College!NOW Implementation Team Meeting Notes
May 16, 2013
9:00 a.m.-10:00 a.m.

Attendees: Jane Baker, Nina Babich, Jane Baker, Daniel Bingham, John Cech, Anne Clark, Victoria Clark, Brad Eldridge, John Garic, Barry Good, David Hall, Meghan Harrington, Greg Kegel, Pam Parsons, Jeri Pullum, Marsha Riley, Janet Schultz, Matt Springer, Lynn Stocking, and Vida Wilkinson

TAACCCT Consortium Grant-Introduction
John-this is a pivotal time for the grant; by this time next week, work on it needs to be high gear.
  • Lumina is providing the opportunity for a state team member to go to Indianapolis in June to articulate tuning two- and four-year degrees and creating pathways.

Report-Outs on Focus Groups and Individual Interviews with Industries
  • What occupations?
  • What skills?
  • Number of employees?

Glendive
  • Seven industry leader interviews
  • Online Survey Monkey was conducted by the job service and chamber of commerce
  • Industry needs include:
    o Welding, administrative assistance, GIS, and major technologies; certification; a basic engineering foundation for many of the jobs.
    o Developing basic work skills and a work ethic, reflecting the national career readiness focus on soft skills.
    o These needs are not new but an expansion of what is already being done in technology application.
    o Challenges-grant regulations, work ethics, lack of basic skills and job readiness

Havre
  • A focus-group conference call of nine industry representatives
  • Ripple effect of industry needs on programs offered
  • Industry needs include:
    o Technicians
    o Workers with associate and bachelor’s degrees
    o Railroad and pipeline workers
    o Manufacturing
    o Trade-related
    o Existing trades and woods manufacturing workers are aging.
    o Specific occupations needed: plumbers and carpenters for the housing industry; technicians with mechanical skills; HVAC; plumbing and electrical apprentices.
    o Cross-overs
  • Incorporate industry needs into apprenticeship programs.
  • Discussions are held with the Montana Contractors Association.
  • Get skilled workers into the business end of industry.
Action: Halliburton and Caterpillar have sent lists: Greg Kegel will pdf these to John.

Billings
- Many Billings industry representatives responded; Kopp Construction
- A Workforce Council meeting is upcoming.
- Industry needs include:
  - Graduates with a work-ready certificate

Great Falls
- Businesses and industry were sent lists.
- Pam-Montana Manufacturing Extension Center-survey sent to 1000 members
- Nina-they can provide labor market information.
- Coordination is occurring among e-learning and e-assessment suppliers.
- The ADF industry, Yates, Lauren

Helena
- Individual interviews were held last week with four employers.
- The varied industry needs include:
  - Diesel; technical skills
  - More focus on computer and communication skills
  - Boeing needs machinists and four-degree technicians and engineers for consulting-type jobs but will not provide exact numbers; hiring questions have to go through corporate headquarters.
    - Real-time job postings are a valuable way around this restriction.

Bozeman
- Surveys were sent to Prospera Business Group email listserv of 800; most larger employers responded.
- Interviews were also conducted with seven local manufacturers.
- Industry needs include:
  - Machinists, operators, welders; currently, machinists are being recruited from Idaho and Utah.
  - Engineers who do not mind getting dirty.
  - Critical thinking skills, which are not evident among newer employees.
  - Smaller numbers are required, but job openings are posted on a running basis to meet need.
  - Word-of-mouth hiring.
  - Some hiring also involves “stealing” qualified workers from other employers.
  - Manufacturing training programs should include the basics of machining and tooling.
  - Nervousness with younger graduates due to safety issues, inexperience; current hiring focus is on 30- to 40-year-olds for these reasons.
  - Focus is on CNC.
- Industry is happy to help get this process going anyway it can; industry desire is high.

