***Regional Advisory Committee Meeting Minutes***

Industry Sector: Automotive

School Year: 2019-20

Meeting Date/Time: February 26, 2020 3:30 p.m. - 5:30 p.m.

Meeting Location: Victor Valley Transit Authority

Meeting Facilitator(s): Matt Wells/Lee Bennett

MDCP Director Approval Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_

Community College Approval Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_

***Attendees***

*Name, Position, Organization Category Email Address*

Andy Page, Data Analyst, MDCP JPA Education [andrea.page@mdcareerpathways.com](mailto:andrea.page@mdcareerpathways.com)

Angel Hernandez, Manager, Signature Auto Collision Industry [angel@signaturecollision.com](mailto:angel@signaturecollision.com)

Brian Suggs, Instructor, Hesperia HS Education [brian.suggs@hesperiausd.org](mailto:brian.suggs@hesperiausd.org)

Charlotte Allen, Career Placement Specialist, VVC Education [charlotte.allen@vvc.edu](mailto:charlotte.allen@vvc.edu)

Doug Seibert, Instructor, Barstow HS Education [douglas\_seibert@busdk12.com](mailto:douglas_seibert@busdk12.com)

Dustin Strandberg, Sr. Fleet Analyst, Victor Valley Transit Authority Industry [dstrandberg@vvta.org](mailto:dstrandberg@vvta.org)

Lee Bennett, Auto Dept. Chair, VVC Education [harry.bennettjr@vvc.edu](mailto:harry.bennettjr@vvc.edu)

Lorraine Collins, Coordinator, Victor Valley UHSD Education [lcollins@vvuhsd.org](mailto:lcollins@vvuhsd.org)

John Boulanger, Instructor, Oak Hills HS Education [john.boulanger@hesperiausd.org](mailto:john.boulanger@hesperiausd.org)

Josh Dollar, instructor, Apple Valley HS Education [josh\_dollar@avusd.org](mailto:josh_dollar@avusd.org)

Kendle Crowell, OSIII, MDCP JPA Education [kendle.crowell@mdcareerpathways.com](mailto:kendle.crowell@mdcareerpathways.com)

Kevin Pringle, Victorville Motors Industry [kpringle@vvmtrs.com](mailto:kpringle@vvmtrs.com)

Matt Wells, Director, MDCP JPA Eduction [matt.wells@mdcareerpathways.com](mailto:matt.wells@mdcareerpathways.com)

McKenzie Tarango, Coordinator, Hesperia USD Education [mckenzie.tarango@hesperiausd.org](mailto:mckenzie.tarango@hesperiausd.org)

Raj Punjabi, Uneek Education Solutions Education [ues@uneekeducationsolutions.com](mailto:ues@uneekeducationsolutions.com)

Randy Lockie, Instructor, Hesperia HS Education [randy.lockie@hesperiausd.org](mailto:randy.lockie@hesperiausd.org)

Keith Shaner, Instructor, VVC Education [keith.shaner@vvc.edu](mailto:keith.shaner@vvc.edu)

Ryan Wilson, Owner, Signature Auto Collision Industry [ryan@signaturecollision.com](mailto:ryan@signaturecollision.com)

Steve Coultas, Instructor, VVC Education [steve.coultas@vvc.edu](mailto:steve.coultas@vvc.edu)

***DRAFT***

***Meeting Minutes***

**A.** **Welcome**

The meeting was called to order at 3:36 p.m.

Matt Wells welcomed everyone, thanked them for their attendance and conducted round robin introductions.

**B. VVC ASE Accreditation**

Lee Bennett shared that every five years VVC must renew their ASE certified courses (formerly NATEF). The accreditation process is comprehensive and requires sign off on 12 standards and the substantiating documents provided to the group. All VVC courses have been aligned to certificates from A1-A9. Lee asked for the advisory group to review the standards and indicate if VVC is ready to submit their applications and score the substantiating documents. The next step of the review process will be for an evaluation team to visit the College and conduct a deeper dive into the curriculum, student testimonials, etc. The advisory group reviewed and approved the documents provided.

**C. Labor Market Information Snapshot/Industry Trends Update**

Matt asked industry partners what the employer needs are, where are the gaps, new technology, etc.?

