

Recipient: Front Range Community College

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

Quarter Ending: 03/31/2017

**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:

03/31/2017

Date of Submission:

05/14/2017

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A. Quarterly Summary for Grant Activities

At Aims, Woodward, Wolf Robotics, CNE Creative, and Eagle Automation toured facility and discussed potential classes for employees, internships, and new hires. RRCC uploaded content updates to OER. They strengthened employer engagement by class visits, advisory meetings, etc. Staff completed Career Services and CHAMP outcomes videos. Market research firm completed interviews, student surveys, and presented findings to CHAMP staff, administrators, department chairs, and deans. Project Deliverables were the main focus for this quarter at CCD. SMEs completed content; IDs are packaging all content for publish. College strengthened industry engagement and program reputation, continued Sector partnership meetings, and established workforce monthly meetings. Staff are improving internal data collection and reporting records. Resume workshops were offered. Team has developed a sustainability plan. PCC did outreach for prod tech. PCC is developing a sustainability plan for ongoing programs and continued employer engagement. Staff submitted courses for SME review. College hosted mfg networking event for students. Two faculty attended PLA training. WBL placements made for 6 students. PCC has collaborated with PD on a development project. Staff gave a Career Skills Wkshp. PPCC pushed to match as many students to job/internship opportunities as possible before March 31. PPCC has solidified relationship with Los Alamos National Laboratory, CoorsTek and others; matched

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numerous students to Innovative Industries Internships via the Colorado DOL; hosted 3 companies for site visits; and expended final funds in support of myriad student success efforts. FRCC offered its first self-paced online class: MSSC Safety, a 45 hour class offered March 1-31. Employers from 3 partners tested the curriculum. This class is first in a series of 4 which will lead to the MSSC CPT Certificate. FRCC became a MSSC Assessment center. FRCC has put a strong focus on sustainability, looking to not only maintain but expand the program. LCC continued implementation of new and revised courses and to track certificate and degree completers and employment numbers. MSUD created SOP's for all CHAMP purchased equipment. Staff is working with 3rd party evaluator surveys for CHAMP courses.

B. Status Update on Leveraged Resources

Provide an update on the organizations that contributed the resources:

Cutter, Terumo BCT, and Coors Tek created job for RRCC grads. EGT liaison contacted employers. Employers, staff, and faculty discussed internship/job opportunities. At AB meeting, industry discussed curriculum dev and employment environment. General Air donated repair work to CCD. Donor sponsored build-out of 2 welding booths. Rescare provided CCD scholarships. FSI and Adult LC paying GED instructors for Q3 mfg course. At PPCC Los Alamos NL committed to presentation to mfg students and offered tours of facility. CoorsTek will visit PPCC. Tecomet donated a \$2,000 Scherr Tumico Vision Inspection system to FRCC for MTE130. Neidecker former owner of Mnt Med donated \$2,500 for scholarships

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

RRCC uses Mazak in MAC205, 206, 245, 260, and 261. Inspection equipment integrated. HAAS used for MAC205, 206 and 261. CAD 102 students use 3D printers for visualization exs. CAD 262 students use 3D printers for projects modeled digitally. CCD supported SMEs and ID's finalize course dev. Solidworks and OSHA 10d trainings occurred. PPCC created videos of adv mfg, student success and instructor value. Additional materials to facilitate NIMS secured, with required tooling. FRCC held Center for Integrated Mfg focus groups. 83 company reps attended mtgs in 8 sector areas. Team selected programs for sustainability/growth of CHAMP machining program. Oversight committee will create proposal.

Comments:

Colleges continue to build relationships with employers to connect their students with jobs. They are using company donations to build work based learning experiences. They are also asking not just for money and equipment, but for employer time.

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.

