



MICHIGAN

AIR CONDITIONING CONTRACTORS ASSOCIATION

WORK FORCE DEVELOPMENT UPDATE

Merry Christmas & Happy New Year to One & ALL!!!

Please let us first begin with an Association wide pat on the back. MIACCA did great things in 2018!

MIACCA visited many schools, some of them several times:

Baker College, Cleary College, Detroit Public Schools, Eaton Rapids Services Agency, Ferris State University, Grand Rapids CC, Hartland High School, Henry Ford College, Kalamazoo CC, Kellogg CC, Lansing CC, Lawrence Technical University, Livingston Educational Services Agency, Macomb CC, Michigan State University, Monroe CC, Mott CC in both Flint & Howell, Oakland CC, Oakland Technical Career Schools, University of Michigan and Washtenaw CC, just to name those that come to mind...

MIACCA put on some great events for students at both Lansing CC & Ferris State University. Our crane rigging and man lift introductory event / BBQ, was a big hit with the students and the faculty at FSU.

As you may expect, the pizza evaporated from the tables at our Lansing CC student / member meeting.

MIACCA supported our FSU Student Chapter with their trip to the national ACCA Convention in Washington DC, our Executive Director and Board was well represented and they all had a great time.

MIACCA performed a "Heat's ON" charity event in the Grand Rapids area with FSU students and some of our member contractor's. Some of our SE Michigan dual members helped SEMIACCA's "Heat's ON" event to be a huge success as well and we participated with their Annual HVACR Trade Show.

MIACCA gave a standing room only presentation to a full house at the Michigan K-12 Career Counselor's annual Convention at MSU in the Lansing Kellogg Center. They have asked us to present to 20+ schools.

MIACCA met with LARA in their Lansing HQ to discuss the very real concerns that the HVAC Industry and ALL Trades have with a dwindling volume and the rapidly deteriorating quality of our Trades applicants.

We met with the several College Presidents, Advisory Boards, Technical Program Directors, School Principals, countless counselors and teachers, Marshall Plan Representatives from the State of Michigan Department of Labor, the Department of Education, the Association of General Contractor's, the Construction Association of Michigan, the Home Builder's Association among others...

Simply put, 2018 was a very busy year and we are just getting started. 2019 will be much better yet!

Our thoughts and discussion topics for 2019 will be presented to do ALL that we can to promote HVACR!

K-12: The children, their parents and our efforts must start with the young, as they did decades ago.

- MIACCA members must get involved with their local community to develop our future workers
- We must promote the fact that “the HVACR Trade is a Professional career, for the nerd’s”
- We must educate the school counselors and administrators of the earnings abilities in HVACR
- We must educate society about the fact that “we in HVACR are the nerds”, practically applying the sciences of thermal dynamics, metallurgy, chemistry, physics and mathematics every day
- As true scientists, we not only experiment daily with our efforts, we have to warranty the results
- Accordingly, we MUST return our educational efforts back to the three (3) R’s, with the OLD math! The recent decades of HS graduates cannot read, cannot write, cannot spell, can hardly print, cannot draw, cannot do math in their head, cannot read a tape measure and cannot do fractions. Parallel, Perpendicular, Plumb, Level or Square are only misunderstood abstract ideas
- If the parents and elders cannot help with the tutoring while the teachers do not, we all fail
- We must stop the failed “No Child Left Behind” effort. If they remain incompetent, hold them back. We are sinfully doing our children & America a disservice by not holding each other accountable. We became the Greatest Nation on Earth by being educated & working hard, speaking English and not using the metric system. Global aspirations are great but we need our house in order first before we can save the world or everything will be lost through slacker efforts, greed and sloth. It is a fact that our applicants have the worst skill sets seen in decades.
- Computers and other electronic devices are “advanced” tools, best not used until High School
- We must introduce our K-12 prospects to the Trades at the 7th & 8th grade Science fair levels.
- Members need to actively help to reestablish our lost Metal, Wood, Auto & other shop classes.
- Members need to be proactive at Student / Parent night, explaining our needs of the basics
- Members need to consider part time helpers from 10th, 11th & 12th grade student programs
- Our K-12 administrators must work with Industry to reinvent “Early College Trades” programs

