



**Engineering Technology Advisory Committee  
Meeting Minutes  
Triton College – Building T, Room 126  
Friday, December 13, 2019  
9am – 11am**

Name	Company/School
Bob Hammond	Deltrol Fluid Products
Eric Brendel	Elkay Manufacturing
Evelyn Seiler	GACC Midwest (ICATT)
Kathleen Burley	GCamp
Lynn Beyer	NFPA
Valerie Kokoris	LADSE
Dave Swanson	Workforce Board
Dan Renaud (Proviso West)	Proviso High Schools
Shaurae Winfield (Proviso West)	Proviso High Schools
Monique Burey-Ballard (Proviso East)	Proviso High Schools
Ontisar Freelain (Proviso West)	Proviso High Schools
Ryan VenHorst	Oak Park – River Forest High School
Derek Cappaert	Ridgewood High School
Lindsey Longstreth	Leyden High School
David Weishaar	Riverside-Brookfield High School
Anthony Webster	Triton College
Antigone Sharris	Triton College

Meeting started at 9:15am.

### **Introductions**

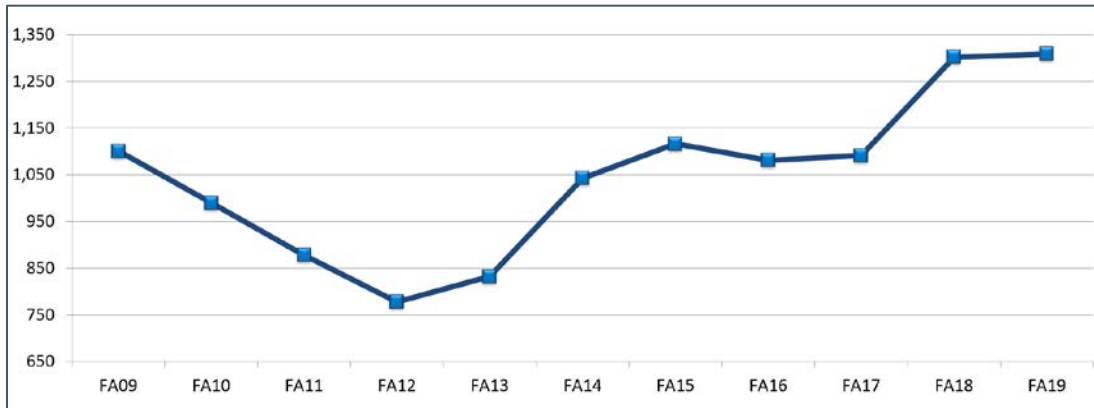
All went around and introduced themselves to everyone else. The attendees include:

1. Two companies
2. Two industry representing associations
3. Two workforce support groups
4. Five High Schools

As part of the introductions, following was included...

