JIMMY H. BAKER
Chancellor

Proposal for a New Degree Program

I. Information and Rationale

A. Primary Contact Information

Institution: Snead State Community College

Contact: Greg Randall

Title: Dean of Career Technical Education and Workforce Development

Email: greg.randall@snead.edu

Telephone: 256-840-4166

B. Program Information

Date of Proposal Submission: 10/31/2024

Award Level: UG Certificate 30-60 CHrs (CER)

Award Nomenclature (e.g., BS, MBA): Cert

Field of Study/Program Title: Machine Tool Technologist

CIP Code (6-digit): 48.0501

C. Implementation Information

Proposed Program Implementation Date: 8/1/2025

Anticipated Date of Approval from Institutional Governing Board: 3/12/2025

Anticipated Date of ACHE Meeting to Vote on Proposal: 3/13/2025

SACSCOC Sub Change Requirement (Notification, Approval, or NA): Approval

Other Considerations for Timing and Approval (e.g., upcoming SACSCOC review): June 2025

D. Specific Rationale (Strengths) for the Program

List 3 – 5 strengths of the proposed program as specific rationale for recommending approval of this proposal.

1. A Machine Tool certificate program ensures that participants gain hands-on experience and proficiency with the latest technologies and techniques used in machine tool operations, such as CNC (Computer Numerical Control) programming, precision machining, and CAD/CAM software. This makes the workforce more competitive and skilled, meeting the industry's evolving demands for advanced manufacturing processes.

2. The Machine Tool certificate program will provide individuals with a recognized credential that validates their expertise in machine tool technology. This can lead to improved job prospects, career advancement opportunities, and higher earning

potential, as employers often seek certified professionals for specialized roles within manufacturing and production environments.

3. The Machine Tool certificate program ensures that individuals meet a consistent, high standard of knowledge and skills in machine tool technology. This standardization helps employers confidently hire qualified personnel who can operate machinery safely, efficiently, and with precision, thereby reducing errors, increasing productivity, and ensuring the quality of the finished products.

4. By equipping a skilled workforce with advanced competencies in machine tool technology, the program supports the growth of local industries and contributes to economic development. A well-trained labor pool is essential for attracting investment, improving competitiveness, and fostering innovation in sectors like automotive, aerospace, and high-tech manufacturing.

List external entities (more may be added) that may have supplied letters of support attesting to the program's strengths and attach letters with the proposal at the end of this document.

1. Congressman Robert Aderholt
2. S&S Welding
3. Dixie Grinders
4. Marshall County Economic Development Council
5. Marshall County Manufactures Association
6. Marshall Precision Tool
7. Mueller

Please see APPENDIX A for evidence of industry support letters.

II. Background with Context

A. Concise Program Description

The Machine Tool Technology instructional program provides comprehensive training in the operation, maintenance, and programming of advanced machine tools used in modern manufacturing. Participants will gain hands-on experience with manual and CNC machining, precision measurement, CAD/CAM software, and tool maintenance, equipping them with the skills necessary to operate and troubleshoot state-of-the-art equipment.

This certificate will be embedded in the current AAS program in Machine Tool Technology at Snead State and will use current curriculum, budget, and instructor.

B. Student Learning Outcomes

List four (4) to seven (7) of the student learning outcomes of the program.

1. Demonstrate safe work habits that reflect concern and care for self, others and the environment.
2. Apply industry related mathematics and blueprint reading to job related applications.
3. Machine parts to industry standards of tolerance and finish using manual machine tools.
4. Machine parts to industry standards of tolerance and finish using computer numerical controlled (CNC) machine tools.

5. Demonstrate skills to produce machined parts that meet or exceed industry certifications, such as National Tooling and Machining Association (NTMA - U.S. Department of Labor) and National Institute of Metalworking Skills (NIMS - U.S. Department of Labor).

C. Administration of the Program

Name of Dean and College: Dr. Greg Randall Snead State Community College

Name of Department/Division: Career Technical Education

Name of Chairperson: Dr. Todd Freshwater

D. Similar Programs at Other Alabama Public Institutions

List programs at other Alabama public institutions of the same degree level and the same (or similar) CIP codes. If no similar programs exist within Alabama, list similar programs offered within the 16 SREB states. If the proposed program duplicates, closely resembles, or is similar to any other offerings in the state, provide justification for any potential duplication.

