**Northland Pioneer College Welding Advisory**

**May 12, 2015**

**Silver Creek Campus**

In attendance: Tom Zeigler, Caid Industries; Fran Bruno, Erika Burke, Rick Anaya, Bruce Harp, Joe Giuffre, Nicole Chokran, Chicago Bridge & Iron; Lisa Aragon, NAVIT; Peggy Belknap, Frank Pinnell, Wes King, Randy Hoskins, Ann Hilliard, NPC.

Frank Pinnell opened the meeting with a welcome, and we proceeded to have dinner.

Minutes approved.

Peggy – NPC puts Advisory Committee minutes on our archives, both for accreditation process and to document that our programs are meeting the needs of the employers in the region.

Welding numbers – challenges in building/facility sizes – We are blessed with strong program, good reputation in community; lots of people see value in getting the certifications and gaining the skills.

We run a 5 day a week program for NAVIT – mornings and afternoons. At 5:00 we start evening programs for community students. We are constrained by size of our three facilities; have waiting list at some sites. We don’t have extra faculty either; we’ve never run summer Welding programs because our faculty need the break; they’re 10-month faculty working five days a week through the fall and spring.

Question: when you turn away students do they move to a higher priority the next year? Ans: we take returning students first, and we prefer to take juniors so they can complete the 2-year program.

Randy – estimate the cost of consumables for a 10-month semester classes of 50 - 60 total students. I am limited to $35,000 for materials. Most shops run over 50 hours per week.

We have been extremely lucky to receive some generous donations over the years; it would be most helpful if you could keep your eyes open for scrap, unusable materials: we can definitely use them. Q: Donations from APS? Yes, in the past; tubes after remodel… recently changes in regulations have reduced the items they seem able to donate to our program

Shuff Steel in Bellemont – whatever they can’t use; Superior Industries, which manufactures conveyer systems in Prescott Valley ,will give us damaged materials, what they call “drops.”

Praxair – whenever they have a can of welding rod that got punctured/damaged they will send it to us. Bruce was looking at some of the coupons in the building – we have to impress on the students that these are samples of what they have to achieve to receive credit for that task and that they cannot cut or weld on them.

We have three full time instructors, four adjuncts. We could really use more retirees, instructors, teach part-time. We use lab aides as well. If you know someone who wants to do some teaching for us please let us know.

Randy – I’ve had boilermakers and other experienced welders come to us for work, but they leave when they find out what the pay rate is. Needs to be people who have a heart for young people and a desire to give, to pass on what they’ve learned.

Our alumni come back and share with our students both their successes and failures. That makes a big impression.

At the St. Johns location, we get boilermakers at the power plant who are off on Fridays and come in to work with our students from time to time.

We recently had Hopi High School contact us about sending students to Wes’ shop in Holbrook. There’s a real demand for these skills in this region.

Bruce Harp – I love putting people to work – like how you run your program. You are showing the students a dream – a path – and giving them a way to get there. You see a change in the people. Mentors are important – need to help them analyze situations. We can bring in beginning level welders, work with them for six weeks (evenings) and get them ready to test.

We are pushing to hire 20% new to the industry. The executive leadership of the projects now know we are partnering with NPC Welding. We are focusing on welders at CBI – we don’t have the young workers coming along behind the aging work force. This program is a high quality program that teaches welders to do the things our company needs. We track safety, productivity, quality work. At DC Summit Unit ordered a ton of one-inch plate, two-inch plate that was ordered wrong. Maybe we can work something out to invest in this program since the program can give us the type of workers we need.

Peggy – we do appreciate donations. But keep in mind that participating in NPC’s Advisory committee, and hiring our students are the most valuable contributions you can make to us.

We need to track our students who get jobs; please let us know when you hire our students.

Question: When a student fills out a profile with CB&I – will they sign a contract for each outage? It’s called an interest submittal rather than an application, since they will be independent contractors, not employees. All hiring managers across the country can look at a list of welders who have signed up. We are going to start contacting people who have signed up to see if they are interested in jobs in Louisiana and Texas – looking at 20% of new-to-the industry welding on these jobs. We need them to make good clean welds. You already have trained them.

Q: What can we do to help persuade welders to go where the jobs are? Peggy – cultural issue. Frank – one of the barriers is just the cost to travel, move, where to live. Joe -- in Louisiana and Texas we are building man camps to house workers; busing to job site to work their shift. We have so many jobs going on right now across the country. It’s so cyclical – Keystone, fracking, oil prices. Kids need to understand they can work a 30-day outage and have enough money for six months. Important to manage finances well. Wes – it would be great if you could come talk to our classes; a lot of problem I see working with our student population is that families don’t want them to leave. But if they understood what this career can give them, might be more receptive.

Joe – within the next 60 days we need to be phoning them and giving them an opportunity to work somewhere. We are driving our site managers to bring in these workers. As a site manager, if we don’t start doing this we are going to see a real shortage of young workers. Might be opportunities overseas or Alaska. We are looking at how we could give them not just one job but a path.

