

# **SHORELINE COMMUNITY COLLEGE**

## **Department of Labor Grant – Skills Panel Luncheon Meeting**

---

**DATE: March 22, 2005**

**PLACE: Room 2121**

**TIME: 12:00 Noon**

<b>Present:</b>	<b>Dan Flanagan</b>	<b>Chuck Roberts</b>
	<b>Joel Baxter</b>	<b>Larry Armstrong</b>
	<b>Steve Frisbee</b>	<b>Jerry Smith</b>
	<b>Tim Goddard</b>	<b>Chuck Harlowe</b>
	<b>Frank Russ</b>	<b>Mark Westlund</b>
	<b>Doug Carmichael</b>	<b>Paul Westergard</b>

### **College Representatives:**

**Jim Hammond, PSADA**

**Mark Hankins, SCC**

**Don Schultz, Director, Business, Automotive & Manufacturing Technologies**

**Ron Olson, Auto Shop Foreman**

**Cameron Hightower, DOL Grant Project Director**

**Joe Renouard, DOL Grant Pilot Project Manager**

**Tom Mackin, DOL Skills Panel Facilitator**

---

Jim Hammond welcomed the group and made introductions.

Lunch was served.

Following the meal, Jim Hammond gave a brief history of the development of the Professional Automotive Training Center here at Shoreline Community College. He described the range of training activities available here, including the training of new automotive technicians plus contract training for incumbent workers.

Don Schultz followed with a description of his involvement in building the model dealership here in operation at Shoreline. He mentioned the support of local businesses and the significant contributions of many in the community. He outlined the requirements for prospective students to Shoreline's technician training programs. The need for training incumbent workers was also mentioned.

Don went on to describe the proposed expansion of the Professional Automotive Training Center facility. He explained how each car maker will have a training "pod" – a 3,000 square-foot area for their exclusive use plus office space. He described how the expansion will change the shape of the existing structure.

Cameron Hightower gave a brief overview of the scope of the project. He talked about the significance of the national partnerships and their implications. He mentioned President Bush's High Growth Job Training Initiative. Since 2002, the Department of Labor has directed more

than \$92 million to 47 public-private partnerships in which growing industries work with community colleges to ensure that workers get needed skills to compete in emerging fields such as biotechnology and high-tech manufacturing. Through meaningful training partnerships, the Bush Administration seeks to replicate the apprenticeship model of academic instruction along with on-the-job training. This is the method used traditionally by skilled trades. It is hoped that other industries can benefit from this proven training model. The rapidity of technological change has made the automotive industry one of the 12 sectors of growth to receive grants. The chief foci of our Department of Labor Grant are automotive sales and service.

Cameron detailed the components of the grant. The NATEF-GST (General Service Technician) part of the project will serve as an alternative option to the A-YES programs. The training for the GST program will combine technical skills, academic skills, and workplace skills. No curriculum exists yet for the GST. It is the task of this grant to develop appropriate curricula plus suitable teaching aids.

The GST Program is designed to serve two targeted populations: students with limited English proficiency and out-of-school youth. Cameron mentioned other grants (such as ASE) which will fund the translation of certification materials into Spanish.

He spoke of the need for incumbent worker training, particularly for employees within the sales and service areas. The GST curriculum will provide a career pathway which will allow workers to advance within their field.

Materials developed through the grant project will be available throughout the United States. Skills panels organized for the work will have an important hand in steering the program development. Flexibility of delivery will allow training to be taken where and when it is needed.

Tom Mackin, Skills Panel facilitator, described some of the specific plans outlined for the next 18 months. He encouraged attendees to participate as fully as their schedules would allow. He urged them to recommend other individuals and/or organizations who might be well suited to participate.

He talked about employee needs and suggested that work would be done to develop ways to retain employees.

A discussion including time for questions and answers followed. One guest questioned Shoreline's readiness to handle the challenges of at-risk populations. He wondered if the hard cultural issues had been considered. What about socio-economic concerns and sustainability? Joe Renouard responded by describing Shoreline's experience in working to meet those very challenges. He mentioned the need for "soft skills" training. Don Schultz pointed out that not all at-risk folks can be rescued.

curriculum should not be limited to those “at risk.” The image of the industry needs to be changed. Applicants need to be carefully screened to get optimal people into the industry.

Don Schultz mentioned that the much-improved salaries now paid to automotive technicians has helped to improve the image. He also noted the need to train high school counselors to help them assist students before they finish high school.

More questions followed: How many people will be involved in this project? What about the Skills Panel? How will the resultant materials be used by schools with less money and equipment? How many schools will be involved?

A hierarchy of the automotive training programs was described. The ITEC-type, factory-specific training would be at the highest point of the training options. Next would come A-YES programs followed by the GST programs. There is need for a national clearing house. Conversation centered on how all of this might be accomplished.

It was agreed that the place to start is with identification of positions needed by various businesses. From the most basic tasks to the highest levels, the skills needed for each position would be noted.

The D.O.L. Grant mandates the development of pilot projects – in this case involving 75 people already working within the automotive sales and service industry. VTEC is interested in working with us. They say that they have all the skills ever needed anywhere already identified.

The discussion concluded with a listing of the Skills Panel tasks. Panel members will:

1. Advise on appropriate career pathways;
2. Identify the true needs of the industry;
3. Limit focus to a manageable portion of the industry needs;
4. Recognize the large Hispanic population and their needs;
5. Consider and evaluate materials and resources already available;
6. Find needs that are common to a full range of auto-related industries.

The automotive sales and service portions of the industry predict that between the years 2002-2012 there will be a shortfall of 101,000 skilled employees needed by the industry. The Department of Labor Grant seeks to meet those needs.

The meeting was adjourned at 1:50 p.m.

Respectfully submitted,

Linda Clugston  
Division Secretary  
Business, Automotive, and Manufacturing