

Welding advisory board meeting Thursday, May 11, 2023 at SCC, LC101

Lunch Provided

Recorder – Jeanette Hancock

Attendees – Scott Newby, Jason Fata, Gerardo Montrel, Doug Seaman, Randy Hoskins, Jim Leslie, Jose Avila, Jason Sangster, Christopher Susag, Andrew Farr, Ben Sandoval, Elizabeth Flake, Trey Finch, Frank Abril, Wesley King, Frank Pinnell, Dr. Mike Solomonson, Jeremy Raisor, Karen Zimmerman, Jackie Decarlo, and Jeanette Hancock.

Frank Pinnell conducted the meeting.

Started with introductions and thanked everyone for coming and what they do for our students.

We hold advisory meetings to get everyone's input. Sometimes your input drives the curriculum change and sometimes it drives the techniques that we teach them. It helps us to know what is changing and what is coming in the future we need to be aware of. It is also a requirement for grant funding and is also a good way for us to see what you do and for you to see what we do. We appreciate all of you and your support and making the great effort to help us.

Industry updates/Best practices/industry equipment and recommendations:

Trying to find new recruits in mechanics, electricians. Would like experience.

Several large contractors needing employees. St. Johns, Casa Grande. Steel erection, rigging, stairs and other things iron workers do. A lot of the contractors will require manpower from 10-20. Needing 600 ironworkers for another project. The contractors are signed up with the local union. Do not have to have any experience. They will also have them going to college while doing the IronWorkers union. So just pay initiation fee and pay dues.

Multiple places needing work in the whole state. Also have entry level jobs. One is a glazing shop. Putting together a Glass Union down there. They provide the tools. Have another ongoing contractor that has workers building the buildings and others doing the fine work.

Solar panels are a next thing coming up. Looking to do a mock up to apprenticeship. Have openings for at least 10 apprentices right now. Once summer starts 40-50 workers needed. Very high demand.

Frank asked about what they thought of the students they talked to today:

People out in the rural area have more of a drive. City students know they have multiple choices. The rural students really want it. They want to go to work. Several kids talked to were interested.

The students produced from here are better workers than can be found in the city. The kids coming from here are going to be more qualified. Experience is a must for some jobs. Made suggestion that the kids get their foot in the door and then they can move up. Asked if the mine has housing. The housing is not readily available so a lot of people commute. The mine does have programs with trailer parks and other incentives.

Frank asked when they communicate the incentives and the response was they usually share it during the interview process.

Contractor negotiations (welder and mechanic) are working on apprenticeships and new hires. Good to get basic electrical skills. Gone through college NPC and NAVIT with basic skills. Shutting down Cholla at the end of 2025 (down to 60 people at that plant), Four-corners at end of 2031. Hopefully there will be some opportunities for welders and mechanics coming in.

Looking to hire 10-12 hires for Level 1 or 2. Expanding in several areas.

Looking for hires that can pass 2G and 3G welds. A lot of skill and knowledge to be learned. Using Lincoln and Miller machines.

Basic skill sets such as writing and things also need to be learned.

One company allows moving up that could help those students pursuing a CWI.

Industrial leadership and CTE programs are available from NAU to continue the education.

Trying to figure out SkillsUSA and package what it is all about. A lot of workers are not interested in getting dirty. The area here is very blessed with a different mindset which has been articulated very well. Wonders what it would take to enlarge that mindset and get more interest. Wonders about growth in this area and enticing businesses into this area. Quality of workforce. Need to figure out how to advertise the quality of workforce that is here. It sounds like a lot of our youth have to leave the area. Somehow, we need to entice and get word out to students that these are good jobs, secure future for family. Lot of students but not a lot are interested in leaving.

NAVIT numbers are up 43% and most of our NAVIT programs have waiting lists.

It was suggested that our CTE program show other schools how to build the program.

It was pointed out that a lot of the students that we are turning out are really young and intimidated by moving and leaving. It was suggested to help them prepare and to support them in the transition.

Frank says this is done internally by preparing students.

