

Unedited Captioning Transcript of the Labor and Economic Development Committee Meeting - March 7, 2023.

Good afternoon this is, uh, the meeting of the labor and economic development committee. It is Tuesday March 7th the time is 307. 307. all right. We'll run a couple minutes behind.

So, but hopefully, we will have a enlightened conversation, and we won't need the entire hour. Madam clerk, can you read the preamble to why this is. the preamble to why this is

Both a virtual and non virtual meeting. Yes this meeting is being held presented to carrier 61.806 and council rule 5, a red and full.

Okay, thank you. We don't have any agenda items to vote on today, but we do have a a.

A special presentation, and it's regarding advanced manufacturing and information technology center updates,

and we have Dr Wagner and Dr Nikki cob of Jefferson community and technical college better known as they're going to do a presentation. And then we will take some questions.

So, with that, if you just again introduce yourself for the record and then please proceed, thank you.

Thank you. I'm Renee Wagner, vice president of academic affairs.

And I am Nikki cop, and I am the associate vice president for workforce solutions.

Thank you for the opportunity. Speak with you. All. I was at Jefferson before the amate building was constructed, but it was in concept when I was here.

And, but I do want to think the metro Council, because you are all very instrumental in us being able to have this building.

How many of you have ever toured is anybody here familiar been on a tour been in the building? Awesome.

Well, and if we haven't, how can we get get a tour and set up or let us know okay. Make it available. I'm sure if we haven't. I

know I have and there might be other members here. I know Philip has.

So, but I'm sure some of us would like to so maybe we can set something. I'd love for you too. Thank you. Just a few quick facts. It's located on 762, South 1st street. It's 50,000 square feet facility opened in August of 2020. opened in august of two thousand and twenty

In terms of the building overview most of our programs inside the building are advanced manufacturing machine tool.

Welding an information technology we run classes in the building Monday through Friday we start as early as 70. A. M, and we end by 10. 0. P. M.

Okay, so we're going to ask you, what am it stands for but our chair already shared that. So we will, um.

It stands for advanced manufacturing and information technology.

I'm going to take a few minutes to talk about some of the programs that are housed in our advanced manufacturing, and it building as Dr.

Wagner said, we have a large space dedicated to industrial maintenance, which is going to be what some of you all may be familiar with is our program is house there.

We'll talk a little bit about that today during our presentation, but this is going to be the lab where we have all the basic electrical motor controls robotics, automation PLCs and things of that.

Nature, so any of our manufacturing companies that have equipment that needs repaired this is kind of the space where we teach people to do that. We also have our machine tool Labs.

So this is going to be where our students learn all things about being a machinist, including lays and mills and C and C3 D printing things of that nature. And we also have a welding lab as well, which can be your traditional may take stick welding.

We have about 12 booths there, so kind of significant expansion. expansion

So, our 2nd, floor of the building is dedicated to our information technology. So all of our I. T. programming.

So, you're going to see pathways there and programming software, development coding and what not then you're gonna see on here that we've also mentioned our automotive technology and aviation maintenance. Neither of those programs are housed in the building.

But the programs that are at, used to be at our technical campus at 8 and chestnut, and when we moved them down to our new building, it.

Enabled us to have a significant capacity growth for automotive and aviation. So I know.

Anthony, you were able to come to our tech and you were able to see our Mercedes Benz, USA lab, which.

And you'd probably recall as a pretty phenomenal lab space. It looks pretty amazing.

That lab used to be off site and rented space, and that allowed us to bring it back on site. So, in our automotive programs, we have Mercedes Benz, but we also have a very specific Toyota program as well as general automotive.

But when we were able to open our building, it allowed us to do some significant renovations to our tech campus. Our tech campus also has plumbing and additional welding there as well.

So you can see kind of significant capacity, growth and all programs, which, to me, are kind of those ripple effects that the building kind of initiated and some of our other programs 1 of the things. Pat. I know you were asking about recruiting.

