

**Regional Advisory Committee Agenda**

Industry Sector: Agriculture

School Year: 2018-19

Meeting Date/Time: 5:30pm-7:30pm

Meeting Location: Lucerne Valley HS

Meeting Facilitator(s): Matt Wells



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

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

**Attendees**

<u>Name, Position, Organization</u>	<u>Category</u>	<u>Email Address</u>
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Neville Slade, Teacher, Victor Valley College	Education	<a href="mailto:neville.slade@vvc.edu">neville.slade@vvc.edu</a>
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Brad Williams, Coordinator, Apple Valley USD	Education	<a href="mailto:brad_williams@avusd.org">brad_williams@avusd.org</a>
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## Agenda

### A. *Greetings and introductions*

Matt Wells, Director of MDCP, called the meeting to order at 5:35pm and introduced Lucerne Valley HS Principal Mr. Lambdin. Mr. Lambdin thanked the group for their continued support of programs and that he knows there are quality programs throughout region. LVHS is here to support programs as needed. Afterwards, round robin introductions were made.

### B. *Progress report regarding work conducted since last committee meeting*

Matt shared that MDCP is making an intentional effort this year to include an update from advisory participants regarding work completed since the last advisory meeting. This was in response to a needs comment at the 2017-18 Perkins advisory.

Troy from Lucerne Valley HS shared that there are new site admin this year including a good principal who is a strong supporter. Additionally, unlike previous years, there is now an Assistant Principal and counselor in place. There is a new facility barn being built for LVHS. Ag has taken over all of the site's science dept and offers the following courses – Ag Earth, Ag Bio, Ag Chem, Animal Sci, Horticulture, Leadership, Mechanics, and Industrial Design. There are 142 students in the program out of 180 students in high school. They are working on a successful transition from Ag Bio to Ag Chem by trying to make sure students get all components of Ag Bio. They are also trying to incorporate soft skills into the everyday classroom. Additionally, they are participating in FFA competitions and doing a lot of developing over the past 3 years expanding and trying to figure out how to get to all opportunities. Troy shared excitement about having the advisory at LVHS.

Duane Penfold from Apple Valley HS shared that animal science is packed – the smallest class being 35, the largest 46. Ag Engineering classes are doing well. Casey, another AVHS Ag teacher, picked up precision machining. This year, Casey is teaching 6 periods/day straight w/ no after school program and training for next year with another teacher to support precision machining. They are spending time from 5-6pm every night learning machinery and building curriculum. The Ag program is working on building a barn with CTEIG. Plans were approved this summer and a program manager hired for the build. Bid is expected to close in December with construction complete in June. They are looking at a 40x80 barn and using it extensively for Vet science. It will include floor drains, water proof walls, fans for circulation, poultry processing, stainless equipment to do food work, a fundraising setup (tritic, etc.). They continue to do community ultrasounds every Friday. They've brought horses into the classroom and did a castration of a 600 LB bull for Serrano's program. FFA enrollment is around 280 students this year. They continue to have a good connection with VVC with animal science taught at high school. Almost all classes are articulated with VVC.

Jack Rice from Snowline shared that the theme for this year seems to be "Ch-ch-ch-changes." There's a new Ag teacher, Jackie Higa, a new principal at Serrano, and a new CTE Coordinator, Dr. Kellie Williams. Administration is really behind the program, backing up Ag strongly. Serrano has doubled the size of the welding classroom. More welders and equipment are being purchased - \$50K in equip on top of the previous \$65K already purchased. Additionally, the Ag program is going to take the greenhouse down to studs and rebuild for better functionality. It was built circa 1986 so is ready for an update. Plant sales, school farm, etc. are all being added to the plan. They are trying to build capacity to house animals on campus for students who aren't able to do so at home. They've also purchased a new Truck through CTEIG, a Dodge Duelee, as a CTE/Ag truck. Classes just finished rostering and 295 are in FFA this year.

