

NPC AUTOMOTIVE ADVISORY COMMITTEE MEETING

Attendance: Jeanette Hancock, Sammy Harris, Wes King, Cyli Geisler, Sammy Harris, Ben Sandoval, Dan Harris, Dallas ? , Craig Boston, Chris Pasterz, Trevor Gates, Rich Chanick, Mike Claypool, Chris Holloway, Loren McDaniel, Jim Sutton, Don Butler, Ken Ables, Samantha Weller, Frank Pinnell, Ken Ables, James Bejarano, Gary Alfreds, Jason Stradling, Michael Dickason, David Tomkins, Tyson Threadyin, Will Gray, Evelyn Gray, Ryan Maher, Darrin Wiant.

Minutes: Jeanette Hancock

May 8, 2024 at 5:30pm

Location: SKILLS CENTER. 1001 W Deuce of Clubs, Show Low, Az

1. Welcome/ Introductions

Sammy asked everyone to introduce themselves and say where they are from. He asked to give thought to interactions with students and wants to know what NPC can do better. Constructive criticism will help us grow and make our students better.

2. Update on summer enrollment and classes

NPC is offering free tuition for summer classes. There are course fees. If someone wants to take classes this is a good time to do it.

3. Plans on the new expansion of the ATO Program in Holbrook

We are starting a NAVIT program in Holbrook in Fall 2025. Full-blown program to serve Holbrook, Joseph city, Winslow, and hoping to get Sanders over there. Mr. Weber believes he can fill a morning class with 20 more students. At the Skills Center in Holbrook, PDC. They have shuffled some programs to different areas. EIT/ITT is now here in Show Low. Construction will be moved to a different location in Holbrook. With removing those two it will give the Automotive a good place to work and teach. Excited about that and hoping to fill up 2 classes.

This coming year, 2024-2025, it looks like we have morning class filled (44 students with a waiting list) and then afternoon there is some room. Sam currently teaches the second year students and Don works with the first year students. Mr. Wiant is a lab aide and adjunct

instructor. In the afternoons we have Mr. Claypool. If we get more students in the afternoon then Mr. Butler will start working afternoon. We do offer public classes at night Monday, Tuesday, and Wednesday.

4. Update for job shadowing/apprentice program

This year we started an apprentice program for our seniors that are in their last semester. So, a senior in his/her last semester that is keeping up on their school work can find a facility to work in or a facility can come and ask for a student. The student would be hired to come work and that gives the employer an opportunity to see these students and to can shape them and see if they want to hire them when the student graduates. Several students are doing this program currently. Hatch Toyota has one right now and next week will have two more. With this program student works for the employer 3 days a week and comes to class 2 days. Sam said that if anyone had any question to please ask. Students can do a parts house too with their knowledge. With job shadowing they are an employee of the company. It is OJT (on the job training).

5. Industry Updates-Industry members time to report

Asked to go around the room and here from each industry member on what they want to see.

- The students do their CDX programs and learning on the computer but when they get out there it is more the theory of operations in the systems. He believes that is what they need to learn. They need to be able to diagnose in any vehicle. Electrical is the biggest shortcoming nowadays.
- Has had two of the job shadow students and they were good students. Really knowledgeable coming in.
- Not specifically in the diagnose and repair auto business but generally speaking the reliability is something that is important. The work ethic, the importance of doing a good job, showing up and being accountable. This life skill is missing in general applicants. Sam said they do work on soft skills and work on students being able to talk to people. Also work hard on attendance. The students are allowed 3 days through the course of the semester unexcused, after that they get hit a letter grade per day. Had one young man that was going to work and calling in sick to school. So, we talked to his boss and he never did that again. Students are not allowed to have a phone in the class. If they get caught with their phone then it is Sam's for 24 hours, after that they have to have a guardian come pick the phone up. Don said that some of the soft skills are when a customer comes in and wants some work done they make the students fill out the work order so that they can work on some of those skills.