Tom– you teach your students life skills. We have three NPC grads as employees at Caid– excellent welders. We are going to need younger employees not just for skilled welding but for supervisory responsibilities as the older employees age out of the workforce. The NPC grads are top-notch people.

Wes – what value do you see in having them complete their Associate’s Degree? Joe -- Very valuable – we want your students to finish their degrees. This gives an indication that they have tried to better themselves, and can show possible leadership skills – foreman, general foreman, planner, scheduler, etc.

Joe – we can add a note in their files that shows they are available when they finish their Associate’s degrees.

Nicole – tell them they should through the CB&I recruiting system and look for jobs; you can put your name against a requisition. Get into the system and put in your profile. Bruce – we are going to need lots of employees in 2016.

Joe – one feature of working a series of projects is that you do have some down time during which you can go back home for a month or two.

Frank – in their second year you have to fill an application online; we go to a computer lab to work on resumes. During wait time they pull up CB&I website and start a profile; have to show us they have done this on the computer.

Q: --Would there be any way you guys could put a carrot out there? If welding completers had some way of getting reimbursed for an online class to transfer back to NPC, or had an incentive to finish up their Associate’s degree while working, we would see more degree attainment.

Tom -- Caid does reimbursement – if you are pre-approved, you can take a class and present the grade for tuition reimbursement.

Joe – we are starting to give the contract employees an overview of jobs coming up over the next couple of years so they can plan their schedules.

Partnership updates – student employment and internships; let us know what we can do better.

Erika – we don’t want to lose momentum, so we are trying to put this together very quickly to get responses back to your students. I tell them when they put in a profile, keep your resume and profile updated as you take additional courses, finish a job add certifications.

Tom – introduced a small sub-arc machine; automation department we’ve put in cameras and monitors; we are putting five-year employees into management training. We would sure like to see some of the students come down and visiting the company, spend several days.

Wes – could we take all of our second-years down to Caid? Peggy – as long as you do the paperwork.

Peggy – could Caid internships be in summers? Yes, we could do three days a week. We do lots of different things, CNC, metal cutting; it’s great when they can learn new things at the shop.

Randy – I’ve been teaching here 14 years and I’m really excited that we are building long-term relationships with excellent employers; getting our students employed has been hit or miss. Kudos to you all for making that investment and helping our students.

Wes – thank you so much for coming to visit and investing in our students.

Lisa – it’s great to have you come in and look at our curriculum and tell us it is solid and sound.

Joe – We will get back to the kids who have signed up within 60 days, discuss opportunities and their availability. I will send the book that cross-references military MOUs with NCCER certifications. We also have no problem sharing names with a competitor if they want to stay in AZ. We are confident that if we treat people well and get them working it will come back to us one way or another.

Nicole --Thanks for opportunity to see graduation and do mock interviews.

I can see you all truly know and care about your students; you were able to say something personal about every single student.

Impressive that 18-and 19-year-olds could get up in front of a group of 200 people and talk confidently and precisely about what they can do.

Over next 4 years CB&I will be looking for 30,000 craft workers in LA and TX; we have four resource centers, one in Phoenix. I think your program will be extremely important for us. After we have employed some of your students for a year, bring them back to talk to students at all facilities. That will give them ammunition to make these decisions.

Frank – we see alumni checking Facebook and social media – we have an NPC Welding Facebook page. CB&I does a good job of posting openings on Facebook – that will play a big role for these younger prospective workers.

Program Review – We do a program review every three years. Once it’s been reviewed we’ll send it to all of you.

Curriculum – NCCER started changing their books a couple of years ago. We will be changing our curriculum to match new NCCER standards in the 16/17 time frame. We need input about what we need to be teaching.

Joe – construction, electrical workers, rod-busters, concrete finishing. On a Palo Verde job – we couldn’t get insulators or painters. Some of the issue is that Palo Verde is an open shop – some union trades people won’t work there. We’re building projects from the ground up. It boggles my mind what’s going on in the lower half of this country.

Tom – what about CWI – Certified Welding Inspectors? Have to have 5 years of welding experience, or three with an associate’s degree. Frank --Many NPC students are interested in becoming CWI.

One of the things we like about this program at NPC

Randy – a couple of years ago we invested in CWI kits at each shop – have tools and procedures taught in the Welding Quality course. That’s why so many students are knowledgeable about CWI. And we have had a number of grads who went on to earn their CWI after gaining experience, and come back to speak to our students.

Ann – many of our grads have had jobs for several years during high school, which is unusual compared with same age group around the country. I think this is one factor which provides an added level of maturity for many of our young welders. They work on neighboring ranches, Safeway, McDonalds, Subway, auto repair shops, or help run the family business.

Wednesday, September 23 at 11:00 for next meeting.

Thanks again to everyone for your interest and investment of time and effort for our NPC Welding students.