**Northland Pioneer College**

**Welding Advisory Committee**

**11-12-14**

**NPC Snowflake/Taylor Silver Creek Campus**

Kevin Westfall, **Caid Industries**; Nicole Chokran, Pascal Malone **CB&I**; Jerry Siko, **Lincoln Electric**; Christopher Susag, **Arizona Public Service**; Alfredo Ortiz, **NPC Welding Alumnus and Welding Shop Lab Aide**; Lisa Aragon, **NAVIT**; Tamie Chamberlain, **AZ Workforce Connection (WIA), Apache County**; Tamara Martin, **Apache County NPC Coordinator**; Frank Pinnell, Wes King, Randy Hoskins, **NPC Welding Faculty**; Peggy Belknap, Dean, **NPC Career and Technical Education**; Sandy Manor, NPC Disability Office; Ann Hilliard, NPC Perkins Grant Manager.

Frank Pinnell welcomed everyone, and participants introduced themselves. Minutes from last meeting – approved.

New faculty member, Wes King, introduced – new NPC welding faculty member at Painted Desert Campus in Holbrook. Had 28 students in the afternoon session on his first day, August 1, 2014 (max capacity is 20).

**Industry Updates:**

Kevin: Caid Industries employment prospects picking up; was told last week could start hiring – 2 per month for next 2 to 3 months. Typically have 12 – 14 openings per year but last couple of years lower. Most openings in Tucson, with a venture in Hermosillo and possibly in the Texas market. Brand new shop, $125,000 equipment, new Open Root Dual Feed MIG Welders. You teach them the theory and how to run them and we can teach them the rest here. Heavy wall piping project, 8000 man hours, has to ship in February. All basically 5/8 to 1 inch. Call me next week and I’ll let you know what I might be able to do for remnants.

Nicole – For spring power plant outages, we’re starting to hire in January – renewed APS contract. Global Resources for Welders for CBI. We work with college programs in Louisiana, Texas, South Carolina. Our company does work all over the country; when people are able to travel we pay per diem.

Randy – do you have an entry-level or apprenticeship program for students just out of college? Nicole, yes we have done that with other colleges at Palo Verde – nuclear apprentice program. 30-day outages at nuclear facilities make it easier to do than shorter outages in fossil fuel plants. Pascal – it would be good to come out and work through options and figure out what your students can do.

Frank – we would very much like to have you visit. Pascal & Nicole, please email me with times that would work for you all.

Nicole – what date are you going to have the graduation ceremony and career fair in the spring? Frank: May 12, 2015. Ceremony 8:30 a.m.; Career Fair finish 5:30 p.m. Goes for all industry partners. Will be in Snowflake at NPC Performing Arts Center. A nearby B&B is offering discounts.

Jerry Siko – J.B. Drivers -- Canadian company has moved into AZ; will be assembling pipe and shipping it to the oil sands. Shuff Steel has new project in Reno – structural work, also in California. Will be hiring both iron workers and structural steel welders.

Lisa – Spring registration beginning for NAVIT\*.

Alfredo Ortiz -- Working as a NPC Welding Lab Aide at NPC St. Johns welding shop, working on Associate Degree, with goal of getting a state scholarship to attend Arizona State University and get a Bachelor of Science in Manufacturing Technologies. Through an agreement with NPC, ASU will take 60 of 64 credits from the Associate of Applied Science toward bachelor’s degree. Achieved: NCCER Welding I, II, III, AWS Level I certifications, as well as OSHA 10-hour, by the time I graduated from high school.

Peggy – it’s great to have so many industry partners. The one most important need our students have is internships. They get a look at industry, and you get a look at them also. Could be paid or unpaid. They earn college credit. How can we connect the job opportunities back to our students?

Nicole – Frank, are you going to route me resumes? Frank – yes, when students are getting ready to graduate we are going to do this. Also, we will have students fill out CB&I online application. Also, among Welding faculty, we circulate openings via email, announce in class, and put openings on our NPC Welding Facebook page.

Nicole -- Maybe we can have our recruiters get you specifics of what we’re looking for.

Frank – come talk to our students! It has a tremendous impact on our students when they hear directly from people working in industry.

Kevin – Caid has hired 9 students from high schools and community colleges; still have 8 working here. Six of 8 that are still there are from NPC. If they stay here any period of time they have training opportunities, to get certifications and gain merit raises.

From Welding skill set perspective, Arizona Western and NPC produce students that have the introductory skill set that we need. We find that sometimes they need some life skills; we find we need to be mentors as they are still very young people.