CIP Code	Degree Title	Institution with Similar Program	Justification for Duplication
48.0501	Machine Tool Technology	Calhoun CC	Calhoun CC is approximately 1 hour north of Snead State. Students can reduce travel time by enrolling in courses locally. Business and industry in Marshall County will be provided a shorted drive time for employee training
48.0501	Machine Tool Technology	Northeast Alabama CC	Northeast Alabama CC is approximately 50 minutes east of Snead State. Students can reduce travel time by enrolling in courses locally. Business and industry in Marshall County will be provided a shorted drive time for employee training
48.0501	Machine Tool Technology	Wallace State CC	Wallace State CC is approximately 45 minutes northwest of Snead State. Students can reduce travel time by enrolling in courses locally. Business and industry in Marshall County will be provided a shorted drive time for employee training
48.0501	Machine Tool Technology	Gadsden State CC	Gadsden State CC is approximately 30 minutes south of Snead State. Students can reduce travel time by enrolling in courses locally. Business and industry in Marshall County will be provided a shorted drive time for employee training

E. Relationship to Existing Programs within the Institution

1. Is the proposed program associated with any existing offerings within **Yes ☒ No ☐**

the institution, including options within current degree programs?

(Note: Most new programs have some relationship to existing offerings, *e.g.*, through shared courses or resources). If yes, complete the following table. If this is a graduate program, list any existing undergraduate programs which are directly or indirectly related. If this is a doctoral program, also list related master's programs.

Related Degree Program Level	Related Degree Program Title	Explanation of the Relationship Between the Programs
AAS	Machine Tool Technology	Snead Sate currently has a two-year degree program in Machine Tool Technology. This certificate will be the embedded within the AAS. The courses for this certificate are comprised of the first three semesters of the AAS degree

2. Will this program replace any existing programs or specializations, options, or concentrations? **Yes ☐ No ☒**

   If yes, please explain.

3. Will the program compete with any current internal offerings? **Yes ☐ No ☒**

   If yes, please explain.

F. Collaboration

Have collaborations with other institutions or external entities been explored? **Yes ☐ No ☒**

If yes, provide a brief explanation indicating those collaboration plan(s) for the proposed program.

Have any collaborations within your institution been explored? **Yes ☐ No ☒**

If yes, provide a brief explanation indicating those collaboration plan(s) for the proposed program.

G. Specialized Accreditation

1. Will this program have any external accreditation requirements in addition to the institution's SACSCOC program requirements? **Yes ☐ No ☒**

   If yes, list the name(s) of the specialized accrediting organization(s) and the anticipated timeframe of the application process.

2. Does your institution intend to pursue any other non-required accrediting organizations for the program?* **Yes ☒ No ☐**

   If yes, list the name(s) of the organization(s) and the purpose of the pursuit.

- National Institute of Metalworking Skills (NIMS)

  It is the goal of the College to have each graduate certified by the National Institute of Metalworking Skills. It is expected that graduates will continue skill training throughout their career.

If there are plans to pursue non-required external accreditation at a later date, list the name(s) and why the institution is not pursuing them at this time. NA

Note: Check *No* to indicate that non-required external accreditation will not be pursued, which requires no explanation.

H. Admissions

Will this program have any additional admissions requirements beyond the institution's standard admissions process/policies for this degree level? **Yes ☐ No ☒**

If yes, describe any other special admissions or curricular requirements, including any prior education or work experience required for acceptance into the program.

I. Mode of Delivery

Provide the planned delivery format(s) (*i.e*., in-person, online, hybrid) of the program as defined in policy along with the planned location(s) at which the program will be delivered (*i.e*., on-campus and/or at specific off-campus instructional site(s)). Please also note whether any program requirements can be completed through competency-based assessment.

The primary modality for the core courses in the Certificate in Machine Tool Technologist will be traditional and include classroom and practical application laboratory. Less than 2 percent of the core courses will be delivered in a hybrid and online format. To complete the certificate, students will satisfy the general education requirements through enrollment in online, hybrid, or main campus classroom sections of general education courses.

J. Projected Program Demand (Student Demand)

Briefly describe the primary method(s) used to determine the level of student demand for this program using evidence, such as enrollments in related coursework at the institution, or a survey of student interest conducted (indicate the survey instrument used), number and percentage of respondents, and summary of results.

Prior to application for the Machine Tool Technology program, a survey was conducted with local high schools in order to gauge the interest in dual enrollment. Withing the same survey, an analysis was conducted to determine the demand from the local community and traditional enrollment. The results can be found in APPENDIX B. The survey was conducted and received 142 number of responses. Of those responses, 58 (40.85%) indicated that they would enroll in the Machine Tool Technology if the program was available.

