

*Wednesday March 31, 2021 | 5:00pm Meeting called to order by Chase Budziak*

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## In Attendance

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### Members Present:

Barbara Christ – President, B & K Power Equipment, Inc.  
Paul Meier – Co-Owner, CSR Bobcat, Inc.  
Otis Bell – Regional Recruiter, Crown Equipment Corporation  
Chris Harrison – Director of Technical Recruiter, CIT Trucks  
Jim Garner – Service Manager, CIT Trucks  
Scott Kingren – Service Manager, Vermeer Midwest  
Shawna Ray – Central Recruiting Captain-FMS Operations, Ryder Systems, Inc.  
Marc McCarty – Service Manager, Ditch Witch Midwest  
Leanne Harbaugh – Human Resources Manager, Ditch Witch Midwest  
Tony Remke – Owner, Remke's Garage

### KC Members Present:

Joanne Kantner – Vice President of Instruction  
Chase Budziak – Dean of Instruction  
Mark Engel – Faculty - Diesel Power Technology  
John Boesche – Faculty - Diesel Power Technology  
Katie Macias –Minutes

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## Spring 2021 Enrollment & Financial Information

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- A. Spring 2021 enrollment and financial data presented:
  - College enrollment for spring 2021 semester is down -14.4% over spring 2020 semester.
  - College Online/Hybrid credits up 212.7% over spring semester.
  - Diesel Power Technology department program credits down 252 credits (-39%), from spring 2020 to spring 2021.
  - 31 completers for the diesel technology program in FY20.
- B. Committee discussed potential causes to enrollment decrease.
  - Include students who prefer to engage in face-to-face instruction.
  - Harrison: High school graduates may not want virtual training on technical courses.
  - Budziak: Faculty utilized a variety of online teaching methods paired with face-to-face lab time to accommodate student preference and need.
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## Department Updates

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- A. Plan for fall 2021 semester presented:

- Face to face instruction model with reduced number of students in each class to maintain social distancing as required
  - Offering one incoming freshman cohort with hybrid options
  - DPT faculty hosted three Zoom orientation meetings for potential freshmen, including program highlights, curriculum, and fall schedule. Included a virtual tour of the facility using a computer on a cart. Attended by 12 students.
  - Department is searching for adjunct instructors for a variety of courses. Need will depend on enrollment
- B. College purchased a new air conditioning and refrigerant recover machine R134A and R1234YF.
- C. Diesel Power Technology Interview Day Recap
- Held via Zoom on March 8, 2021 with breakout rooms
  - 20 new DPT Internship opportunities resulted from Interview Day
  - If anyone has additional hiring needs please contact LaCretia Konan in Workforce and Development to assist with matching students with employers. Chase can make connection

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## Promotional Banners

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- A. Committee discussed diesel promotional banners to display at district high schools and partner career centers. Banners will be 2ft tall x 7ft wide.
- Logos on the banner will be 7 inches square- file format vector/.eps
  - College cost is \$50.00 per banner
  - Committee suggested to charge \$500.00 to have business add their logos
  - Kantner: College will follow up email to the committee with the list of high schools and banner information
  - Boesche: Tentative time frame is June 1, 2021 email [jboesche@kish.edu](mailto:jboesche@kish.edu) for any banner inquiries

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## Strategic Planning & Discussion

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- A. *What are the current or projected employment needs of their organization for over the next 2-3 years?*
- Bell: Projected employment for Crown in the northern Illinois area is growing between 120-180 technicians
- A. *Are the majority of your new entry-level positions filled by individuals with previous training or candidates you are training in-house?*
- Bell: Crown looks for basic knowledge in communication/mechanical/electrical skills, good driving record, pass background/drug screenings 50/50 entry level hires
  - Garner: Biggest obstacle is with candidates having valid driver's license and passing drug screenings. They have lost multiple new hires because they are uninsurable
  - Kantner: We are looking at promoting cross training candidates in the CDL program to be more marketable to employers through our diesel program
  - Harrison: Requirement that program graduates possess a valid driver's license
  - Ray: Open to hiring graduates with no experience that graduate from Kishwaukee's programs. They have done so in the past with success
  - *Does the Kishwaukee College program provide the level of training that you require of new employees? Too much or too little? Would you start employees at a higher wage if they completed a program at Kishwaukee College with a certificate or associate degree?*
  - Garner: Rockford location gives candidates a \$3.00 more per hour with a completed program degree from Kishwaukee College

*B. Recommendations for getting more students into this training pipeline?*

- Bell: Crown is willing to go out and recruit for the diesel technology program
- Harrison: Will go to the high schools to invite participants to the CIT location and host a career day

*C. Recommendations for guest speakers, field trips, teaching resources, and technology?*

- Garner: Students need to have the basic knowledge, each company will specifically train their employees for their products they use
- Harbaugh: Give tours/training on the equipment they have at their locations
- Bell: Crown would be willing to host a field trip to their Schaumburg branch and factory training center
- McCarty: Willing to bring out vehicles to show the students to see what's involved with a field service technician

*D. Soft Skill Needs*

- State initiative for career and technical education (essential employability skills)
- Start to identify, audit with our work force partners and what we are doing in the classroom to promote work ethic, communication and team work
- Harrison: An employer needs to visit the program at Kishwaukee to reiterate the importance of these skills and conduct
- Bell: Crown would be willing to help with a soft skills presentation for the students

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Adjournment

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- Meeting adjourned

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Next Meeting

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Thursday November 4, 2021 at 6:30pm  
Location: TBD