

Recipient: Front Range Community College

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

Quarter Ending: 09/30/2015

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**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:**

09/30/2015

**Date of Submission:**

11/11/2015

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**A. Annual Summary for Grant Activities**

EGTC collaborated with CCD and MSUD on 3 college tour for MFG DAY, and developed Educational Pathway brochure. They opened Trades & Industry campus. Faculty continued OER curr devel for Welding. At Aims, new industry leaders attended Advisory Committees. PCC developed schedule for fast track Manual Machining and Prod Tech cert, reviewed material for prod tech certificate, and started additional content development. At RRCC OER course development and ADA are being finalized. Three courses uploaded to OER. CN ensured all students signed up for certs to qualify as completers. Partnering with CAD increased number of unique participants and completers. Created social media campaign to promote programs and recruit students. Mountainside Medical Systems donated coordinate measurement machine to FRCC and started scholarship/internship program. Eight completed 19 NIMS certs. Intro of professionalism skills into MAC 101 went smoothly. Staff met with Intertech Plastics, CAMA, and Mountainside Medical to discuss badging initiatives. FRCC will have a role in entry level badging, augmented by employers for more advanced skills. College hosted Rework America. CCD, CCCS, local CHAMP employers, and CHAMP staff hosted VP Biden July 21. CCD staff are reaching out to DHA to identify unemployed, under-employed or long-term unemployed. CCD connects with VOA Veterans Center and WFC. PPCC completed renovation. CN and PM raise awareness of

manufacturing programs and opportunities with organizations serving vets and military members, families and spouses and host PPCC Military and Vet Program for tours of shops. Additive Manufacturing Engineering Cert and Advanced Composite Materials & Manufacturing Cert deployed at MSUD F15; 36 awarded certs F15. Activities focused on new labs for Direct Digital Manufacturing and Advanced Composites. Staff ensured programs included on EPTL, hosted table at Mayor's Cabinet in Community Job Fair, presented at 2015 TAACCCT, and hosted 2015 Manufacturing Day. LCC revised welding courses, added employability rating to grading system for each class, and improved connections between online content and labs. Students receive an employability rating based on attendance, interpersonal skills and work ethic.

## **B. Status Update on Leveraged Resources**

### **Provide an update on the organizations that contributed the resources:**

At EGTC High Plains contributed \$500, Cintas \$500, and OED \$1500. NoCO Mfg Partnership gave Aims feedback. O'Neal Steel & Atlas Pacific donated to PCC. FRCC Moyer Machine presented importance of prof skills to students. Woodward spoke to students about job opportunities. Landmark Opportunities consulted on sustainability. CCD advanced mfg firms support program advisory groups, invested resources for opening AMC, including AME, RK, Heidenhain, BNSF, Mountainside Medical, US Mint-Denver, Lockheed Martin and SpaceCon. Workforce Devel paid PPCC fee for SOCOM EXPO, focused on employment. General Air Service and Supply partnered w/ PPCC on shared space. Dragon Products/Ranco donated metal to LCC.

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

EGTC used donations on Mfg Day. At PCC O'Neal Steel donates for welding, Atlas Pacific for machining. Mazak upgrade installed at RRCC. Meant for advanced instruction, it will be used end of sem and next. At FFCC teamwork skills added to MAC 110. These skills will be taught in all classes. CCD CHAMP resources used for remodel of AMC, CNC machines and welding booths, upgrading instruction space, and a Corporate TC for non-credit training for AM. Goodwill Industries soft skills mods imbedded in PPCC CHAMP classes. Machining and CAD/3D equipment incorporated in CHAMP curriculum. PM and CPL visited mfg sites. MSUD resources used in labs and projects. LCC students use donated metal in welding.

### **Comments:**

All partners are collaborating with industry partners and colleges to maximize resources.

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

No

### **C. Status Update on Employer(s) Involvement**

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

New employers attended Aims AC. PCC employers reviewed WBL, gave feedback on CNC course. RRCC consults w/ emp on internships. CCD employers RK, BNSF, Davis, and AME, Inc. critical in ramp-up of AMC. PPCC served on mfg jobs committee and advocated for grad placements; PM on SOCOM skills gap panel. LCC AirGas checks equipment LCC bought.