Neville Slade from Victor Valley College shared that the biggest changes and accomplishments have been student-centered and often coming down from the state. Articulations tended to be strongest way to align programs between K12 and VVC. They still have articulation, but students can also do concurrent enrollment and dual enrollment. Environmental Sciences and Vet Tech are dual enrollment opportunities at Apple Valley. Students take the college class during the normal school hours. State initiatives are facilitating K12/CC alignment. Duane and Neville use the same book in Vet Tech classes – so why not tie those in to one another closely. Associate Transfer degrees – Ag/Nat Resources has 3 transfer degrees. Neville shared that Ag has by far the best cooperation from 4-yr Universities regarding transfer degrees, particularly the Cal States. Transfer model curriculum could allow students in HS to take classes that are fully transferable to next level. All students who complete coursework at a 2.0 GPA and above can transfer their whole package over to next level. It's almost a seamless transfer – AB 280. The CSU system has to take transfer credit. Students are guaranteed 2 years at 4-year and should be able to be guaranteed completion within 2 years. Planning committees have worked on aligning standards, curriculum, activities, etc. so that the K12/CC/4-yr programs align closely. 4-year programs can be prohibitively expensive so students need to be aware of smart ways to get to completion without taking on huge debt. They've been working on this for years and can see light at the end of tunnel now. Proposals are now in the Chancellor's Office for approval. The backbone of pathways could really lend to further building programs.

#### *C. Labor Market Update*

Matt shared labor market statistics from the Chmura report (see attached) and the Workforce Development CHAMP acronym (see attached). Neville Slade shared that oftentimes the WDB acronym often cause those involved in dispersing grant funds to believe there aren't Ag opportunities when, in fact Ag opportunities abound in numerous industry sectors and often are the only programs dealing with in-demand topics such as water management and soil science.

#### *D. Industry Trends Update (provided by industry partners)*

Joe Affleck from the County Dept of Public Works said that there are lots of openings for Maintenance Construction Worker 1 which requires a Class B drivers license, a High School Diploma or equivalent and no bad felonies. He shared that of particular concern with applicants is their inability to pass basic written test questions and provided the example of a question regarding what type of tool to choose to drive a stake. Applicants don't know basics such as which hammers to use for a specific job. They just hired 78 snow removal experts at \$23/\$24/hr. While these positions don't include benefits they are a great entrance wage and foot in the door to the county. County jobs tend to start at \$18 per month. County workers are in the Teamsters unions. That said, a lot of the newer guys don't want to deal with union dues and want more money now, not seeing the longer game and career trajectory. Common sense seems to be lacking. Applicants use bad language in interviews – something he sees in the Fire Dept also. Opportunities like CTE and Fire Explorers give students a hands on-education and an opportunity to learn whether or not things are for you. Plasma cutter/laser/etc. – tech foundation is good but basic, rudimentary questions and skills are beneficial. For instance, SBC fence posts need to be 10 ft apart – folks aren't sure how to do that. When he sees Ag on resume, he knows that students have had experience with tools, an attention to detail, and common sense.

Christian Valenzuela shared that kids lack drive and hard work ethic but want to have wealth and independence. He shared that he still lives at home with his mom, trying to build income to buy a house. He feels that he's behind the curve but at least has a plan. Kids without that would certainly be behind. He shared that lots of people are moving out of state and that this has resulted in losing customers due to people leaving. They also deal with fads in animal work (e.g. people want to be butchers but he doesn't think they actually do). He's been doing this for 7 years now and they typically lose a shop every year. Cutting/processing shops are not jobs that people want to do - they require 14-15 hrs per day and the work is difficult and dirty. It's tough to get people to want to do this. That said, he knows electrical contractors and others he sees in industry are losing employees every week because people can't show up on time, are constantly on cell phones, etc.

Joe Affleck shared that students need to understand that background investigations are a huge component. Drug tests and random DMV pulls happen. 3 guys in high level positions were recently fired because they tested dirty on things. Heavy equipment falls under federal regulations, too, so marijuana an issue. Managers are required to take early-detection classes so they can monitor their students. Soft skills great but drug test kill opportunities. Additionally, the Fire Dept does a huge Social Media investigation on new prospective employees.

Don Fish from NewsPlus shared that he sees an increase in orchards. Juju fruit operations are springing up in Phelan & Lucerne. Greenhouses are also more common – we're seeing change in the how the land is being used. Family private ag businesses are common.

Neville shared that the Resource Conservation District hired 3 students to go do farm plans for people to get FDA approval. Korean American Jujube fruits are common. NRCS have a partner project for Conservation Specialist/Technician. There are many business professionals who are retired and doing this as a second career. Per acre, profits could be in the \$20K-\$30K range and we are in a great environment for this type of produce. There are many hoop house grants for small vegetable production.