* + Angel Hernandez and Ryan Wilson from Signature Auto Collision shared that the collision repair industry is hurting for new employees.
    - I-car certs are important as well as knowledge of technology components of new vehicles.
    - They have worked with Barstow HS and have students working with them each summer so they can see what a collision environment is really like.
    - There is a difference between small scale dent repair and the in depth technological knowledge they need in technicians. The most experienced techs they currently employ are used to the old ways and technology, but they aren’t up to speed on new requirements and techniques needed. Specialty metals, high strength materials, etc. all play a role in repair techniques of today.
    - For entry level, they are willing to do some training, but they first need to find people with an interest and some hands on experience - they have to have basic body work knowledge. Anyone with technological knowledge can be paired with an older body tech to cross train each other.
    - They asked what they can do to get more students motivated and have a better understanding of what the industry is like and the skills they need. There aren’t many programs at the HS or CC level focused in this area, so clearly some changes need to be made there.
    - Steve Coultas asked what VVC can do to funnel the people they need into collision careers. Ryan responded that teaching the basics like disassembly and reassembly would be a huge start because that’s where most technicians start in a repair facility. They are cutting parts off, welding, etc. From the perspective of the collision shop, they have multiple staff working on different areas of the process. Every car is prescanned when they come in to ensure every issue is addressed. All these skills lend to someone being able to gain entry level employment.
    - Lee interjected that difficulty in the collision area is that they are in such a high paced environment, they don't have time to train from the ground up; their entry level staff needs to have a basic knowledge and skill sets so they can hit the ground running and then learn from their colleagues. i-Car certs play a large role in getting students prepared, but VVC can’t justify serving the auto body community well because they need a separate department based on i-car, not intermingling with the ASE cert courses. They are building a new educational master plan at the College, which is based off of an environmental scan based on what is needed in the region. Auto body is definitely a need. The public and the industry does have a voice, but the largest impact will be for the public to attend the educational master plan sessions and going to the College’s Board meeting as industry to voice the need. The Board really values the voice of the community, so that is how a program can be built.
    - Matt asked Signature what the need is in numbers for the collision technicians. What they have seen is more people leaving the industry than going into it. Most technicians are 40 plus years old and the industry just keeps rotating those same technicians around, so it is an exponential need.
    - Annual wages for experienced techs and painters is between $65-$120k.
    - Matt asked about VVUHSD’s Collision program. They offer i-Car certs at VVHS and Adelanto HS through their program. Certs are offered at a discounted rate for those students who qualify and want to take them. Ryan added that many shops don’t want to pay for their staff to get their certifications, but the higher level of certs an applicant comes in with, the better. Certs are offered at different levels and in different aspects of the business, but in the automotive side if those students who are already disassembling and reassembling could gain certs in that area, that would be a good start and they can train from there.
    - Students in auto programs aren't aware of the career opportunities in the collision repair world and that is often the case for teachers as well. They need to know what skills their students need to be successful in the collision world and also when they are hiring so they can try and fill some of the vacancies with students coming out of the Auto programs.
    - It is important to find ways to get students engaged and understanding how “cool” the industry is. That is what it takes to get them excited and get them in a collision pathway. That requires them to be exposed to the industry and seeing the vehicles before and after repair.
  + Dustin from VVTA shared some industry trends in their transit agency and others in the state of CA.
    - CARB passed their legislation, which forces all busses to be zero emissions busses by 2040.
  + A robust conversation took place among advisory members centered around entry-level technicians needing more comprehensive diagnostic skills.
    - Lee Bennett responded by saying that VVC took that message to heart and will address that on a program wide level moving forward.
  + Lee Bennett introduced the topic of the necessitation for a automotive dealership technician certificate of achievement to provide certification opportunities for students completing an automotive deal technician cohort pathway.
    - The advisory committee supported the idea and recommended the additional certificate of achievement.
* VVTA needs techs familiar with high voltage equipment and PPE. In the first stage of transitioning their busses, they are pushing toward alternative fuels, so they need techs familiar with alternative fuels, as well.
  + - They have 120 revenue vehicles at this time. They are building a new facility in Barstow, where they will be purchasing liquid hydrogen and using that to fuel their vehicles and it will also be open to the public.
    - They are looking for 25 technicians at the moment - they don’t experience too much turnover in the transit industry, but the need for techs will continue to increase as battery electric busses are introduced. They have a much shorter range, which means more people will need to be around to service and maintain.
  + Kevin from Victorville Motors shared about the dealership industry.
    - VV Motors is currently on a rebound in terms of sales. Last year, car sales were down significantly. However, there seems to be an upward trend in 2020 so far. Sales drives the entire dealership.
    - VV Motors has 4 businesses that operate under their larger umbrella, including parts and service.
    - They are always in need of good technicians. Their service department is operating 24 hours a day now, which opens more opportunities.
    - The average age of vehicles on the road is getting older and older, which presents a set of challenges for service departments.