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

EGTC employers donated tour resources, posted jobs, hired grads, and served on AC. Aims employers build trusting/workable relationship w/faculty. At PCC Evraz, Vestas, Singleton Steel, JPM Mfg reviewed WBL docs; JPM, Atlas Pacific provided feedback for CNC course. RRCC maintains relationships w/ Barber-Nichols, Accu-Prec, Techn Swiss, Faustson Tool, and Igram. FRCC employers active in AM sector mtg, WIB, CAMA events and CCD Advisory Group. CCD reviewed student skills to facilitate employment.

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

EGTC using software to create employer job postings. RRCC students interested in internships during the F/S. The CN works w/ staff on formal internships. FRCC Navigator hours at Adams, Boulder and Longmont WC suspended because no one used services. CCD CHAMP staff challenged by students who find jobs with AM firm and choose not to return to program; and challenges with career counselors who don't know AM workplace.

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

EGTC all new because CHAMP Manager initiated contacts in May 2015. FRCC Nordson Medical is new member of Advisory Board. At CCD SpaceCon, Codi MFG., Quality Corp. and the Denver

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Machine Shop expressed interest in skills training at AMC. PPCC is building partnership with Spectrum AMT to improve job placement in the electronics. Lockheed Martin doing direct Co-Op hires from MSUD; Ball Aerospace doing direct hire internship.

**Comments:**

Program staff through regular, face to face and electronic meetings are exploring ways to collaborate with employee partners and to meet grant deliverables.

**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 collaborated with CCD and MSUD on 3 college tour for MFG DAY to highlight EGTC Trades, CCD Engineering Graphics, and MSUD CHAMP certificates. Staff sought client referrals from community partners. PCC developed materials and course content for Manual Machining and Production Tech. RRCC ID set up courses in D2L. Instructors integrate curriculum offered by consortium schools. CN worked with students to ensure all enrolled in certs to qualify as completers. Staff met with CAD instructors to review deliverables, curriculum, & services they can provide to students. Staff created social media campaign as new strategy to promote programs and recruit students. FRCC discussed possible collaboration with CU Boulder Engineering Dept. Staff met with Intertech Plastics, CAMA, and Mountainside Medical to discuss badging initiatives. FRCC exploring ways to create skill badges for CTE trades. CN and PD attended Veterans Job Fair. FRCC hosted Rework America where Machining and CIS students discussed experiences in the programs. CCD staff and advisors reached out to Denver Housing Authority to identify people who are unemployed, under-employed or long-term unemployed from seven DHA communities in CCD service area. CCD connected with new VOA Veterans Center and CDLE workforce centers in Denver. PPCC made hiring machining instructors a priority. College will extend personnel, per DOL approved extension. MSUD CN attended NAPE conference in VA, met with Workforce Center, and ensured MSUD CHAMP certificates included on EPTL. CHAMP staff presented at ASEE, hosted a table at Mayor's Cabinet in Community Job Fair and presented at 2015 TAACCCT. Staff cohosted, with CCD and EGTC, Mfg Day Tour. LCC completed revisions on welding courses, aligned online content to classroom activities, and added employability skills.

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Each student receives employability rating based on attendance, interpersonal skills and work ethic.

**How many programs are you planning to offer?**

9

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

9

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## F. Key Issues and Technical Assistance Needs

Title	Description
Data Access	EGTC has not had access to a student information system for this quarter (July to September 2015), due to implementation of Jenzabar SIS. Full implementation should remedy the situation.
Student Reporting	Banner reporting still poses issues related to outcome numbers for FRCC. The two data coordinators are working on it and hope to have it resolved by next quarter. It will require collecting data from both Banner, Access and spreadsheets until Banner issues are resolved.
ADA Compliance	Making all materials ADA compliant is a priority for all colleges. ADA compliance is challenging for technical components of classes, blueprints, tables. FRCC Instructional designer will be going to ADA conference in November for additional training on making online materials accessible. CCCS also providing training materials for all system colleges.
Facilities	CCD CHAMP leaders are pleased to report the opening of the Advanced Manufacturing Center in North Denver. But Non-credit classes in welding have been delayed until mid-December 2015 or early January 2016. There have been some air quality issues related to compression and air movement in and around both the new CNC machines and the new welding booths that will require additional time and resources to resolve.
Certificate Process	MSUD currently working on the certificates declaration through the university registration system so that interested students can declare their certificate goals online. Until they have developed that process, program staff will continue to use paper process.