RRCC employers advise on content, employ students. They visited EGT classes: skills in workplace, employer expectations. At CCD Alfred Mfg partnering on internships and hiring students. Geotech hosts tour for female students. Aerotek will do mixer Q3. PCC employers interview weld grads/make WBL placements. At PPCC 10 companies seeking grads for internships/jobs. FRCC employers advised on MSSC Safety class and CPT cert, 1st Western Regional Haas Tech Educators Conf hosted by FRCC April, and CIM.

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

Aims' employers advise/mentor students. At RRCC Aorist, PEG, J3 Eng, and Cardno Eng discussed internship/jobs with EGT. At CCD Mint discussed courses for apprentices, AB, and training. PMG wants contract labor training. Davis interested in Shop For Hire. Vestas interviews PCC WEL grads. Vestas and Liberty Rail offer WBL. PPCC applies for CDOL Internships. Employer field trips scheduled. FRCC Manes Mac & Eng, Metalcraft Ind, Tecomet, St. Vrain, Whip and Woodward were in expansion focus groups.

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

At Aims industry involved; concern is will that last after grant w/o outreach position. At CCD recruitment of NIMS MEC-TEC committee a challenge. Have verbal commitments; signups are challenge. CCD recruiting for Q3 Mfg Mixer to mobilize employer commitments. PCC employers requested prod tech cert, but no support for program. Several e-mails/announcements, no takers. PPCC could spend 3-5 months putting students to work, solidifying employer relationships and fostering connections with companies

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

RRCC engaged with Terumo BCT, Ext Swiss, Martin/Martin, Hazen/Sawyer, Prof Employment

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Group, Terracon, SGM, TWC Arch & Constr, and Gentry Const. J3 Eng and Cardno Eng has internship/jobs. CCD added PMG, Action Mac, Amtek Ultra Prec, Hartwig, Eldon James. PCC Liberty Rail has WBL for 2 students. PPCC Los Alamos Nat Labs and CoorsTek engage w/ students to discuss job opportunities and company. FRCC Keever replaced Gundry from Woodward. Zutman replaced Neidecker from Tecomet.

Comments:

CHAMP has changed the way that colleges engage employers. All the colleges see the employers as partners in the education of the students. Instead of asking for employers to sit on their Advisory Boards because of the requirement of industry involvement, CHAMP colleges are seeking the advice and the involvement of their employers on issues from curriculum and equipment to how best to prepare students for the workplace. Employers are being invited to mixers with students, classroom visits, and college planning sessions. The focus has become creating better pathways to employment for those in their programs.

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:

RRCC completed factsheets, Career Services videos, LinkedIn, Resume, and Career Resource Packet. Finalized articulation factsheets. Created job search packet: cover letter, resume, and interview questions. Revised RRCC/WT Precision Machining website, added factsheets/videos. Finalized questionnaire to explore pathways, skillsets, and completion barriers. Barber Nichols and Ingram Mac reviewed curriculum. Discussed partnerships with industry clients, dev of certs with Martin & Martin. Career Success Center offered to assist with internships, employer visits, resume and career strategy. At CCD MAC SMEs finished content for new equipment. Spring enrollment had waiting list in safety courses; now at full capacity. Resume writing workshop hosted by WIN. Grad apps gathered by Navigator. Employer outreach survey developed for MAC program. Partnerships with CEO and Zero Dropouts for recruiting. WF monthly meetings coordinate on hot jobs/WIOA enrollment. GED mfg pathways program to be offered in Q3. Sustainability toolkit completed, trying to sustain key positions. Solidworks/OSHA 10 professional dev hosted to certify faculty. PCC did outreach for prod tech cert: postcards, facebook posts and ads, posters, Emails,

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and sector partnership presentation. Project started with police dept to produce body cam to allow vision into dark, tight spaces w/o risking life; collaboration between MAC/STEM to design and produce part. Production is in process. PPCC focused on employment goals. Made strong final push to solidify partnerships and create employment and future partnering opportunities. Completed TAACCCT Evaluation site visit. Expanded vet outreach. Attended 2 CO Business Roundtable events, one on Women in Manufacturing, and Manufacturing Matters Conference. EOC posted 29 jobs from 17 companies. Kanban tooling system completed. Completed sustainability eval research, evaluating college resources, industry need and regional job market. LCC offered revised WEL courses.

