

Recipient: Front Range Community College

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

Quarter Ending: 12/31/2016

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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:**

12/31/2016

**Date of Submission:**

02/10/2017

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**A. Quarterly Summary for Grant Activities**

FRCC, PPCC, PCC, MSUD, and LCC all participated in the TAACCCT sustainability workshops. FRCC is becoming MSSC Regional Assessment Center. MSSC-CPT certification will be offered March 1-31. This is FRCC's first machining self-paced online course. Machining faculty participated in Southern Colorado Manufacturing Partnership Expo as panel member. FRCC is holding industry focus groups. Aims hosted a "Manufacturing Careers Information Night" at Woodward to educate community on manufacturing careers with 10 minute looping video for manufacturing trade shows with CAMA. Vestas Blades, Owens-Illinois, Burris Optics, and Big R Bridges provided tours for 52 potential students. PCC had 1st grads for Prod Tech and held mixer for students and employers. They have auto-conferred certs for students completing required courses. College has finalized PLA process, redesigned PLA request form, and identified a PLA specialist. MSUD completed 7 Digital Badges with CCCS. MSUD is consolidating CHAMP IAB with AMSI and EAET IAB and creating SOP's for CHAMP equipment. RRCC is completing video series for career services navigation. Navigators assisting students with resumes, mock interviews, career services, etc. Industry outreach expanding in EGT. They are uploading material into OER. EGT outreach materials created for student and industry recruitment. Market research firm hired to evaluate program successes and opportunities to build employer partnerships. CCD had two

outreach events for National Manufacturing Day and Apprenticeship Week where they engaged industry contacts. Sector partnership meetings occurred. Significant progress was made on project deliverables. Workforce presentation and enrollments for WIOA also occurred. Welding received AWS Sense Level 1 and 2 certification. LCC continued redesigned welding courses. They have two full time instructors to meet demands of growing program. PPCC attended CO Mfg Summit and sponsored Southern Colorado Mfg Alliance Expo. They hosted 2nd Manufacturing Mixer (doubled attendance). Team visited 3 additional companies. College hosted new county commissioner and 5 companies for shop tours. Team attended CAMA Business to Business meeting, several Military/Veterans/Spouses coalition meetings and TAP. Rutgers also made a campus visit. EGTC collaborated with team to build and improve Welding, CAD, and Manufacturing programs. Team worked with DenverWorks to refer TAA-like prospects to Trades programs through events and tours.

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

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

At FRCC IMI Prec Eng donated \$1,957 of mach inspection equipment. Robert Gruntorad (retired machinist) donated \$3,500 of tooling and inspection equipment. At CCD AME Inc and BNSF donated steel for welding. RK, McSquares, Ball Aero, and Be9Sigma donated money for CO MFG Day Oct 7 event. At RRCC Cutter Innovations donated Mori Seiki DL-150 CNC Lathe and tooling. PPCC partnered with Concealfab, MotoMinded, StageCo, Americo, and others. Employers from 20 companies gave their time to attend Mfg Mixer. CAD/MAC AB added 3 companies including Titan Robotics who has 2 interns. RK Mech donated \$50,000 of piping to EGTC Welding. General Iron & Steel donated 50k of metal beams for student projects.

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

FRCC used equipment for classes and NIMS projects. Aims Outreach Coor strengthening partnerships to better use equipment. CCD resources allocated to course deliverables. Wire EDM trainings held in NIMS Level 2 Cert prep. RRCC EGT students used 3D printers in CAD 101/102. CAD 202 students used them for projects modeled digitally. MAC students sent parts made in class to industry for feedback. PPCC completed success videos. Shop supplies had immediate classroom impact. Mfg Mixer hosted 20 employers, 40 students. CHAMP Team reviewed resumes, presented soft skills. CHAMP dollars promoted SOCOM speaker. EGTC used piping for student projects in Welding Level 1 and 2. Beams used for jungle gym.

### **Comments:**

All the CHAMP participants are using the time and dollars to engage employers in their programs. They believe that the best outcome from CHAMP is the renewed interest by industry in their programs. Employers are not just donating money and products—which is important—but are donating their time and expertise. They are attending college events and opening their doors to tours by students and college staff. They are sponsoring student interns. They come into classrooms regularly to talk to students about the industry and its need. They are becoming active members of advisory boards. The colleges believe that they and the industry representatives have become

partners.

