

Copper Mountain College Construction Trades Program Community Advisory Meetings Summary

On June 28th and 29th, 2022 Copper Mountain College held in person meetings by invitation with members of the business community and representatives from local interested parties regarding the development of a program at CMC to teach the basic skills necessary to enter the workforce as an entry-level employee in a construction related field. Twenty-four individuals or organizations were invited to attend of which ten were able to attend in person and two provided input via phone conversations.

After introductions and a short background by President Dr. Daren Otten on CMC's efforts to expand the existing CTE programs, participants were asked 3 questions intended to start a conversation exploring how CMC could best achieve its goal of training entry level employees in their fields.

- What skills do you as an employer expect an entry level employee to possess in order to be successful in your trade?
- What programs are you or your organization currently using to train and/or improve the existing skills of your employees.
- What types of training programs would you as an employer like to see offered locally to improve or maintain the quality of your employees.

In regards to specific skills, 12 categories were identified by participants.

- **General Employability and Career Skills**, All participants agreed that this was an issue in the current workforce. Showing up prepared and ready to work, understanding the concept of merit based promotions, ability to pass background/drug screenings, and general work ethic expectations were the most valued as an employer.
- **Safety Procedures**. Roughly half of the participants stated the need for training in OSHA and industry specific procedures related to worksite safety.
- **Personal Health/Heat exposure training**. The importance of maintaining physical and mental health as well as training to recognize and avoid heat illness was cited by half of the participants.
- **Communication skills**. One third of participants stated an improvement in communication skills would be beneficial to their employees and companies.
- **Traffic control procedures, Building codes, environmental considerations, teamwork, Blueprint reading, budgeting and critical thinking**. The remaining categories were not

universally important to all participants but stated by one or more individuals as needing improvement in their experience.

Current training programs used by participants in house or outsourced include;

- OSHA 10 or 30 hour training.
- EM385 Safety supervisor training.
- Heavy Equipment orientation/safety procedures.

While the responses about potential new programs was minimal, participants stressed the need for an emphasis of hands-on learning, basic instruction in tool use, class scheduling that would accommodate full time employees (evening courses), and easily accessible locations for trainings or classes.

**CMC CONSTRUCTION TRADES PROGRAM
PUBLIC ADVISORY MEETING
Yucca Valley Community Center – Cholla Room
57090 Twentynine Palms Hwy., Yucca Valley, CA 92284
Wednesday, June 29, 2022 – 12:00 PM**

IN ATTENDANCE

Eric Hale, Shawn Boley, and Jimmy Elles

STAFF IN ATTENDANCE

Daren Otten, Kevin Cole, Brian Benton, and Ariana Muniz

CALL TO ORDER / INTRODUCTIONS:

The meeting was called to order by Brian Benton at 12:14 pm

Brian welcomed those in attendance, introduced himself, and provided a brief overview of what Copper Mountain College (CMC) wants to offer through the expansion of CTE through the Construction Trades Program. He asked the local businesses represented for their input.

President Dr. Daren Otten briefly shared about his background and echoed what Brian had previously stated with the group. He also thanked the group for their participation. He expressed that the Board of Trustees has prioritized career technical education to provide skill sets and career opportunities. It is a priority as an institution, echoing that need to collect information from local employers because the Chancellor's office needs to know that there is a need in the community to build the program. The ability to understand basic trade skills is essential in establishing a baseline.

The Board of Trustees are committed to developing this program; they are five elected officials that want to have career technical education at CMC. Dr. Otten also expressed the desire for local employers to find qualified employees through this program.

WHY AN ADVISORY MEETING?

Brian commented on the process of developing this program. He shared the importance of meeting with local employers that serve the community. He shared that his goal is to learn what to teach those that want to make construction a career. How can the college help the members of the community? How can the college tailor our programs to support local businesses? This is the opportunity for the college and local businesses to come together to help build this program.

MATERIALS / CURRENT PLAN

Brian discussed the handout provided, which included examples of technical courses to train entry-level workers, trade programs to support skilled workers and introduce entry-level workers to more advanced skill sets, and programs often tailored to local needs. He shared the college's

plan to support the local community through this program. He shared that the college can tailor the program based on the community's needs. He also mentioned that the college offers a secured proctor testing site through Pearson Vue.

DISCUSSION / INPUT

Kevin pointed out that the college offers community education which are short-term courses that could be used for certifications or training. The college wants to bridge the gap between employees and employers.

Brian gave an overview of community education, which is not part of CTE but it is an avenue that can be used to serve employers.

Brian shared that MUSD is in the process of restarting something similar to the Construction Trades Program and is expected to start next semester.

Kevin mentioned that there is value in offering certain classes for someone already in this trade because, for example, building materials have changed; there are now steel construction and fiber optics.

Eric talked about specific tests for an electrician (commercial and residential), suggesting that they can be broken down based on need.

Shawn asked if there was a lab portion to the course; he also shared that ABC includes labs as part of their programs, offering some hands-on.

Brian is working on the ratio between class time and lab time as we currently do not have a facility at the college. He shared that MUSD has offered their facility.

Eric expressed the need for training and familiarity with safety protocols.

Jimmy shared his experience starting out and reiterated the importance of a hands-on lab component.

Kevin talked about offering preparation courses to assist with the license tests.

Jimmy talked about placement/assessment tests for new students.

Brian explained credit and non-credit courses.

Shawn mentioned that it is required to have 720 hours from an accredited school in order to take the licensing test.

Shawn reiterated the importance of familiarity with the code book along the lab portion.

Brian reiterated that the college would have counselors available to help students sign up for the needed courses.