So, when you think about these programs, if you were to tour at, at any given point, you're going to see quite a bit of diversity. Jefferson is the most diverse institution of higher ed in Kentucky.

And so you'll see a variety of ages cultures, races inside of our building.

During the day, our fame program is going to be the primary resident in our industrial main, and you'll see a lot of young talent that we're recruiting out of our secondary schools. So,

we take quite a bit of effort to go in and make kind of career awareness to our young.

Population, if you think about it, not a lot of young people know what it means to be a machinist, and they don't always know what.

Advanced manufacturing includes, so we have significant efforts to go into our high schools and recruit that population.

We've also just recently started a new youth, apprenticeship program, which many of the programs will be housed at and that's going to be specifically geared towards our high school. Seniors. Who right now may be undecided that we'll put them into work based learning programs.

And we'll talk a little bit about some of the success metrics that we see now, go ahead and turn it over to Renee to talk about some of the numbers. So, since fall 2020, we have delivered 70 unique courses across 14 subject areas at.

The thing we're most excited about is the pass rate 89% overall at the college at 70.

So, Ahmed is really surpassing. You see, 970 students enrolled in a class at the center, equating to 2667 course enrollments approximately 8,000 credit hours and we awarded 3506 credentials in the programs.

credit hours and we awarded three thousand five hundred and six credentials in the programs

Okay.

In both headcount, which is on this slide you can see the numbers here in the next slide on credentials.

Jefferson was steadily increasing our numbers from 2016 until 2020. you guessed it pandemic changed at all.

But we are now, if you start to look beginning in fall, 2021.

And fought last fall 2022 we are starting to trend upward and we are incorporating strategies to help us increase our numbers.

So that we can come back up like, we were again a credentials. You'll see kind of the same thing. There.

I think, as you all know, we kind of had a lot of support from our community to lobby and support opening our advanced manufacturing and it building.

And I think as I was a part of that as well as Dr Wagner a lot of what we heard is, there's not enough people in these programs. The pipeline is fairly dry and we needed to increase that. And this slide talks in particular about some of the wages.

So all of the programs that are housed inside the building, or how wage high demand.

What kind of spotlight? The industrial maintenance you'll see it.

Average annual wages about 59,000, our famed students so they are in a 2 and a half year program. Their employer sponsored, they are going to be working and learning throughout their program. Most of them.

If you look at them about 2 years after graduation, or in about the 70 to 80,000. seventy to eighty thousand

Range so pretty good wages here, but we wanted to make sure that our base manufacturing programs really are turning out graduates that are both in house and high demand occupations and Renee will talk a little bit about headcount by program.

So, problematically, if you look at the slide, you will notice that.

Is the fastest growing in terms of head count? It is actually the colleges 2nd, largest program, right? Behind business administration.

Part of our success there can be attributed to the success of bit 502, which is our apprenticeship style workbooks, learning model program.

But please note that, while these numbers may seem small, these are based on credential seeking students, we do have non credential seeking students who take workforce development courses.

This slot is going to show just some.

If you scroll down 1, excuse me, credentials by program this slide here, you're going to see that, like, Renee mentioned, uh, many of our students are earning credentials and for us, their credentials defined as long term, it would be an associate degree.

And then the next shortest to that would be a diploma, but then we also have quite a few certificate programs and so a certificate could be, for example, an individual would take 1, welding class generally about 105 contact hours and would earn a college credential. So while the previous slide.

the previous slide

Renee went over, would show that welding, had some of the lowest number of students. You'll see that. Their credentials are quite a bit higher because students can get those kind of embedded credentials. And 1 of the big benefits of that for our students is that they kind of earn as they go.

And you can imagine for many students, getting that little bit of success. Along the way kind of helps motivate them to continue on and then ultimately get to where they're at an associate degree.

And then this slide just highlights just a very few of our partners. Um.

We are providing training for both small and large employers in our region again. This is just a few.

A representative sample, but we.