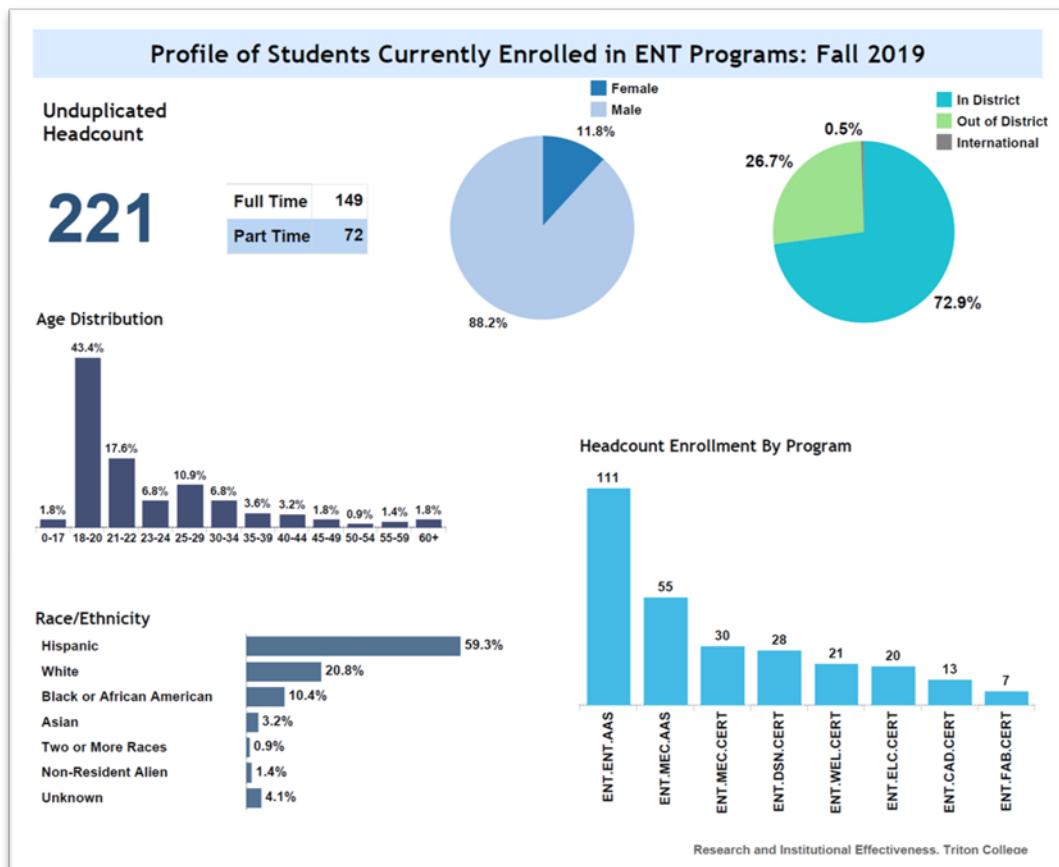
- Valarie talked about IEPs' and that high functioning IEP students can do well in programs like ENT. This was agreed with by A. Sharris.
- Ryan from OPRF talked about the Des Plaines Valley regional we are all a part of and that meeting starts after ours completes.
- David talked about the classes he teaches at Riverside-Brookfield HS (Automotive, AutoCAD, laser, 3D printing)

Antigone talked about the program enrollment and



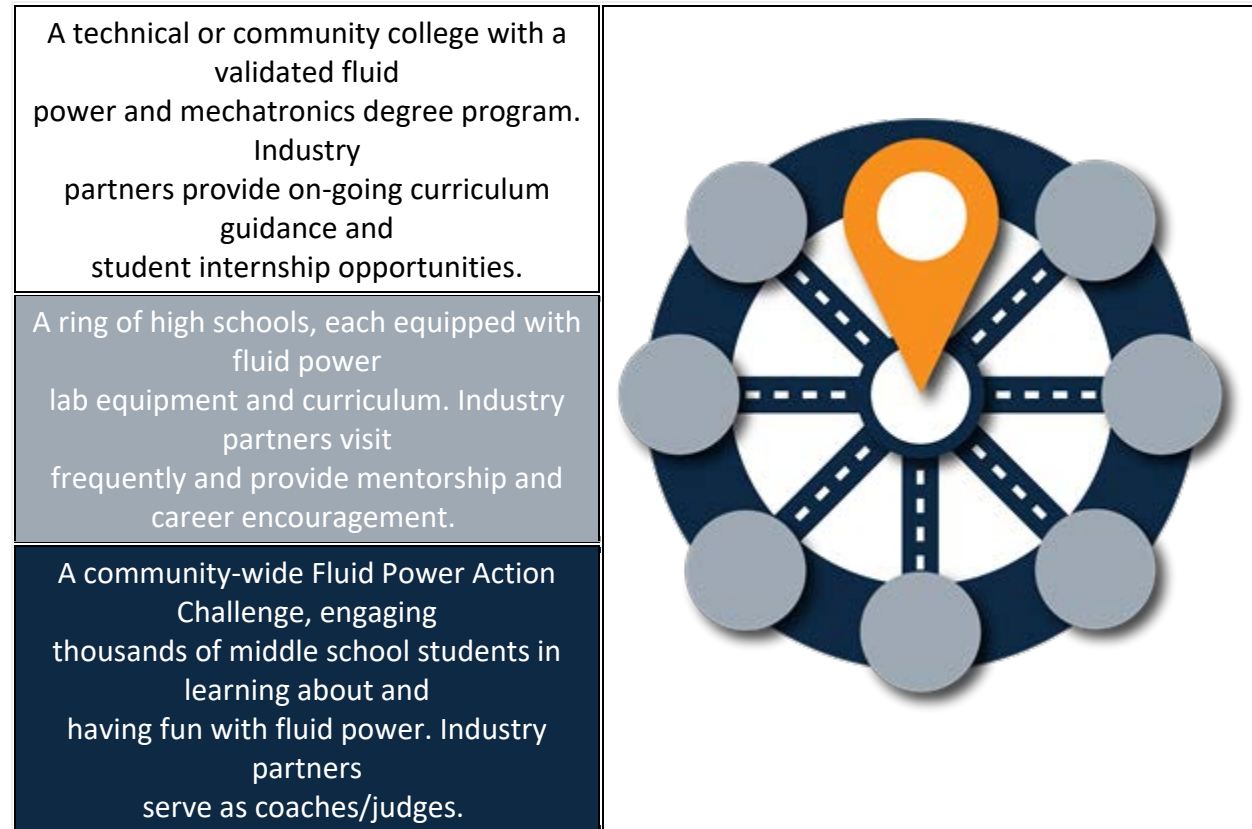
*Note: Fall enrollment shown in CREDIT HOURS and does include dual credit with the area high schools.*

