



DENVER PUBLIC SCHOOLS MAKERCONNECT

MakerConnect Industry Summit - Spring, 2017

Introduction to CareerConnect

How should students articulate who they are and what they know?

- Do OSHA or other certifications make a difference to you?
- Which certifications do you desire?
- If a student were to present a portfolio to you, what would be valuable content?
 - Desirable, also good to have good to have Solid Works, first aid, CPR, confined space, NIMS credential...
 - NIMS Certification – on the east coast, this certification is taught in high school, Colorado is behind
 - With that cert, they start at the top of the pay scale for the first job
 - CoorsTek is a program to reference
 - CoorsTek hosts tours and is working to show people that manufacturing is currently
 - If a student walks in with photos of what they've made, that is considered enough skills that can make things – if a student is actively making things everyday, that will get them a job
 - Comments:
 - this program is forward thinking, but education is catching up and hasn't been doing a good job coordinating to help get the students where they need to be. Educators need to coordinate so their students are prepared
 - At CEC they have a grading/rating program to help get kids through the program with the goal of landing an apprenticeship
 - Students shouldn't be forgoing their academics to pursue manufacturing, they should be rolled up together
 - "It's not about what you can do, it's about what you can show you can do."
 - Question:

- If CAMA was able to help get the ball rolling on some of these important credentials (as mentioned in HB 16-1289), is the district willing to take advantage of the opportunity?
- Answer: Slowly, there's still a dominate message about college in the schools, and it will take a while to alter that course. There's significant talk about how to leverage funding for these manufacturing financial awards, and DPS CareerConnect is willing to figure out how to work together.
- On the safety side of things, what would you like to see coming from the high school students coming to you? Quality control, quality checks, measuring tools, basics, drafting, metric and standard, how to read blueprints, basic entry level techniques...more important to know basics and learn how to use the fancy machines when they get there. In class: focus on basics.

Importance of Work-Based Experiences

- What are the various experiences available for our youth?
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- Myths Vs Facts
 - There are lots of excuses about why students can't work on the floor, there are ways around and lots of creative ideas to get around the law
 - CoorsTek is bringing 16 year olds into their company, but they're having to figure out how to do it legally
 - Age is a huge hurdle, many companies dictate 17 at minimum and that's for apprentices, not regular workers
 - Rarely can students start younger
 - Challenge: adapt to welcoming 16 year olds or lose out on some good workforce
 - There are risks with the lower age groups: will they be safe, will they work hard, will they...
 - Why does DPS not put in their construction documents with their hiring requirements to involve students in their own jobs?
 - CareerConnect is working to get students involved more often
 - CoorsTek is bringing on 4 students so that there are a good number of kids that will stick with the program if they have trouble with one

Skilled Trades Career Ladders

How do you break the stereotype of what it means to work in a trade?

- There are people of all ages and talents who have used their jobs as the trades to pay off their debts and even returning because they didn't prefer the real world

Share Out

- What do kids need to know to pass when they arrive at the job: basic measuring, basic math, understanding the soft skills (show up consistently), and be recognized
- Tool recognition – how to use a hammer, how to use a crescent wrench...
- How do we engage students in our courses?
 - Live work experiences
 - Industry-involved activities and exploration
 - Well-communicated pathways
 - We need to communicate some of the things kids will actually need to know: like extra education and what the actual wage would be
- Rates at CoorsTek
 - Level 1 – Operator 1 \$14/hr – safety, quality, maintenance
 - Level 2 – Operator 2 \$16/hr – safety
 - Level 3 – Operator 3 \$18
 - Level 4 – Team Lead \$20-\$27
 - Bring goals to get a job – shows that you have initiative, that you can study, you can test, you can show up and work

Leadership Committee Opportunity – join the community to commit to a few extra meetings each semester. This will be a steering committee that will take suggestions from different companies to make this work.

- Chuck Sugent
- Pipefitters 208

Ideas for future visits and who might need to be included in these opportunities:

- Would like to go to some of the industries to see what some of they do – like have the summit at CoorsTek for example and opposite – go to the classroom
- There's work going on in the industry, it might be good to talk to people who are doing the work across the state rather than just in Denver
- There are many entities that are already doing committees – perhaps it would be redundant for Denver to lead a leadership committee, and perhaps it would be wise to join one of the already standing groups
- Could the state know about the education side, is there someone we could invite to see/hear what's going on in the school?
- Open the companies to allow for tour days and all the schools tour through different manufacturers once a year – is that ok? Many other states are already doing it to learn from “manufacturing week”.
- Gathering everyone on the construction site, they could do a panel to inform students about what they're doing, have students come visit and do a small project...
- The Maker Fair is coming to Colorado and is a good place to take kids to get them excited with cool projects like metal bending

- Could we look into some of the states that are farther along in the construction world about how they're doing it in high school, do states like Wisconsin do certificate programs in high school? Might be smart to look into that before we try to reinvent the wheel. We need to figure out what the core competencies and teach them.
- Could a certificate be considered a class grade? Like an A in construction at high school would mean that the student understands certain things.
- Teach students how to fill in the white space on their resume with good content like "I got an A at this hard class" and "I build this thing"...
- Recruiters and HR folks don't really know what makes a good program and if they're getting students from good program or not. Argument for national standards for skills so all students are able to be rated on meeting standards