Butte
- Interviews were conducted with various mining companies.
  - Industry needs include 500 miners who are skilled in:
    - Underground mineral extraction (not coal but platinum, silver, copper, cobalt).
    - Underground driving and heavy equipment operation.
    - Construction and mine maintenance.
  - Training consistency, especially in safety
  - No existing funding to expand training
- Local governments are interested in having a summit on the newest mining technologies.
• Montana Tech is planning an event that introduces the college to companies and two environmental groups.
• Instructors who can teach toward the two-year certificate do exist.
• Montana Tech already has a lab and alignment with the four-year.
• Jane Baker—Montana Tech’s short-term underground mining program no longer exists.
  o Those materials are being used to update a new underground mining program.
  o The training program is costly.
• There is a sense that the college should not interfere with the training money that industry already provides; do not impose on industry; industry does not like doing surveys.

Hamilton
• Hamilton worked closely with Bitterroot Job Service to contact 10 of the 83 small manufacturers in Ravalli County: meetings were held with five, and more were contacted for phone interviews.
• None of the manufacturers wanted to participate in an online survey.
• Interviewed manufacturers are planning 103 engineering, technician, and other hires in the next 12 months.
• Industry needs include:
  o Fundamental skills in machining, foundry work, tool and die, welding, reading blueprints, using calipers, programming logic controllers, applied algebra, XYZ printing, a work ethic.
  o No access to local training, so most of it occurs unsystematically in-house and on-the-job.
  o A larger pool of qualified candidates from which to hire.
  o Internship programs.
  o Unpredictable markets.
  o Disruptions in the raw material chain due to government regulations, natural disasters.
  o A global reach.
  o Incumbent worker training program
  o Training on lean manufacturing to increase employer productivity
• Look to the German training model: Germany does not stigmatize occupational training.
• Gun manufacturers are predicting New England and New York will be moving west where the political climate is better for that industry.
• Industry excitement exists for high schoolers to come into the workforce with an industry-ready certificate

Missoula
• The focus group was robust and included eight businesses represented in energy/sustainable energy.
• Industry needs include:
  o Engineers with four-year degrees, knowledgeable in project design, and good team players.
  o Welders who will stay in the area and not leave to the Bakken.
  o Workers with sales and entrepreneurship skills—especially needed by small businesses.
  o Internships that last 120 hours (not 90 hours), so an entire project can be completed.
  o Safety, especially works who look out for their own safety.
  o Workers who focus on creating a quality product.

Flathead Valley
• Conversations with industry are robust and ongoing.
• Industry needs include:
  o Soft skills, teamwork, work ethics, safety
  o CMT
  o Welding and welding fabrication, machining, industrial electronics, industrial mechanics
  o Experienced workers
• Interviewed industries indicated a willingness to provide the work environment that provides students with experience.
• Industry refers internships over apprenticeships to get students up to speed.

Wrap Up/Next Steps/Needed Actions
• Develop a better framework and menu of occupational programs and strategies so campuses then have the opportunity to opt in or out.
• The TAACCCT strategy meeting on May 17th will be important toward this end.
• The grant is due July 3rd - this is the only grant that Montana will submit; there will be no additional solo grants.
• Jeri-The application has to be complete and out for review within a month; the timeline is very short.
• Solicit individual industry commitments:
  o John-Direct phone calls for exact numbers of needed employees.
  o Use a short standardized format, e.g., a letter with check-offs for curricular design, willingness to participate on an advisory group.
  o Limit the number of attachments.
  o Get the form out to already contacted employers by the end of next week.
• Matt-it is critical that we travel to meet, or hold conference calls, with each institution and run through strategies and opportunities to opt in or out.
• John-the campus representatives who are doing this need to be empowered to move on this fast.
  o Changing dynamics in DC mean this is our last chance.
• Barry-Can some of this occur in Great Falls during the BOR meeting and Two-Year retreat?
  o John-We can talk about this with the TAACCCT Steering Committee on the 17th; decisions need to be made at the CEO level.