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Meetings?
Insurance?
You wouldn’t take the chance.

✓ Auto
✓ Home
✓ Life
✓ Health
✓ Job ???
Employment Picture

Gross domestic product (GDP)
Current & future workforce (Labor Shortage)
H-1B immigration visas
Structural Unemployment
Bureau of Labor Statistics
Underemployed?
Civilian Labor Force by Generation

Source: Bureau of Labor Statistics
Expected Labor Force and Labor Demand

Source: Employment Policy Foundation analysis and projections of Census / BLS and BEA data
### Labor Projections 2014 – 2024
http://www.bls.gov/emp/ep_table_107.htm

Table 1.7 Occupational employment and job openings data, projected 2014 and projected 2024, and worker characteristics, 2014
(Numbers in thousands)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>49-3020 Automotive technicians and repairers</td>
<td>54.3 6.0 12.4 289.4</td>
<td></td>
<td></td>
<td>$38,290</td>
</tr>
<tr>
<td>49-3021 Automotive body and related repairers</td>
<td>13.7 9.2 6.8 48.1</td>
<td></td>
<td></td>
<td>$40,970</td>
</tr>
<tr>
<td>49-3022 Automotive glass installers and repairers</td>
<td>1.5 7.8 17.4 4.1</td>
<td></td>
<td></td>
<td>$33,830</td>
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<tr>
<td>49-3023 Automotive service technicians and mechanics</td>
<td>39.1 5.3 13.4 237.2</td>
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<td>$37,850</td>
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<tr>
<td>49-3031 Bus and truck mechanics and diesel engine specialists</td>
<td>31.6 12.0 3.8 76.9</td>
<td></td>
<td></td>
<td>$44,520</td>
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<tr>
<td>49-3040 Heavy vehicle and mobile equipment service technicians and mechanics</td>
<td>10.1 5.4 3.1 54.1</td>
<td></td>
<td></td>
<td>$47,120</td>
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<tr>
<td>49-3041 Farm equipment mechanics and service technicians</td>
<td>2.9 7.2 3.2 12.4</td>
<td></td>
<td></td>
<td>$37,050</td>
</tr>
<tr>
<td>49-3042 Mobile heavy equipment mechanics, except engines</td>
<td>6.6 5.3 3.0 36.0</td>
<td></td>
<td></td>
<td>$48,770</td>
</tr>
</tbody>
</table>
# Employment by summary education and training assignment

**2012 and projected 2022**


<table>
<thead>
<tr>
<th>Education, work experience, and on-the-job training</th>
<th>Employment</th>
<th>Change</th>
<th>Total job openings due to growth and replacement needs, 2012-22</th>
<th>Median annual wage, 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>Percent distribution</td>
<td>2012-22</td>
<td>Number</td>
</tr>
<tr>
<td>Total, all occupations</td>
<td>145,355.8</td>
<td>100.0</td>
<td>100.0</td>
<td>15,628.0</td>
</tr>
<tr>
<td>Doctoral or professional degree</td>
<td>4,002.4</td>
<td>2.8</td>
<td>2.9</td>
<td>638.4</td>
</tr>
<tr>
<td>Master's degree</td>
<td>2,432.2</td>
<td>1.7</td>
<td>1.8</td>
<td>448.5</td>
</tr>
<tr>
<td>Bachelor's degree</td>
<td>26,033.0</td>
<td>17.9</td>
<td>18.1</td>
<td>3,143.6</td>
</tr>
<tr>
<td>Associate's degree</td>
<td>5,954.9</td>
<td>4.1</td>
<td>4.3</td>
<td>1,046.0</td>
</tr>
<tr>
<td>Postsecondary non-degree award</td>
<td>8,554.2</td>
<td>5.9</td>
<td>6.1</td>
<td>1,337.1</td>
</tr>
<tr>
<td>Some college, no degree</td>
<td>1,987.2</td>
<td>1.4</td>
<td>1.4</td>
<td>225.0</td>
</tr>
<tr>
<td>High school diploma or equivalent</td>
<td>58,264.4</td>
<td>40.1</td>
<td>39.1</td>
<td>4,630.8</td>
</tr>
<tr>
<td>Less than high school</td>
<td>38,127.6</td>
<td>26.2</td>
<td>26.3</td>
<td>4,158.4</td>
</tr>
</tbody>
</table>
Historical Perspective