Kellie shared that from the Phelan water management perspective, there's a coop for jujubes. Additionally, all of the employed water management folks are former ag students. A new well needed 2 miles of pipeline so local Ag kids took care of the work that professionals weren't able to fit into their schedule. In Ontario, Safeway is now growing all of tomatoes using hydroponics.

Neville shared that Agriculture, Environment and Water Management used to be its own category. Water management is huge in CA – Ag is still using the majority of water in the state. Local farmers don't understand water rights and that they can't pump more than certain levels of water per acre. They are trying to educate people on this. New legislation in CA states that every water basin must be fully sustainable by 2020. Management down to technicians (GIS & well technicians) employees are needed and industry doesn't know where employees for this need are going to come from. 25% growth is expected.

Joe Affleck, SBC, shared that the Storm Water Protection Act alone leads to 180 jobs that go every week for announcements. Maintenance water/wastewater jobs start at \$42K per year with full benefits and they can't find enough people to fill those positions. AQMD/MPDS – Ag and wastewater control show signs of huge growth and opportunity related to water.

Kellie shared that Urban forestry is also in demand. Businesses can't find enough people who know stuff about how to support trees in malls, etc.

Danielle from LVUSD asked, if this is so big, what are the curricular connections to the industry opportunities? Joe Affleck answered that water irrigation, natural storm protection water act, and environmental sciences and protection all would lead to filling these positions.

Neville stated that Ag Chem students tend to have seen basic water analysis in classes. Students know what a nitrate is and what it can do, how to test for it. When someone says that stormwater and dairies in Hinkley are the problem, where authorities are about ready to do general order, and that they're trying to stop dairies, they don't understand that the dairies aren't causing the problem. Students need to know what nitrates and nitrites are. Working with construction tech folks to build water technologists certificate may help. Hydrology, water analysis, and soil analysis are needed. Nobody new is training for this – only Agriculture. Industry content is often learned on the job but Ag can cover a lot. Need years of experience in the field for some certs, but often classes are lacking. They are working with programs to see if classes can count as certificate weight. Also, a new license – QWEL – Qualified Water Efficient Landscaper- he thinks is going to become required for all future landscapers. Some HS programs are adding QWEL into Ag HS cert programs and it's an industry-relevant and recognized certification. Ag doesn't have a lot of them so they need to package them into programs when possible.

Joe Affleck shared that industry also needs Animal Control Officers. They want a Vet Technician license but 5 years equivalent is also ok. County doesn't have livestock qualified technicians. His daughter, a former Ag student, is able to determine during her visits as a county employee whether animals are ok or need help. Every 3 months the county tests applicants for this. Animal Control/health keeper/zoo keeper has open recruitment.

Denise from the feed store shared that there are opportunities for entry level work but kids at 16 need to have their driver's license. Many kids are waiting until they are 18. Forklift certified are also in demand and they can certify. However, most need to be 18 for that.

Joe shared that Ag mechanics/hydraulics are in demand. An LA County welding cert can earn someone an extra \$18/hr. We need to make sure we get our kids the step up to get foot in door.

Joe shared that there are opportunities in transportation, particularly shipping and receiving, though a Commercial A license is needed for moving animals, hay, basic ag commodities, etc. At this point, Electronic Log Books were discussed. EDL – Electronic Trucking Log books – are trying to eliminate people using multiple books. Most truckers know when to take breaks. But E logs start when truck fires up. The concern was shared that this is going to hurt guys in commodity feeders. Bull haulers fighting against this – 6 mo to year before decisions will be made. Joe shared that the E log rule won't be enforced until 2020. Also, it can't just be an app on a device – it must be integrated into the truck.

Joe Affleck shared that the Caterpillar Simulator for a dirt loader is worth looking at. The new system that has 2 joysticks is very difficult for veterans used to the old design of foot levers, steering wheel, and 6 levers on each side. The county bought 7 dirt loaders recently that people can't work with and they can't find people to do so.

Joe shared that one of biggest industry opportunities on the rise has been hazardous waste. Aside from what most people think when they hear about hazardous waste, the homeless epidemic has an impact with hazardous materials, bio-hazardous, and EPA regulations. There are 275

acres nearby with 275 homeless living in there and this poses a big dilemma. Also, plant science experts are needed who can identify local and non-local agriculture in the wild.

Neville added that solid waste management and composting opportunities seem to exist as well.

Neville shared that 70% of jobs require 4-yr degrees. He also discussed an Ag Collaborative that has strong workgroups around research and surveys around details that are being discussed by meetings such as these. They can produce details on jobs/pay/etc. that are more current than existing 4 year-old reports.