Kevin talked about offering courses with a more hands-on approach to build excitement. Brian mentioned that some colleges use job sites that have relationships with contractors or mobile boxes that are custom-made for a specific course or subject.

WRAP-UP / THANK YOU / FUTURE SCHEDULE

Brian briefly shared the discussion during the Twentynine Palms Advisory meeting, which promoted the idea of transitioning service members of the base into these programs. And would local employers be willing to employ these service members while transitioning? The idea is to establish a relationship between local contractors with the Marine Corps. Base. He added that the staff helping service members' transition out are very interested in this program. He added that there are programs that will assist with wages, training, and housing.

Eric expressed that it is difficult to find employees at this time.

Kevin shared that this adds value because each person can take their knowledge wherever they go and apply their skills locally and out of the area.

Brian encouraged the group to leave their notes on the handouts or to contact him directly with questions or more suggestions.

THE MEETING WAS ADJOURNED AT 1:06 PM

ATTACHMENTS:

1. Agenda
2. Handout attached.

**CONSTRUCTION TRADES PROGRAM
PUBLIC ADVISORY MEETING
Lucky Park Activity Center
74325 Joe Davis Dr., Twentynine Palms, CA 92277
Tuesday, June 28, 2022 – 12:00 PM**

IN ATTENDANCE

Erin Keeran, Steve Rogers, Dawn Benton, Andrew Orozco, Craig Stacey, and Matthew Shragge

STAFF IN ATTENDANCE

Brian Benton, Daren Otten, and Ariana Muniz

CALL TO ORDER / INTRODUCTIONS:

The meeting was called to order by Brian Benton at 12:16 p.m.

Brian welcomed those in attendance, introduced himself, and provided a brief overview of what Copper Mountain College (CMC) wants to offer through the expansion of CTE through the Construction Trades Program. He asked the local businesses represented for their input. He presented a couple of questions, such as what are employers looking for? What skills are an employer looking for? What types of training and certifications are needed? What are you using for ongoing training? He stressed the CMC is looking for input to help develop this program and be a resource to the community.

President Dr. Daren Otten shared about his background and echoed what Brian had previously stated with the group. He also thanked the group for their participation. He added that with their input, they would be helping with developing the program and helping solve local businesses' problems. He added that the college would help provide a basic level of education. He expressed that the Board of Trustees has prioritized career technical education to provide skill sets and career opportunities, adding value to the college and local businesses. Dr. Otten reiterated CMC's commitment to supporting the Marine Corps. Base, the National Park, local municipalities, offering other trade programs, and providing employable skills.

WHY AN ADVISORY MEETING?

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MATERIALS / CURRENT PLAN

Brian discussed the handout provided, which included examples of technical courses to train entry-level workers, trade programs to support skilled workers and introduce entry-level workers

to more advanced skill sets, and programs often tailored to local needs. He shared the college's plan to support the local community through this program. He mentioned that CMC has a secured proctor testing site through Pearson Vue, and highlighted internships.

DISCUSSION / INPUT

Steve Rogers expressed the need for dependability.

Craig stressed the need for structure, dependability, and for potential workers to have familiarity with safety protocols and OSHA regulations.

Matt expressed the need to be familiar with safety protocols to work on the base, EM385 training, competency certification, and confined space certification; he stressed the importance of safety knowledge, traffic control, and OSHA regulations.

Brian shared that MUSD will implement its first construction trades program; they are building a new facility and have hired an instructor to kick off their pilot program, which is scheduled to begin next semester. The college will be working in conjunction with the high school. He mentioned that MUSD has partnered with regional partners, and assists students to get jobs out of the area.

Andrew talked about the CAPHCC certification, trade shows, and companies that provide safety equipment. He expressed concern about the lack of understanding of what performance-based and experience-based promotions mean to potential hires or newly hired employees. He also pointed employees, and future potential hires to alternative resources, such as videos to assist in their learning. He praised the college for its efforts in developing this program and expressed future participation in job placement and willingness to take on students.

Steve expressed the need for short-term classes or courses, evening classes. Andrew reiterated the short and infrequent classes.

Matt mentioned that it was previously required to have a CA distribution license, treatment license, and competent person card.

Brian mentioned the possibility of the college offering four to five courses comprising a competency certification geared towards plumbing, underground scenario, etc., as a starting point.

Craig expressed the need for a certifiable source.

Erin asked if after a person completes the program at the college, would they graduate with an Associate of Applied Science? Brian mentioned that some certifications are transferrable. He said that we are not there yet for licensing in the construction trade, but this is a starting point.

Andrew talked about the apprenticeship and licensing and the liability of the license holder.

Erin asked the group if they knew of veterans using their GI Bills. Andrew stressed the difficulty when a Marine could not commit to full-time work. Erin briefly explained some of the benefits of the GI bill, adding that it helps pay for apprenticeship and on-the-job training plus housing allowance.

Andrew expressed the need to teach personal finances training.

Craig expressed the need to reach out to the base, offer programs, and encourage veterans to stay in the area. Brian mentioned that it is on the college radar. He also expressed the importance of familiarity with heavy equipment operation, asphalt, irrigation knowledge, and hiring locals.

Brian echoed the support of the college and educators. He shared that various workforce programs with the county and the parks service exist. Talked about the benefit to the local community, establishing relationships (long-term), infrastructure, and the value of life. Brian also shared about the wildland fire program and job fair.

Matt reiterated that courses geared towards distribution and treatment classes would be valuable.

Brian encouraged the group to leave any notes.

THE MEETING WAS ADJOURNED AT 1:09 PM

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