

Recipient: Front Range Community College

Grant Number: TC-24976-13-60-A-8

Quarter Ending: 03/31/2016

**Quarterly Narrative Progress Report
Trade Adjustment Assistance Community College and Career Training
(TAACCCT) Grants**

Project Name:

Colorado Helps Advanced Manufacturing Program

Grant Number:

TC-24976-13-60-A-8

Award Year:

2013

Report Quarter Ending:

03/31/2016

Date of Submission:

05/13/2016

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A. Quarterly Summary for Grant Activities

EGTC successfully launched Advanced Manufacturing Laboratory in Jan 2016 and added CAD BIM as a CHAMP-impacted program. Addition of these two programs and continued expansion of the Welding program has pushed participant numbers to 82% of goal. EGTC Trades campus has been recognized in Denver Post and CO Public Radio. FRCC submitted application and self-evaluation for National Institute for Metalworking Skills accreditation Feb 24. Evaluation visit is scheduled for April 26-27. 100+ NIMS certificates have been awarded. Staff are working with CCCS on the badging initiative that is part of Colorado's collaboration with the Markle Foundation and LinkedIn. FRCC offered machining course for women; ten were enrolled. PCC submitted docs for Prod Tech approval and developed MTE 110 course map and outline. They are developing recruiting plan for programs and building web site enhancements; staff also working on badging for MAC and prof dev. MSUD IAB Meeting combined with Team meeting. CCCS presented on Digital Badges to gauge MSU interest. IAB Members were updated on Department changes. 6 groups of MET students attended National Conference for Undergraduate Research on CHAMP related topics. Promotional video was filmed using CAVEA. CCD continued the development of courses, hiring an instructional designer to assist in placing course material in D2L. CCD is hiring a Career Development Specialist to assist in placement of graduates and to help identify internship

opportunities. PPCC hosted a Manufacturing Mixer networking event for students and potential employers on Mar 30. College continues industry visits. CHAMP team visited classrooms: soft skills, employment prep for May graduates. PPCC hosted MVS, Industry Speaker. Staff joined the Forefront Colorado manufacturing initiative and created 10 new internships. LCC continues to offer redesigned Hybrid welding courses to all students in the welding program; the program continues to grow. They are still working on improvements made over the past summer and are considering additional changes for the coming year. RRCC submitted revisions to Playbook that reflect MAC program changes. Project manager attended grant management conference. Performance outcomes and projections were updated and aligned with CCCS data. Navigator coordinated film/outreach material development project. The instructional designer is reviewing CAD courses, and MAC course are being aligned to NIMS criteria and electronic badges.

B. Status Update on Leveraged Resources

Provide an update on the organizations that contributed the resources:

General Iron/Steel contributed \$30,000 steel to EGTC. Perkins purchased 2 trailers for welding program. Retired machinist contributed \$7,195 of instruments to FRCC. Spec Prod and Custom Micro spoke to students re careers. Wheels Mfg contributed \$20,000, Gene Hass \$25,000 in scholarships for Fall 2016 machining students. Funds reserved for non-credit since aid often unavailable. Steel and aluminum donated to CCD Welding prog. Action Ind donated sinker EDM, mold making equipment. Dragon Mfg donated 500 lbs. metal to LCC. Barber Nichols, Davis Mfg, Trelleborg Sealing Solutions want to host intern spring break. Accu Precision and Faustson Tool discussed offering internship/hiring students.

Provide an update on the ways in which the resources were used during the current quarter:

Gen Iron/Steel contribution earmarked for EGTC Welding classes. Perkins award bought 2 trailers installed w/ welding booths for mobile training. Aims partnership w/ NoCO showcases equipment & training, encourages internships and hiring. At FRCC CMM donated by Mnt Med put in operation. CCD materials donations went to student projects. Chase grant used for adjunct salaries. With Sinker EDM donation CCD expands mfg offerings. PPCC had 29 Industry site and 13 company visits to PPCC mfg labs. CO Innovative Ind Internships helped PPCC create internships for cert completers. Metal donated to LCC from Dragon used by students to practice skills. RRCC piloting Wire EDM in day classes for spring.

Comments:

College partners use donations and leveraged resources to improve facilities and programs. Focus for the colleges is increasing capacity and increasing student engagement. CCD donations of time and materials from several partners were used to build the classrooms. Aims uses new equipment for interactive engagement of new students. PPCC is partnering with state initiative, Colorado Innovative Industries Internships, to develop internships for program participants. Since FRCC now has two CMMs, students can inspect their projects with less waiting for a machine to become available.

