

CJ Advisory Board Minutes June 10, 2019

Attendance:

Gail Beaudoin- CRTC

Kaleena Guzman- CTRC

Trooper Chad Lavoie- State Police Community Outreach

Jim Gaudet- Associated Grocers of New England, Inc.

Stephanie Colcord- Marine Patrol

Sgt. Christopher Demain- NH Army National Guard

Chief Mark Arrnagianian-N.H. Liquor Enforcement

Mike Raymond- N.H.T.I.

Agenda: To discuss opportunities for ride alongs, job shadow, field trips as well as guest speaker presenters. Also to reach out to industry partners for trends in hiring.

Discussion:

- Jim Gaudet advised regarding professional certifications, secret or top secret clearances. For example: Military or BAE systems
- Sgt. Demain suggested students can receive additional training by participating in the NH National Guard, that meet once a month. Sgt. Demain also spoke of the difficulties in recruiting candidates for the military. This is especially true with challenges like transgender individuals. As far as training, students can sign up for weekend trips with his organization to attend drills.
- The board members discussed trends in hiring. Jim stated finding qualified individuals who keep their nose clean. Mark spoke of older candidates with a passion for specialized work. Chris stated that having the right mindset is a desired quality in a candidate. Chad from the State Police discussed many changes in the hiring process. Retirement was increased to 25 years on job at age 50. Cooper Standards (physical fitness testing), tattoos which are common issues among hiring in my local agencies. Mark mentioned that a professional issue is of utmost importance; clean shaven (no beards) as well as definite rules and standards.
- Mike Raymond discussed college education. He stated that a large amount of recruits have a college education so we have to look to see what separates them from others. Church? Community service? Military? He stated the majority of most students attending college have parents that didn't attend. Also college loans was discussed.
- Kaleena touched on the fact that it is a different breed of students attending the programs here. Many students don't respect one another let alone the teachers
- Sgt Demain suggest using a ranking system within classrooms to motivate and direct students
- Chief Armagianian felt setting the tone is important
- Stephanie felt bringing in people they can relate to, hear their stories to help inspire. Focus on successes
- Sgt. Demain suggest that the advisory members be invited to graduation
- Gail Beaudoin spoke of work based learning opportunities out in the field for upcoming seniors. Requirements are still being worked on. Issue is age of some seniors may be a hinderance

Long Term Planning/Takeaways:

- Working to build partnerships with industry professionals
- Work based Learning for CRTC students/placement
- Happenings in Higher Education
- Trends in hiring/desirable candidates
- Looking for suggestions: industry partners for guest speakers in the classroom to expose students to the opportunities out in the field

Next Advisory meeting scheduled for Monday, October 28,2019 at 1 P.M.