**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.**

Tecomet (Mnt Med) maintains role with FRCC: apprenticeships, students and employees as instructors. At Aims, Hensel toured Constr Mgmt, discussed having 2 interns, staff training. NREL offers Aims 20 internships sum 2017. Employers provide tours for PCC students. At CCD GeoTech hosted sector partnership, promoted hiring, training. Al Mfg attended Apprenticeship events. At RRCC, employers join AB and visit EGT, mentoring students. Companies call PPCC for employees, more engaged in AB than ever.

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

FRCC AB reviewed AAS: drop Mastercam, 3D/GD&T, 2 CNC. Rapid, Wolf, Woodward, Frontier want Aims internships. Eaton brings speakers to Aims on CAD careers. Vestas, FRE Composites, LBFoster, GPS provided tours to PCC prod tech/welding students. Davis and Geotech want CCD training. Intertech toured AMC, spoke apprenticeship week. RK gave tour. Terracon, Golder, Martin, EEE Co, Aorist Tech, TLH, Black, CCI, Redi, PEG, Merrick visit RRCC classes. PPCC ConcealFab employed 1; Titan 2; Internships 12.

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

Aims employers are very anxious to employ students who complete. PCC getting good response from direct communication with employers rather than through WFC. CCD Recruitment of NIMS MEC-TEC review committee has been challenging. Some new employers were connected to the facility with opportunities for training and hiring in spring. PPCC students unreachable during holiday season. Employers seeking interns, but due to students being unreachable, most deferred to January 2017

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

At Aims Hensel (internship/training); Eaton PL/Schools (promote CAD); KL&A (CAD/Const

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Mgmt AB), PEC Safety(Const training); Avago (PLC tech training); Benchmark & RPT (interns). Be9Sigma joined MSUD IAB. CCD added CoorsTEK, Sunco, TrailerMade. RRCC considering CPL at Lockheed for employees who complete training for electrical/fabrication jobs. Black & Veatch and Martin/Martin recruiting interns and full-time employees. ConcealFab, Motominded, Americo and StageCo want to employ PPCC students/vets.

**Comments:**

CHAMP has helped colleges focus their interactions with employers. Employers are still seen as consultants for program development and review. But now colleges are involving employers more directly with students, finding ways to showcase skill sand competencies that their students have mastered so that employers will see college programs as pathways to employment. Events such as mixers, facilities tours, classroom visits are becoming part of pathways for students from education to employment.

**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:**

FRCC posts 15 jobs/10 companies. Have data on program costs and enrollment impact. Faculty member has MSSC cert. Self-paced online MSSC Safety development course started. FT fac now PT; Employer Outreach Coord duties expanded, Adv Mfg Prg Coord, sustainable, incorporates Nav duties, will expand to other sectors. Remaining Nav duties incorporated in advising/outreach. Aims at Open House at Woodward (with 8 mfgs) to educate about careers. Increased internships to 120. PCC Team identified PLA Specialist, started process flow. At MSUD Lockheed gave scholarships to build Orion Satellite model using CHAMP equipment. Consolidating CHAMP IAB with AMSI and EAET. CCD EGT deliverables completed Oct. Machining SMEs finished content for new equipt. Welding is AWS Sense Cert Level 1/2. Welding, machining and EGT Enrollment fall 2015 to 2016 increased 22%. Spring has waiting list. Collaborated with EGTC, MSUD, OED, DPS, CAMA and Mfg Edge on MFG Day. US Mint, Mikron, and Intertech presented Apprt week. Rescare (WIOA CS) enrolled 9 students. Monthly meeting with WF partners established. CCD partnered with WIOA Title II: co-enroll students in mfg programs and GED; pilot contextualized mfg adult ed course at AMC. PLA team discussed portfolio assessment. RRCC Nav met with

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employers about partnerships. Introduced EGT instr to staff for sustainability. Nav provided career counseling to MAC students, including MSUD transfer for Adv Mfg Sciences B.S. degree/certs; created MAC & EGT fact sheets for MSUD degrees/certs; created resume template; advised on career, Career Connect, RRCC career service; and WIOA funds; arranged MSUD Aero and Eng Sciences tour. LCC continues to run new welding courses. PPCC completed Student Success Videos; second "Manufacturing Mixer" held in Oct, participation doubled. PPCC sponsored astronaut and booth at SOCOM. Team established sustainment plan and completed Rutgers eval visit for CHAMP. Ongoing: TAP, employer and community panel, CAMA, and vet outreach.