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During this quarter, did you receive any additional leveraged resources beyond what is listed in your statement of work?

Yes

C. Status Update on Employer(s) Involvement

Discuss how the required employer(s) has been involved during the current phase of the project.

EGTC employers provided Job posting and steel donations and participated in Skillful Launch. 8 employers reviewed FRCC NIMS. PCC employers provided tours; discussed mach labs; interviewed/hired grads. MSUD AB members joined team at "Made in CO" and hosted class visits. GF Mach trained CCD fac on 5-axis. PPCC employers provided networking, internships and jobs, and guidance on 4/5 axis CNC; promoted CHAMP training. RRCC coordinated interns w/ B-N, Accu-Prec, Davis Mfg, Faustson, Trell Sealing.

Outline specific roles and contributions of the employer(s) during this quarter.

Employers at colleges are part of AB and assist with employment. At Aims Telesto-Inc., Loya Construction, & RJ McNutt posted internships. FRCC Hirsh Prec Prods reps spoke to Intro Mach about careers. Whip Mix participated in NIMS Self-Eval. PCC: Atlas Pacific - tour, mach lab discussion, interviewed grad; Liberty hired 2 and Trane hired 1 welding grad. AME employee will help devel CCD multi-axis courses. PPCC had 2 company reps at Mfg. Mixer. RRCC employers offered Internships Spring Break

Identify any challenges encountered/resolved in the development and management of the employer involvement.

Downturn of oil/gas in CO has slowed hiring in energy related industries, aka welding at EGTC. FRCC Intrex Aerospace elected not to fill opening on AB. PCC Vestas is committed to interviewing, but only if open jobs. CCD still experiencing difficulty in obtaining instructor support from some manufacturers. This continues to be an issue since they have tight production schedules to meet. RRCC has employer commitments for internships but only one student wanted to patriciate over spring break.

Discuss new employers and commitments that may have been added to support the project.

PBA, Wind Gar, Qual Corp, Gero/ Asso, Carroll, CO Dept Cor, Randstad, Kelly, Rel Auto Spklr, TANCO Welding, Trdsmn Int, Rock Poly, UHaul provided EGTC job posts. F Tool, Spec Co, Mfg

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Edge and Ball mentors for FRCC Women's Intro Mach. CO WiM provides CCD speakers. PPCC visits create internships, tailored courses, job opps, donations. RRCC Elec Equipt/Eng and B/N commit to MAC courses. Strickland and Leitheiser work w/ CAD students. Beard helped w/ 3D kits in class curr and student exp in CAD262.

Comments:

Employers for all CHAMP colleges continue as active members of AB. They also assist colleges with placement of graduates through mentoring, networking events, site visits, interview practice and resume development. Employers provide speakers for college events like Military, Veterans and Spouses (MVS) organization event at PPCC and the Intro to Machining first night event at FRCC. They help colleges develop curriculum and class experiences. And they hire CHAMP graduates as interns and as employees. Employers and colleges are partners in the educational programs. The CO chapter of Women in Manufacturing is becoming a resource for CHAMP programs as well.

Have you had any consultation or advisory meetings with business or employer partners during this quarter?

Yes

Were there any direct hires of program of study completers by employer partners during this quarter?

Yes

Were internships or other work-based learning opportunities posted during this quarter?

Yes

Did you acquire any additional employer partners during this quarter?

Yes

D. Timeline for Grant Activities and Deliverables

General Comments:

EGTC launched CAD/BIM. Articulation for CCD/EGTC AAS Fab Welding approved. Trades Dean attended Feb TACT Convening. Campus launched LinkedIn/Skillful site w/ CO Gov; Denver Post and CO PR covered event. Navigator identified resources for students, partnering w/ non-profits and state agencies. Aims completed curriculum for CAD 259 and developed w/ WFC pathway for referrals. Staff attended WFC Career/Ed Fairs. Two FRCC instrs earned CTE creds. Developed outreach for incumbent workers. An 18-hr cust training held Jan for 8 Medtronic engineers. 12 hr classes held at ATC w/ non-credit curric. CCCS articulated badges by linking 11 Level I NIMS areas w/ CCCNS competencies for MAC courses. FRCC awards badges to students who earn NIMS creds in 2015-2016 and beyond. PCC completed proposal for learning factory. Submitted Amendment 50 prop for software to support curriculum and LOI for COSI app. Working w/ HIT, Welding on PLA portfolios under new rules. Presented portfolio changes to faculty. PCC will offer MAC pilot: flipped classroom, weekend labs. AT MSUD CO Adv Mfg Alliance created promo video using CHAMP equipment/team. CCD presented job interviewing and resume writing

