

JEFFERSON COLLEGE INDUSTRY AND EDUCATION SUMMIT 3/5/2024

Purpose - Matt Klump

- How to bridge the gap between industry and the local high schools?

Welcome from Dr. Dena McCaffrey

- How can we interest more high school students in the trades?
- ~450 Area Technical School students learning a trade everyday in ATS
- What are we not doing at Jefferson College that we could moving forward?

Guest Speaker- Jamie Vincent - Member of Mineral Area Industry and Education Group

- US Tool - 130+ locations - aerospace & defense - ~1,000 employees
- People are aging out of the workforce
 - Get new employees when people are interested
- Taught a shop teacher about CNC machine and hosted a class at a school district
- Offered an internship credit to a student
- Started contacting schools - all 12 are now active members
 - 4 at the start had them come to career fairs
- All schools offer shop and industrial arts classes
- All schools have at least one internship
 - Learning soft skills and learning trade skills like welding, CNC, etc.
- Give a taste of all of it so the student can find out what they like
- Mineral Area College (MAC) is a big partnership
- Intern was laid off during COVID-19, but was offered a full time position when they were hiring again
- MAC can train the student and then the companies can offer full-time positions
- Allison example: wanted to work with tools, ended up with an internship in IT and now is graduating with a degree in graphic design
- Industry and Education tours - schools bus in students who don't know what they want to do, so the students can see the companies
- Database of companies
- Career Fair bring candy
- Jobs in the community!
- North County reached out to partnership for sewing machines, and Cap America bought them 6 new sewing machines and just wanted a picture in return
- Board of the partnership and committees
 - Fundraising goes right back to partnership which goes back to the schools and companies
- Successfully reached over 20 students
- Over 80 in attendance at last meeting at MAC
- US Tools offer ½ day (morning or afternoon) during school year or summer positions with 6 hour days
- Teachers created curriculum
- Partnership is in the process of getting non-profit status

- Partnership is just for St. Francois county, but some involvement from St. Genevieve county
- On the school side, some make it a dual enrollment, some as a classroom experience or work program

School Introductions

- Matt West - Jefferson College - PMT Program
 - ATS students and college students
 - 50 job openings at the companies that Matt works with
 - Matt only had 2 new students starting in January 2024
 - Incumbent workers make up the majority of the program
 - PMT program skilled up 5 MO community college instructors
 - Shadowing program
 - Zero college debt through scholarships, grants, etc.
 - Students don't fill out the 1 page application
- Suzanne Richardson - Director of ATS at Jefferson College
 - 2024-2025: first time taking a second year in PMT
 - 11 high schools/10 districts
 - Over 500 applications for spots for 2024-2025
 - Applying for EMT program
 - Applying with DESE
 - Students leave programs with industry recognized programs
 - OSHA
 - Students get English credits for OSHA
 - Math component & credit
 - Increased enrollment by 100 students over the past 3 years
 - Students are picking their careers in 5th grade
 - Opened up tours to junior high students
 - 8th grade students didn't know ATS existed
 - Youth Apprenticeship
 - Building Repair at Jefferson College
 - Paid & including summer
 - Teacher Aides
 - Dual credit or dual enrollment who can work in school districts
 - CTE instructors are aging out, so we will be leaning on industry partners when filling those positions
- Lora Warner - Jefferson College - Director of Workforce & Employment Services
 - Non-credit programs
 - Healthcare & Manufacturing
 - Industrial Maintenance
 - Healthcare programs are mostly female students
 - Works with companies and can help connect companies to students
 - Youth Apprenticeship
- Dr. Chris DeGeare - Jefferson College - VP of Academic Affairs