We're very proud of all of our partnerships and when I said the.

The logos here just show a few of the companies that we.

Provide services for, like Renee said, we have classes running as early as 70 a. M and as late as 10. 0. P. M1 thing that I think is pretty cool with the employers that we support through will be a lot of our apprenticeship program.

So, employers that are looking to hire an electrician, for example, they may post a job opportunity and really don't get a lot of candidates. So they'll decide to do an apprenticeship program where they grow their own and so many of the students.

If you were a tour campus will be adults, they won't look like a traditional age students. age students

They may be there coming after work and almost all cases they're being paid to be in school. Their employer is solely supporting their tuition. All of their books. If they're in welding, they're going to buy all their welding supplies, helmets, hoods, things of that nature.

And then, in almost all cases, those workforce students will have progressive wages. So, the more that they learn, the more that they will earn along the way, I thought I would also point out as, you know, open in August of 2020. and we were able to. were able to

Fit it with all of the latest technology and new equipment, but even since we've opened in the short amount of time, we've had, we recognize that things that need to continue to change and so in our robotics lab, we recognize that there was a need for vision system training,

which was not something our robots were outfitted with so we were able to kind of blend a couple different types of funding 1 donation from GE and appliance park.

Plus some of our state funding through trains to upgrade all of our robots, and that was 1 of those things where an employee.

Came to us and said this is what we need and can Jefferson deliver because we had the building we were able to do that. And at that particular time, GE had 1 person who was their automation troubleshooter and he was.

Getting a little weary of getting calls at 10 a M, when the line went down, because he was the only person who could troubleshoot the robots. So, since then we've been able to train over a 100 technicians. So it's kind of helped build their capacity.

But these are just a few of the examples of what you might see in our intimate building. building

This slot here highlights a few of our work based learning programs so you'll see a way star 0 to fame and math. I just want to ask the group which of these. Are you familiar with.

Be heard of any of these outside of today.

Pat.

I'm not sure if I wasted maybe I don't know a way star is, but it seems like that's something I've heard is, what is waster? Why star is a company in downtown level.

You've probably seen it on the side of their building, and they are a technology company, and they gave us a generous donation to be able to recruit an underrepresented minority cohort to go through our technology program, which is the I.

T, part of and so we were able to hire a success coach who can really hold the students hands and help them navigate through the process.

Thus, it's going to be a work based learning program, which is where we really see a lot of the success and our programs in really? These 4 represent kind of work, based, learning and work based learning for us. Just means. You're probably familiar with a traditional setting.

Where you're in school full time, you graduate and then you look for employment and this is where you're working while you're in school and you're really able to marry the content that you're learning in the classroom with your hands on work experience.

Which is really why when Dr Wagner talked about those pass rates being.

89% are much higher than our other classes, because it connects they're able to really practice what they are learning. So waste our scholars is a great program that they supported a cohort through. Essentially the program. I think Anthony was familiar with that.

502 bit stands for B in tech and mobile. So we know based on our mayor and other people, we're very interested in growing that technology pathway here in our region and bringing employers and, and being able to support that.

being able to support that

Type of work in order to do that we have to have the qualified talent so is going to be another work based learning which between, and those individuals are going to be paid full time but they're only going to work part time.

And then there are other hours are spent in the classroom. So, for example, they're going to be paid 5 days a week, but they're only going to be at their place of employment 3 days. And then they'll be on campus 2 days. But they're paid for the full 5, so kind of support the student. Really?

All of these programs.

Students are able to go through debt free either through their tuition is paid either by their employer evolve to Kentucky work, ready or other methods. But our students are able to get that work experience from day 1, and also graduate debt free.

So really, those were some of the things that we wanted to share with you today, we appreciate your time and we just open it up to any questions you might have for us.

Great, well, thank you all for being here and we do appreciate the presentation. Sounds like you're doing great work and please continue it if you can just help me. Because I know you sort of ran through. I can take a welding class.

