

## ***Industrial Technology Trades Advisory Meeting Minutes***

*5/15/24*

*Northland Pioneer College*

### **NPC Show Low Campus, ITT Room, WMC Skills Center**

*12:00-1:30 pm (Lunch Provided)*

### **NPC Provides, Supports, and Promotes Lifelong Learning**

*Minutes: Jeanette Hancock*

*Attendance: Jeanette Hancock, Jeff LeFevre, Ben Sandoval, Betsy Wilson, Jeremy Raisor, Sam Harris, Rich Chanick, Chris Pasterz, Matt Weber, Jeremy Flowers, Wil Mortensen, Lacy Greer, Cody Wade, Mikey Mariscal, Wes King, Tyler Myers, Mike Colwell, Wade Stoddard, Christopher Susag, Luke Grinder, Jeremy Babendure, Jennifer Hernandez, Eagle Numkena, Levi Susag, Craig Boston.*

### **Welcome & Introductions:**

Jeff LeFevre (ITT Faculty) welcomed everyone and conducted the meeting. Excited to have people come into his classroom and show students real-life applications. Jeff stated that this program used to be EIT (Energy and Industrial Technology) and was viewed as a feeder program for the Powerplants and was very power and energy focused. The coal plants have been forecasted to close down. A lot of government incentives for wind and solar, and other renewable energy sources. Growth in those industries have exploded. This new program is designed to still capture the power industry but focus on Electrical and Instrumentation, Mechanical Maintenance, HVAC, and Power and Alternative Energy. Jeff shared his experience in the power industry. Jeff explained that he put together the current program to start in fall 2024. NPC and NAVIT will be doing a 3-hour class, 5 days a week for Juniors and Seniors in High School (NAVIT). Will also offer an adult class on Tuesday evenings. The morning classes are also open to the public. Jeff said it is a huge undertaking to teach one craft but to teach 4 is really big. He needs everyone's advice and assistance with their different areas of expertise. Will use NCCER curriculum – government entity for trades. In this program students will have the hands on with simulation equipment but will need some time in the industries working with

journeyman. This program can give someone a 2-year degree which will give them a head start and could shorten an apprenticeship.

Had everyone go around the room and introduce themselves.

**Jeff asked everyone in the room to share what they would like to see in this program or what they could offer the program to help build it:**

- Need to establish strong relationships with employers. Need to identify potential employers for these students. Might help to use a quantitative estimate of how many positions could be available and a resource to help students get those jobs when they complete the program.
- Working in economic development and right now there is 15 different companies working with renewable energy. There are federal incentives that want local workforce and registered apprenticeships. We need to have this program connect our students to make it easy to have these businesses get those registered apprenticeships and employ these students.
- Has hosted operations and maintenance classes and would be willing to help. He currently has a workforce that will not be able to retire at their current jobs and employees are asking about alternative energy programs. They hope to become certified and find a job to stay here on the mountain. He told Jeff that he has a great shop out there at SRP/Coronado with props for pumps and all sorts of things that they can teach on. They would offer that up as classroom space if needed. He explained that they are actually currently hiring because so many people have sought other employment when told they needed to be thinking of a plan B. He said that a knowledge test is required and they need experience to get hired and they are having a hard time finding people to work.
- Wes asked if they have a practice test for the knowledge test? They said they could not get access to that particular test but talked about some jobs needing to pass a personality test and some requiring a mechanical type test. Wes thought they should look into some kind of aptitude test and Jeff said he would like to administer that to his students when they start the program.
- The NCCER, National Center for Construction Education and Research, certificates will awarded as they are earned.