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
Data Collection	CCD continues to build out local records for accurate data collection and employment supplements. The most recent outcomes report did not include BNSF students (non-credit) who were are still adding into Banner. An updated list of participating students should be forthcoming soon.
Placement and Wage Increases	CHAMP consortium has solid process for obtaining employment data using UI, but UI data does not include employer codes. That makes it difficult to interpret where people are being employed and why they are receiving wage increases. We are working with system partners to get those codes.

G. Best Practices, Promising New Strategies and Success Stories

Best Practices and Promising New Strategies

1 Program Highlights Video

RRCC Video project has been completed and is being distributed to various stakeholders at RRCC, industry partners, students, etc. This project showcases the program, the industry, and the partnerships that have been developed by CHAMP.

2 Increasing Completers

RRCC is preparing final certificate audits to ensure valid completer numbers for the CHAMP programs. College is considering implementing the process developed and used for CHAMP for all CTE programs.

3 Work Force Partnerships

CCD has developed an effective partnership with Workforce Center to provide an overview of WIOA and enroll eligible student. Project has been successful. The WC has also been sharing "Hot Jobs" that CCD posts on job board at the AMC. Partnership is a model for how community colleges and workforce centers can work together to support people finding employment and careers.

4 Interventions for Success

PCC is using COSI Scholarship funds for multi-process welding and prod tech students. They require progress reports to ensure the students are staying on track. This proactive advising model helps identify student issues before they become insurmountable problems.

Success Stories

1 Employer Leverage

RRCC consulted with a firm to complete an employer survey. RRCC will use the results to guide its ongoing employer outreach initiatives. They now know that 2 new machining companies want to work with college. These companies will help student explore careers, will interview completers to fill jobs, will provide hands-on learning opportunities, and will leverage connections to other businesses and organizations

2 Employer Engagement

CCD employer engagement efforts are starting to bear fruit. PMG flew in from Minnesota after hearing about the program from an employer partner. CCD team secured direct hires as a result of an established relationship. 3 internships lined up for the summer session; this is the first successful attempt to turn interest into action. 16 employers committed to first Manufacturing Mixer (Q3).

3 Contextualized Manufacturing

CCD is offering a contextualized adult ed course in manufacturing. This offering will be the pilot bridge program for transitioning low-skilled, TAA-like, adult learners into credit-bearing programs.

4 Work Based Learning

PCC partnered with Pueblo Police Department to design and produce equipment for police officers to use on duty: body camera that allows vision into dark, tight spaces w/o risking life. The PD outlined specs. MAC and STEM students collaborated to design and produce part. They produced several prototypes, chose best model and have gone into production. This project is a model for Work Base Learning projects. This could be start of "learning factory" based on evaluation of product by "customer."

5 Business Practices

FRCC adapted lean mgt sys used by Toyota, Kanban Tooling Inventory Mgt Syst, to develop system for inventorying tooling for MAC. Shop Tech, with instructors, designed process with visual inventory clues in lockable carts. Each machine has cart with drawers assigned to a class. System rooted in 2 principles: change management; service delivery. Tooling always ready for class; class time not lost to manual process; loss prevention efforts maximized. Education can implement business processes.

H. Additional Outcome Information

FRCC hosted meetings with employers, industry and public partners to vision regional training facility. 8 industry meetings held with 83 mfg reps to gage preferences for facility and to determine skills in program. Team makes recommendations to President's Cabinet May 2017 Consortium exceeds 6 of 9 targets, making strides in meeting employment/retention. Consortium looking at

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new metrics. In addition to tracking unemployed participants who complete and then find employment, Consortium tracks unemployed participants who find employment but do not complete program. Numbers increase by almost 4 times. This trend is part of “Upskilling” that accounts for much of community college enrollment.