

2012-2013 JSCC Annual Business Advisory Committee Meeting
Monday, March 25, 2013
McWherter Center, Room 226
11:30 a.m.

The meeting of the Business Advisory Committee was called to order by Dean Terri Messer with the following members being present: Lynne Henning (Raymond James Financial Services), Barry Matthews (First State Bank), Celia Rodenbaugh (Jackson Clinic), Mandy White (The Chamber), and from JSCC: Terri Messer, Mary Jo Boehms, Terry Mullins, Jayne Lowery, John Tibbs, Cathi Roberts and Janice Taylor.

Dean Messer welcomed everyone and introductions were made.

Old Business: ABP (Advanced Business Professional) Draft:

The ABP might work for the areas you oversee. Think of the word “co-op.” In many of our programs, our students have the technology skills but not the soft skills. We have tried, based on your input, business communications.

Jayne Lowery has incorporated several simulations in her course on appropriate dress and inappropriate dress. Ms. Lowery did an activity: she left her class dressed professionally and when she returned, she had changed into baggy pants, oversized sweatshirt, ball cap and tennis shoes. Ms. Lowery explained she would love to stay in her outfit but would you respect her. The students agreed they would not respect her.

As part of the curriculum, the students are required to dress professionally. Ms. Lowery noted that their self-esteem and self-worth had risen tremendously. She requested the students to look in the mirror and say ‘I like what I see’ and if you like what you see; potential employers will like what they see.

In the internship course, students are required to attend a career prep seminar. Input received from the seminar, it was determined that most of our students don’t know how to conduct themselves professionally.

This is why we would like to launch a program of this type so students can also receive some real life experiences. We have 50-60 different companies we would like to do partnerships with. We would like to get a lot of folks work ready professionally and with good communication skills.

The ABP is framed from Toyota Bodine model. Students are hired to work for your facilities three days per week. Participants are hired through a temporary agency. We do not have anyone facility that is large enough to employ 20-30 students. You may be able to commit to one.

Mandy Smith: Toyota is one of the most respected companies in the world because of their great training programs. The program was already established, we just recognized the value for them

to work in their facilities, the soft skills and hard skills. It is a good opportunity for students not to have a guaranteed job, who has already been pre-screened, come to work on time. It is about getting a good well-rounded employee. The students will not only have the book knowledge but also how to apply it.

Declining enrollment.

There is a lack of interest. We have made a lot more recruiting efforts to our local high schools.

Human Resources

Finance

Marketing

Students cannot see the forest because they are used to someone leading them to the tree. Revise the interest in business. We are basically targeting our high school seniors.

This is an opportunity for us to help students get an interest in business. We would be recruiting in the high schools starting in the fall of their senior year. Guaranteeing hourly rates. A minimum of 20 students each year.

We need your help with this. This is just a DRAFT plan. We wanted you to know what is going on. Check with your respective facilities to see if they are interested. We also did a similar presentation with the local WIA Group as well as a series. First Bancorp is looking at the program.

Celia Rodenbaugh: They would be through a temporary agency for two years?

Terri Messer: That is what I recommend. Toyota has found that is the most simplistic way. They have already agreed on the same temporary agency and a guaranteed rate.

Celia Rodenbaugh: If they should drop out?

Terri Messer: They would lose it. It is a very big commitment on the students' part. A release form says they will have access to their students business – minimum GPA requirements.

Toyota Group in Kentucky, students have an opportunity for overtime but if they don't have at least a 'C' average, they cannot do overtime.

Mandy Smith: If it is just like industry, one of the questions that kept coming up.....sit on an interview team, agree not to hire out of the pool.

Terri Messer: Students cannot be hired until they complete their degree. When these students get a certain age and don't have a college degree, they will have a problem. We will work through all of the detail. This will work across any discipline.

Barry Matthews: You haven't decided on a specific temporary agency?

Lynne Henning: Our bidding comes through our Headquarters in St. Petersburg.

Celia Rodenbaugh: Usually with a temporary agency, you have to pay the fee. After the work for a number of hours, you have the option of hiring them.

Terri Messer: The big goal – you will get the best of the best and we at JSCC will get the best of the best. This will help them.

Lynne Henning: Excellent idea. My partners and I were just talking about we needed a person for our receptionist position. We probably couldn't hire someone to shadow. They would come in contact with clients all day every day. Confidentiality may be an issue.

Terri Messer: One of our former students learned the hard way about confidentiality.

Barry Matthews: It is a good direction. Would like to know more about the curriculum.