The various I sort of remember that we're going to be certificates and you would come out with like a diploma, an advanced manufacturer.

Skilled worker, and so is what is the levels that you have that you offer for?

Uh, the various types of guests, either certificates, or, I guess, diplomas that you can get receive. Is it 2 year? 4 year. 6 months can you sort of.

So fill that down. Yeah, it's going to be as short as 1 month, which would be a certificate generally a certificate. It's only going to be 1 or 2 classes but in many cases in that discipline, that's all that's needed. In order to be in a hallway.

Try to me so, for example, welding is a great example. You can take 1 class. We have many employers who are willing to hire and or sponsor students to go through that. And they're generally making about 25 to 28 dollars an hour with that 1 class certificate. And that's a college.

a college

Credential that is portable, just like a regular degree, but it's short term and then you're going to see diploma programs,

which are generally about 1 year and they're gonna be anywhere around 20 to 30 credit hours 2 semesters and then the longest program that the community college would offer would be an associate degree and that's going to generally be about 60 to 65 credit hours.

hours

And generally takes about 2 years, if you're going full time. But something, I think worth noting many of our employers do apprenticeship style programs, which they just want the skills.

So, they don't necessarily require them to take English 101, but they need them to be able to fix the robots.

Do the PLCs troubleshoot motor controls, et cetera most of time employers in that case are looking for about 4 to 8 classes, and they will split it up over about a 4 year period, because the individuals are working full time. working full time

Does that help? No, that helps a lot. So it's sort of maybe workforce driven. I would say 100% because am it was so employer.

Focused and they had such a big insight into what we should do and how we should build that campus. We're continuing to kind of listen to them and build programming based on that.

And 1 thing that we didn't mention, you probably think about community college as a traditional spring and fall semester, but because of our workforce solutions department, we're able to start classes throughout the year.

So, if an employer came to us today, March, 7th, and needed to start something next week, we would not have to wait until August, which would be the traditional fall semester. We will.

Class is kind of on demand and 1 key outcome of the building was having the space to be able to do that.

Thank you next in the queue, we have counseling page and.

Thank you Mr. chair. Yeah, I've gotten, I don't think I've got a tour of the building, but I've gotten a tour of other buildings

within and as 1 of the 1 of the areas that were mentioned was the Mercedes Benz technical training area for lack of a better term.

I think there's a more technical. You're good. Thank you. But, I mean, I was blown away. I mean, literally, you know, multiple models of the most expensive, high end Mercedes that you could imagine.

They're on the floor that these students are working on, and they're going right from there once they're completed with their program, right? Into the workforce, which is what I want to come back to. I do have a question or 2, and maybe a question or recommendation.

Uh, 1st of all, I would argue your average annual wages I'm looking at the date ranges where you gather this information I can guarantee they are higher today because they,

they stopped in the 19 to 20 timeframe. And that's when we saw the most aggressive.

Inflation coming after that, because I was looking at even, you know, welder, welding technology and and certainly to your point, I think that's the other thing that people should understand. Like, I happen to know some people that have gone into welding.

That's what you get in a very short. You get to do a very short class, get your certificate. Go right in. You can make the 30 to 40,000 dollar range right out of the gate. You keep moving up and there's levels and technical tests.

You can take and, I mean, I know guys that that have gone and started making, you know, 100 K and within a year plus of training welding right now it's more technical. In some cases they had to get security clearance. Right?

Depending on the type of work. of work

Work they were doing, but there's just huge opportunities and just huge demand.

My question is what I didn't see here as far as data, which I think would be really helpful and if you know what it is great if not, you know, work it in in the future.

But how many people cause this is the other thing I think it's unlike at least my undergraduate experience. I went through a sort of traditional 4 year undergraduate program, and it was like, a couple of months you're going to get a diploma.

Good luck to you. Right? Go and interview someplace and maybe you get a job and maybe it's in the field that you studied and maybe not. Right whereas here.