- Welding, HVAC, Automotive
 - Support for the people
 - Advisory committees
- David Haug - Jefferson R7
 - 3 major corporations in the school district
 - Job as district is to see what they can do
 - 70 graduates a year
- Christy Lane - Fox High School
 - Largest district in Jefferson county
 - Send 50-70 students to ATS
 - South County Tech
 - Students and parents want more information
 - 60% of students go to two-year or four-year colleges
 - Visiting labor hall unions
 - Trade work & military fair
 - 50 presenters
 - Open to all 1,700 students and parents
 - Would like to see more internships with companies
 - Flex program
- Ron Farrow - DeSoto School District
 - Project Lead the way
 - Every freshman taking biomedical science
 - Developing automotive and agriculture programs
- Mike Rickermann - Windsor School District
 - Industrial technology programs
 - Build connections to work with teachers
 - Soft skills development is important
 - Copy center is run by students instead of outsourced
- Jason Scheper - Windsor School District
 - Students want to work, but are not sure how to do this
- Jennifer Hecktor - Northwest R-I School District
 - Concern: losing potential workforce to St. Louis county
 - Second largest school district in the county
 - Getting students into businesses to see what it looks like
 - Get parents interested
 - Connecting with students who have disabilities
- Jennifer Sohn - Northwest R-I School District
 - Metal & Woods programs always full at capacity
 - 30% of students do not go to college after high school
 - Exposure at middle school level is important
 - Fixed mindset
 - Print Shop - school store - screen printing within the district
 - Graphic design, print work
- Sarah Dix - Hillsboro School District

- Large farm and huge agricultural program
- Welding shop
- Wood shop - unmet requests
- Teaching pathway
- Culinary program
- Students want relevance - want a job
- Dr. John Isaacson - Hillsboro School District
 - Evolution with the teaching staff after buying the farm
 - Signing day for a student getting a full-time job - similar to signing day for athletics
 - Mock interviews with students
 - Hired students instead of maintenance staff
 - Equipment, animals, pumpkin patch, etc.
 - Large animal vets volunteer
- Kimberly Mueller - St. Louis Community College
 - Here to learn how to best partner

Industry Introductions

- Matt Klump - Western Wire Products
 - Employ about 70 people in Jefferson county
 - Hired 1 or 2 students out of every class
 - Two eight week sessions over the summer (internship program)
 - Paid \$14 an hour
 - Help students decide what they want to do as their career
- Kenneth Horton - Edge Manufacturing
 - Pevely, MO - 120 employees
 - Locations all over the world
 - Struggling to recruit people for engineering, industrial maintenance, etc.
 - Never fully staffed
- Greg Embry - Kaake Mfg Co
 - 80 year old company
 - DeSoto, MO
 - Unskilled labor - students can be taught
 - Challenges:
 - Parents have their own issues
 - Students don't have a vision
 - Entitled students
 - Trying to reach out and being more involved in the community
 - Had an employee take the Industrial Maintenance class at Jefferson College and who got promoted
- Randall Schlesselman - DMG MORI
 - Goes to career fairs and events at local community colleges
 - Ability to talk to middle school and high school students
- Andrew

- Pevely, MO - 150 employees
- Union company
- Apprenticeship program
 - Looking to hire 4 apprenticeships this year
- Employees don't differentiate between jobs and careers
- Done internships in the past
- 4 year program to become journey person

Community Partners

- Benjamin Brown - Economic Development Corp. of Jefferson County
 - Wants to work with all the districts as quickly as possible
 - Economic development is a long game
 - 4 programs
- Donna Litton - Economic Development Corp. of Jefferson County
- Leanna Eckhoff - Arnold Job Center
 - Grants for helping students (ages 16-24) to pay for programs
 - Disabilities, free & reduced lunch, SNAP benefits
 - Connect with schools to connect with employers to pay for internships
 - Can pay for 300 hours
 - Program for youth and adults
 - On the job training for adults
 - Can reimburse up to 50% of employee salary
 - Worker comp insurance can be paid if internship is paid
 - Apprenticeships
- Dan Kania - Education Plus
 - Registered apprenticeships
 - Resource from DESE
 - Represents over 63 school districts in different regions
 - Success Ready Network
- Donna - Representative for Congressman Jason Smith
 - Get non-profit
 - Funnel grants
- Jennifer Hoskins - Representative for Congressman Blake Luetlemeyer
 - Reach out if something isn't working
- Sandra Cabot
 - Regional Engagement Team for Mineral Area region
 - 30 minute tours - multiple tours a day
 - Lunch can be provided

Next Steps

- Meeting in Late September
- Mock interviews are important
- Webpage will be created
- Survey about what schools and industries want to focus on

- Manufacturing Day - First Friday of October - October 4, 2024
 - Issue with buses: buses need to be rented
 - Modified this year: rented 3 15 passenger vans
 - Matt West: can use some of Gene House Foundation funds to rent vans
 - Use it to promote manufacturing
 - Leanna: people can send proposals