III. Program Resource Requirements

A. Proposed Program Faculty*

Current Faculty and Faculty to Be Hired

Complete the following **New Academic Degree Proposal Faculty Roster** to provide a brief summary and qualifications of current faculty and potential new hires specific to the program.

***Note**: Institutions must maintain and have current as well as additional faculty curriculum vitae available upon ACHE request for as long as the program is active, but CVs are **not** to be submitted with this proposal.

Current Faculty			
1	**2**	**3**	**4**
CURRENT FACULTY NAME (FT, PT)	**COURSES TAUGHT** including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	**ACADEMIC DEGREES and COURSEWORK** Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	**OTHER QUALIFICATIONS and COMMENTS** Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
FT-Dewayne Harris	Fall 2025 Course# Course Name CH MTT 121 Basic Print Reading for Machinists 3 DU, UN MTT 147 Introduction to Machine Shop I 3 DU, UN MTT 148 Introduction to Machine Shop I Lab 3 DU, UN MTT 141 Basic Computer Numeric Control Milling Programming I 3 DU, UN Spring 2026 Course# Course Name CH MTT 127 Metrology 3 DU, UN MTT 149 Introduction to Machine Shop II 3 DU, UN MTT 150 Introduction to Machine Shop II Lab 3 DU, UN MTT 140 Basic Computer Numerical Control Turning Programming I 1 DU, UN Summer 2026 MTT 123 Engine Lathe Lab I 3 DU, UN MTT 134 Lathe Operations 3 DU, UN MTT 219 Computer Numerical Control Graphics: Turning Prog I 3 DU, UN CNC 214 EDM Programming 3 DU, UN	AAS Machine Tool Technology	In Person, Hybrid, Online
Additional Faculty (To Be Hired)			
1	**2**	**3**	**4**
FACULTY POSITION (FT, PT)	**COURSES TO BE TAUGHT** including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	**ACADEMIC DEGREES and COURSEWORK** Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	**OTHER QUALIFICATIONS and COMMENTS** Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
NA			

Abbreviations: (FT, PT): Full-Time, Part-Time; (D, UN, UT, G, DU): Developmental, Undergraduate Nontransferable, Undergraduate Transferable, Graduate, Dual: High School Dual Enrollment
Course Modality: (IP, OL, HY, OCIS): In-Person, Online, Hybrid, Off-Campus Instructional Site
Courses Taught/To be Taught – For a substantive change prospectus/application, list the courses *to be taught*, not historical teaching assignments.

B. All Proposed Program Personnel

Provide all personnel counts for the proposed program.

****Note**: **Any new funds** designated for compensation costs (Faculty (FT/PT), Administration, and/or Support Staff to be Hired) **should be included** in the **New Academic Degree Program Business Plan Excel file**. Current personnel salary/benefits (Faculty (FT/PT), Administration, and/or Support Staff) **should not be included** in the **Business Plan**.

Employment Status of Program Personnel		Personnel Information		
		Count from Proposed Program Department	Count from Other Departments	Subtotal of Personnel
Current	Full-Time Faculty	1	5	6
	Part-Time Faculty			
	Administration	1	1	2
	Support Staff	2	2	4
**New To Be Hired	Full-Time Faculty	NA		
	Part-Time Faculty			
	Administration			
	Support Staff			
			Personnel Total	**12**

Provide justification that the institution has proposed a sufficient number of faculty (full-time and part-time) for the proposed program to ensure curriculum and program quality, integrity, and review.

The proposed Machine Tool Technologist certificate program at Snead State currently has a full-time instructor who teaches the AAS in Machine Tool. This instructor will also teach the embedded long certificate

C. Equipment

Will any special equipment be needed specifically for this program? **Yes ☐ No ☒**
If *yes*, list the special equipment. Special equipment cost should be included in the **New Academic Degree Program Business Plan Excel file.**

D. Facilities

Will any new facilities be required specifically for the program? **Yes ☐ No ☒**

If *yes*, list only **new** facilities. New facilities cost should be included in the **New Academic Degree Program Business Plan Excel file.**

Will any renovations to any existing infrastructure be required specifically for the program? **Yes ☐ No ☒**

If *yes*, list the renovations. Renovation costs should be included in the **New Academic Degree Program Business Plan Excel file.**

E. Assistantships/Fellowships

Will the institution offer any assistantships specifically for this program? **Yes ☐ No ☒**

If *yes*, how many assistantships will be offered?

