

Business Leadership Council Meeting Minutes

PROGRAM COMMITTEE NAME: Aviation BLC Meeting			
CHAIRPERSON: Terry Smith			
MEETING DATE:	04/19/24	MEETING TIME: 2:30 PM	MEETING PLACE: ETCC 116
RECORDER:	Adriana Soto Rodriguez		

COMMITTEE MEMBERS

List all members of the committee, then place an X in the box left of name if present

	NAME	TITLE	EMPLOYER INFO	PHONE	EMAIL
X (online)	Chad Burns	Maintenance Manager	Lubbock Aero	(806)543-0176	cburns@lubbockaero.com
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X	Travis Lamance	Maintenance Manager	Flight Mechanix	(806)595-0330	travis@flightmechanix.com
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X	Rita Cain	Human Resources Generalist	International Aerospace Coatings Inc (IAC)	(806)731-8621	rita.cain@iac.aero

EX-OFFICIO'S PRESENT

X	Terry Smith	Program Coordinator	Amarillo College	(806)335-4343	tlsmith27@actx.edu
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X	Adriana Soto Rodriguez	Administrative Assistant	Amarillo College	806-335-4211	a0387635@actx.edu

AGENDA ITEM

ACTION DISCUSSION INFORMATION

Welcome and introductions	Ryan Francis welcomed the employers and staff. Everyone introduced him/herself with their name and title.
BLC Overview	Ryan went over the agenda expectations for this meeting. He discussed what the difference between BLC and Advisory Board meetings was. The definition of KSAs and the process that goes into establishing them for our next meeting was also explained. Ryan will work closely with Terry Smith to generate a list that encompasses the correct terms and understanding. That KSA list will then be sent out to our employers to collect data. These KSA categories are used to evaluate job candidates. The gathering of these valuable insights from industry professionals through these types of surveys is crucial to our curriculum.
KEY DISCUSSION POINTS	DISCUSSION

- The Program Coordinator, Terry Smith, introduced the program and showed how we are currently doing in comparison to the national standard. He used the help of a PowerPoint presentation to help point out his information.
- Terry had to identify a course that seems the most important to his department. Inspection is critical to the Aviation program. A report showed Amarillo College was falling below the national standard for testing. Inspection also fell under this area.
- The biggest concern in aviation is safety. The FAA is placing more emphasis on safety, even in airports.
- Our goal was to improve first time pass rates with the FAA written test. We also wanted to increase the college's testing scores in comparison to the national standard. To improve this, a list was put together with items that were needing improvement.
- One of the slides showed the rubrics of our student learning outcomes. This included the students' ability to interpret and utilize appropriate safety procedures.
- By rating our students in different areas, Terry found that they needed to train students better in finding their safety data sheets. A code of conduct was established to enforce the need to follow safety guidelines when students are in the shops. Another area that needed attention was the knowledge part of the test. The students were inundated with essay questions and were given the opportunity to ask questions.
- These tactics have proven to work by placing us at 2.1% above the national standard from last year.
- Our success rate has been in the 90 percentile since Terry Smith took over the program back in 2015.
- The Aviation program will lose 3-4 students. Some will get hired at Bell Helicopter and others will shift paths to be a pilot after taxing aircraft.
- There is an international shortage of aviation mechanics. There are about 400,000 job openings internationally and the US makes up about two thirds of this number.
- There are 20 seats that AC can offer every year to students who are interested in this program. Currently, there are two cohorts that are being held to help assist with this demand.
- An issue that one of our employers is experiencing with our students is critical thinking when it comes to schematic diagram troubleshooting.
- Another concern that was mentioned was students being able to fill out their log book according to Federal Aviation Regulations.
 - o To help correct this, our students are making numerous quick entries in every course.
- Job growth in the next year or so looks like it's going to lead to 130 available positions.
- AC's Aviation department received its first flight simulator. This flight simulator will help us orient students on to how to start, run, and taxi an aircraft before they get into our aircraft. This will reduce the fuel and wear on our materials or platforms before we get our students on the actual piece of equipment.
- AC hopes to become a stronger avionics electronics arena for aviation.
- We have analog equipment and training aids that are used to help provide our students with the basic skill set of troubleshooting local systems.
- FAA seminars are being held on our campus. A positive outcome that has resulted from this CE course set ups. Some of the mechanics who have attended want to obtain composite training or take a course to improve their skill set. AC has set up CE courses to help with this need. This enables them to take only the desired class versus registering for the entire program.
- Tours are continuing to be held on our campus. We are also recruiting at the high schools.
- The Aviation industry is sending out job offers that include sign on bonuses, moving packages, and benefits.
- This industry is going to need a plethora of people to replace the employees who are projected to retire in the near future. IAC is currently in need of multiple positions.
- AC currently takes up to 20 students per cohort. We are trying to help with the demand in this field by producing more students. If the number to this cohort is bumped up to 25, an additional instructor will need to be hired for the labs.
- Night classes have also been offered to help supplement this high demand. Unfortunately, night classes don't make. There needs to be a minimum of eight students. That required number of students has never come to fruition.
- One of our employers mentioned reaching out to potential students who are in the military branches. Terry responded by stating that we have tried to talk to some of the Air Force bases, Marine Corps, Navy, etc. Their MOS will actually state as to whether or not they're qualified to take the written exams for airframe, powerplant or both. The military is very specific in their tasks. Terry has found that even though these military personnel have the experience and skills needed to work on aircraft, they fall short when it comes to their knowledge on federal regulations. 98% of the exams encompass federal regulations. Another struggle when it comes to recruiting members of military is the distance from their base to our campus. It's difficult for them to be at work the next day due to the distance.
- AC stands out from other aviation schools due to reimbursing students for testing. If a student passes their exams they are refunded. If a student fails then they are not reimbursed.
- There are regulations regarding what a DME is able to do and not do. Terry Smith is a certified DME. He is not able to assist students during testing or teach them. Terry will go out and help in the shops. This gives him the opportunity to know our students and form a relationship. Establishing this relationship helps put students at ease when it comes to testing.
- Students in our Aviation program tend to form study groups. Those that are in those study groups excel and get certified.
- Pay rate expectations is another concern from our employers. Students are expecting a starting rate of \$40-\$50. Realistically its stands more at \$25-\$34 depending on their experience and skill set. Location and experience impact pay rate for A&P technicians in different regions.
- Terry added to this by saying that some of our students work their way up to leadership roles and recruitment.
- AC has 15 graduated students looking for jobs. Terry is helping them make connections with interested employers.
- Ryan emphasized the importance of holistic approaches to workforce development, citing Jobs for the Future's 'Impact Employer' model as a valuable resource.
- The need for flexible recruitment strategies, highlighting the importance of considering various factors such as culture and benefits was also discussed.
- Ryan finished by bringing attention to the value of diversifying recruitment efforts, including outreach to underrepresented groups and providing opportunities for women in industry.

Program Overview

Action Items	• Circulate a KSA survey to gather additional feedback from employers on the skills, abilities, and knowledge needed for aviation maintenance roles. • Schedule a follow up meeting to discuss the results of the KSA survey. • Continue efforts to recruit more students locally through high school visits and career fairs. • Connect an interested Amarillo College graduate with the hiring manager at an aviation company in Amarillo.
Adjournment	Terry Smith thanked everyone for attending. Meeting was adjourned at 3:39 pm.
Chairperson Signature: Terry Smith	 Date: 05/23/2024 Next Meeting: TBD