**NPC Automotive Technology Advisory Committee**

**November 3, 2014**

Present: **Holly Nelson**, Workforce Investment Act; **Rob Beauchamp**, Southwest Transmission; **Bruce Carroll**, Snap-On Tools; **Lisa Aragon**, NAVIT; **Ted Lorona**, NAPA; **Sheila Langteau, Ross Langteau**, Carquest; **Chris Stearns, Tim Nelson,** Hatch Toyota; **Royce Kincanon**, NPC Community and Corporate Learning; **Sam Harris,** NPC Automotive Faculty; **Peggy Belknap,** Dean, NPC Career and Technical Education; **Frank Pinnell,** NPC Automotive and Welding Department Chair; **Dylan Manning,** NPC Automotive Lab Aide; **Ann Hilliard**, NPC Perkins Grant Manager.

Frank Pinnell welcomed participants; introductions around the room. Minutes from last meeting; changes to names will be made. Minutes approved with noted changes.

Mike Harris, **Auto Safety House**, and Ken Ables, **Bill’s Machine Shop** were not able to attend this time but plan to be at the next meeting.

Updates: Will be offering night classes Monday, Tuesday, and Wednesday starting January. 5 – 9 p.m. Maintenance, Mondays; Steve Morgan, adjunct, will be teaching Basic Engine Performance Tuesdays; Don Butler, automotive electrical expert, Electrical, Wednesdays; Sammy Harris will also be teaching. Lots of advisory committee members brought up basic safety as an important need. All courses will begin with a safety course; very detailed and thorough. Covers basic knowledge and identifying tools up to how to lift a vehicle.

Question: are these classes firm or depending on enrollment? Ans. Depending on enrollment, looking at 12 students to run a class. Some flexibility for new classes.

Q: What kind of promotion is NPC doing for the class? Press releases, NPC website, Facebook.

**Industry Reports**

Rob – would like to see more mechanics specialize in certain things – transmissions, motors, differentials, electrical. Would like more in-depth specialty offerings – high-performance transmissions. Would be a benefit to employees. Maybe teachers can identify strengths and help students to specialize.

Q: Do you hire people based on their self-identified strengths? No, we put them through the test to see how they do. Don’t have much time to mentor young guys as much as would like; try to be there for rough spots in a repair job.

Bruce – Diesel light trucks, very strongly needed. Specially going forward – because of emissions, more cars going to diesel. Getting as complicated as gasoline. You can spend lots of your customer’s money unnecessarily if you don’t know what you’re doing.

Sammy – we need to make sure they have strong theory understanding.

Ross – our main focus is counter – computer, people skills, able to look up parts in books, clean driving records, pass drug test. Diesel – would like to see a heavy duty module, identify parts. Sam – ASE has a parts specialist program.

Chris – I like what I hear – from the dealership, I agree specialization would be a real advantage. Across the board we see people coming out of a two or three year program, it would be really good if they could identify a specialty and learn more. Toyota – 32 modules they have to test on to be certified Toyota mechanic. Hydrogen vehicles will be as big a revolution as the Model T. Especially hybrid vehicles. Diagnostics are huge.

Sammy -- If you have any time during the day or evening to come in and talk to the students, it would be very helpful and encouraging.

Also – interview skills lacking; it’s time to show what you’re worth. If they would sell themselves and identify their own likes and preferences. Scopes – we’re looking at wave functions on lot of our equipment. These go back years; more recent technicians don’t know about them.

Sammy – we are requiring our students to do public speaking We do have a Verus Probe – new 12 channel instrument.

We do a three-day working interview – interact with techs, advisors, customers. Pay by hour, give them a task, put them alongside a tech, we can see what they’re made of.

Peggy, we would love to have any of you participate in mock interviews. Also you’re most welcome to visit any time

Tim – I remember going to auto shop and don’t remember anyone ever saying I want to be a parts tech. Industry is really hurting for diesel techs. Hard to diagnose; different animal to work on. Whatever we can do to help. Haven’t been involved with NPC Auto to this point. We have the issue that new technology comes out so fast, it’s hard for students to understand the new stuff.

Sammy --We have a student who is interested in parts – a couple others also expressed some interest.

Tim – let us know how we can help. Question for Tim: would your corporate offices be willing to find us a recent model vehicle for students to train on? Tim – I will see if we can do something.

Sammy – Key need is newer cars in our program. Difficult to teach diagnostics without current equipment.

Ted – Diagnostics very important. One thing that would be useful is an understanding of basic business knowledge. Techs think they are getting the short end of the stick because they don’t understand the expenses and overhead, insurance, taxes, cash flow. Many great mechanics do not make good shop owners because they don’t understand the business aspect.

Discussion: flat rates; productivity.

Holly – interesting to hear all the input. What we normally do – we’re a training program – we help with supplies, resumes. If student’s family shows need – they can qualify. Workshops, job interviewing, job shadowing. Flexible program to help employers and clients.

Peggy – WIA is changing to WOIA. Their charter has changed to be much more employer driven. WIA can screen applicants for jobs. Also NPC has a Career Services Office with free job postings for employers.

Frank – WIA in last 12 years has been amazingly helpful with many Welding students and recently with Auto students – transportation, other issues that keep student from finishing. Can help employees if there’s a way to overcome a barrier.

Lisa – NAVIT has a good partnership with NPC. NAVIT is the only JTED in Arizona that fully partners with a college. We need to know what our students need to know and to be able to do.

Peggy – if we are not producing the type of employees you want to hire we need to change.

Royce – I think the biggest thing I’m hearing – my department is Community and Corporate Learning. We have business classes as well as “fun” classes. Based on Toastmasters – international public speaking organization. Maybe we could incorporate this into classes. Might be able to have a two or three hour seminar – bring a specialist in and talk to students. We bring expertise to where students are.

Dillon --It’s hard to have a 16 to 17 year old want to specialize – 18 years old as a graduate – it’s kind of intimidating. However, by the second year second semester – students start to get serious as they are about to graduate.

Sam --- Diesel equipment – nice to see input. For diesel program – we’re looking to open up automotive diesel, because medium and heavy diesel is a whole different shop. Basic automotive light diesel. Cummins duramax and powerstroke Mercedes, VW. Diagnostic kits. We have a grant obtained for us by NAVIT, so we put together a wish list.

Good quality multimeters, industry standard, milliamps, industrial parts washer. Engine stand. We were really fortunate in getting the money, trying to use it to the best of our ability within budget. We have $30,000.

Sam – Toyota has been very good to us. Have donated many parts.

Chris – we have some older scan tools we could donate; older, still usable. Will see what we can do.

Sam – those would help prepare for Skills USA, as well as increase familiarity with a variety of shop diagnostic tools.

Vehicles – we really need an ’07 or newer model. What about impound cars? Totaled but partially intact. Can keep up on blocks.

Quick background on Skills USA – Used to be VICA – worldwide competition in leadership and skills; welding, mechatronics, many vocational skills. Both secondary and post-secondary. Combination of hands-on tests and written tests. If you win gold in the state you get to go to Kansas City nationals that summer. Leadership – have to do job demonstration, job interview, prepared speech, quiz bowl. Last year we had 55 NPC students go to Arizona state competition, 3 to Nationals. We end up placing lots of students with industry since it’s industry sponsored and judged.

Peggy – please don’t wait until the next meeting to talk to us. We will send out contact information with the minutes.

We would love to have a partnership with experienced, perhaps retired auto folks; network, help with interviews.

Next meeting – April – 27th.