Complete College Act of 2010 – Common Statewide Business Curriculum Review

If you have the pick one, what would be the most vital courses which would you recommend? Corporations, Partnerships. Just wanted to let you know what is coming.

This will likely be launched the fall of 2014. What are you thinking?

Barry Matthews: They will have to understand accounting on some basic level. If they are a customer service representative, they would need to be familiar with the corporate environment, software applications, Excel, Word.

Lynne Henning: Immediately.....Basic Communications, Organizational Behavior, Business Finance, Spreadsheet Applications, Entrepreneurship.

What would meet your needs of your industry?

Barry Matthews: Supervisory Management

John Tibbs: There are several components.....communications, problem solving, motivating, reversal of the folks that react to supervisor (we are all in supervision) if we pay for it or not – (mom/dad, church activities), decision making, discipline....doesn't just apply to the person who is the supervisor but also to themselves.

When you get the AAS they may have the opportunity to get their foot in the door because they already have the degree.

Mandy Smith: What is the difference in the HR Management class and Supervisory Management?

We are trying to come up with one common curriculum.

Based on the SHRM certification requirements

Are you okay with doing emails in the in-between?

Program Enrollment

Fall of 2012, 320 people collectively – the graduates who have officially submitted their graduation proposals.

State-wide has changed going on to a transfer school. Need additional math skills. Hope we will be going back up.

Fast Track

We started Fast Track last fall...offering this degree type of an accelerated program. We have about 10 true cohort students. We are meeting a need that we did not realize we had.

Cohort 2 is launching May 9. Federal financial aid guidelines have changed. If you have anyone in your facility that you think would benefit, please let us know. We need at least 15 to get the Cohort 2 started.

Barry Matthews: On the trends you mentioned, people drop out because they need a job.

Terri Messer: Personally, finances are the number 1 reason students drop out.

Mandy Smith: An apprenticeship type program would help.

Accounting is one of the top 20 growth careers.
Financial Analyst is one of the top 20 growth careers.

Barry Matthews: Finances, that is a big reason people would drop....I didn't think it would be like this....I would not be good at this.

Celia Rodenbaugh: You are on track. Students come in least prepared not only financially....committed to their family. They are surprised when they hear exactly what it will take.

Barry Matthews: I really wish I could continue in this program but I cannot afford it.

Terri Messer: When students come to Cathi Roberts, she gets on the phone and contact other resources....students coming from our public high school system are not prepared. Those that are prepared are going to other places than JSCC.

Celia Rodenbaugh: It is amazing. We give short math test and they do now know percentage.

Barry Matthews: The math test is what hangs up our Tellers.

Celia Rodenbaugh: If you come to the Clinic, they will have to be able to show what 20% of their bill would be.

Barry Matthews: It is not that they can't do it; they can't do it quickly enough. They are asked to do these calculations in a quick manner.

Celia Rodenbaugh: It is important that

Terri Messer: It comes from statewide mandate to get a Bachelor's degree.....have to have at least four math courses.

Jayne Lowery: I kind of see both sides of the coin. They either love it or hate it. They have this common core.....they are mandating where students cannot fail them anymore. They will have a real world objective for each decision they have to make.

Who is talking to Jackson Madison County Schools?

Career Exit Exams

Our goals is to see positive performance on these exams,

Mandy Smith: Is the 7042% passed, an average score?

Terri Messer: Our target is 70% or higher. We are in a dilemma.

Windows 8, kind of a spin-off from Apple...we can no longer go out and buy Office 2010. Do we offer the latest and greatest Office 8 and Windows 13?

Celia Rodenbaugh:

Many Smith: Windows 7

Barry Matthews: Windows 7

Lynne Henning: Windows 7

Mandy Smith: I would lean with the industry standards that would teach them what they may run into.

Lynne Henning: If they follow suit, we will be upgrading.

What can we do for you?

Mandy Smith: I think you are doing a great job. I love your new literature. We are out selling JSCC as a progressive school. This helps us to sell you.

Lynne Henning: Can't think of anything right now.

Terri Messer: If you think of something, send us an email.

We will do a follow up about what your facilities thought about the ADP network. Will need a company to be the lead on this. I believe Barry Phillips will help us on this.

Barry Matthews: I think the program is encouraging our people to look JSCC's way and show that the graduates are capable of stepping in and doing something with their company. I think it will help you guys because you will be able to grow your own. I will let our HR person review the survey and get back with you.

Meeting adjourned.

Minutes recorded by Janice Taylor.