**NPC Industrial Maintenance and Operations Advisory Council**

**April 12th, 2018**

Kevin Westfall, NPC; David Krouse, TEP; Scott Newby, TEP; Wil Mortesen, SRP; Lacy Greer, SRP; Royce Kincanon, NPC; Jeff LeFevre, TEP; Peggy Belknap, NPC; Matt Webber, NAVIT; Carrie Jordan, NAVIT; Nicole Ulibarri, NPC; Fred Calderon, NPC; Dan Nicholas, Flow Service; Christopher Susag, APS; Kenny Keith, NPC; Shawntel Skousen, NPC

Welcome and Introductions – Kenny Keith.

Minutes from October 5, 2017 accepted.

Kenny presented a power point on the following:

**Changes to IMO/MET Programs**

Kenny explained the changes that have taken place with the move from IMO and MET to one program: Energy and Industrial Technician (EIT). He also discussed the courses that were removed and some courses that had credit hours changed.

**Enrollment**

IMO208 dropped from 22 students in the fall 2017 semester to just 2 students in the spring 2018 semester. Kenny asked what has happened to the maintenance enrollment since there are very few, if any students signing up for those courses. It was acknowledged that the majority of students that get hired by one of the power plants do come in through operations. It was also asked if rumors play a part in the lower enrollment.

**Adjunct Faculty**

Kenny expressed his concern that NPC needs more adjunct faculty to keep the program going. Peggy Belknap explained that adjunct faculty are great and even having three instructors for the NAVIT courses would be very beneficial to the students as they would gain a great deal of knowledge from the different instructors. Kenny also explained that there is an ISW course that is offered to NPC instructors to help them as they teach courses.

**SkillsUSA**

This year two juniors and one senior participated in SkillsUSA. They only had two weeks to prep for the competition that consisted of 48 teams with over 100 robots. Peggy announced that NPC had 21 total medals at the SkillsUSA competition with12 gold medals that will all go on to participate at Nationals. Additionally there were 7 silver medals and 2 bronze medals. Kevin stated that the rural communities did really well and even dominated over the larger schools. Royce asked about the program and the robotics. Kevin replied the robotics portion of the EIT program is to get kids interested in the program. The program will take that interest further by introducing students to industrial applications. If they are truly interested in robotics they need to understand PLCs and so forth. The things our program has. They are using these as building blocks.

**Other topics that were discussed are as follows:**

**Program Learning Assessments**

NPC has a consultant, Eva, which is helping them to connect the course outcomes. The areas that the EIT program does well in is theory; however, the program is lacking in soft skills such as team leadership, effective communication, and team work. Kenny asked what the program’s gap is, and what can be done to help. Royce suggested working with students on social media and the effects it can have. Jeff explained that there are shift logs and they are missing a lot of detail. These logs are important as they assist the next shift or even shifts later in the week to understand if issues arise. Kenny suggested that the program needs to be creative on how these skills are injected into the course.

**Class Standard**

Lacy and Wil addressed attendance in the lab portion of the classes. They want to see the students come to class and show dedication. They also suggested a syllabus for the lab portion and that lab time be held more accountable. Right now, students can still earn a passing grade even if they never show up to the lab but they are missing some great hands on experience. They do offer great incentives for those that do come to the lab such as going over the home work and emphasizing questions that might be on the tests. It was also mentioned that, in order to assist with this, the courses in RedVector can be set up so that only so many courses at a time can be accessed or the student must show proficiency in the lab before moving on.

**Class Locations**

It was asked if the classes could be help at different locations, as in, could they be rotated. Each generating station has similar but still different machinery and equipment. It was noted that interest in courses offered at certain locations has dropped off significantly for some reason.

**Role and Responsibility of Advisory Committee**

Lacy stated that he would like to see the advisory be more hands on.

**Industry Updates**

**Peggy –** The new NPC president, Mark Vest, will take over in July and would like to continue Dr. Swarthout’s desire to strengthen community relationships. She asked each member of the advisory, “What should we not be doing? What should be doing?” Later Peggy explained the relationship between NPC and Apache County in regards to faculty and programs held in Apache County. She feels that a full time faculty member for the Apache County sites would be great if it can be paid for. Right now NPC does not have the budget for it, nor does Apache County Higher Ed as explained by Nicole. The cost is roughly $60,000 to $65,000 annually for a 10 month faculty member.

**Dan –** He was excited to see everyone still actively involved on the advisory board. He also stated that his company is always looking for more people to work. There are other options for NPC students and it is important that young people are being feed into these programs. He also stated that the programs are driven by industry.

**Fred –** He supports the decision to hire Kevin. Kevin has great plans for the program and students. He feels that NPC needs to keep investing in the EIT program.

**Nicole –** She also agrees with promoting the program and offered her assistance with faculty search.

**Carrie –** She offers helps with recruiting.

**Matt –** Asked for some clarification on the IMO program change, which was explained, and says that he likes the EIT program.

**Jeff –** TEP is not shutting down but they are looking at running the units on lower loads to accommodate requirements. He says they are half way through the “retirement tsunami”. Some positions are not being filled but many are being filled with employees from the bottom. They are moving from 5 shifts to 4 and they are looking to hire more operators in 2019, possibly. They have some internal apprenticeships going on now too. He stated that natural gas is having an effect on coal but hiring 10 employees a year is a reasonable assumption with the retirements going on.

**Royce –** Explain the handout UGotClass from the University of South Dakota. These course include real world applications and last 4-6 weeks.

**Wil –** Asked, how can we address helping students pass assessment? How are other plants dealing with students that have a learning need? (Some answers included working with the students to show them where they need to be and where they are. You have to be real with them.)

**Lacy –** Discussed the shutdown the Navajo Generating Station. Jobs are being offered to those employees but it is a onetime offer so there should only be one NPC class impacted by it.

**Scott –** Expressed that he knows these programs have value and cited personal examples. He offers his assistance with the program. He also stated that he will have about half a dozen apprentices coming this summer.

**David –** They are currently testing 6 apprentices; 4 mechanical and 2 E and I. He appreciates the NAVIT program and says to expand it as much as possible. He reiterates that lab time is crucial and he does see value in videos for the social media kids.

**Kevin –** He is excited to get going. He is from industry so he is shifting gears, please bear with him. He feels that students need to be given the introduction to the industry and the industry needs to take it from there.

**Chris –** APS is not hiring at Cholla in the next year but rumor has it APS will start hiring 18 a year company wide. Recently Cholla has hired 7 entry level employees all from NPC. He also feels that soft skills are needed. A lot of potential employees are cut out in the interview process due to low team work skills. Unit 4, owned by Pacific Corp, will be down in 2020, Units 1 and 3 will be down in 2025. Units 2 and 3 will be made into a motor generator to help with the long distance. Cholla will be cut back to 20-30 people total. The coal handling areas is all contracted. The plant really cannot run passed 2025 with the older units as per the EPA agreement. APS is offering job shadowing program in conjunction with Estrella Mountain. They are 4 weeks in length and include a math introduction, exposure to operations and maintenance, and then they look at them. There are 10 at the Four Corners plant and they are trying to work with their work schedules.

**Next Meeting:**

To be determine.