CIT Advisory Committee Meeting
September 23, 2016
Minutes

Members Present: Adam Beatty, WVNCC, David Beatty, WVNCC,
Tara Beatty, Wetzel County Schools, Carry DeAtley, WVNCC, Jeremy Doolin, WVNCC,
Marian Grubor, WVNCC, Karri Mulhern, WVNCC, David Rapp, Wheeling Hospital,
Jeff Sayre, WVNCC, Steven Soltsesz, Wheeling Hospital, David Stoffel, WVNCC,
Eric Warren, Wheeling Hospital, Chip Calissie, Omni Strategic Technologies
John Reasbeck, Omni Strategic Technologies, Bob Roset, Health Plan,

Members absent: Courtney Campbell, Orrick, Chris Corbin, WVNCC,
David Hanes, WVNCC, Ben McPherson, Wetzel County Schools, , Rex Rush, Wetzel
County Schools, Donald Taylor, Wetzel County Schools, Will Turani, Orrick,
Debbi Watson, Wheeling Hospital, Tammy Wells, Wetzel County Schools

Adam welcomed everyone to the meeting and introduced Karri Mulhern, Director of
Economic and Workforce Development at WVNCC.

Karri explained that WVNCC received $1.7 million in federal funds to assist in training
its students for a high-skill, high-wage jobs in the manufacturing, energy, and
information technology and construction fields. The funds greatly enhanced expanding
the college's efforts to provide state-of-the-art training for such jobs. Curriculum
currently being offered at WVNCC is in petroleum, advanced manufacturing,
refrigeration, the chemical operation program, and cyber security

Karri stated that it is important for the success of the program to receive input from
members of the Curriculum Committee who have the pulse on what is trending and
what businesses are looking for in qualifications of potential employees.

Through joint programs offered by West Virginia Northern Community College and
Pierpont Community and Technical College, the Appalachian Petroleum Technology
Training Center focuses on delivering a Certificate of Applied Science in Petroleum
Technology, an Associate of Applied Science in Petroleum Technology, and specific
customized training programs to address the industry's work force training demands.
The Center is a result of collaboration between the higher education institutions and the
oil and gas industry.

Karri also spoke about the Learn and Earn Industry Partnership. . Learn and Earn
partnership is a cooperative educational experience between employers and the State
of WV that provides paid on-the-job training for students in high-demand technology
programs. WVNCC Students work while simultaneously taking courses to earn a degree
or credential in their respective technical field.

This program allows companies to pro-actively manage changing needs for technically-skilled employees. The employee's salary is reimbursed 50 per cent by the State of WV. Employers participating in the program not only hire interns but donate equipment and provide financial support.

David Rapp: David was concerned with the low hit rate of students who participate. He stated that students have been known to not come to work, sleep during the job etc.

> **Adam Beatty** replied that the students must have 100 hours of internship completed. WQVNCC students requires a timesheet and go through an interview process.

Kerri Mulhern went on to explain how the Learn and Earn internship works. She also stated that the grant is a two year program.

> **Bob Roset** asked how long does the process take from initiation to the approval from the state.
> **Kerri Mulhern** replied that the process is very fast. Usually from one to two weeks.

David Stoffel stated that WVNCC instructors prefer to know what qualifications the company is seeking prior to the internship.

> **Adam Beatty** stated that WVNCC does not want to send a student who does not fit the qualifications needed by the employer.

Kerri Mulhern told the committee that the grant money is not tied to the student but to the program**.**

> **David Stoffel** explained that the student can work as many hours as he/she would like as long as it does not interfere with the student's schedule.
> **David Rapp** was concerned that with the Employment Care Act, if a part time employee reaches 1200 hours in a year, and is not working out, it becomes a process to let that person go. David is interested in the program but does not wish to get into that situation.
> **Bob Roset** stated that he would only need an intern(s) for 20-28 hours per week.
> **Karri Mulhern** replied that if the employer get a student who is not working out and that as long as they are under 1200 hours, there will not be an issue.

Adam Beatty thanked Kerri Mulhern for the outstanding work she has done with the Bridging the Gap Grant program.

Adam Beatty asked each member of the committee to share what is going on in their company and how WVNCC interns could contribute.

David Beatty said that their company has several projects at which an intern could work. He said that when he sees they have a "diamond in the rough" they ratchet up what tasks they initially give the student.

David Beatty stated that today's pipelines require rigorous application of safety and control systems. One of the most common technologies found in pipelines is the use of Supervisory Control and Data Acquisition (SCADA) based automation systems, with increasing application of safety shutdown systems in key locations. The talent needed for these positions requires more on the engineering side of curriculum.

>**David Stoffel** asked if they still have systems to see how to balance. If so, this is very math heavy.
>**Jeremy Doolin** asked if Dominion looks for interns.