I would imagine because of the relationships you have with specific employers.

The placement percentages must be very high here. Am I wrong and assuming that do you have that type of data you're correct about? 80% of our students are working in their discipline thinking about the technical disciplines generic.

You're gonna see a little bit different, but all the occupations inside of and our tech campus. Yeah. You're going to see 80% or higher. That are already working in many cases before they've even graduated right right. Yeah. And I think that's an incredibly important message. Right?

This is not a, you know, this is. this is

Is about as direct to employment, direct to money solution that somebody has for work they want to do to put food on the table. Right and to launch into careers that have huge upsides again.

I would tell you that even looking at these wages here, I will guarantee it doesn't include overtime advancement, you know, other opportunities and things like that. So thank you. Yeah, I do think that placement information just getting people not only.

Your people that are looking to enroll in the program, but also policy makers and others understanding that this is about as direct a feeder program, very high placement rates. And I would argue that I'd be blown away.

I know that it doesn't exist, but URL or any traditional for your school, and it's no hidden on them. I went through that route myself, but their placement rates, particularly if you

were to say placement rate in the field that you studied, it's usually not.

And if you hit 50%, you're lucky. So, um, and I know that's even true with law schools, for example. So, uh, you know, when you get into more technical, advanced degrees, but well, done really appreciate what is doing.

And as far as the workforce needs that we're looking at, whether we're looking at, you know, the battery plant that's going up south of us, the businesses that are going to branch off of that waste are, for example,

you were asking about this Mr. chair. chair

They're actually a health, it company and there are other competitors of theirs or similarly situated companies in Louisville. So, you know, even if somebody doesn't graduate that program, go right into weigh star. I mean, there's.

Uh, Humana is hiring health it people, right? So there's huge opportunities in that sector in this city. But anyway, thank you very much looking forward to hearing more about this in the future. Thank you.

Thank you next step counseling Baker.

Thank you chair, thank you Dr, Wagner doctor for being here.

If you could,

could you speak in general about the demographics as far as it pertains to diversity in your program and kind of just give us a general makeup and then also can you speak to recruitment efforts as it pertains to diversity equity inclusion and for women in

these programs as well Thank you.

I'm going to start with their recruitment and then see if Dr Wilder wants to cover, just overall enrollment, but recruitment, we recognize that many of these occupations are predominantly white male.

And so we do it within each individual program strive to target underrepresented minority. So waste our scholars is a good example where we specifically hired a success coach and

recruiter to go out and find underrepresented minorities to participate. I.

T, is another occupation where it's predominantly white male another example would be our.

Technician we do have some governor discretionary funds that are allocated just for our alignment, which is another 1 of our technical programs. It will pay the full tuition. So I think you're going to see targeted efforts across the board.

But and Dr, Wagner would probably know more than I would on this. But Additionally, inside the school, we're always working to identify recruit students of color and faculty of color as well.

Because we are the most diverse institution, and we want our faculty.

For you to look like our student body so that can sometimes be challenging, but we put in pretty significant efforts to try to match what our student body looks like.

And also, these fields are not traditionally occupied by women as well. Are there any recruitments towards that as well that you can expand down as well?

Yeah, right now personally I'm working on a women and industrial maintenance, our sister college, which, as, you know, Jefferson as part of the Kentucky community and technical college system.

So we have a sister college in Owensboro that has been running their fame program as a go female program. And so where we stand right now is we're working on employer recruiting.

For them to sponsor females in this program, so that the individuals will be able to go tuition free are supported by their employer. But again, we're also recruiting female instructor.

So we've been able to bring on a female electrician, a female welder, who we go through our own program. So I think females are high on our priority list as well. And if you look in.

Say, for example, you'll probably see, I'm guessing 10% women, so we definitely know there's an opportunity there so we're

looking to do a full cohort kind of same thing in our alignment program.

I mentioned you are in, but it also includes females because females are not heavily represented in that field. field

So, significant efforts there to recruit lastly, if any of those groups wanted to get in contact with you, I know how we would get in contact with you. Or could you just give them maybe a 32nd on?

