

Recipient: Front Range Community College

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

Quarter Ending: 06/30/2016

**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:

06/30/2016

Date of Submission:

08/10/2016

First Name:

Marilyn

Last Name:

Smith

Title:

Grants Coordinator

Street Address:

9101 East Lowry Blvd

City:

Denver

State:

Colorado

Zip Code:

80230

Phone Number:

7208582328

Extension

Email Address:

marilyn.smith@cccs.edu

A. Quarterly Summary for Grant Activities

LCC held 2 open houses for potential welding students. As they build relationships with employers, recent graduates have started finding employment with these employers. LCC held 4th annual Career Expo in April. LCC welding simulator is always highlight of the show. PPCC is acquiring equipment approved in budget modification. Forefront Colorado Director, Colorado Springs, toured shops. PPCC has space in Mt. Carmel Vet Center. Program added industry partners and is considering NIMS accreditation. Aims started student transcript audit, pushing work on resumes in summer. Aims toured 4 apprenticeship programs to see how college can incorporate into program. They signed up 37 students for electronic job notifications. Two faculty completed professional development for mechatronics/Fanuc robotics training. MSUD creating digital badges. IAB meeting held at Ball Aerospace. Team participated in CHAMP leadership meeting, Denver mini makers faire, and Turning Maker Fair. Team working with EGTC and CCD on second annual tri-campus manufacturing day event. PCC has 1st WBL participants. Program exploring idea for pilot machining course. Team participated in resource fair for displaced workers. College awarded COSI grant. Team presented Dream Factory to SCMG. PLA team created for campus. E-portfolios integrated in summer welding. ID uploaded 15 courses to Skills Commons. EGTC graduated first cohort of CHAMP-impacted CAD/BIM students, along with completers of Level 1 and 2 Welding

Certificates. With addition of CAD/BIM and Advanced Manufacturing Lab programs, EGTC at 85% of participant goal. Dean facilitated 1st entrepreneurship class for Trades, seed money competition for biz startups. NIMS Evaluators spent two days at ATC evaluating facility, curriculum, instructors and processes which culminated in FRCC earning 5-yr accreditation. In May FRCC Machining earned the Manufacturing Institute's MList endorsement. CCD CHAMP Team coordinated staff efforts to support academic, employment, and personal needs of students. Instructional design work ramped up, and the CHAMP Team is cultivating relationships with employers. Budget modification that will allow CCD to better achieve goals was approved. RRCC ID finalizing CHAMP curriculum for OER submission. Navigator worked with students on mock interviews to develop professional skills. Navigator completing film project for education and outreach efforts. Performance outcomes and projections aligned with CCCS data.

B. Status Update on Leveraged Resources

Provide an update on the organizations that contributed the resources:

Dragon donated metal to LCC Welding. Lockheed presented at PPCC Mfg Mixer, student/industry networking event. DePuy employees provided contact for employment and direction for program. EGTC recruits employers for Career Fair. CLP, TIC Inc., RK participated in May Career Fair. Steward Jordison was education evaluator on FRCC NIMS Accreditation team. Batka's Wheels Mfg donated 20k: 10k scholarships: 10k scholarship endowment. Aerotek resume workshop for EGT at CCD. Lockheed, AME, Davis contributed to CCD advisory meetings; WIN offered employability workshop; Women's Foundation supported DIY women camp. The EGT revit courses reps visited RRCC, presented on operations, jobs, and internships.

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

LCC students used donated metal to practice welding. CHAMP funding resurrects PPCC machining program, increased enrollment by 1/3 since grant. Additional manufacturing companies attend our advisory boards. PPCC has increased services to vets. Greeley Tribune toured Aims lab, writing article about new equipment available in program and career opportunities for students completing grant programs. Employer sponsorship of EGTC Career Fair underwrites student scholarships, awarded by FAO. CCD CHAMP positions have conducted industry and community outreach, company tours of RK Steel, 3D Systems, Clear Intentions; tours for Goodwill, Salvation Army, Women's Bean Project, OED, Intertech Plastics.