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to students. Staff met w/ Mikron and US DOL reps, to discuss apprenticeships. PPCC company visits include invite to join CAD Machining and Electronics AB, additional members as a result. MWOC and PL explore presence at Mt Carmel Cnt to serve mil families and vets. MWOC attended Space Symp, 4 job leads; MWOC serves on panels at Pete AFB, Schriever AFB, and Mil and Vets Employment Exp, to help mil and vets transition to WF thru CHAMP certs. LCC offers hyb WEL courses. WEL grown, second instr hired. RRCC Nav coordinated outreach film proj. RA analyzed data to assess who find jobs. ID redesigned MAC courses, includes NIMS. RRCC Prec Mach and Assess Cnt created PLA process for MAC courses. Students take final course exam w/ RRCC equipment. Passing grade and approval from instructor/admin required.

How many programs are you planning to offer?

9

As of this quarter, how many programs have you launched to date?

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F. Key Issues and Technical Assistance Needs

Title	Description
Tracking Employment/Wage Inc	CHAMP has done a good job getting UI data to track employment and wage increases. However, we are not capturing all our success. For example, we were able to find wage data for only 67% of participants We have many incorrect SSN's. We also know that some participants find employment outside CO; those will not be captured. Colleges have their own tracking strategies; their numbers show higher employment rates and wage increase than our data. Our goal is to most accurately report our success.

G. Best Practices, Promising New Strategies and Success Stories

Best Practices and Promising New Strategies

1 Intro to MAC for Women

FRCC offered Intro to Mach for Women, a 90-hour NC module identical to course offered to coed enroll. Ten women began course in Jan: all finished class. Six enrolled in summer Intermediate Machining module. They were provided with female mentor; met w/ in class to discuss learning issues, career prospects, etc. Employers expressed interest in interviewing them for jobs.

Instructors will confer with ID/instructional coach to make any curriculum adjustments prior to class being offered in fall

2 Competency Based Learning

LCC will lay out the content of all of the welding classes in sequence. They will map from topic to topic to make sure there is good flow within certificates and from one certificate to the next. The next step is to identify the competencies required for completing each course. Starting next year, students will be assessed based upon each individual competency throughout the semester. They will also develop tests for each competency to facilitate the possibility of credit for prior learning.

3 Student/Employer Networking

PPCC hosted Manufacturing Mixer, a networking event for completing students and potential employers. This event brought together students and potential employers and was an opportunity for students to have an experience talking with an employer and presenting him/herself in the most positive light—appearance, dress, communication. The event was a success: 3 internships in the week following the event; 7 more currently being filled as a follow on effort with employers. More Mixers are planned

4 Flipped Classroom

PCC is planning a Machining pilot for fall 2016 - flipped classroom. Instructors will put lecture online (recording the actual lecture of the traditional course. Students will come to campus every weekend or every other weekend to attend labs. Process will make Labs more efficient as the setup and cleanup is being done only once for a 5 hour lab. Flipped classroom will accommodate schedules of incumbent workers and other participants who cannot attend M-F, 8:00 to 5:00 classes.

Success Stories

1 FRCC Machining Program

FRCC Machining will be listed as an approved veteran's training program on the Military Spouse Corporate Career Network (msccn.org) and Corporate American Supports You(easy.us) websites that provide employment and training information for the National Guard and Reserves veterans and family members.

2 EGTC/CCD Articulation Agreement

Articulation agreement for AAS Fabrication Welding between CCD and EGTC approved. Participants who complete Welding Level I and Welding Level II can transfer to CCD with 44 credits. After completing general education courses and one additional CCD course, they will receive AAS.

H. Additional Outcome Information

CHAMP colleges are achieving the outcomes defined in the Statement of Work; as a consortium, CHAMP is ahead of schedule (Outcomes 1, 4, 5, and 9 are all above 100%) or on track to achieve (Outcomes 2, 3, and 6). The success comes from the strategies that each college has adopted throughout the grant, including implementing intentional advising, establishing career pathways, alternative educational strategies, making outreach to employers, involving industry in curriculum development, partnering with local work force boards, mentoring of participants, and using data to inform program decisions. These strategies will help colleges institutionalize the success of CHAMP.