofit over at Four Corners. It is mandated by the EPA and will cost 650 million in a three year time frame. The problem is who is going to do the work. On top of that, we are looking at some

outages we are spending 50 million on each unit. At our peak, 500 contractors will be needed we will give preference to the Navajo Nation first, since it is on their land.

San Juan College: We will have mock interviews, resume, job applications and cover letters at the beginning of the semester not all in one day. We have everyone give a safety meeting and a turn as a leader; we run it just like a job.

Fred: One goal of mine is to get the milling machine fully functional now that it is in the Skill Center this year. Machine shop equipment is expensive, we are starting with zero. It will be a challenge.

Charlie: We have had some really good thing in Mechatronics. We have all of it online, which has been a great help. I created skills check off sheet. The enrollment is slowly increasing. The development with Purina 4 or 5 IMO and MET students interviewed for internships yesterday.

Next Meeting:

March 2016