Pre College:

- Our 11th & 12th graders must comfortably be skilled in First Aid & “balancing a checkbook” math
- Students must be proficient in writing, printing legibly, spelling and composing business letters
- Students must be physically competent with basic exercises and we must fight sloth / obesity
- Students must NOT be so codependent upon their electronics and use the word “like” much less
- Going to CC used to be an option and today’s HS graduates can barely get in and few if any finish
- Our Community Colleges are failing, concealing their dismal enrollment and graduation rates

Trades Colleges

- We need “Student Vouchers” allowing students to go wherever it is best for them affordably
- Manufacturer’s and Industry are developing successful & attractive “Non accredited” programs
- With a failed “Public school system and academia”, the economics has forced new alternatives
- Students & employers are getting poor results from the rigid & failed educational experiments
- The time for “Stackable Module” Trades education has arrived & we must embrace the concept

Together we must revive our basic educational system and build a ladder to success for America’s future

2019 MIACCA Work Force Development Schedule & Activities

We have already had several meetings & events with more coming soon:

01/08/19 I met with the President of Henry Ford College, Dr. Russel Kavalhuna. He approved MIACCA to develop a business plan to work with the College to put on events at their campus. We can utilize their auditoriums & campus for our meetings and specialized course training. They will help us set up Advisory meetings with student interaction involving MIACCA Members. They are very interested in a more active HVAC industry presence in SE Michigan and hope to fill the class rooms and our jobs with us working together as a team. With specialized short courses after hours and on Saturdays, the goal is to educate with “stackable modules” & create campus activity / revenue. HFC wishes to “get butts in the seats” as much as we need qualified applicants on the jobs and they are truly serious about HVACR.

01/08/19 Bob Hutchinson of Accutemp, reports that the SEMIACCA / Federated Ins. session about “Marijuana in the Work Place” was A+ and very informative. How “high” are your drivers and crews working with electricity and on their ladders? How are you handling this difficult Workman’s Compensation issue? With this being a very new and hot topic, more will follow about this over the year.

01/11/19 I met with numerous interested parties for a WFD summit in Oakland County at the new offices of George Auch, Inc. located at M59 & Wide Track Dr. in Pontiac. We met with the Carpenter’s Union, The Laborer’s Union, Electrical Contractors representing NECA, the Assistant Chancellor of Oakland Community College, The Chairman of the Board of Trustees for Dearborn Schools, The President of Henry Ford College again, The President & the VP of Auch, their chief estimator and some others representing the Oakland County Technical Trades & Early College Program & the Director of CAM Education. We discussed the need for a statewide common core of classes to get people qualified for Community College & entry level Trades positions. We discussed the need for much more enrollment than that required for just the Union apprenticeships. We discussed the need for the employer Associations to become more involved and to outline exactly what jobs they have and how internships could best evolve for the Freshmen in their summer year before their Sophomore year. We discussed the “Early College” programs that are already successful placing young interns into jobs near their home with local area Contractors such as those of both MIACCA & SEMIACCA. Auch is a successful GC that builds large scale projects and they are reporting extensive job delays and crazy cost increases from their sub contractors. Another large developer announced that they were shutting down ALL new construction projects immediately. Both attributed this to the huge shortage of workers in the Trades. They reported that subs & material distributors are raising their prices regardless of bid values and that they are unable to staff properly to maintain schedules, affecting all others on the jobs. With countless expected retirements, the problem is expected to get worse before it gets better.

01/14/19 We have representatives at the ASHRAE show today in Atlanta. Their report will follow.

01/18/19 We are meeting with the US Military to discuss a partnership with Macomb CC, HVACR. The Macomb CC campus will have a new state of the art Boiler & Hydronics Lab opened by Fall 2019. We hope to soon expand this relationship to also include HFC, OCC, Lansing CC, Kellogg & Grand Rapids CC.

01/30/19 MIACCA is hosting an ACCA Manual J Load Calculation class, at the FSU HVAC building.

02/21/19 MIACCA is hosting a Boiler CSD-1 class, at Lansing CC. Is your crew properly trained?