And program demographics:



Triton college involvement as a FAMTEN2 Site (started 2019) was covered.

Lynn and Bob talked about the NFPA's Fast Track to fluid power/FAMTEN, a workforce development pathway that partners local technical colleges with industry partners and high school teachers. This network will create awareness and interest in fluid power and train students along a path that leads to careers in fluid power at NFPA member companies.



A network of industry partners, with facilities near the community is essential to getting students on the path to a career in the fluid power industry. Fast Track is an opportunity for NFPA members to have a direct connection to their future workforce.

**FAMTEN** stands for: **F**luid Power and **A**pplyed **M**echatronics **T**raining and **E**mployment **N**etwork

Partner High Schools:

- Leyden High Schools
- Proviso High Schools
- Ridgewood High School

The funding trail for the Fluid Power Challenge. 100% from the companies. About 350 members. This is a company member run initiative.

Part of this is the further involvement of Triton as the host site for the Fluid Power Challenge with middle school youth. Antigone also talked about the other youth involvements. Both companies chimed in willing to help out as site visits and open to internships. Kathleen from GCamp talked about the same for their member companies.

The different schools talked about their involvements with career programming. Ridgewood requires all the freshmen to take PLTW. Integrated SCIENCE to STEM.... The question from the OPRF is how to differentiate. Algebra with Business. Mobile Makers with Computer Science. Pick a service area for the Girl Scouts to get that service organization for that organization and have the BADGE and do it at that level. Do a specialty badge, a local council. Oak Park River Force did participate in IDEA (Illinois Design Educators Association) competition and expects to participate again.

#1 issue → Funding for teachers to do the after-school STEM activities is not there like it is for sports. The suggestion was to bring it to the Village Board, to seek out recognition for the students and the parents to start raising the level of awareness to the MUNICIPALITIES. Thank

All of this outreach talk started to boil down to talk about how to track outcomes, from FIRST to MfgDay, and the programs at the high schools. Suggestions of IMA (Illinois Manufacturing Association) needing to get their employment records started. The various high school teachers agreed that maybe a peer group that transcend school and follows them into industry may be needed. The high schools can't track past high school. The WIOA system (David) does have a good system and so are they. The high schools and the WIOA are trying to do the same. The SSN is what is needed. Suggestion of an alumni group for PLTW programs came up, perhaps like the connections with the sports side. All the schools track how many of our types of classes they take. So, they are tracking that, but the state wants to know past graduation. There is no go way to get past graduation. And, the clearing houses are an issue. At LaGrange they have a one-year follow-up. NFPA does surveys, but to find out, it's hard to find out.

Outcome → Federal level tracking is what is needed.

