



Advisory Committee Meeting Minutes – Monday, Nov. 28, 2011

Welcome & Introductions

Bill Bonaudi, President, welcomed everyone, with introductions being made around the table. Those in attendance were: Steve Bagwell, Warm Industrial Non Wovens; Dixie Simmons, State Board of Community & Technical Colleges; David Beyer, President, EvCC; Marci Larsen, Superintendent, Mukilteo School District; Bill Bonaudi, President, Big Bend Community College; Curtis Takahashi, Workforce Development Council of Snohomish County; Ray Kubista, Everett Community College; Terryll Bailey, The Allison Group; Steve Cotterill, Snohomish School District; Mary Brueggeman, Future of Flight; Michael Greenwood, The Boeing Co.; Greta Gillisse, Korry/Esterline; Michael Werner, Granite Falls High School; Mary Kaye Bredeson & Sue Bradshaw, Center of Excellence

Overview of DOL/Air Washington Grant

- Grant was submitted by a consortium of state community and technical colleges
- Spokane Community College is the lead on this grant
- The grant is focusing on composites, electronics, machining, A&P, and the training of veterans, ESL and dislocated workers
- The programs created from this grant are designed to be short term training with a focus on 6 months or 2 quarters
- Includes a component of pre-employment assessment and training
- The grant is scheduled to push through approximately 2,600 folks through various training programs over a three year cycle
- Enables better articulation with our K-12 partners and providing curriculum on-line

New Industry Partners

- Warm Industrial: has three plants, currently adding 85,000 square feet to its facility in this area which will then add one line to begin operation in mid-March; they will begin hiring 5 people for this line with a need for basic electronics training; they do offer some on-the-job training; waiting for final confirmation for AS9100 to begin as a Boeing supplier

- Korry/Esterline: actively hiring and have been for about the last year, with approximately 25-30 open positions that are backfills or replacements; 1/3 of those open positions are engineering (systems and electrical); then have need for production operators and machinists, entry level to journey level; currently working on partnerships with local colleges for internships

EvCC/Corporate & Continuing Education Center:

- Currently creating 10-12 week programs
- Creating stackable certificates
- Adding some machining patterned after AJAC's Green light program

Misc. Information:

- **The Boeing Company:** Michael shared that Boeing currently has open enrollment for its apprenticeship program; have had 2,700 apply with only 150 meeting minimum requirements; those minimum requirements are available at www.iam-boeing-apprenticeship.com and include applicants must be at least 18 years of age, GED or high school diploma, must complete all required elements of the IAM/Boeing Math assessment, etc.
- Boeing is also working with Sno Isle and Yakima Valley Skills Centers by providing those skills centers with focused curriculum surrounding manufacturing that then helps the skills centers implement an entry level program
- The curriculum assists in creating an awareness re. manufacturing as a career choice and gives students a hands on application of skills that are needed for those students to be able to go to work right after graduation
- Boeing has a need for maintenance workers that are short term employees for entry level positions; they have created a position entitled "maintenance helper" in which these folks shadow the "mechs and techs" for 2-3 months; if they work out OK, they are brought in as regular employees; Boeing has created it's on A-Z training for these short term employees as no current training for this category exists within the state
- **Our Industry Partners** indicated that for those workers that have been out of work for a while what is coming through in those applicants is a lot of apathy; sketchy work histories are being presented along with issues in getting through background and or drug screening checks; according to law drug screening or background checks are not allowed to be done until an offer is on the table; also what applicants need help with are the ability to cultivate a list of professional references, that appears to be a skill that is lacking; soft skills can be hard to interview for but seem to be able to ferret out through the reference checks.

- At this time industry is placing more of an emphasis on soft skills and those considered “mechanically inclined”; not currently looking at stackable certificates; comment was made that if industry would begin to value those certificates then those certs. would benefit those students by making them eligible for “preferred admission

Future of Flight:

- Working with several districts to provide a flights of innovation program for middle school students
- This program is a 4-6 week program in which the students come to the F of F with their teacher, with F of F, through grants, is able to cover sub and transportation costs so that there is no cost to students or their respective districts
- This program uses inquiry based learning and works on such things as teamwork, interview skills, environmental and aviation problem solving that then culminates with a multi-media presentation before the class, parents, F of F donors, etc.
- There is some talk to expanding to 5th grade classes in the future.

Granite Falls High School/Michael Werner:

- Michael’s program re. the cars, etc. involves a partnership with Fiberglass Supplies in which Michael is able to purchase the materials at a good price and the president of this company will come to work with the students directly in the classroom; he also makes himself available by phone and e-mail so that students are learning the soft skills of communication
- The nature of his program, with the creation of his eco-cars and carbon fiber projects such as skate boards involves teamwork and program solving; these soft skills help with college or work applications
- Michael is working with EvCC to get up to 5 credits in composites after successfully completing his class

Snohomish School District/Steve Cotterill:

- Both of the high schools in Snohomish were lucky enough to be outfitted with CNC manf. Machines, composites rooms and testing labs
- However what he is finding that students are having a difficult time finding room in their schedules for CTE classes with all of the core requirement classes that are needed to graduate

- High schools are still setting their graduation requirements all the same for all students regardless of post-graduation path i.e. 4 year university, 2 year college, or short term technical program to launch into employment
- Steve has developed curriculum for schools that does not require all of the “high end” equipment and he is willing to share that with anybody
- Students are still asking the question “when will I ever use this” and CTE classes can bridge that gap by providing hands, real world applications.
- Steve would like to also get some of those classes typically taught at the skills centers to be offered at the high schools, since enrollment at the skills centers is limited and at this point cannot keep up with demand

Project Pegasus:

- A report has come out detailing what Washington State has to offer in terms of benefits re. keeping the rebuild of the 737 in Washington; this report outlines the impact of education and industry working together to create short term programs designed to help train people for entry level positions eligible for immediate hire

NAMS Certification in Washington State:

- Terryll is currently writing a report on how industry within this state is using NAM certifications
- Revolves around Work Keys and includes work readiness i.e. applied math, reading for information, and locating information.
- Spokane WFD is currently using Work Keys in a couple of their high schools and the state of Oregon currently recognizes applied math as a pathway to GED passage
- Some state are recognizing National Career Readiness in place of the GED
- At this point, for Washington’s education system to really move forward with NAM certifications, we need to have industry buy-in that they will recognize these stackable certificates during hiring