- Business and Education have been islands unto themselves
- Results have not always been as good as they could be
- In this century our success will, to a great extent, depend on how well we develop these partnerships
Advisory Committees
Business & Education Councils

- Types of Advisory committees
- Who should be a member
- Recruitment of members
- The purpose of the proposed committee
- Time, location & agenda of the committee
- Follow-up of Advisory Committee minutes
What Role and/or Value Does The Advisory Committee Provide for Your Program?
Types of Advisory committees

Career & Technology committees

Shared Committees

✓ Program specific Committees

Advisory committee Handbook

Who should be a member

✓ Employers
✓ HR Personal
✓ Staffing Agencies
✓ Technicians/related occupation
✓ Parents (current & former students)
✓ Suppliers
✓ Manufacturers
✓ Instructors (secondary & post-secondary)
✓ Former Students
✓ Administration
Recruitment of members

- U.S. Mail (poor response)
- Visit to employers
- Phone
- E-mail

- Determine a chair person
- Outlook calendar to schedule meetings
  * Include agenda
  * Past meeting minutes
  * Location
  * Additional information
The purpose of the proposed committee

WHAT’S IN IT FOR ME?

Industry Advise
Technology Changes
Employment Opportunities
Program improvements
Certification Program/industry
Perkins Funding
Review graduate follow-up
Time, location & agenda of the committee

- **Time & date** (What is best for industry)
  - Mornings (before school)
  - Lunch (Best for Industry)
  - Evening (Not always best)

**Schedule meetings 45 days out**

1-1-1 (1 Month E-mail and/or text - 1 Week Email/Phone - 1 Day Phone)

- **Location**
  - Program Lab/shop *(always first meeting)*
  - Conference room
  - local businesses

- **Agenda**
  - Time allocation (Don’t run over)
  - Curriculum (industry recommendations)
  - Program Facility Evaluation
  - Barriers to entry
Sample Meeting Agenda

Welcome
Introductions

Discuss Employer Needs
Skills required
Recommended credentials/certifications
Barriers to employment/screening

Employment Potential/Staffing Needs
Program Accreditation Task list and/or TEKS
Any Additional task/skills
Budget
Conduct Facility Evaluation
Committee Recommendations
Open Discussion
Set date for next meeting
Committee Chair Notes

Business & Education Advisory Meeting

Agenda

Welcome
Determine who will provide the welcome normally, a principal and/or committee chair

Introductions
Ask each person to introduce themselves including title and company

Discuss Employer Needs
Open discussion with employers to determine what they need and expect
- **Skills Required**: Find out what they need and compare to what you are planning to teach
- **Possible Credentials/certification**: Things employers are looking for and will make your students stand out on a resume
- **Barriers to entry (screening process)**: Will they require drug testing, Background check, Driver license and credit check and any other items that could stop your students from being employed.

Employment Potential/Staffing Needs
What is their current need and estimated need in the future?

Program Overview
The instructor should provide the committee with a program overview and measurable outcomes that the students will achieve.

Facility Evaluation (if Applicable)
If the program has a lab/shop area it is important for the committee to see what you have and more importantly what you don’t have. Create a check sheet for the committee to use. Ask them to look for safety and environmental concerns and review the condition of all tools and equipment.

Facility Recommendations
Any and all ideas found by the committee should be noted in the minutes and discussed. If possible, determine when and how the concerned items will be addressed. Any items that require additional review would be reported back to the committee at a later date.

Budget
Provide the committee with an inventory of equipment, software, training material and all items the program already has. Ask the committee for advice and recommendation on what the program will need to meet the outlined and potential skills Industry needs.