The only way to track this way is an SSN. Find a way to incentivize being tracked. College application program called NAVIANCE (allows the kid to review careers, interest surveys, etc.) may be an option. From the overall way the conversation went, it seems that something may need to be done through the Workforce channel side of things. Antigone suggested that maybe there needs to be an additional track of assessment done related to the youth past high school via the WIOA channel.

How to work with youth in transition or exited high school early came up. Dave talked about a program, called OPPORTUNITY WORKS, done to help those age range for 16 to 24. The Opportunity Works program is free to the students and does include an internship.

<https://chicookworks.org/initiatives/opportunityworks/>

Next topic was industry. The biggest concern now → Retention.

The companies spoke about their need for operators, not mostly programmers. Operators of the machines are at work centers on the prep and set-up. Not everyone does programming, but the schools tend to teach programming and not prepare the students for the real start job. The message needs to change that not everything is eat-of-the-floor clean, you won't be programming day 12 at work. In turn, the companies need to understand that when they hire for this and students want that and both are not satisfied. They need to see that there is a pathway and they don't do their idea job up front. They need to get a better sense that the job may start with more basic tasks and not right into what they 100% want. From David, at Evanston HS, he was there when a presenter talked about how companies need to define a career latus for the employees.

Social skills are needed and not talking back to a boss and how to grow from being told they are doing something wrong. Perseverance is a challenge at the high school level working in the high school. There seems to be a sharing culture and that they do a lot of cheating. They need to TRY and be comfortable with mistakes and learn from it all to be better. Using sports as an example, and practice is necessary to improve. What is part of the TEAI is that this year that they want to implement a \$25 entry to submit a competition to see who the best in making something. The awards are \$100 or \$200 with the idea being that they get back to a making culture. (ref: <http://www.teaillinois.org/teaicontest>)

Working with the advisory council at Leyden, they are having a realistic discussion on the mentality of the manufacturing culture and gone are the days that they will sweep the floor for 6 months. They need to be moved along a little faster. Bring back clearer pathways with the companies so the kids know there is more to come, but do some other work, smaller bites, basic work to just do something more. The companies that have the same youth 3 years after are the ones that do this. The companies that keep them in the same role the whole time tend to see those students leave them sooner. The kids need to learn no instant gratification and the companies need to move them along sooner and/or give them better diversity in the workday.

In a nutshell, what we need:

- Soft Skills (seeing that improving)
- Company Culture (culture is great, but need it in the back office, not just in the front office)
- Apprenticeship is MORE than an internship
- The umbrella program from NCIP
- 2021 change in HS Diploma Certificates with “badges”
- Tool Design Program
- GD&T
- Competitions needed, like High Mileage Vehicle Competition, (<https://www.ieevc.org/>)
- Dual Credit – How to use the software, Inventor.

On how to better prepare/work with companies, ICATT was discussed. It is a great way to solve this. It is a program that involves the first 3 years also working on a the Associates degree and another 2 working. So, a 5 year commitment under ICATT (the company pays for them to work and will pay for the education at the community college there are at and they also cover books, fees, tuition. The colleges work with ICATT to work with the ICATT standard, it's a German standard, international credential).

Dave stated that there is funding here for the companies on this. The Illinois Tax Incentive, for hiring from opportunity Districts. It is \$3,500 per apprentice and additional funding for the apprentice – What zone is an opportunity district??? Here is the link found:

<https://www2.illinois.gov/dceo/Pages/OppZn.aspx>

Dual Credit was than discussed:

#1 issue → Placement Testing for non-placement testing prepeq courses.

GOOD NEWS → The removal of this is in process at this time and should be complete Fall 2020

Per the CTE HS faculty attending, there is a need to do training sessions in:

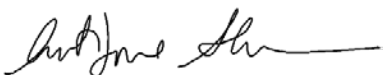
- ENT110
- ENT252
- ENT255 – First Priority
- Teacher Orientation
- Blackboard

Possible dates where talked about for this training:

- Wednesday, January 29
- Wednesday, March 11 (maybe)

Meeting adjourned at 11:30pm.

Respectfully submitted,



Antigone Sharris, Full-time Faculty & Coordinator, Engineering Technology Program