The expenses associated with any *new* assistantships should be included in the **New Academic Degree Program Business Plan Excel file.**

F. Library

Provide a brief summarization (one to two paragraphs) describing the current status of the library collections supporting the proposed program.

Programs that are proposed to be offered at the Snead State Workforce and Career Institute will have access to the electronic resources afforded by the library located at the main campus. The Workforce Skills Training Center will have a portion of the facility reserved for students to conduct literature research through the Snead State Library. The core program curriculum for the Machine Tool Technologist program will prepare students in the field of manufacturing. Resources and text are all- inclusive to meet the needs of students in the program courses.

Should a student identify a need or have a desire to access Snead State library and learning services, they will have no problem doing so. Since the active Snead Library collection is fully online, all Snead State students regardless of type (dual enrollment, traditional, non-traditional) or location (on campus, off-campus instructional site, distance learning) have full access to all current library resources by simply logging into the library on the Internet with only their student identification number.

Online training available to all students includes LibGuides on using the Snead online library and doing library research, instructional videos within the LibGuides, embedded 'Guest Librarians' within online course shells at the request of instructors, as well as contact through email and social media. Information about the Snead State library including services and hours of operation is available on the Snead State website. Each course syllabus also includes information about the Snead State library and direct links to the online library are in every online course shell.

Will additional library resources be required to support the program? **Yes ☐ No ☒**

If *yes*, briefly describe how any deficiencies will be remedied, and include the cost in the **New Academic Degree Program Business Plan Excel file.**

G. Accreditation Expenses

Will the proposed program require accreditation expenses? **Yes ☒ No ☐**

If *yes*, briefly describe the estimated cost and funding source(s) and include cost in the **New Academic Degree Program Business Plan Excel file.**

The Southern Association of Schools Commission on Colleges charges a fee of $500 to review new program proposals.

H. Other Costs

Please explain any other costs to be incurred with program implementation, such as marketing or recruitment costs. Be sure to note these in the **New Academic Degree Program Business Plan Excel file.**

I. Revenues for Program Support

Will the proposed program require budget reallocation? **Yes ☐ No ☒**

If *yes*, briefly describe how any deficiencies will be remedied and include the revenue in the **New Academic Degree Program Business Plan Excel file.**

Will the proposed program require external funding (*e.g.*, Perkins, Foundation, Federal Grants, Sponsored Research, etc.)? **Yes ☒ No ☐**

If *yes*, list the sources of external funding and include the revenue in the **New Academic Degree Program Business Plan Excel file.**

- Perkins IV

Please describe how you calculated the tuition revenue that appears in the **New Academic Degree Program Business Plan Excel file.** Specifically, did you calculate using cost per credit hour or per term? Did you factor in differences between resident and non-resident tuition rates?

The calculated revenue was based upon enrollment estimates within a 60-mile radius of the College. The reasoning behind the local enrollment projecting is based upon the assumption that non-resident students would not be willing to commute to the campus due the requirement of traditional classroom contact hours. Enrollment projections were based upon a progressive student registration forecast over a seven-year period. It is expected an initial enrollment of at least seven students will begin in year one, with an additional seven students added in year two. In years three through seven it is estimated that a 15% increase in enrollment will take place for each school year. Students will be enrolled in the existing Machine Tool Technology course curriculum.

IV. Employment Outcomes and Program Demand (Industry Need)

A. Standard Occupational Code System

Using the federal Standard Occupational Code (SOC) System, indicate the top three occupational codes related to post-graduation employment from the program. A full list of SOCs can be found at https://www.onetcodeconnector.org/find/family/title#17.

A list of Alabama's *In-Demand Occupations* is available at https://www.ache.edu/index.php/policy-guidance/.

SOC 1 (**required**): 51-4030

SOC 2 (*optional*): 51-4032

SOC 3 (*optional*): 51-9162

Briefly describe how the program fulfills a specific industry or employment need for the

State of Alabama. As appropriate, discuss alignment with Alabama's Statewide or Regional Lists of In-Demand Occupations (https://www.ache.edu/index.php/policy-guidance/) or with emerging industries as identified by Innovate Alabama or the Economic Development Partnership of Alabama (EDPA).

