

**Manatee Technical College
Board of Governors Meeting
August 26, 2021, 4:00 p.m.
Minutes**

Present: Nick Choat, Justin Erickson, Todd Fritch, Paul Gansemer, Gabriele Harris, Loren Hutchison, Lisa King, Heather Koester, EJ Ledesma, Bill Lee, Bill Lloyd, Joshua Matlock, Stewart Moon, Valerie Viands, John Ziemnicki

Call to Order: Bill Lee called the meeting to order and spoke about how good it is to be meeting in person after all virtual meetings last year. He enjoyed serving as chair last year. Mr. Lee stated he has an issue with students not wanting to go to work after completing their training. He has come out of retirement to work because they can't find employees. This problem must be solved. Future of community is that the work ethic is gone, morality is at an all-time low, self-pride has vanished. This is our chance to make a difference to change our community for the better. So happy to see the representatives here today. MTC has an incredible staff, the school and the instructors are the best.

Approval of Nominations for Business and Industry Representatives: A list of recommendations for membership was provided. *A motion was made to accept the nominations. The motion was seconded. No discussion. Motion passed.*

Election of Chairman: There were two nominations for the Chairman position -- Bill Lee and Joshua Matlock. Each nominee was given an opportunity to speak. A vote was taken. *Joshua Matlock will serve as the MTC Board of Governors Chairman for the 2021-2022 through the 2024-2025 school year.*

Election of Vice-Chairman: Bill Lee accepted the nomination for the position of Vice-Chairman. A vote was taken. *Bill Lee will serve as the MTC Board of Governors Vice-Chairman for the 2021-2022 through the 2024-2025 school year.*

Minutes of the April 8, 2021, Meeting: *A motion was made to approve the minutes of the April 8, 2021, meeting. The motion was seconded and approved.*

Reports:

Grants Update: Report emailed with agenda. No questions or comments on the report.

Council on Occupational Education (COE) Reports: Valerie Viands stated that two plans are on the agenda for approval at this meeting. The plans were emailed to members with the agenda.

Standard 2 – Work Base Activity Plan

Standard 5 – Instructional Equipment and Supplies Plan

A motion was made to approve Standard 2 and Standard 5 plans. The motion was seconded. No discussion. Motion passed.

Paul Gansemer explained approvals for COE reports by Board of Governors and MTC staff. Dr. Gansemer will be serving on a COE visiting team soon.

Director's Report:

Beginning of year update –

- Introduced new Main Campus Assistant Director, Justin Erickson. Mr. Erickson was previously an administrator over the industrial programs at Suncoast Technical College, a development engineer in industry, and an engineering technology instructor Haile MS. He is happy to be back in Manatee County.
- No tuition hikes for this school year.
- Enrollment – Three-year history: 1,140 2 years ago, last year 903, this year over 1,000.
- Adult ed has not yet started classes. Enrollment always increases in our adult education programs after Labor Day. Last year enrollment in our adult ed programs was 303, classes start September 7, and our enrollment is already at 403.
- Need for Part-Time Instructors: hybrid medical coder biller/evening at East Campus; Main Campus evening – plumbing and electrician – day marine and auto collision. If you know of anyone who would be interested in one of these positions, please send them our way.

District and State Updates: Dr Gansemer is the Executive Director of Adult, Career and Technical Education for the School District of Manatee County. He is pleased to be here and comes from Hillsborough county where he was for 31 years. Dr. Gansemer has elementary, middle school and high school teaching experience and administrative experience at the high school and technical center levels. Board of Governors members are extremely important to the school to guide us to meet the needs of our students. What you bring to the table is listened to.

State Update: Senate Bill 1507 – There are two major things in this bill that impact technical and state colleges. The first being a Money-Back Guarantee Program which would require schools to refund the cost of tuition to students who are not able to find a job within six months of completing select programs. It is up to the school to come up with policies and procedures for refunding tuition. We need to figure out how to make this work. The bill took effect July 1, 2021. The second item is the Open Door Workforce Grant Program. This program provides grants to institutions to cover up to two-thirds of the cost of short-term, high-demand programs. This allows a student to show up and pay one-third of their tuition cost. If they complete the program, the school can apply to the state for reimbursement. Procedures are still being worked out.

District Update: The School District of Manatee County is following the rules set by the Governor where masks can't be mandated. The District's policy provides an opt out plan. This will be readdressed at the October 26 school board meeting. The current policy is in effect until October 29.

Some of the things we see are students in the workforce would rather sit home and get the government check instead of going to work. Hopefully, we are coming to the end of this. Best thing I heard today is what Dr Viands said about our enrollment.

Discussion Topic – Update from Business and Industry Members:

Todd Fritch: SCF is taking it day-by-day. It is a constant moving target with changes due to COVID. They are continuing to look for ways to strengthen the articulation agreements between SCF and MTC. Many solutions with some of the health services programs. Dr. Fritch is working with Carol Lewis to build on the relationship we have.

