

# AUTOMOTIVE ADVISORY COMMITTEE MINUTES

May 13<sup>th</sup>, 2024

5:00 pm - 6:30 pm

DTV 201

## I. Call to Order 5:06pm Paul Merryman

### a. Introductions

**PRESENT:** Paul Merryman, Will Grenier, Mike Kaylor, Tamra Gilchrist, Andrew Hodges, Gary Roeske, Corry Kile, Randy Bailey, Charles Zimmerman, Maximilian Macdonald, Nick Burke (ZOOM)

**RECORD TAKER:** Kalisha Harris

### b. Approval of Minutes Approved following the last meeting

### c. Review Chair/Elect Vice-Chair Paul would like to stay on as Chair.

Call for Vice Chair put out to group. All Prof/Tech programs are required to have an Advisory Committee that meets at least 2x/year. Events between meetings is encouraged to allow further partnerships and exposure for students & industry. Nomination by Paul for Will Grenier, 2<sup>nd</sup> by Gary Roeske, Moved by Corry. Will Grenier voted in as Vice Chair.

## II. Industry Updates/Emerging Trends/Technology

Paul - Prices going up is making costs go up just trying to keep up and assuring that wages are competitive.

Bud Clary has an Apprenticeship program launching in Aug to grow entry level Techs into flat rate Techs. Targeted for people who are serious and able to commit. Wanting to get more students in the shop and purpose of the Apprenticeship is to grow Master Techs, in house. Apprenticeship will have a week-long classroom component where an outside company will come in and teach then candidates will move into shop and get hands on learning with a Mentor. Tamra shares the LCC Apprenticeship model and how we can provide courses they may be wanting their techs to take as part of a joint program. Paul acknowledged the information and stated they will keep that in mind.

Mike - EV is not going away. Corry inquires about what the trends look like and what should students know, ideas of where to go with training. Bud Clary states that entry level would need at least a basic understanding of how to disconnect an orange cable. Otherwise they do not expect EV knowledge at entry level. It's primarily master level techs getting the EV training. There is a high need to know Electrical and safety aspects. Most EV cars are still new enough that warranties are covering and requirements & certifications required are very strict in order to authorize work to be done. Big recall on Chevy Bolt batteries requiring updates to equipment and mandated network upgrades to stay up to date and able to work on them.

General Conversation around 1234 A/C. Shops are seeing more vehicles using this which has LCC considering purchasing a machine to allow us to keep up to date and provide service.

Corry asks what trends are happening with Diesel, if any. Not much change in diesel tech vehicles. It would seem that there was so much upgrade in technology so quickly over a period of time, that it appears to be slowing down to allow things to settle. Bud Clary is focusing on updating shops to service and accommodate more commercial size rigs.

Charlie – trying to transition into EV. Hasn't seen a whole lot, but a couple and focusing on being able to service them. Feeling like they are set otherwise. As he looks towards retirement, succession plan isn't looking great.

### **III. Education (LCC and K12) UPDATES:**

#### **a. Input and recommendations:**

- i. **Equipment** Tamra - LCC has been lucky the last few years to have some grants to update and provide new equipment. With the new bldg. coming in, there are people working out in the community to get funds to update equipment. We seem to be getting equipment as quickly as we're asking for it. We would like to keep the list going so that we are able to identify items as Donors inquire about needs. Asks for suggestions from the Committee.

Corry & Gary – Auto Tech program would like new Benches to update the shop/facility so it does not appear so outdated. Dyno is 1980's version. Software is Windows 95 (though Ato Tech program doesn't really use it that much). Needing to replace at least 3-4 lifts that keep breaking down. Possibility of introductory (VR) training tools for the classroom to learn EV in a safe manner.

Paul - If there are parts (specifically) that we are wanting for training/visuals, let him know and he can get them for our students. Core charge is not an issue.

- ii. **Curriculum** Tamra – Succession planning issues seems to be a growing trend. LCC offers OLTM in ProfTech and it is great for these programs and helping prepare the next generation to take over these ProfTech management positions. If you have a promising tech that may just need that management training, reach out to us and we can help.

Randy - it's hard to compete with the computer industry that pays more for less actual, physical work.

Andy asks how many techs are people seeing that have college degrees, it doesn't seem to be very widespread. Other members agree they are not seeing many applicants with college degrees, especially at entry level.

Tamra shared that the example of 90 HS students does not necessarily translate into full programs at the college level. How do we attract these students?

Nick suggests coming to the schools with presentations that show Automotive as an actual career path, not just a hobby may be helpful.

Will - what are students most interested in...money, days of, cars, etc? Nick shares that cars seem to be what really drives

the interest of his students. Ones that are off the beaten path, not the typical. 14-18 year olds who are looking for the “wow” factor.

Charlie shares that the everyday in this industry is just the normal, average cars, not the WOW factor.

Randy - Is there any way to get a person who recruits for industrial technology?? There seems to be a need for someone to reach out and recruit for these programs. Tamra shares that we do have someone who does that for the college, but is here for all programs, it's impossible for 1 person to focus on all programs in the way that is being asked for. Randy also shares that some of the top sales people in industry and even other schools really cater to potentials trying to get their business or attendance. Why don't we do that to get students here? There is a lot of competition out there.

Andy – need to get employees who are willing to show up, look good, smell good and work hard. They will be paid well if they just show up and do the work.

All members agree there is an ongoing lack of responsibility and showing up with workplace skills. Are we teaching these skills?

Charlie – There's a need for more females in the industry. They have an approach that makes them more successful in certain aspects than their male counterparts.