Business and industry in the College's service area have expressed their desire to hire trained machine tooling workers. According to an Emsi analysis of the machine tool career field (APPENDIX C), companies within a 60-mile radius of the College will experience an average of a 7.8 percent increase in machine tool positions through the year 2030. Currently, the Computer-Controlled Machine Tool Operator occupation is listed in the Alabama Department of Labor High Demand Occupations.

B. Employment Preparation

Describe how the proposed program prepares graduates to seek employment in the occupations (SOC codes) identified.

The Machine Tool Technology certificate program provides comprehensive training in the operation, maintenance, and programming of advanced machine tools used in modern manufacturing. Participants will gain hands-on experience with manual and CNC machining, precision measurement, CAD/CAM software, and tool maintenance. Upon completion, graduates will be prepared for careers in various industries with a recognized certification that demonstrates proficiency in machine tool operations and enhances employability in the growing field of advanced manufacturing.

The two-year Machine Tool Technology program will also serve as an opportunity for students to participate in an existing local apprenticeship with employers.

C. Professional Licensure/Certification

Please explain if professional licensure or industry certification is required for graduates of the proposed program to gain entry-level employment in the occupations selected. Be sure to note which organization(s) grants licensure or certification.

No license is required for the Certificate in Machine Tool Technologist.

D. Additional Education/Training

Please explain whether further education/training is required for graduates of the proposed program to gain entry-level employment in the occupations selected.

No further training will be required to find employment in the field.

V. Curriculum Information for Proposed Degree Program

A. Program Completion Requirements: Enter the credit hour value for all applicable components (enter N/A if not applicable).

Curriculum Overview of Proposed Program	
Credit hours required in **general education**	6
Credit hours required in **program courses**	36
Credit hours in **program electives/concentrations/tracks**	0

Credit hours in **free electives**	0
Credit hours in **required research/thesis**	0
Total Credit Hours Required for Completion	**42**

Note: The above credit hours **MUST** match the credit hours in the *Curriculum Components of Proposed Program* table in Section V.G.

B. Maximum number of credits that can be transferred in from another institution and applied to the program: 31

C. Intended program duration in semesters for full-time students: 3

D. Intended program duration in semesters for part-time students: 6

E. Does the program require students to demonstrate industry-validated skills, specifically through an embedded industry-recognized certification, structured work-based learning with an employer partner, or alignment with nationally recognized industry standards? **Yes ☒ No ☐**

If yes, explain how these components fit with the required coursework.

Students will have the opportunity to participate in a registered apprenticeship program that is currently available in Machine Tool Technology. Students will be on campus two days per week and will work in the field with an employer partner when classes are not being held.

F. Does the program include any concentrations? **Yes ☐ No ☒**

If yes, provide an overview and identify these courses in the *Electives/Concentrations/Tracks* section in the Curriculum Components of Proposed Program Table in Section V.G.

G. Please provide all course information as indicated in the following table. Indicate new courses with "Y" in the associated column. If the course includes a required work-based learning component, such as an internship or practicum course, please indicate with a "Y" in the WBL column.

Program Name:	**Machine Tool Technologist**			
Program Level:	**Certificate**			
Curriculum Components of Proposed Program				
Course Number	**Course Title**	**Credit Hours**	**New? (Y)**	**WBL? (Y)**
General Education Courses *(Undergraduate Only)*				
MTH 116	Mathematical Applications	3		
ENG 101	English	3		
Program Courses				
MTT 121	Basic Print Reading for Machinists	3		

MTT 147	Introduction to Machine Shop I	3		
MTT 148	Introduction to Machine Shop I Lab	3		
MTT 141	Basic Computer Numeric Control Milling Programming I	3		Y
MTT 127	Metrology	3		
MTT 149	Introduction to Machine Shop II	3		
MTT 150	Introduction to Machine Shop II Lab	3		
MTT 140	Basic Computer Numerical Control Turning Programming I	3	Y	Y
MTT 123	Engine Lathe Lab I	3		
MTT 134	Lathe Operations	3	Y	
MTT 219	Computer Numerical Control Graphics: Turning	3	Y	
CNC 214	EDM Programming	3	Y	
Program Electives/Concentrations/Tracks				
Research/Thesis				
	***Total Credit Hours Required for Completion**	**42**		

***Note**: The total credit hours should equal the total credit hours in the Curriculum Overview table (V.B, p. 9).

New Academic Degree Program Summary/Business Plan

Use the Excel form from for **New Academic Degree Program Business Plan**, to complete the New Academic Program Degree Proposal.