Set date for next meeting
Sample Facility Evaluation

FACILITY EVALUATION CHECK LIST

SCHOOL NAME: ___________________________ Date: __/__/___

HS □   ROP □   VOC □   JC □

SHOP TOUR

1. FIRE SAFETY

Problem OK

Area

☐ ☐ Sufficient number of extinguishers (requires a minimum of 3)?
☐ ☐ Easily accessible (nothing blocking the path or the floor below)?
☐ ☐ Highly noticeable (should be marked with red square behind Extinguisher)?
☐ ☐ Are they charged and properly tagged and are the inspections current?
☐ ☐ Are the exits properly marked?

2. Eye Safety

Problem OK

Area

☐ ☐ Do they have eyewash?
☐ ☐ Is it easily accessible in an emergency?
☐ ☐ Does the eyewash have proper drainage?
☐ ☐ Is the eyewash highly visible?
☐ ☐ Do all the students have safety glasses?
☐ ☐ Are all the students wearing safety glasses?
☐ ☐ Are there extra safety glasses for visitors?
☐ ☐ Are there face shields and goggles?

3. General Shop and Equipment

Problem OK

Area

☐ ☐ Does all equipment have shields and guards?
☐ ☐ How do they store chemicals and cleaners?
☐ ☐ Fireproof cabinet?
☐ ☐ Air hoses in good condition? No hose clamps to hold fittings!
☐ ☐ Oxygen/acetylene bottles properly tied down?
☐ ☐ Ear protection?
☐ ☐ Safety posters?
☐ ☐ Floors clean?
☐ ☐ Do Yellow and Red lines mark the floor properly?
☐ ☐ Aisles and walkways clear and marked?
☐ ☐ Solvent tank or tanks in proper working order w/ a proper method of fluid disposal?
Welcome
Introductions
Review & approve minutes
Review curriculum
  Highlight where employer needs are covered
  Including additional tasks
Update on facility corrections
Summarize student & graduate surveys
  Discuss possible recommendations
Update on purchases for the program
Set date for next meeting
Sample Graduate Surveys

Pearland ISD Automotive Technology - Graduate Follow-up

Q1 Are you currently employed in the automotive industry or attending a college level automotive technology program?

<table>
<thead>
<tr>
<th>Answer Choice</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>66.67%</td>
</tr>
<tr>
<td>No</td>
<td>33.33%</td>
</tr>
</tbody>
</table>

Total 12

Equipment

1. Tools and equipment were the same as those used in industry. 1 2 3 4 5
2. Tools and equipment were available to all students. 1 2 3 4 5
3. The quantity of tools and equipment were sufficient for effective instruction. 1 2 3 4 5
4. Manufacturer’s service information was available and utilized. 1 2 3 4 5

Suggestions for improvement in this area:
Taking minutes
Ask someone to take minutes prior to meeting
Detailed minutes (avoid bullet points)
1. Recommendations
2. Discussions
3. Facility improvements
4. Concerns & corrections

Reference the person making the statement.

Copies of minutes sent 2 weeks after to:

- All members
- Campus Principal/Director
- Career & Tech. Director
- School Board Members
- Superintendent Office
- Dean
- Department Chair
- Provost Office
Four year College is not the only answer and may not be the best answer...

*Survey conducted by the Utility Business Education Coalition Inc.

Out of every 100 high school graduates:

70 enroll in college

42 return for their sophomore year

34 advance to their senior year

28 graduate in five years

only 14 employed in their chosen field
99.9% Efficiency

50 Newborn Babies Dropped at Birth by Doctors Everyday
One Hour of Unsafe Drinking Water Per Month
Two Unsafe Landings at O’Hare Airport Everyday
16,000 Lost Pieces of Mail Per Hour
20,000 Incorrect Drug Prescriptions Each Month
500 Incorrect Surgical Operations Performed Each Week
22,000 Checks Deducted From the Wrong Account Daily
Your Heart Fails to Beat 32,000 Times Each Year
Consultants

Highly paid and used by many

Governments
Military
Corporation
Small Businesses
Towns & Cities
Schools & Education
Non-profits
Others

Having an Advisory Committee is like having consultants and not receiving an invoice.
Why don’t Millennials eat Cereal?

Me: I didn't have to wash a bowl
Thank you

George Arrants

George@georgearrants.com