Gabriele Harris: Chief Development Officer with Grapevine Communications, an advertising, marketing, public relations company. She is seeing same struggles with hiring good staff. A lot of staff has been lost to brain drain. It is hard for us in this area to compete with Silicon Valley, NY and LA for advertising staff and designers. A lot of potential employees think they will start at \$200,000 working for Disney. This is not how it goes. Sad to see such a lack of staff and willingness to work. Very sad for this generation.

Stewart Moon: Vice-President of Air and Energy has been involved with MTC for a long time. The construction industry is nuts right now. No materials, no availability, can't find workers. They have had 25 percent of their 50 employees out with COVID in the last two months. Some companies have almost totally shut down due to COVID related issues. The demand is there for the construction industry. Due to the high demand, there is a scarcity of labor. This has caused wages to increase tremendously.

John Ziemnicki: Everybody is busy. The work is out there. He has also observed the problem of contractors finding materials and workers. MTC welding students are being scarfed up by Air Products at a nice salary. Technology, drafting, electrical are all being hired. Mr. Ziemnicki is semi-retired and has no other employees in his company right now. The jobs are out there and wages are up.

Bill Lee: Owner of Professional Automotive and Bill Lee Race Cars. Pretty much summed it up earlier. People aren't dreaming anymore, they have no vision, goals are not being set. Both of his boys are well educated and hard-working. Before, his company had an open-door policy; come through the door and we would fix the car. Now, we have to pick and choose because there are not enough employees to service all the requests. Mr. Lee stated that he always loves this school and always do his best for the school.

Nick Choat: Owner of Sports Clips of Southwest Florida. It has been an interesting go for the service industry since March of 2020 when businesses were shut down due to being considered as non-essential. The service industry has been interesting tale of two stories – 80 percent is stuck in the bad still. Twenty percent are doing well, they are turning away applicants. His company is part of big franchise. Some stores can't stay open full hours due to the lack of employees. He is actively involved in the Manatee Chamber of Commerce and serves as the chair of Education and Workforce Partnership Committee. Mr. Choat will be involved in the judging of the Chamber's Small Business of the Year Awards next week. There are a record number of 94 business in 4 categories. Appreciates the opportunity to be on the board. Willing to give time to help with anything he can do

EJ Ledesma – Chief Executive Offer of 360 Orthopedics. Is happy to have the opportunity to be a member of the board. 360 Orthopedics is a medium to large size practice, with 12 surgeons and 20 providers. He has been with the organization for 14 months. His background is predominantly in turnaround of hospitals. He is happy for the opportunity to lead this group of young physicians at 360 Orthopedics. He is finding people to meet goals professionally and reaching out in the community to young adults to encourage them to get into the healthcare field. Anything that the college needs, he will gladly do. Has been exposed to operational and financial aspects of the healthcare business. He is willing to facilitate the rotations for our medical assistant, coders, accounting, etc., students. This is uncharted territory we are in now. Companies are using all kinds of strategies to attract employees. Even with signing bonuses, people will sign up for an interview and then not show up or show up unprepared or can't pass a drug test. We need to look at what is the opportunity, what motivates (remote work, signing bonus, flexibility in career path). Mr. Ledesma is excited to be here and hopes he can add value and give opportunities to students who may need a little more hand-holding.

Joshua Matlock: He is hearing common themes throughout all of the areas represented here. A report from EMSI Burning Glass titled The Demographic Drought gives explanations for what we are seeing in the labor market. There are three long-term things contributing to the lack of employees.

1. The mass exodus of baby-boomers in the workforce. Last year the number of baby-boomer retirees increased by over 1 million.
2. There is a record low labor force participation rate, especially among males. In 1980 the labor force participation rate among prime age (25 to 54) workers was 94 percent. The current participation rate is 89 percent. This represents 3 million missing male workers. Then you have COVID hit and now females are not participating in workforce at the same level due to childcare.
3. We are experiencing some of the lowest birthrates in history. To maintain population, we need a higher birthrate. A decline in population will shrink the workforce even further.

This group can't do much about the birth rate, but we can work on the labor force participation rate. A copy of The Demographic Drought report is being sent out with the minutes.

Other Business:

Heather Koester welcomed all our new members and introduced herself. We still have three positions to fill on this board. They are representatives from Business, Health Care, and Hospitality. Please let us know if you have someone to represent in one of these areas.

Adjourn: Meeting adjourned at 4:45 p.m.

Meetings for the 2021-2022 School Year

Thursday, August 26, 2021, 4:00 p.m.
Thursday, October 28, 2021, 4:00 p.m.
Thursday, January 27, 2022, 4:00 p.m.
Thursday, April 28, 2022, 4:00 p.m.