

ADVISORY COMMITTEE MINUTES

June 16th, 2023 12:00 PM
at Lower Columbia College, DTV Room 201

I. CALL TO ORDER

Tamra Gilchrist called the meeting to order at 12:10 pm

II. INTRODUCTIONS/Attendance:

James Bobst - Pacific Fibre Products
Terry Craig - ERS West
Mark Evans - Signature Transport
Kevin Thomas - Weyerhaeuser/Longview Export Yard
Bryce Lemmons - Signature Transport
Uriah Chipman - IUOE #701
Tamra Gilchrist - Lower Columbia College, Dean of Students
Jim Dillenger - Lower Columbia College, DHET Instructor
Jennie Bergman - Lower Columbia College, Workforce Education Manager

III. APPOINTMENT OF CHAIRPERSON -

Kevin Thomas Appointed Chairperson Vote: 5 yabs, 0 nays

IV. APPROVAL OF MINUTES - They will be sent out for electronic approval

V. INDUSTRY UPDATES

Uriah, IUOE #701 - The Apprenticeship program is growing - 200 apprenticeships at this time. The apprenticeship program is being pushed hard to put apprentices with journey-level workers to fill the open positions as fast as they can.

Programs are growing with a new welding program that has been started at the training center. The WABO certification is being offered through the training program for the apprentices. A new complete shop is now available for the diesel program. This program offers component rebuilds, drivetrain, and on-site repair. This training allows the apprentices to gain experience in completing maintenance repairs.

The training center is now an accredited CDL training program for Oregon residents and some WA residents. Training capacity is at 19 per year.

With a big focus on the training center, a new 85-acre site has been acquired for equipment. The new programs offered and the new acreage have allowed training to now be offered year-round.

Outreach has also been a focus, completing visits to 36 Schools and 6 other locations. A new training simulator has been built using the same technology that Boeing and NASA use for their flight simulator training. An apprentice can be put

on the simulator before putting them in a machine. They have noticed that apprentices are better equipped and are working safer with more knowledge and awareness about the equipment they are operating when they have simulator experience.

Requirements for admission into the apprenticeship program:

18 years

HS Diploma or GED

Current Driver's License

OSHA 10 Safety Card

FA/CPR Card

Drug-Free

When someone applies for the apprenticeship program and they have college credits and work experience, up to 25 points will be added to their application. This will help advance their application within the pool of applicants.

Several high schools are helping students get their OSHA 10 and FA/CPR cards. Welding classes are also adding dual shield welding along with traditional welding to their curriculums for students to take their WABO certification. All of these steps help students come out of high school with points on their application for the apprenticeship program.

Kevin, Weyerhaeuser/Longview Export Yard

Starting to use more hybrid equipment in the yard and are working with manufacturers to help with the transitions.

Staffing issues include employees taking early retirement and no one coming out of the school system. This has pushed them to start hiring more people who have home experience and training them for the positions. The recent Weyerhaeuser strike also did not help with hiring. The shop is still three or four people short. After the strike, four employees did not come back.

Outreach - Kevin is working with HR to get back out to high schools to grow awareness about Weyerhaeuser and what they offer alongside the forestry side of the business (drone operators, mechanics, etc...) There are some barriers with hiring non-union apprentices/interns working within union environments. Advances are being made with these challenges.

Mark, Signature Transport

Hard time getting drivers due to COVID. Signature started a new scholarship program that brought in 23 drivers. The scholarship is now closed. They have a good training program and are using cameras in the trucks. The training can take 3-4 weeks before they are in the truck with a driver mentor. Signature has built a nine-month apprenticeship program with benchmarks that go beyond the initial 4

weeks. After giving the training plan to their insurance company, they were able to hire an 18-year-old to drive for them. (Great West Casualty, Insurance Company) They have had a good safety record. They are currently running all automatics. However, their driver trainers are not restricted to automatics; they all test for their CDL in manuals.

Terry, ERS West

Outreach took a hit due to COVID. We will hire someone with no school experience who has a good work ethic. ERS has had to implement in-house training utilizing John Deere University (online) and Genie programs. ERS also has its internal trucking standard test with a driving test before they are hired. They are also thinking about putting cameras in their trucks.

Finding people who understand codes, how systems work, and the fundamentals is important. Communication is the biggest problem that they are having. They need people who understand the computer “lingo”. Hiring people with this knowledge is hard to find - they need to be trained to fix the high-tech issues. Kids are not getting excited about mechanics. We need to get the kids interested.

Online Training Opportunities Shared:

CAT University, John Deere University, and Cummins University all have great programs.

James - Pacific Fibre Products

PacFibre has 6 operations with 4 operations running trucks and big CATs. They are well-staffed with drivers. However, they do have a shortage of mechanics due to retirements. On the trucking side, they train mechanics in-house. It can be hard to get the students right out of school with all of the opportunities available right now. They have a high safety rating. Safety is a priority and this creates a good culture at PacFibre. Their goal is to take care of employees and keep people working.

VI. EDUCATION UPDATES

a. Tailored Workforce Development Plans at LCC (Apprenticeship)

LCC has opportunities for our partners to develop tailored instructional plans for employees. We offer non-registered apprenticeship-related supplemental instruction (RSI) plans and registered RSI plans. Courses are offered on the LCC campus and online and are designed to supplement on-the-job workforce development. Contact Jennie Bergman, 360-442-2601 or jbergman@lowercolumbia.edu for more information.

b. High School Class

Kelso High School has a skill center without walls model that is open to all area high school students. The program contracts with agencies to offer high school instruction.