Steps for Submitting the New Academic Degree Proposal

1. Complete the **New Academic Degree Proposal** document.
2. Attach the letters of support from external entities listed in *Section I.D.* at the end of the **New Academic Degree Proposal** document.
3. Save the **New Academic Degree Proposal** document as a **.pdf file**.
4. Complete the **New Academic Degree Program Business Plan** and save as an **.xlsx file.**

ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY

INSTITUTION:	**Snead State Community College**		
PROGRAM NAME:	**Machine Tool Technologist Certificate**	**CIP CODE:**	**48.0501**
SELECT LEVEL:	**UNDERGRADUATE (ASSOCIATE)**		

ESTIMATED *NEW* EXPENSES TO IMPLEMENT PROPOSED PROGRAM

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
FACULTY	$0	$0	$0	$0	$0	$0	$0	$0
ADMINISTRATION/STAFF	$0	$0	$0	$0	$0	$0	$0	$0
EQUIPMENT	$0							$0
FACILITIES	$0	$0	$0	$0	$0	$0	$0	$0
ASSISTANTSHIPS/FELLOWSHIPS	$0	$0	$0	$0	$0	$0	$0	$0
LIBRARY	$0	$0	$0	$0	$0	$0	$0	$0
ACCREDITATION AND OTHER COSTS	$500	$0	$0	$0	$0	$0	$0	$500
TOTAL EXPENSES	$500	$0	$0	$0	$0	$0	$0	**$500**

NEW REVENUES AVAILABLE FOR PROGRAM SUPPORT

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
REALLOCATIONS	$0	$0	$0	$0	$0	$0	$0	$0
EXTERNAL FUNDING	$1,000	$1,000	$1,000	$1,000	$1,000	$1,000	$1,000	$7,000
TUITION + FEES	$22,458	$61,464	$54,963	$28,368	$53,781	$70,329	$60,282	$351,645
TOTAL REVENUES	$23,458	$62,464	$55,963	$29,368	$54,781	$71,329	$61,282	**$358,645**

ENROLLMENT PROJECTIONS

Note: "New Enrollment Headcount" is defined as unduplicated counts across years.

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
FULL-TIME ENROLLMENT HEADCOUNT	No data reporting	12	13	12	13	13	14	**12.83**
PART-TIME ENROLLMENT HEADCOUNT		1	1	2	2	3	4	**2.17**
TOTAL ENROLLMENT HEADCOUNT		13	14	14	15	16	18	**15.00**
***NEW* ENROLLMENT HEADCOUNT**		8	7	9	10	11	12	**9.50**
Validation of Enrollment			**YES**	**YES**	**YES**	**YES**	**YES**	

DEGREE COMPLETION PROJECTIONS

Note: Do not count Lead "0"s and Lead 0 years in computing the average annual degree completions.

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
DEGREE COMPLETION PROJECTIONS	No data reporting	6	7	8	7	9	8	**7.50**

JIMMY H. BAKER
Chancellor

Appendix A
Letters of Support

Back to Application

DIXIE
GRINDERS
INCORPORATED
1324 RAILROAD AVENUE
GUNTERSVILLE, AL 35976
(256) 582-0477 FAX: (256) 582-0478
(800) 745-0586 DECEMBER 13, 2024

Dr. Joe Whitmore
President
Snead State Community College
PO Box 734
Boaz, AL 35957

Greetings Dr. Whitmore,
There is a new pandemic plaguing our community, the lack of skilled labor! In our case number one is the lack of skilled machinists. We have recently hired people with absolutely no experience with machine tools and have put them running machines! This requires a great deal of supervision and to do in house training is difficult for our people.
We have purchased 13 CNC machines in the last couple of years, but providing adequate staffing with trained employees on these machines has proven to be difficult. We bought a used Mazak 5 axis mill a couple of years ago. It has not made a single part to date because none of our people can figure out how to program it and we have just sold it. Most of our other CNC mills are Hass machines and they are easier to program. We have a new Samsung lathe with live tooling, it has two milling heads on it so it can drill holes and can do some mill work saving set up time. This is also simpler to program, but it had a $20,000.00 crash because someone forgot to check the set up once! We have a new 5 axes Hass CNC mill that has worked out well. We bought a giant high precision boring mill a few years ago, the person running it took an offer for a very high paying job in a nearby town just this week. We only have a few other people that can run this machine, it will take months to train someone to run it, but our problem is who are we going to train. On the manual side of our shop we have 20 conventional engine lathes, and a dozen vertical and horizontal milling machines all with operators with varying degrees of knowledge. We have several machinists past retirement age.