Comments:

All partner institutions are focusing on increasing employment opportunities for program participants. Adding employer contacts to advisory boards and bringing employer contacts into program classrooms helps ensure that program faculty and staff understand employer needs and the program completers are ready to be work for area employers. Grant and other resources make these connections possible.

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.

JPM helped PPCC with vets. Relius provided internships /employment. DePuy VP leads CAD/MAC AB. Aims Outreach Coor increasing internships and setting up industry model for NOCO. PCC employers provide WBL. EGTC employers create summer job opportunities. Manes Mach & Eng, Metalcraft, Mtn Med, St. Vrain, Whip Mix, Woodward, Ball contributed to NIMS at FRCC. Aerotek trained CCD's EGT students on sector-specific resumes. GeoTech, Mtn Med and Alfred Mfg mentor faculty/support pathway development

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

LCC Employers are advisors. PPCC 3D Print store consulted on printer. JPM guided mach purchases. Landmark , Wemsman, Front Range CAD, Rocky Mtn, Manes Mch provided internships for Aims. PCC Vestas provided WBL. Pewag provided tour. Pewag and JPM consulted on Dream Factory. RKMI, Milguard, Davis Mfg, Delta-13, Intertech, Priority, JR Butler, Trustile, Clover Leaf posted jobs at EGTC. FRCC Employers reviewed NIMS self-eval, interviewed by evaluators. US Mint hired CCD grad. BNSF runs nc training.

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

Ten internships created at PPCC, seeing slowing as CODOL funding exhausted. PPCC created interest; some companies continue with funding. At PCC WBL opportunities still needed. Atlas Pac wants to pay students, will put into budget for next year. Few responses from other companies. EGTC uses Zoom for remote attendance and recording meetings for COE accreditation. CCD turnover stalled progress on employers but created opportunity to re-engage employers with different perspective and specific ask

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

PPCC: Lockheed and Spectrum AMT for electronics; 3D Print Store for CAD; DePuy and Relius for MAC/ CAD. BalSeal pays tuition for CHAMP skills. Aims: Internships with Landmark,

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Wemsman Eng, Front Range CAD, Rocky Mtn, Manes Mch. PCC Atlas commits to WBL for 2017. EGTC:Jobs/Internships with Glotel, Univ Forest, Prescient, Anchor, Nite Ize, Aerotek, Pridestaff, Wize, Volt, FR LGA Mch, TAB, Gerou. CCD: 3D Systems new partner for Eng Graphics/3D. APICS partnered with CCD to offer Lean Mfg trainings.

Comments:

CHAMP institutions continue to engage existing and new employers. Adding employers to Advisory Committees so they have a role in curriculum development and program review ensures that completers will have the skills that industry needs. The Institutions are also developing innovative ways to bring participants and employers together so that employers can see the skills and expertise that participants have and that participants can hear from employers what skills and experiences they need from employees. Building work based learning opportunities, developing internships, and inviting employers into classrooms are activities used by all CHAMP institutions to meet needs of industry partners.

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:

LCC Welding hosted open houses in April/May. Oliver Mfg mock interviews for WEL students became real: 2 hired. Faculty/staff improved courses. PPCC MWOC/CHAMP team had 28 outreach efforts. CHAMP/PPCC presence at Mt Carmel for vets/military starts July. PPCC supported Military and Vet Employment Expo, provided career info at 3 Transition Assist Progr. Team provides mock interviews for employment candidates including Los Alamos National Labs. Monthly meetings with Military Vets and Spouses, Employment Support of Guard and Reserves connects vets. Staff visit 10 mfg sites: Spire, Linear, Synthes, KST, DMS, Max, Advantage Mfg, LPT, Lockheed, CO Spring Space Symp. Aims completed/posted CAD 259 Advanced Solidworks. PCC PLA team created training/cert matrix. Since Evraz rec'd TAA status, PCC recruiting workers for Prod Tech cert. Team/Vestas debriefed after 1st WBL. College submitted Amendment 50 proposal for machining software. EGTC In-house ID's supporting ADA and publishing to skillscommons Sum/Fall 2016. Team enhanced resume templates with trade language. Navigator provided support for grads: resume, job search, employer's intro. MFG Faculty work with JR