- Whole focus is to get kids jobs that can stay here on the mountain. Having a skilled workforce that provides employees for industry that could come in.
- APS clean energy is growing their renewable energy and is hoping to work with Jeff. Knows of other projects in the area.
- Advanced Air is looking for people interested in HVAC. People that want to advance their career. He would be happy to help – donate old used units, etc.
- Wes explained that we need students. So, let your community know that these programs will be starting in the fall.
- Matt (NAVIT) explained that one of the biggest hurdles is the previous program is a dying industry. He explained that we need to get the word out that this is not a powerplant program but for many trades. He is excited about this program and that it will make students more marketable for many trades.
- Betsy (NPC Friends and Family) explained that NAVIT will cover tuition and fees but if you know of adult students that want to come back then there is scholarships and opportunities for financial aid. Betsy will teach students how to apply for scholarships. Have the students first talk with Mike Colwell, Academic Advisor, and then Mike can connect with Betsy. Explained deadlines for regular scholarship times and some current scholarship opportunities. Betsy brought some fliers showing two \$1,000 scholarships just for this program.
- Having been a student of the previous program he appreciated the flexibility for working people. He also said that it would be good to not cancel classes due to low numbers while building the program. He believes once people start getting hired it will take off.
- The APS Cholla plant will shut down basically at the end of this year and has a lot of people looking for a job. Most of the employees want to stay here.
- Luke from Air Solutions wants to encourage kids to stay on the mountain. He offered to come in as a guest speaker or teach a class and help to demystify and understand things. Wants students to enter the workforce and be confident.
- Knows of funding to help with programs like this and wanted to overcome the barriers from the previous programs. Has a collaborative grant for money for youth ages 14-24, so could do an open house to bring people here and might bring people together and will work with Jeff.

- You don't know what you do not know. Students do not know what they have not been exposed to. Not knowing availability and parents with misunderstandings. These are good paying jobs that could be provide. Think about how do you expose students and parents to these great opportunities. Are there opportunities to open up work sites to students, field trips, or go to the schools, etc. Pipeline AZ – shows what kind of jobs are available and what kind of pay scales.
- We need to sell this to the students. Having these skills and knowledge opens up a lot of opportunity. Employers also need to prevent barriers like requiring 5 years of experience. Students need to know that these can provide good paying jobs.
- Jeff wants ideas for simple ways to get students interested.
- Sammy suggested to make it easier for employers to access the students. What they have done in their program is to have the employers come into the class and they can tell the students what they have to offer, what they expect, and if they are a good employee what they can expect in a year. It also helps the employers see the students. Sammy has 3-4 dealerships in town that take 80% of his graduates.
- We have to sell the parents. These are transferable skills that transfer to other trades.
- Jeremy Raisor (Dean of CTE) explained that the ITT program does not start until the fall but we built it in a way so that anyone that had started previously in the old EIT program should have a pretty seamless pathway to get into the ITT program. So maybe they finished the initial classes and now want to go back and get a degree, or even they did not take their classes here but they have the NCCER certificates then we can give them credits for the classes that align with the certificates. We recently made a change that they had to pay 50% tuition to get the college credit and now they do not have to pay the tuition rate anymore, it is just a \$45 fee and will get as many credits as the certificates will give them. This applies to any of our programs. Our DGB recently committed to free tuition for students for the next 3 summers and he encouraged employers to have their students take some classes. The Governor's office recently announced a tuition waiver program for certain industries and HVAC is one of them. So, we have \$300,000 in tuition waivers for students coming to take classes in the fall. He offered to anyone with employees wanting to get back in to come and apply for those tuition waivers. Those tuition waivers are just for this coming fall. We do not allow our students to take out

student loans so that they are not going into great debt. We have a bachelor degree program that is pending approval. Our Bachelor of Applied Management degree can be fed by any skilled trade. That program is tentative for the fall pending our approval, and could be pushed to spring. That degree can apply for anyone that has previously completed the EIT program or any other CTE program from years ago.

- Small Business Development Center will come to the classes to talk about entrepreneur side and will walk anyone through how to get funding for a start up and how to work with the state for licenses etc.
- Ben (Career Services) helps students become career ready. Ben has a job platform that allows employers to tell their story. Working on getting alumni to tell their stories. Even if only worked a year he would love to get them on there to share their experience. Can also advertise an open house or another event.
- It was asked if there is a communication class to work on people skills. Every craft has that with their core curriculum with people and communication skills. Wes explained that they all work on soft skills and will work with Jeff on that in his program.

**Jeff thanked everyone for coming and for their input. He adjourned the meeting.**