It's not that we do not offer competitive wages, we have several machinists making over $70,000.00 a year, nobody can beat our insurance and retirement packages, it's just such a severe shortage of skilled labor. We had one employee we stole from a nearby company, they stole him back with a $4,000.00 bonus and a $2.00 an hour raise.

JIMMY H. BAKER
Chancellor

Having a work force trained on machine tools, especially lathes and milling machines will not only help us but dozens and dozens of manufacturers in Marshall County. The program at Wallace is fine, every student that can manage to find his way to class every day has a job waiting for him in Birmingham. My grandson reports that they have had to put a limit on how many companies visit trying to recruit their students! There are just not enough programs like this, in my opinion every community needs this type of program. I have mentioned one of my daughters is a teacher in Waukesha Wisconsin, they have been building trade schools like crazy she reports and they are not keeping up with the demand.

Good quality machine tools are expensive, you don't need to buy the biggest machines, but some of the smaller machines used in industry would be important. Do not forget to the tooling. Recently a school in Alabama got 2 new 5 axis boring mills, beautiful machines, I have seen them, but they haven't run them yet because there was no money for tooling. Machines don't come with tooling, it's like buying a car without tires and no engine. Tooling is expensive, but if you don't have a tool holder and a vice to clamp the part down the machine is pretty useless, and you cannot drive around in your new car without tires or an engine.

Some of the new drafting programs are more and more compatible with programing for the machine tools. We are looking into this; we now have someone that takes my drawings and turns them into programs for most of our machine tools. Switching to another drawing program with automatically covert into tool paths for the machines. A young person with these skills would be invaluable, being an old dog ready to spend more time fishing than working I don't know if I have the patience to be trained, but the future is exciting. However, parts still need to be measured, drills need to be sharpened, inserts need to be changed, parts need to be indicated in and so on. The demand for skilled machinists has not gone away with the advent of CNC machines, so many school administrators thought this 20 years ago, they where wrong! What happened is jobs went across the pond because their machinists worked for less than our machinists.

Our sales continue to be strong; our delivery dates however are longer than they should be because we just do not have the staff.

We are excited that our long-awaited dream of a technical training program is coming to Marshall County. If there is anything we can do to help in with this program, please do not be afraid to ask. Our doors are always open to you and your fine staff if you want to stop by and look at our machines or talk to our staff.

Sincerely,
Bill Sellnow
President
Dixie Grinders Inc.

S&S WELDING

Office: (256) 561-1055 Fax: (256) 561-1045
18975 AL-HWY 68 Crossville, AL 35962

JIMMY H. BAKER
Chancellor

February 15,2023
Dr. Joe Whitmore
President
Snead State Community College
PO Box 734
Boaz Alabama 35957

Dr. Whitmore:
I am very excited to hear that Snead State Community College is pursuing the addition of the machine tooling program. In conversation with fellow businessmen across North Alabama I feel that this is a skill that is very much in demand. Your proposal of a career path in machining tells me that you have listened to the needs of our community and your desire is to support this area with the educated and skilled work force that is needed.
We understand the purpose and goals of our local community college and we support your efforts to enhance the skilled workforce needs for the industry in our region. Please do not hesitate to contact us here at S and S Welding if you need further assistance in any way.
Sincerely,

Phillip Murphree
General Manager

S and S Welding
18975 AL-Highway 68 • Crossville, AL
35962

256-706-5934
256-506-6759
phillip@snscontracting.org
www.ssweldingal.com

Follow us

JIMMY H. BAKER
Chancellor

ROBERT B. ADERHOLT
4TH DISTRICT, ALABAMA

266 CANNON HOB
WASHINGTON, DC 20515
TELEPHONE: (202) 225-4876

WEB PAGE: www.house.gov/aderholt

U.S. House of Representatives
Washington, DC

COMMITTEE ON APPROPRIATIONS

CHAIRMAN,
LABOR, HEALTH AND HUMAN SERVICES, EDUCATION

DEFENSE

COMMERCE, JUSTICE, SCIENCE

February 17, 2023

Dr. Joe Whitmore
President- Snead State Community College
PO Box 734
Boaz, AL 35957-0734

Dear Dr. Whitmore:

As a Member of Congress representing the 4th Congressional District of Alabama , I understand that the strengthening of the local workforce is vital to the success of business and industry. I am excited to hear that Snead State Community College is pursuing the addition of a new technical training program. Machine Tooling is a skill that is much needed in our local industry. Your proposal of a new career path in machining will be instrumental in advancing the skills of the workforce in our community and in the Northeast region of Alabama.