## G. Best Practices, Promising New Strategies and Success Stories

### Best Practices and Promising New Strategies

#### 1 Intentional Advsiing

Career Navigators at many colleges are identifying students who have completed requirements for degree/certificate or are a few credits within completion of a degree/certificate. They assist students who have completed the requirements to apply for the credential. For students who are within a few courses, they assist with CPL evaluation and scheduling of upcoming courses so that they can complete.



## **2 Multiple Courses**

RRCC instructors are enhancing delivery of multiple classes within the same class period. Instructors find this intensive course offering attractive to students. The practice also allows colleges to offer courses that traditionally have low enrollments. Other consortium schools are interested in learning more about this element of the program and integrating it into their respective offerings.

## **3 Equity**

FRCC is planning an Intro to Machining class for women only to begin in January. This class will bridge the gender gap in student enrollment. Navigator has also been investigating ways to recruit, retain, and support female students in the industry. She reached out to several women who have started a mentoring program in other states and is gathering best practices to put together a women's mentor program by Spring 2016.

## **4 Recruiting**

PCC has developed a recruiting strategy in collaboration with the WFC. PCC has begun reviewing resumes from the workforce center of clients who not been able to find jobs in the CHAMP programs. College staff contact individuals if their resumes indicate that not having a certificate or degree is a barrier to employment and provide information about programs and opportunities for them to enroll in and complete a grant program of study. Review of resume also analyzes potential for CPL.

## **5 Employment Outcomes**

PPCC is focusing specifically on grant outcomes 7 and 8 and having grant staff emphasize employment. Strategies include a heavy emphasis on employer visits, visiting companies not currently connected with program, adding companies to our advisory boards, increasing the number of potential employers familiar with student qualifications and skills, working with Navigator to coach and mentor students actively involved with job search, and network with companies for job placement.

## **Success Stories**

### **1 Employer Advantages**

FRCC presented at BIXPO "Training Pay\$" a simple method for employers to determine ROI on training. Process helps motivate employer partners to support employees in additional education and provides additional opportunities and support for students.

### **2 Model Articulation Agreement**

Working collaboratively with CCD & Thomas Hartman, CCCS Articulation Coordinator, EGTC developed Articulation Agreement for EGTC and CCD for AAS Fabrication Welding. This agreement can act as a template for other agreements between the technical college and consortium partners.

### **3 Internships**

PPCC collaborated with JDS Hydro to offer students paid internships. That process resulted in JDS seeking to hire degree graduates. The job application process for that full time position is soon to be published; PPCC will match skill sets to their needs, to place the most qualified candidates for internships.

### **4 Campus Tours**

EGTC, CCD and MSUD collaborated on a 3 college tour for Manufacturing Day that highlighted EGTC Trades, CCD Engineering Graphics, and MSUD CHAMP certificates. Over 100 students participated in this interactive tour. Students heard from faculty and staff about what happens in the program and the courses and what employment opportunities are available. Students also had an opportunity to talk with students currently enrolled in the programs

### **5 Employability Skills**

LCC has implemented an employability review in all of its courses. Students are evaluated for employability at four points throughout the semester. The instructors meet with students to go over the details of the evaluation to discuss progress or decline. The employability rating is determined by evaluating, attendance, on time attendance, work ethic and interpersonal skills

## **H. Additional Outcome Information**

CCD team hosted VP Biden in July 2015, at the AMC at CCD. VP Biden's visit showcased AMC programs as well as educational and employment opportunities available. FRCC actions to increase completers indicate success. PPCC has found that students need support developing job seeking skills & is looking to mesh student mentoring and development services CN provides with college's Career Planning & Advising resources as well as those produced by PPCC WF Development & Pikes Peak WFC. TACT 4 in NM is using our PLA MOOC developed through CHAMP as a training tool for their consortium to get up to speed on best practices in PLA.