



INDIANA STATE BOARD OF EDUCATION

TO: Indiana State Board of Education
FROM: Alicia Kielmovitch, Senior Director of Policy and Legislation
Chad Ranney, Deputy General Counsel – Policy and Legislation
RE: Locally Created Pathway – Aviation Sheet Metal Pathway
DATE: June 5, 2019

Recommendation: Approve MSD of Decatur’s Aviation Sheet Metal Pathway as a Locally Created Pathway.

Locally Created Pathways (LCPs): Per the Graduation Pathways policy adopted by the State Board of Education (SBOE) in December 2017, schools may apply for locally developed assessments for students to demonstrate college- and career-readiness. These LCPs augment the current list of Postsecondary-Ready Competencies already included in the established policy. LCPs must meet the following 3 criteria: 1) Collaboration; 2) Competency; and 3) Continuous Improvement. LCPs must be developed in collaboration with businesses, postsecondary institutions, and/or community organizations. They must also provide students with relevant knowledge and prepare them for postsecondary education or employment. Finally, LCPs must be evaluated and improved upon at the local level to ensure students are being provided with meaningful education and experiences.

Criterion 1: Collaboration: The Aviation Sheet Metal Pathway was developed in collaboration with businesses, community organizations, educators, and parents across the district. The primary industry partner MSD of Decatur collaborated with is AAR Corp in cooperation with Vincennes University Aviation Training Center. The Area 31 CTE Center also participated in the development of this LCP.

The Aviation industry is a burgeoning sector in the MSD of Decatur Township. AAR Corp has an immediate need for qualified workers to fill job openings as their current workforce retires. Employment of sheet metal workers is projected to grow 9% from 2016 to 2026, according to the U.S. Bureau of Labor Statistics. By partnering with AAR, students will have multiple postsecondary options, including the opportunity to continue toward their Airframe and Powerplant certification at Vincennes University Aviation Training Center. This certificate is part of the Governor’s Next Level Jobs grant, which means there is zero cost to the student. There are additional opportunities within AAR for career advancement, including an OJT Mentor, Lead Inspector, or Project Manager. Through this partnership, students have a direct path toward economic sustainability over the longevity of their careers.

Criterion 2: Competencies: To get talent into the pipeline faster for the Indianapolis metropolitan region, AAR has partnered directly with the MSD of Decatur Township to provide the student pool. Vincennes University Aviation Training Center will provide the training for the 300-hour Sheet Metal certification. The AAR career pathway progression allows students to learn and earn. While in the Sheet Metal program, students can apply to the EAGLE Career Pathways program and continue to attend Vincennes while working at AAR as uncertificated Apprentice Technician. These employees will have two options to gain Federal Aviation Administration (FAA) Airframe and Powerplant (A&P) certification through this structured career pathway.

1. The students can receive credit for the Sheet Metal curriculum through Vincennes University ATC and complete the rest of their A&P at night. With A&P considered a *Next Level Jobs* program, the students can complete this training for the first part of the certification (Airframe) for free through Vincennes University ATC.
2. Upon meeting the FAR part 65 - regulatory requirement of 18 months of work experience, AAR will help these students/employees test for the Airframe portion of the A&P at zero cost to the employee.
3. AAR is providing up to \$15,000 in tuition assistance to be paid toward the employee’s FAA certification training. Student will earn this tuition assistance and salary increases by growing their skills within the



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framework of the EAGLE program from a Level III technician to Level I. Employees must hold an FAA certification in order to reach Level I technician status at AAR.

The technical skills students will learn in this LCP include forming, bending, cutting, and riveting aircraft sheet metal structures, as well as reading, interpreting, and understanding aircraft diagrams, blueprints, charts, and schematics. Students also learn FAA regulations and requirements for sheet metal repairs.

AAR-recognized Sheet Metal Certification: The culminating currency for every student in the Aviation Sheet Metal pathways is the Sheet Metal Certification through AAR and Vincennes University. To earn this certification, the students take the following course sequence:

- Intro to Manufacturing and Intro to Transportation
- PLTW Aerospace Engineering or Non-PLTW Aerospace Engineering
- Aviation Sheet Metal I
- Aviation Sheet Metal II

Students are simultaneously enrolled in AMNT 108 Aircraft Sheet Metal I (4 credits) and AMNT 109 Aircraft Sheet Metal II (4 credits) at Vincennes University. With the AAR Sheet Metal certification, students are eligible to be Sheet Metal Technicians or Structures Mechanics right out of high school. Students are guaranteed a job interview for any open positions at AAR.

Criterion 3: Continuous Improvement: MSD of Decatur will measure the outcomes through the district's student management system when possible. When that is not possible, the high school's small learning community counselor for each student will track the metrics. The students will have career meetings with their counselor no less than two times a year. Information on each student is tracked in Naviance and in the student's ePortfolio. Metrics that will be tracked include:

- # of students applying to program and getting accepted
- # of students passing VU courses
- # of students earning the AAR Sheet Metal Certification
- # of students getting hired at AAR and other aviation organizations
- # of students retained by AAR after 90 days of employment

Annual meetings will be occur between MSD of Decatur Township administration/teachers, Vincennes University, AAR personnel, and Area 31 Career Center to discuss curriculum alignment, as well as the requirement for any adjustment based upon new industry needs. They will discuss the preparedness of the current graduates and evaluate student assessment to ensure that both the skills and proficiency levels are in alignment with industry need. Additional information meetings may be held to schedule site visitations, tours, and other work-based learning experiences. Communication between VU and Decatur Township schools will also occur at grade posting time.

Next Steps: Currently there are two IDOE courses for Aviation Maintenance, (5520) Aviation Maintenance I and (5522) Aviation Maintenance II. These courses are designed to cover a wider scope of aviation maintenance than just Sheet Metal. Neither directly align with the content in the proposed courses. MSD of Decatur will work with the Department of Education's CTE division create two new high school courses designed specifically to align with the areas of aircraft structures and sheet metal. Course descriptions have been created for the proposed courses: 55XX Aviation Sheet Metal I and 55XX Aviation Sheet Metal II.