I commend the efforts of Snead State in offering a machine tooling program that will support our changing industry . I understand the purpose and goals of our local community college and support any effort to enhance the skilled workforce for Alabama industries.

Thank you very much for your time and consideration on this very important request for a Machine Tooling program to be added to Snead States every growing workforce curriculum. Once a final decision has been made, I would like to be notified.

Sincerely,

Robert B. Aderholt
Member of Congress

RA/jm

1710 ALABAMA AVENUE
247 CARL ELLIOTT BUILDING
JASPER, AL 35501
TELEPHONE: (205) 221-2310

205 FOURTH AVENUE NE
SUITE 104
CULLMAN, AL 35055
TELEPHONE: (256) 734-6043

600 BROAD STREET
SUITE 107
GADSDEN, AL 35901
TELEPHONE: (256) 546-0201

1011 GEORGE WALLACE BOULEVARD
SUITE 146
TUSCUMBIA, AL 35674
TELEPHONE: (256) 381-3450

JIMMY H. BAKER
Chancellor

Marshall Precision Manufacturing Inc.

7885 Alabama Hwy 69
Guntersville, AL 35976
(256) 753-2212

February 13, 2023

Dr. Joe Whitmore
President
Snead State Community College
PO Box 734
Boaz, AL 35957

Dr. Whitmore,

We, **Marshall Precision Manufacturing, Inc.** are excited to hear and congratulate Snead State Community College for pursuing the addition of a new technical training program. Machine tooling is a skill that is much needed to strengthen the local workforce and is vital to the success of our business and industry. Your proposal of a new career path in machining will be instrumental in advancing the skills in our community and in the Northeast region of Alabama. We commend the efforts of Snead State in offering a machine tooling program that supports our changing industry.

Marshall Precision understands the purpose and goals of our local community college and support any effort to enhance the skilled workforce for Alabama industries. Please do not hesitate to contact **MPM, Inc.** if you need further assistance.

Best Regards,

Sharron B Walston
President/Owner
Women Owned Small Business
MARSHALL PRECISION MFG., INC.
7889 Alabama Hwy.69
Guntersville, AL 35976
256-753-2212
shay.walston@marshallprecision.com
marshallprecision.com

JIMMY H. BAKER
Chancellor

MUELLER

Albertville Plant
956 Industrial Blvd.
Albertville, AL 35950
256-878-7930

Tish Hall/HR Generalist: 256-891-6222
Fax: 256-891-6217
thall@muellerwp.com

February 17, 2023

Dr. Joe Whitmore
President
Snead State Community College
PO Box 734
Boaz, Alabama 35957

Dr. Whitmore:

Strengthening of the local workforce is vital to the success of business and industry. We are excited to hear that Snead State Community College is pursuing the addition of a new technical training program. Machine Tooling is a skill that is much needed in our local industry. Your proposal of a new career path in machining will be instrumental in advancing the skills of the workforce in our community and in the Northeast region of Alabama. We commend the efforts of Snead State in offering a machine tooling program that will support our changing industry.

We understand the purpose and goals of our local community college and support any effort to enhance the skilled workforce for Alabama industries. Please do not hesitate to contact Mueller Company if you need further assistance.

Sincerely,

Tish Hall
HR Generalist

Appendix B
Survey Results

Back to Application

Click on the image to view results of the document.

Snead State New Program Survey

Snead State New Program Survey

Snead State Community College is planning to create two new career technical education programs. These programs are Machine Tool Technology and Heating Ventilation and Air Conditioning and Refrigeration.

Machine tool technology is used for handling or machining metal or other rigid materials, usually by cutting, boring, grinding, shearing, or other forms of deformation. Machine tools employ some sort of tool that does the cutting or shearing. Computer Numerical Control (CNC) also is used in machine tool and is a method for automating control of machine tools through the use of software embedded in a microcomputer attached to the tool.

Heating, ventilation, and air conditioning and refrigeration is the use of various technologies to control the temperature, humidity, and purity of the air in an enclosed space. Its goal is to provide thermal comfort and acceptable indoor air quality.

Please take the time to answer this two question survey for new career programs at Snead State Community College. Your input is greatly appreciated!

JIMMY H. BAKER
Chancellor

Appendix C
Emsi Lightcast Results

Back to Application