LCC is delivering two courses through the skill center. The Industrial Trades Foundation class was offered during the 2023-23 school year. Half of the school year students were in the machine shop and the other half of the year they were in the welding shop. Starting in the Fall of 2023-24, the Diesel Technology program will be offered. Running the full high school year. Garrett Miller will be the instructor for the Diesel Technology class. M-F 7:15 am - 9:30 am. We are looking at providing Tours out in the field for students along with providing them with OSHA 10 and FA/CPR training.

Juniors and Seniors are eligible to take the classes. Both the Industrials Trades Foundation and the Diesel Technology classes are 100% on the LCC campus. The capacity for the classes is set at 15 students and we are full.

Possibility for a tour: CNC Shop in Portland would be a great place for a tour. Contact Uriah for more information.

Students will earn high school and college credit towards the program.

c. Facilities, Equipment, Technology

Need equipment with electronics - donations are always welcome. If you have something, let us know. The broke down equipment is perfect.

d. Student Success/Performance

As instructors, we are seeing a shift in work ethic and students are not coming in with the same level of experience and knowledge that we had in the past. There are fewer students with at-home experience. As a result, the instruction that we are providing needs to start at the very beginning with basic knowledge.

Currently, college enrollment is also related to the desire to work or not. Enrollment is also affected by many workers who are going straight to work and not enrolling in LCC programs.

What are you looking for? We will be looking at restructuring our program to keep up with what the industry needs with the goal of providing a high-level of training that is needed.

Mark - Component rebuild is no longer needed. It is not done anymore.

Students need to know how it works. Timing and assembly is what is needed

Success

- 90% of students are already employed before graduation. We anticipate this will continue.

- Class size: 9-12 students in each class.
- 1st year classes are at 12 students.
- LCC is offering certificates and advisors are talking with students to go on to get a degree.
- LCC does provide credit for prior learning.

e. CDL Fund

Community members are now able to take the CDL course through our Continuing Education program. The class is still offered as an elective course through the DHET program.

LCC had been awarded a three-year fund to help with student LCC tuition/fees for Class A CDL. This fund was awarded to LCC from the Governor's Office. The fund does not pay for fees outside of the LCC tuition.

Year 1 - Funded 10 student's full tuition, 4 student's partial tuition

Year 2 - on track to fund 4 students' partial tuition and 12 students' full tuition/fees (contingent on Legislation Funding year 2)

Year 3 - Projected to fund 12 student's full tuition/fees (contingent on Legislation Funding year 2)

The fund also allowed us to purchase some equipment and update our training materials.

CDL Training:

2 weeks (40 Hours) Theory Class: M-Th, 7:00 am - 12:00 pm

4-5 weeks (120 Hours) Driving/Vehicle Class: M-F, 7:00 am-3:00 pm

Maximum Students: 4 per class

We also have a simulator. Although we cannot count the hours for training, we can put a student on the simulator to build more confidence in a specific area.

We can work with you to utilize the simulator for your employees. We will need to set up an agreement and provide some training before we offer it as a tool for partners. Contact Jennie Bergman for more information.

VII. OLD BUSINESS:

a. Student Internship Program

LCC has an internship program for second-year students. We are looking for sites to place students to get work experience (Cooperative Education -288 class). It is offered as an elective class. Contact Jennie Bergman for more information.

b. CDL New Tuition Rate - Reduced from \$6480.90 to \$5883.33

2 options (same rate):

Option 1: for credit-DHET Program,

Option 2: no credit-Continuing Education

VIII. NEW BUSINESS:

a. **Committee Input: Welding Class**

Current Class: Cutting with a Torch and Wire Feed.

Jim, Instructor, shared that the program needs to have: Stick 6011/6010/7018, gas welding/oxy-acetylene, bottle safety, burning, brazing, and carbon arcing welding... need this for service field trucks.

Committee Input: Agrees that what the instructor shared above is what is needed for the diesel program. These are essential skills for the diesel field. At the minimum, students need to be introduced to these skills and receive base knowledge.

b. **Organizational Leadership and Technical Management: Bachelor of Applied Science (BAS-OLTM)** - The next cohort is online. The program is designed for the working adult ready to move into management. Some prerequisites are required. Great opportunity for employees.

c. **Fall 2023 Committee Meeting Topic** - The meeting will focus on committee work to update the Diesel Heavy Equipment Technology Program. We are looking for input that will drive the direction of the current program. During the meeting, several options will be discussed and the committee will be asked to evaluate and give feedback to ensure that the direction of the Diesel/Heavy Equipment program is moving forward to support industry needs.

d. **CDL - Search for Instructors**

Need space in the future for range training and parking equipment
Will send out the info when we post the position

IX. UPCOMING PROGRAM OR COMMUNITY EVENTS

- a. July 27th "Rock Enroll" Career Pathways Showcase 4:00-6:30 pm.

X. NEXT MEETING (DATE/TIME/PLACE):

XI. RESOURCES

- a. [ADVISORY COMMITTEE HANDBOOK](#)
- b. [LCC: Professional-Technical Advisory Committees Meeting Minutes](#)
- c. [The Carl D. Perkins Vocational and Technical Education Act, Public Law 105-332](#)
- d. [College Advisory Committee Procedures](#)

PREPARED BY: Jennie Bergman

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