**D. District Mini Presentations**

Matt asked each district present to share a bit about their programs.

* Hesperia is trying to put together an alternative fuels program and a new capstone program, including that new technology. It would be a separate pathway and include a lot of electronics. It will be a 360 course, an all inclusive pathway for students to spend 2 hours a day in the class throughout the year. Auto 1 will be incorporated, but with more of a focus on alternative fuels. Their curriculum will be in line with what VVC is offering and those students will be funneled through their Alt. Fuels cert program. The switch car grant is part of that, so they will have the project car in time for next year. They will be seeking cars that are compatible with VVC’s and they will build their fleet of cars from there. Comments:
  + The hybrid/electric model is not something of the future, it is already the trend across vehicle manufacturers so it is important to educate students in this area. The battery technology will continue to improve, so more people are going to transition to electric the farther they can go.
  + VVC shared that there are many technicians across the region who don't realize that their entire industry is changing and rapidly going toward electrification of the automobile. It is a necessity of the industry to move in this direction and that is part of an education process, but starting at the HS level is getting ahead of the curve.
* Apple Valley HS got ASE certified last year and they are also acquiring electrical and diesel vehicles. Lee added that as a third party ASE accredited agency, districts can borrow any tools that VVC has and they can assist any other school with getting that certification too. Josh can also help other HS instructors with the process, as well. Having accreditation can help with funding and gaining tools and vehicles from a multitude of sources.

**E. Certification Discussion & Report - *Including Precision Exams - data totals presented***

Matt shared the copy of the Precision Exams certificate for Transportation. There are three falling under Auto. Matt asked industry partners if these certs are worth integrating into our programs - do they hold value when it comes to gaining employment?

* + Ryan responded that at the very least, it shows a student has made an investment into the curriculum and career, but they need to know about the hands on skills the student has actually learned and the certificate alone does not show that.
  + VVTA shared that some cert is better than nothing, so having the PE doesn’t hurt.
  + From the teacher’s perspective, they have been using Precision Exams for the last couple years, but the tests haven’t changed at all over the course of that time so they are not keeping up with the times in the auto world and the skills tested on are rudimental.

**F. Nontrad/Special Populations**

* Female mechanics are uncommon amongst industry partners.
* Female service writers and advisors are much more common and do very well in the field.
* Lee and Steve shared that VVC is now up to 25% or higher female rates in their Automotive programs. They have seen more females placed in technician positions over service writing positions from their student pool.
* On the high school side, teachers have noticed that parents are often the ones who hold back their nontraditional and special populations students.

**G. Student and Teacher Extracurricular Report**

* Kendle shared about the teacher job shadowing opportunity at Mitsubishi Cement, where Auto teachers will be paired with technicians who work on the heavy duty mining tractors and trucks for a 4 hour job shadowing experience.
* VVTA is open to hosting student and teacher tours any time.
* Signature Auto participates in Barstow HS’s job fairs and hosts a student intern over the summer. They may be willing to expand.
* Primary partner of the Collision programs at VVUHSD is C.A.R.S Auto Body, but Signature is interested in becoming another partner and visiting the classrooms.

**H. Articulation Agreements**

Articulations Agreed upon at this meeting will generate MOUs with Victor Valley College, which will be valid through the 2020-2021 school year.

**Apple Valley USD**

Auto I to AUTO-50

Auto II to AUTO-50

Auto III to AUTO-50

**Hesperia USD**

ASE Auto I to AUTO-50

ASE Auto II to AUTO-50

Introduction to Hybrid, Electric Vehicle, and Alternative Propulsion to AUTO-89.3

**Lucerne Valley USD**

Auto I to AUTO-50 ***PENDING***

**Victor Valley UHSD**

Auto I to AUTO-50

Auto II to AUTO-50