Tamie – Arizona Workforce Connection; I started in July in Apache County after two years’ experience with WIA in Coconino County. We do provide OJT and apprenticeships to qualified people. We can provide some PPE on need basis, parents’ income. We try to take care of industry in terms of the quality of people we are bringing into our program. Just getting our business services started.

President of American Welding Society recently suggested a service similar to Linked-In for welders and welding jobs. Should start in early 2015. We have lots of alumni in the region who want to work locally.

Peggy – under new authorization, which starts July 1, WIA must be much more industry-driven; services must work closely with industry and try to meet the companies’ needs.

Chris – APS possibly going to shut down one unit. Hiring supplemental employees from Industrial Operations and Maintenance program. We are going to use NCCER levels 1, 2, 3, 4 for Welding apprenticeship program – will be an official program starting January 1. They are saying we will hire some apprentices. If NPC students have earned some of these certs in the Welding program they will be half way through the program when they start. APS sites across Arizona, from Four Corners to Yuma.

Nationally 37% of welders are over 55 years old. At APS, percentage is closer to 70% over 55 years old.

Chris – new APS training manager has much more interest in apprenticeship programs. We can hire apprentices outside of the normal staffing levels.

New development: Christopher Susag has joined the Board of Directors for NAVIT.\* Congratulations all around; Chris will be a great board member and he knows NPC programs well.

Pascal – How many students do you graduate? Frank: Last year we graduated 45 students; on track to graduate 65 in May 2015.

**Equipment needs**

Received $22,000 in grant funds from NAVIT – working on pipefitters certification for our students.

NPC purchased new welders in May and June. We keep older machines but want to be sure we have the most current equipment in the shop.

Kevin -- Dual feeders and inverters with multiple memories. How to store programs; differences between different OEMs – blues and reds. Inverters are the wave of the future because lower energy input. Older TIG machines slowly evolving out to the new stuff. Welders need to get used to storing programs.

More and more people going to advanced process welders. Memory AND software in the machine. Controls network machine for production monitoring; weld sequencing up to 100 welds. Helps not miss a weld. Also advanced technology welders, because use specific alloys like nickel – pulse welding.

Some machines have many different types of welding capable with one machine. Customers need welding programmers.

How much do these machines cost? $10,000, $11,000.

Kevin – we are considering even more expensive machines. I have software on my laptop so I can program the machines in the shop.

Frank – all three shops have inverter machines; $5,000 - $6,000 range. We have one dual feeder which we rotate among three shops.

Kevin: students need to understand they have to transition back and forth, handling multiple processes at once using these machines.

Jerry: Simulators – both industry and education looking at simulator. Does a good job if you want to go to younger students as a recruiting skills. Helps teach muscle control for welding.. Getting into more businesses. Kevin – yes, can see more of this in industry – in-house training, testing new hires.

Jerry: Trinity Industries uses simulators to screen potential employees instead of initially giving them a welding test.

Frank: Jerry brought a simulator to Energy Week open house in our Skill Center in Holbrook in October. The technology has definitely matured since I last tried one 3 or four years ago. Lots of community interest.

Enrollment is maxed out for NPC Welding – we have all of our shops basically full.

National Career Readiness Certification through ACT. Similar to GEI testing, Pinnacle West. Students earn NCRC and NCRC + -- math, reading for information, locating information, talent/personality. We are using these tests for industrial maintenance, welding, and industrial operations. Lots of different levels – nuclear industry requires platinum level. We are getting them some assistance/tutoring to improve their performance levels where needed.

Frank will send out information out to all advisory members.

Peggy – we have access to this testing because of our Get Into Energy grant. Our power industry partners value these credentials for basic workforce skills. Portable across the country.

**Actions:**

Kevin – would love to see more information on NCRC testing; Pascal also. Frank will makd sure they have this.

Actions: Frank will send Kevin a “wish list” for materials.

Nicole – check on fossil power internships for our students.

AWS link or some type of job posting for welders.

Tamie – looking at arranging OJT or apprenticeships for alumni

APS – apprenticeship program for four levels of NCCER

Apprenticeship – Lincoln Electrical Technical Sales – demonstrate welding techniques and equipment.

\*NAVIT (Northern Arizona Vocational Institute of Technology) is a Joint Technical Education District. Program is unique in the state of Arizona; high school students leave their campuses and attend NPC welding shops and associated classrooms three hours per day, five days per week, from August 1 to May 15, for two years. They earn NCCER Level I, Level II, Level III, and AWS Entry Level I Sense Certification by the end of their senior year. We consider them college students; they attend alongside our more traditional, post high school students and take the same curriculum.