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Butler to create summer work opportunities. CAD/BIM instructor is CAEL Certified Assessor. Team connects with TAA-like students through CO Dept of Corrections, DenverWorks, Educational Opportunity Cent. Dean facilitated entrepreneurship workshop for EGTC. FRCC Staff redeveloped materials for incumbent workers. FRCC earned NIMS cert. CCD offers summer WEL courses in flipped format. MAC and Eng Graphics teams work on certs and D2L. Mfg Day '16 planning with EGTC & MSUD. RRCC Navigator finalizing film project to support outreach. Students interviewed re EGT program, Precision Machining, and PLA, coordinate with Marketing Dept to develop video re employment following cert/degrees. Data analysis aligned with CCCS ensures internal/external reporting. Team hired EGT grad to create MAC courses tech drawings.

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
Tracking Employment/Wage Inc	Even with our process for getting UI data to track employment /wage increases, we are not capturing all our success; we have wage data for only 67% of participants. Our research analyst has developed a survey that Navigators will distribute to their completers to see if we can add more data to our story. This survey will help with participants with incorrect SSN's, who find employment outside CO, or who do not show up in UI data for other reasons. Our goal is to accurately report our success.

G. Best Practices, Promising New Strategies and Success Stories

Best Practices and Promising New Strategies

1 Industry Partners

PPCC sought out and received great technical assistance from industry partners to formulate the direction of 3D Printing and Prototyping programs and procurement of additional equipment. Vendors and local manufacturing partners also provided advice on the value, and how to add 4 and 5 axis CNC machining training into our programs. Consultation process models effective collaboration between education and industry.

2 Building Cross Functional Team

CCD/MSUD/EGTC demonstrate success of cross functional partnerships. Building on success of last years tri-campus Manufacturing Day event, the three institutions are working together for another event October 2016. This partnership also includes two major manufacturing organizations: CAMA and Manufacturer's Edge. Educational institutions working closely with each other and with industry partners ensures successful programs.

3 Veteran Services

PPCC, because of closeness to military facilities and location in Colorado Springs which has large veteran population, has developed extensive veteran programs. PPCC hired CHAMP specific staff focused on supporting veterans. PPCC identified local resources/agencies, partnering with them to support Veterans. For example, they are providing services at Mount Carmel Center for Excellence, a Center that offers transitional services with special emphasis on veterans/ military and their families

4 Competency Based Education

LCC is identifying specific competencies for each course in their program. They will provide pre

and post assessments for each competency. The pre-assessment may show some students to have proficiency in a skill, allowing them to work at a more advanced level. If the post assessment reveals students who haven't met the desired proficiency, the College will create opportunities for students to have further instruction-practice and then the opportunity to re-assess on that specific skill.

Success Stories

1 Placement Success

PCC placement rate for spring welding participants is 72%. CHAMP Employer outreach and workforce initiatives are helping PCC ensure participants are prepared for employment and are connected with employers.

2 Meeting Goals of SOW

Consortium has already exceeded goals for outcomes 1-2-4-5-9. Consortium has achieved 209 % of Participants Served, 110% of Participants Completing POS, 215 % of Participants Completing CHAMP Credits, 249% of Participants Earning CHAMP Credentials, and 132% Participants Earning Wage Increase. This success allows CHAMP institutions to focus on building employer/workforce relationships.

H. Additional Outcome Information

PPCC Increased advisory board membership by 10%. FRCC had 14 job opportunities posted this quarter and awarded 54 NIMS certifications. CHAMP institutions are successful because the institutions are aligning CHAMP initiatives with other college projects like career pathways, Individual Career and Academic Planning projects, alternative educational strategies like flipped classrooms, and co-location at local Work Force Centers. These strategies will help colleges institutionalize the success of CHAMP.