How for those who are watching how they would get in contact with you to get in those industries. industries

So we have our Jefferson dot edu site on almost every single page of our website is a request for information. And so they would submit that request also.

I mean, I would put my name out there, Nicole dot com and I. C. O. L. E.

dot at dot edu would be happy to be someone's point of contact to make sure that they get the attention they need and put in the right place.

Thank you thank you. Thank you. Counseling angle.

Thank you Mr. chairman, thank you for the presentation ladies. You know, I, I lead a along with my colleagues in the council here.

We, we raised money every year for neighborhood development funds for Junior achievement, and they clearly have a success rate.

Is incredible for those students clearly that attend J whenever they get that opportunity. And so I'm a big believer in seeing.

Seeing what you have, it's quite the testimonial just by, by me, looking at this. And so I want to make sure that and I wanted to just if you mentioned that already I apologize. But I want to know how do we get more people into your facility?

You mentioned high school, but let's face it. I mean, people are making are young. People are making decisions. A lot of.

Major decisions are sometimes not good, but.

But then, let's focus on the good decisions they're making decisions on. Maybe what they want to do when they're much younger than high school. How do we get them to your facility?

Maybe, not in the magnitude of a junior achievement program that we bust 3rd graders all over Jefferson County. But do you have a good feeder program from a relationship with Jefferson County? Public schools?

Yeah, we do have a really good relationship with Jefferson County public schools. They've had some turnover.

We have so we had a meeting probably.

It's probably been 3 to 6 months ago now where we've met with there.

Highest officials, they got to meet me, because I was relatively new as well and so we talked about some different strategies of how we could do that and make sure we have the right people connected to the right people. So, we're focusing on, like, our dual credit efforts and how can we start even before the end?

So we are working on that.

I mean, let's face it your efforts could mean.

The difference of landing a major manufacturing company.

In this community we've launched in the past where we've lost an airline hub several years ago, because our community wasn't.

Wasn't equipped, it wasn't ready to take on these positions. So you hold a very important position in this community and so please stay close to this council in this. Absolutely.

Future and whatever we can do to enhance your efforts. Please don't hesitate to call on us.

Thank you. Absolutely. Well, thank you. We're still battling the idea that community colleges are just a little bit further than high school. So we're still trying to move beyond that. So any word you can help spread us in that direction. We appreciate it, but.

We are definitely trying to advance our area. We are in not just Jefferson County, but Carol County, Shelby county bullet county.

So we're working with all of those school districts to kind of help us as well. 1, last comment.

I couldn't thanks for thinking regionally and not just, you know, 10, 5 miles apart, 5 miles away and, you know, there's, there's those that do not want to go to UK and the 40.

We have got to get we've got to get to those folks so thank you very much. Thank you. Thank you. 1 thing that's come to mind too.

And I didn't see them as a partner, but I do know, they're making a significant investment just down 65 and it's the whole battery, the future of batteries. There seem to be the future of I saw automotive technology.

So I assume at some point. point

Will be training folks on?

I don't know, I'm not a scientist here, but the value of that technology and how it's going and all, that has to come to make those things possible and all the suppliers and things because I do know,

I think we had somebody in here 2 weeks ago or a month ago, who is in.

Somewhat affiliated with the battery business because they're now going to be producing jobs to help supply, or make some of the necessary parts for it. And I know with.

Corvette and bowling, green, Toyota and Georgetown.

Now, forward here and there I just so I'm hoping you'll be also reaching out. I'm sure it's always evolving.

You described a good example with the vision technology I assume at some point, you'll be hopefully maybe aligned with these folks to be looking at what they may need and especially a workforce that can work on those things. So we do really appreciate.

I don't see any.

Additional questions, um, going once going twice.

No more Thank you all for being here today and with no further business we'll meet again in a couple of weeks. Thanks so much.