#### *E. Work Based Learning opportunities*

Matt asked the committee about Work Based Learning opportunities and needs. It was shared that VVWRA is always open for field trips and will take as many kids as would like to come visit. Mitsubishi Cement can do environmental field trips and are generally very open industry partners. Hinkley does a PG&E field trip and water testing experience. Air Quality Management District also will host field trips.

Neville stated that two days ago, Victor Valley Water Reclamation Agency (VVWRA), indicated a need for 10 interns to come work for them. They get paid internships for \$17/hr and a wastewater certificate. If employed, the job starts at \$62K per year start. Yet, they may struggle trying to find people.

Neville shared that there are opportunities for students to get involved in learning about mitigating Chromium 6 by putting it on ground, where it changes to Chromium 5, growing alfalfa for farms nearby. Mojave water agency is doing cutting art work.

Joe Affleck shared that the county will do open houses and kids can come check out things. Best way to get a kid a smile is to throw him on a fire truck or a dump truck.

Kellie from Snowline commended teachers on getting students exposure to career opportunities and that she wanted to note that we should send as many kids as we can to Nationals because students get to see Ag vendors. Career Show does expose students to a lot more than what they see in our area.

Neville stated that there are cutting edge technologies in natural resources that students can get exposure to – GIS and SCATA. Natural Resource applications such as alfalfa farmers with tractors with SCATA systems like in Newberry springs with self-driven tractors demonstrate incredible GIS/GPS/SCATA solutions. Only two classes in SCATA are in Ag/Nat Resources.

Troy stated that Neville shares about certification but from a background of frustration. People have the wrong image about Ag because it narrows people's ideas. However, listen to conversations in the room and how many opportunities there are. Students need to know what a sledge is, read a ruler, etc. but students need to get way past that. Parli Pro – little town council – learned that in an agriculture class. Advanced skills in Ag Mechanics and Welding programs are in demand.

Neville acknowledge that there is a massive image problem. It's not just about going to fair or digging in the dirt. For instance, Ag includes accounting experience / record keeping that are not often found in other programs.

Kellie shared that collectively we need to backwards map and get the kids the foundations so they could see the pathways and opportunities in front of them. Remember that we are transitioning students to the VVC program/package of opportunities.

Danielle shared that she is still learning Ag Chem to be able to teach it well. She can give the students the information but doesn't know the roadmap as well as she could in order to advise the students on career paths. She wants tangible information to be able to inform students. How do we capture the opportunities?

Neville stated that the group needs to find the time to map this stuff out. Let's just look at Chem – Joe can help advise how this connects. Let's build this out, sit down together, build out maps of opportunities, learning concepts, etc. Logan Owles will blow everyone away with opportunities. S

Kellie added that knowledge outcomes that are similar by programs could help funnel students successfully to VVC.

Neville stated that differences between programs are ok but the big components are Ag Chem and Soil Science alignment. These are anchors of associate transfer degrees.

#### *F. Grant Funding Update*

Matt Wells shared about the CTEIG reworking between CDE and Strong Workforce.

#### *G. Certification Discussion & Report*

Multiple Certifications were discussed during the industry report that align with regional opportunities such as Forklift Operator, Class B or Class A Commercial Driving License, QWEL certification, LA Welding certification, GIS certification/experience, and Veterinary Technician.

Kellie asked about online forklift training and Denise replied that online forklift training is not sufficient. Individuals need to actually be fully certified as well as have an understanding of geometry and stability. Danielle asked if there are job opportunities if students are already certified. It was acknowledged that the airport (SCLA) and Big Lots opening provide many such opportunities.

During his Victor Valley College update, Neville Slade shared about plans to offer three stackable certificates of achievement on the following topics:

1. Irrigation and Water Management
2. Environmental Horticulture Landscaping

### 3. Plant Science

Attendees agreed that these would be worthwhile certificates for VVC to offer based upon industry comments.

#### *H. Summary of work to be conducted prior to next committee meeting and assign roles/responsibilities*

Neville stated that he organizes an advisory once per year and asked if he could integrate this group into his college group. The group agreed and Matt agreed that MDCP would help organize and facilitate.

Matt Wells is going to work with coordinators on a date and time that for an Ag teacher collaboration day around curriculum and career opportunities with VVC and key industry partners.

The meeting was adjourned at approximately 7:28pm.