Max – There doesn't seem to be a standard for pay in the industry. It is too flux and the industry needs to have pay schedules with expectations of what that really entails. No one seems to have a solid career plan due to moving target pay scales. The industry standard is not consistent. Maximilian Motorsports is very immersed in the future but still engaged in the past. Very futuristic thinking and creating a different

standard/threshold in their business. He believes in the “Slow to hire/quick to fire” model and believes that raising standards, as an industry and adopting that mentality, would help the industry as a whole. Max is wanting to update the way industry standards are upheld. 1/3 of Maximilian Motorsports’ workforce is female.

Tamra circles back to discussion about females in the industry. We are seeing them in HS, why are they not continuing on? What do we need to do to get them to college level and in the industry?

Max - the environment needs to be more accommodating to women. Derogatory comments and lack of cleanliness drives them away. Women are more open-ended and willing to learn where men tend to be more egotistical. European, classic and exotic cars are ideal for female because they have a more keen eye and attention to detail. They are sponsoring a student who shows high interest in the industry. Businesses need to actively solicit and sponsor students/employees that better fit the image they are trying to portray. Environment is important to women. Max feels students are not being properly educated on how to interview. They should know the questions to ask as well as follow up questions so they know what that all means. They need to be educated in classes so they know what it means when a potential employer talks about benefits, time off, pay, retirement, etc.

**b. Cooperative Education/Career Launch**

Tamra - We can apply to become a Career Launch. This centers around paid internships which is based on European model. When we as a committee decide this is something we are interested in, we can complete the application. Funding does not actually go to the student, it is tied to the program in the form of capital equipment. The better, more updated equipment benefits all of us as a community.

Max - internships are a waste of his time. The costs of bringing on a new employee doesn't create a benefit to the company if the person is short term, it's a waste of time & money. He feels students need to engage in the industry and the environment. Like any other industry, there are different focuses...regular, every day cars or more exotic, premium cars. Students needs to take the time to identify what it is they are interested in and work on those skills.

Randy asks about Running Start. He shares that HS seems to be far more focused on getting kids to college and not educating them on the industry and trades training.

Tamra shares that CTE is more the speed of guiding students towards a Trades career. They are trying to get more counselors, advisors, etc to visit industry and have a better understanding of WHAT a shop is and what it entails so they can better Market our programs to students.

Andy - likes the apprenticeship model. The student can be sent to their shop, but he gets to interview them as well and determine whether it is someone who is a good fit for his shop. Is this someone that he wants to hire? There is not requirement to take someone on as an apprentice if they don't meet his standards.

Tamra - Co-op model - 1 credit is equal to 33 hrs work. Co-op is designed to give students exposure to the industry and environment while still earning credit. The employer can then determine whether that is someone they want to hire. LCC does cover the liability.

Max shares that SB2 training is far more appealing so they know the person is more safety/industry qualified to be in a shop and doesn't burn the place down.

Conversation around students needing to learn technical writing skills. There needs to be some standards so that workorders can be easily deciphered.

Randy recommends Angel Herrera come in and talk to students and do mock interviews and training. He's very knowledgeable and a great teacher.

Max would like to volunteer time to help students work on interviews, learn their rights and how to interview their interviewer. People need to know their rights & regulations so they know what is appropriate behavior of management, in a shop and expectations of employees.

- c. **Tours/site visits/guest speakers** Max shares that Centralia college does job shadowing and tours so that students can see what the opportunities are.

Bud Clary tours will take place on Wednesday 5/15

#### IV. **K12 Updates:**

- 1. **Kelso HS program** Nick shares that there is a HS requirement that students have to go out into the community to do a job shadow piece.

Andy - he did hire a 16 y/o, but the restrictions and rules for safety and hours are almost crippling to the business.

Tamra - if there is a student that is the "star student" and there's a true interest in getting them in for the job shadowing, there can be conversations with attorney's and necessary steps taken to make things more manageable.

Try a Trade event was successful. Students were able to see how different processes work and different shop related tasks and details.

Skills USA used to be hosted by LCC and it was great for attracting students to our school. It's an opportunity to showcase the campus. Discussion around revisiting the possibility of hosting this event again.

## 2. CTE Diesel program

### V. OLD BUSINESS:

- a. **ASE Accreditation update** ASE site visit is on Monday 5/20. We need an alternate, which cannot be someone on the Committee. Paul says Cindy can coordinate someone. It needs to be someone with 5 years experience. Corry/Gary will make contact to get this arranged.

- VI. **NEW BUSINESS:** Max suggests LCC Marketing programs focus on our Automotive (ProfTech) programs. This gives them something tangible to be working on that actually has a good outcome. They can also address Social Media and get our program out there and in peoples faces.

Tamra shares that we are working on updating our websites and asks if partners want to send their logo and be identified as partners so students can see that.

### VII. UPCOMING PROGRAM OR COMMUNITY EVENTS:

- a. **Bud Clary Tour and Presentation Wednesday, May 15, 2024**

**NEXT MEETING (DATE/TIME/PLACE):** Requests for future meetings to be 5:30 or later on a Monday.

### VIII. RESOURCES

- o [ADVISORY COMMITTEE HANDBOOK](#)
- o [LCC: Professional-Technical Advisory Committees Meeting Minutes](#)
- o [The Carl D. Perkins Vocational and Technical Education Act, Public Law 105-332](#)
- o [College Advisory Committee Procedures](#)
- o [K12 CTE Advisory Committee Procedures](#)

**MEETING ADJOURNED:** 6:43pm Paul Merryman

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