**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**

<b>Title</b>	<b>Description</b>
Accurate Tracking	CCD continues to explore strategies for accurate data collection and employment supplements. This quarter CCD issued a student survey of current students and found 42% self-reported as not currently working. They have also developed a script and procedure for identifying 'TAA-like' students from Banner, but need to analyze the data; CCD will update this number in the next quarter. Procedures for identifying students who may have earned credit for a credential, but not applied is also critical.

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

### **Best Practices and Promising New Strategies**

#### **1 Community Event**

CCD has taken an innovative approach to industry, community, and student outreach. Manufacturing Day 2017 was an uncanny partnership between three urban institutions (EGTC, CCD, MSUDenver), two major industry groups (CAMA, Manufacturer's Edge), and key public partners (Office of Economic Development, Governor of Colorado and Mayor of Denver decrees). The event included a tri-campus tour and "Made-in-Colorado" Expo. The event has been successful with each partner committing to sustain next year

#### **2 Apprenticeship Opportunities**

FRCC enrolled in the US Department of Labor Apprenticeship Leader program and joined the Registered Apprenticeship College consortium. They have seen an increase in the number of companies inquiring about apprenticeship programs and are putting resources in place to answer this new industry need.

#### **3 Outreach**

PCC has started working with county foster care agency to offer Production Technician training and program to individuals who are aging out of the foster care system. This program can help get those individuals become job ready in one semester and help them find their way to a well-paying job.

#### **4 Partnerships**

CHAMP built the capacity of CCD to re-envision how it engages employers. In CCD's Metro Mfg Sector Partnership meetings, companies now say that the partnership with the education system is the thing that helps companies thrive. CCD, in partnership w/ MSUDenver, is now positioned to



offer full range of research, talent and development services in partnership with local industry, supporting the state's economic development office to leverage partnership to attract and retain manufacturers in CO.

## **5 Non-Credit Course Offerings**

Through CHAMP CCD has developed non-credit courses. The non-credit course offerings that are aligned to industry-based credentials allow CCD to be more agile and responsive to the needs of industry partners. This also diversifies the portfolio of revenue sources for the college which, in turn, allows for a more sustainable business model. The seeds from CHAMP are beginning to provide resources for students, the industry partners, and the college.

## **Success Stories**

### **1 Student Success**

At FRCC they have awarded 71 NIMS certificates because of CHAMP. One student earned a Certificate of Merit from NIMS for earning 9 certificates. He stated that he believes the certificates were instrumental in his obtaining a higher than entry level position.

### **2 Fact Sheets for Students**

RRCC has created a series of one page fact sheets for MAC and EGT programs. Creating and utilizing these sheets has generated meaningful career conversations with students. The fact sheets enable students to consider other two-year degrees, four-year degrees, and stackable certificates after they graduate with an A.A.S. in Precision Machining; they can easily determine transfer credits as well.

### **3 Student Survey**

The CHAMP Grant survey was effective to identify and conduct outreach to students who needed career advising and to make additional referrals to the RRCC Pre-Engineering Program for advising. The survey helped the college to provide focused and intentional resources to students: info about engineering programs; referrals to the RRCC Career Success Center for resume building; job searches; Career Connect registration; and LinkedIn profile assistance.

## **H. Additional Outcome Information**

The CHAMP consortium has already over achieved 6 of 9 targets in SOW: number of participants; number of CHAMP program completers, number who earn CHAMP credits; number of credentials earned; number of participants enrolled in further education; and number of participants who received wage increase. Consortium will run new data shortly that will increase the nine goals. Focus for all colleges during these last months of program activities will be increasing number of participants who find jobs. Data does show, however, that many more unemployed participants find new jobs, but they do not first complete cert/degree. They “upskill,” taking one or two courses

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and are then hired by employer.