Jackie Decarlo – covers the top 2/3 of the state. Pushing new technology and high technology equipment. Some of the biggest equipment changes is our Power300 C. Investing a lot in different gases because of the helium shortages and cost of gas. NewWave forms, etc. Cutting down on costs of welding. Including technology to be successful out of the gate. The 300C is the big item being pushed to schools. CoBot is a collaborative robot. Welding and manufacturing harder to keep in the US. So, trying to push these to schools to have another added skillset of automation. CoBot is done on a tablet with a lead through teach program so the robot can help you learn. She would set up a demo day for people to see and get their hands on. New things from Lincoln. Can do training in distribution center in LA. If could get a group of 20 or so together could find a place here.

Updates for NPC and CTE. Big things – New Skills Center in Show Low will be finished this summer. Introducing several new programs in Behavioral Health, Sports Medicine, and Criminal justice. Allied Health is reporting under CTE now. Will be able to partner in ways that will take advantage of each of the programs' unique skill sets.

Career Services (Ben Sandoval) shared about a new job board platform that gives a lot more functionality to create an employer profile and can allow more multimedia, picture/flyer, and more interaction with students/graduates on that platform. It should be ready by the end of the month.

Andrew Farr (Holbrook Academic Advisor) asked for business cards to pass on information to students if there are any questions.

Dr. Mike Solomonson suggested that trying to recruit students for different programs it might work well to have a student that recently finished a program come back to speak to the students and have them share their work experience. Sharing success stories would be helpful. Frank thought that was how the program was built before they got in it.

Randy Hoskins shared that Anthony Dominguez is an alumni and a welder. His stepson is the program this year. Anthony will show up with his rig and show the kids. In Holbrook has alumni that will come talk to the group and will show the kids how to do things.

Wes King thanked everyone for their support. Thanked them for coming to our facilities and to our shops and that it really makes a difference to the students. Wes said they get excited when they come and encouraged everyone to visit. Talked specifically about Freeport coming.

It was pointed out to let your students know that we only hire so many at a time but they need to keep trying and they may get in the next round.

Update on Skills Center. Automotive should move in to the new Skills Center in June and welding in July.

Would like to have an advisory board meeting in mid to late fall and would like everyone to come to the new SKLC. Mid-week to end of the week seemed to be the best time. Frank will let them know when a date is set.

After a break from SkillsUSA with COVID. We went back to Skills this year and did very well. We had one of our NPC student welders that got the gold medal and will be going to Nationals in June. It was one of Jim's students. Had a bronze medal in post-secondary division. In secondary division we did not medal but had 5th, 7th, and 9th places. Held regional SkillsUSA event at the PDC shop in February. That went really well with over 50 competitors so it was a good day for the regional event. The state contest was down in the valley. Jim, Frank and some other NPC students that medaled are going to Nationals.

New capital equipment. Trying to replace old equipment right now. Have a lot of welders that are 16-17 years-old so trying to update those with our capital budgets. Purchased 6 Miller Maxstar 280 TIG machines, 5 new Miller 255 multiprocessor machines. Last year we got a power hammer.

Industry tours are good but limited. COVID shut us down and did not allow us to do anything. If we could take a group to Schuff steel then a few of our students will go work there and that would be better. Hopefully things will continue so we can get around to some of your shops.

Please give us whatever donations you have. I know that there is a lot of times that some things we can use that you cannot use – if you have filler metals or steel donations please let us have them. Certain things we cannot take. Maintenance department can pick up if needed. Price of materials is crazy and scrap too. If you give to us we can give you a tax donation and it also helps the students. Pipe and tubing would be our biggest cost that we could use in donations. SkillsUSA is very expensive to put on. If

you have material get ahold of SkillsUSA and let them know. They can always use a helping hand. Always looking for a little alloy too. Drops from different places help a lot. Pieces that will never be used in the field. Randy said that the monster coupons that you throw away let the welding shops have it.

Questions and Discussion

It was suggested that students also need to be trained in money management.

