

## MINUTES

### ATTENDEES

Present at the meeting were Board Members Maureen Swift (Board President), Susan Kiefer (Vice President), Jill Turner, Monica Weyhe, Carol Doty; Lisa Marston (Executive Administrator), Jamar Rahming (Library Director).

### CALL TO ORDER

President Maureen Swift called the meeting to order at 9:30 a.m.

### STUDY SESSION

Doty briefly went over the background of the District's involvement in the MT-1 program and highlighted the District's focus on the educational priorities for all school districts and the concern with the economic vitality of Jackson County.

Allen Barber, Human Resources Director, Eagle Point School District described how he became involved in the MT-1 Certification and acknowledged that initially he was skeptical about why the library would be involved; however, after meeting with the previous Library Director Tammy Westergard he understood and was able to get the Eagle Point School District immediately involved.

Originally the goal was to have approximately 20 students enrolled in the MT-1 Certification Program; unfortunately, due to lack of curriculum materials only 5 students were able to actually enroll, 4 of which completed their MT-1 Certification. Barber stated that while he can only speak for the Eagle Point School District it is his understanding that Superintendents of other school districts in the region agree with him on how important the certification programs are to the students, educators and employers. Further describing the program's potential, he added that educators are working together to try and find a way to offer certifications that include music, math and art at all schools, as well.

Two particular groups Barber specified were Rogue Manufacturing Group and the Business Education Partnership (BEP). He also said he believes they are the strongest catalyst toward real partnerships being forged between education and local industries.

Responding to Swift's question of whether there was student demand for the program, Barber stated that there was a little but it takes time to build that demand up. He advised that industrial and educational tours are very useful to both employers and educators as it helps define what the industries are looking for in employees and what educators can do to improve their programs to better match local workforce needs. More importantly, having industry leaders interacting with students during these tours reaffirms the importance of the programs the students are enrolled in which prepares them to enter the workforce following high school.

Swift asked how receptive parents are to their student children engaging in certification programs with the intent to move immediately into the workforce rather than focusing on college degrees after high school. Barber answered that it varies between school districts and it all depends on the circumstances. Barber added that industry dynamics have changed and parents need to be educated in regards to the programs that are available for students.

John Underwood, Human Resources Manager, Timber Products Company pointed out that kids have been raised to be prepared to go to college not the workforce following high school and while college is very important it might not necessarily be the best opportunity for success for the student or the highest priority given the industrial needs of the region that are creating opportunities that do not require degrees.

Brian Samhammer, MT-1 Instructor/Special Needs Educator, said the students enrolled in the certification programs come in with all the basic subject needs taken care of, such as mathematics and science requirements, so they have a good understanding of what they are studying already. The courses are self-paced on the computer and this year's class is creating next year's curriculum. This year's program will run the entire year; however, it can be done in one semester.

MT-1 curriculum is based on workplace needs rather than how they are typically set up. Lower level classes are being set up to align with the certification programs if and when the students choose to go that route. Barber pointed out that eliminating issues that arise from student transfer would be reduced with the program being utilized throughout the valley.

Barber declared that resources are too limited for each district to have to do things on their own so it has to be a collaborative effort. He added, too, that it would be beneficial for educators to tour other best-in-class MT-1 programs. The travel would be costly, but it would be very beneficial.

Swift stated that JCLD is getting ready to overhaul its collections and the collections need to reflect educational and industrial needs. Weyhe added that the RCC collection should also be included, to which Dr. Cathy Kemper-Pelle, President of RCC, offered her agreement.

Jim Fong, Rogue Workforce Partnership agreed with Underwood's suggestion and added that both Barber and Samhammer were spot on. He did say that the region has a long way to go but the great news is the partnerships that are available to improve the workforce. There are 11 school districts in the region and they all need to be brought together. Fong produced several documents for everyone to review and highlighted several pieces of information; for instance, there are currently 441 manufactures in this region but none of them are considered dominant and over 60% of them have fewer than 10 employees. He also explained that nationally one of the struggles educators are facing is simplifying these career pathways.

Fong spent quite a bit of time explaining the various documents he had provided, which detailed workforce and educator involvement and collaborative efforts that are ongoing and the direction that statistics are pointing to in order to successfully implement a quality CTE program in the Rogue Valley.

RCC has integrated annually required credential maintenance for faculty to ensure they remain up to date in their field of expertise. Dr. Kemper-Pelle did point that the focus on college degrees has affected the workforce adding that approximately 50% of high school students move directly to college while the other half goes out into the workforce either before or after graduation until it is realized that they need educational assistance to be selected for those higher paying positions. Based on previous experience she envisions being able to take this dual credit program and expand upon it. RCC struggles with having enough qualified faculty to be in the local high schools; however, successful models are available which show regions localizing the college level career and technical education at one facility that many high schools can utilize. Great partnerships and leveraging resources is really where the "rubber meets the road" as Dr. Kemper-Pelle put it, due to the expense of the equipment required for the CTE program. There is also a visual problem she pointed out. Many students have the idea of a "Dirty Jobs" style of workplace where manufacturing jobs are concerned and therefore interest in exploring the programs diminishes. Marketing

programs are being created by RAMP and Business Oregon in an effort to peak interest by showing all of the possibilities available in the manufacturing world.

Dr. Kemper-Pelle then reminded everyone of the additional high tech manufacturing facility being built at the Table Rock Campus, which will include a Makers Space that allows high school students to work with high tech equipment that normally is not available to students. The goal is also to have industrial representatives come in and work side by side with students and faculty. Dr. Kemper-Pelle then went on to describe how they have already assisted industries in the area by allowing them to come in and use equipment they don't have available to determine product flaws and create solutions to parts replacement needs when parts are no longer manufactured. RCC has had career pathways for approximately 20 years; however, because it has such an extensive list of electives they have chosen over the next year to simplify the selections through guided pathways and it would allow students to leave school with at least the certifications they had earned so far but could come back to continue their education. RCC is also looking to add certification programs like MT-1 to its summer program curriculum as some of those certifications could be achieved in a short period of time. They are looking into externships that would have RCC faculty job shadowing at various locations to better understand today's industries, citing faculty as the best job recruiters since they spend so much time with the students. With some added experience they can provide a much more detailed description to students who may be interested or those who are still unsure of their interest.

To summarize, Doty said that what she was hearing was that it would be helpful if JCLD chose to participate with the Business Education Partnership; determine whether JCLD should be focused on MT-1 or MSSC or maybe not at all; and to be open to suggestions on collection materials that would better reflect educational and industrial needs. Quite a bit of excitement occurred at the suggestion of display cases within the libraries being utilized to highlight immediate employment opportunities, as well as manufacturing and student projects. George Prokop, Budget Committee Member, advised that the Board review the list of suggested supporting roles for the District provided by Fong and then compare that list with the Strategic Plan to see how they match up. Fong also suggested the District partner with local groups that are focused on local higher education and industrial needs and workforce opportunities.

Doty thanked everyone for their efforts and participation.

### **Adjourn**

Swift adjourned the meeting at 11:39 am.

/s/ Donovan Edwards

Recording Secretary