Tara Beatty told that committee that high school students in her area say that they want to work on the pipeline after graduating. Some of this mentality reverts back to when graduating and then working in the coal mines was how families could get good paying jobs without furthering their education. She stated that it would be beneficial if students would have to take classes shortly out of high school. Tara also said that the high achieving students can't take IT classes as they are taking core classes during the day.

Tara's higher functioning students are members of TSA (Technology Student Association) The students apply and integrate science, technology, engineering and mathematics (STEM) concepts through co-curricular activities such as attending coding competitions and field trips.. Wheeling Park High School and John Marshall High School already participate in this program.

>**Adam Beatty**   Will parents buy into the programs if we offer these?
>**Tara Beatty**   She thinks the parents would be open to this.
>**David Beatty**   WVNCC needs to show what we can offer

ACTION ITEM
Carry DeAtley We need to partner with Tara
WVNCC needs to **o**ffer a boot camp for non-traditional students
Offer a Scholarship
Have a pathway beginning from grade school continuing through high school and beyond

Marian Grubor WVNCC definitely has an excellent Technology Department with instructors who have a great deal of expertise in the field.
Marian asked the committee how WVNCC can help enhance the businesses of the members by offering curriculum that would apply to their needs.

Tara Beatty	She would like to set up field trips to WVNCC.
Karri Mulhern	We can offer employee training here at WVNCC.
Bob Roset	Bob stated that they do all programming in house currently but would like to have conversation with WVNCC again. His company has added at least 100 employees and are now up to 500. They only have one person in the IT department at Health Plan that is from WVNCC.

Health Plan are mostly in need of programmers

ACTION ITEM: **FOLLOW UP WITH HEALTH PLAN**

Tara Beatty   Attending a four year institution has been pushed in our generation, however, now, a two year degree is acceptable**.**

Bob Roset   The cost of attending classes is dramatically less in a community college (WVNCC) than a 4 year college. The students with a two year degree can then transfer to achieve their 4 year degree.

Marian Grubor   If a four year degree is required in the job description, many times, the HR department of businesses will not even pass on the resume if the applicant states they have a two year degree. If business are willing to accept a two year degree then their HR department needs to know this.

    David Stoffel   David stated that the students will get a better IT degree at WVNCC with more knowledge than at West Liberty as West Liberty focuses more on the business degree with some IT classes.

ACTION ITEM
Marian Grubor   Adam needs to get our program layouts to committee members

Eric Warren   Wheeling Hospital would still rather hire locally and would like to work on this with WVNCC
    David Stoffel We can adjust our programs to fit business needs.
      Adam Beatty WVNCC requires am associates plus certification to graduate.
      Bob Roset   Health Plan still offers to pay for a four year or master's degree.

Steven Soltez   Wheeling Hospital, aside from programming, help desk and programming, the IT dept. at Wheeling Hospital needs experience in troubleshooting, and logical thinking (ability to disassemble and reassemble something). The student should have a broader knowledge than just programming. Should have a knowledge of cutting edge programs.

ACTION ITEM   **Eric Warren, Wheeling Hospital would like to meet personally with WVNCC**

John Reasbeck,   Stated that Problem solving capabilities and people skills, ability to communicate are very important.
    Chip Calissie stated that customer interfacing is important

ACTION ITEM   **John is very excited about getting our interns**

Adam Beatty   Internships are very valuable as it offers the student real world experience.

David Rapp   The IT person has to have the ability to know what the core issue is when dealing with a problem. The person needing assistance may not know how to ask for what they really need.

Jeremy Doolin   Software engineering students now start learning to program with the Python programming language. It is a better introductory language that is now being used by universities and colleges more than any other language. They still learn the Java language, but not until their second semester in the Data Structures and Object Oriented class. The Operating Systems class is now a more technical course that teaches what operating systems do, rather than a class on troubleshooting Windows. This shows how it relates to other classes like hardware and programming. They also learn Microsoft's Visual Basic language. Database programming is used in both the Advanced Database Programming class and in the PHP/E-Business web programming class, so they get great exposure to SQL databases and programming for them.

Jeremy also stated that the best software engineering students are turning out better than best of five years ago due to these curriculum changes. They are learning more, and relating more of what they learn to other courses and are learning modern, relevant technologies.

David Stoffel   **After Jeremy** teaches Intro to Programming and JAVA , David teaches the Advanced Data Programming class. SEQUAL is now included in the Advanced programming class.
Should we offer SEQUAL as its own class as we used to do?
Students work as a team to produce something. They, however, have to open their code to others.

Adam and David are teaching NASA concepts in classes – how to engineer things, how to structure framework.

Adam thanked the committee for their input and announced that there will be another meeting in the spring.

Minutes respectfully submitted by
Judi Hendrickson
Academic Affairs Secretary