- Electrical is the way the industry is going. So many people have a hard time with that. Has not dealt with any students yet, but looking to get into doing some of that training. Sam shared we have the SNAPON DVOM which teaches them what the functions are. It at least makes them familiar with that.
- I get to see the kids at all different levels. From the industrial program they have an advantage to get tools way below cost. The kids need to utilize that program and it is a great opportunity, some are at least half price at retail level. They still provide SNAP ON financing program. May need to get with the industrial rep on that side. Will warranty those tools for life, so when they break them they will get new tools for free. No issues with any students he has worked with. SNAPON Franchise which has a SNAPON program goes through an industry rate, incentive program for tool buying for the students. When you get out in the field and have to buy a \$48 wrench it can be hard.
- The Small Business Development Center is here at the college and provides no cost counseling.
- The last generation, COVID generation, has had a challenge with work ethic, math and reading. It is a little discouraging if they cannot read or do simple math without their phone.
- Had the pleasure of working with Sammy for quite a few years and have used many students. The students have been very disciplined and am very vocal if they are not. Working in an automotive dealership, especially a franchise, with really expensive vehicles they have to be very well educated. The academics plays a big role. Still require technician notes. What you put down on the paper has to be right. As an apprentice students come in as full time. At Toyota or Subaru students will be issued a full tool box with an allocation of tools, pneumatic, tools, etc. that allow them to get in the business. If the students stay employed with them for 1 year on their 1-year anniversary they get to keep their toolbox. Has been able to keep technicians for years. The phones with the young generation can be an issue. Now they have air pods in their ears they need to be able to hear the vehicle. He said discipline counts. Word travels fast if you cannot work for one company then probably will not get hired elsewhere.
- Empire Cat – do have their own in-house program with another community college. If someone is looking to get into Diesel and Heavy Equipment then that might be a good way to go with the ThinkBig program. Would be willing to speak more to that program if you would like. As far as what industry is looking for is the work ethic. Communication skills: verbal, written, emails, basic computer skills. Technical writing part for service reports and documentation is a big thing also.
- Toyota required ASE – if cannot pass the electrical portion then you cannot have a place in the industry. You have to prove it also on paper. Hard to apply for a dealership. Sammy said that electrical is the longest module, and a whole semester, and the toughest one. The final for each module is the ASE certification test. If one

can pass the student certification tests the renewal tests are easy. The student test is open book. Michael Claypool said sometimes the students pick up the scanners and electrical instantly. Electrical seems to have the best results with females. A struggle is getting students to retain what they have learned. You would think 17-18-year old's can read a tape measure but most of them cannot. It was hit home that students need to know their electrical. Try to enforce in these students what they will encounter and when they are an adult on their own. Push the students hard.

- What is the salary and benefit expectations of students coming through this program. Are those being communicated at the initial level? Are they getting prepared for it? Wants to know if that is an issue. It is a struggle because they can go down to fast food and get paid \$16/hr, vs. a \$16/hr job that you have to buy tools and prepare for a future. Sammy said that they bring in any businesses or dealerships and they tell them you may be the best student but when you start you will start on the lube rack. You need to be honest because that is where employers determine whether they are someone worth investing in. They tell them what they will get paid to start and where they can go. Sammy knows some mechanics making 6 figures. Paying top techs \$35-\$40/hour.
- Speaking of tools, it is really interesting to see these guys come in that carry their toolbox in like a lunchbox. If these students beginning their careers are really dedicated within 2-3 years they will have a huge tower of tools.
- Failure with one certain individual was not being able to count on them, reliable, work ethic. Urged Sammy to continue what he is doing with the students and encouraged more 3C's with the grammar and structure of an auto repair shop.
- Not much input. Basic service bay operations – keep it simple and that goes a long way to build a foundation. Frustrations with the younger generations.
- O'Reilly's – sees a different side of these kids. Soft skills, getting along with other people. At the Skills training noticed there was some sharp students.
- Body shops up here are begging for a program but just to outfit a building to do that would be a couple million dollars. It is a pretty spendy program to get it started. Another big struggle is the EPA regulations are really intense. No body work currently.
- Update on how the automotive students did at SkillsUSA. WE are region 8 and perform the regionals Skills competition here. Take the students from flagstaff, Page, etc. They compete in different competitions. Then we take the top 10 out of that region goes to state and they compete with the top 10 from all the other regions. Our school did very well. We had 5 students compete and 4 of them went to state. We took 3rd, 4th, 6th, and 10th at State. It was really a good year for us. There was 80 competing and it was stiff competition. Sammy thanked all who helped with Regionals competition. Sammy said he will be asking people to help next year. As a shop it is good to see how they do at Skills.

- ThinkBig Program is for Diesel, he said he could share the information with Sammy's students. Wes said he should come talk to the Welding program too.
- Asked if Sammy taught any dedicated diesel modules. Sammy said one touches on it but is not very deep. Sammy said they were looking at putting diesel into the program but are trying to hit those 9 ASE to give them those certifications before they leave and there is not a diesel ASE.
- If anyone wants to come in and give our students opportunities they are always welcome.

6. Date for next meeting.

Next meeting will be around Nov. 20, 2024 at 5:30 p.m.

