

Scott Seaman

Hey welcome to another episode of AWSP TV. We are so excited to have 00:00:05
in the studio today a real live high school principal, 'Q' Hollins from
Lindbergh High School in Renton school district. Q, Thanks for being 00:00:15
here.

"Q" Hollins

Thank you, I appreciate that. 00:00:16

Scott Seaman

Now I know how excited you are to be on camera and have all the lights 00:00:18
and stuff so just be natural.

"Q" Hollins

Yes sir. 00:00:24

Scott Seaman

Okay so you are here today because you're running a pretty cool program 00:00:25
in your school, that I don't think a whole lot of people know about. So this 00:00:33
program, Core Plus Aerospace, is something you're cranking there at your
school. So what is it? What is Core Plus Aerospace? 00:00:38

"Q" Hollins

It's a partnership with the Boeing Corporation and Renton high school 00:00:41
right now, and where we're trying to help students develop, you know,
experience of what it'd be like working for the Boeing Corporation as a
mechanic or so.

Scott Seaman

So you're saying that kids can go from the high school straight into a 00:00:58
professional job with Boeing?

"Q" Hollins

Yes sir! With all the pay and everything that comes with it. I wish I would've had some like that when I was a kid. I'll tell you what.

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Scott Seaman

Wow. Right on. So when you think about it we have five hundred high schools in the state. Why should this program be in every school in the state? What do we need to do?

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"Q" Hollins

What we need to do is we need to you know start developing those relationships. But why we should have it is definitely because it's another career pathway. It's just another way that we can make sure our kids are successful.

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Scott Seaman

Right on. So if I came up and visited your school and I walked into Lindbergh high school what would I see, you know, as far as this influence of this program in your school?

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"Q" Hollins

I think you'd see more kids knowing that they have more opportunities. We have a thriving CTE program in which is probably I don't know 40 percent of our FTE right now. And you can go back in there and you could see a live working model of what it's like in the aerospace industry. You can see kids working hands on, you could see an instructor leading the class in a way in which the kids know they're going to see the benefit of it and can see the benefit of it right after they graduate. It's different to think about that instead of projecting it out for four years — I'll do my college or my masters, my doctorate, it's just a different type of environment and atmosphere.

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Scott Seaman

Do you think it's helping kids see themselves in the future and when you look at the research on hope and resiliency and kids navigating this K12 system we've built, there's a lot of research around that they're more successful if they can see themselves in the future. Do you think this is shrinking that gap?

"Q" Hollins

Yeah yeah, I think it's also, you know instead of only having a couple opportunities to be successful, college or the military, it opens up another one. It opens up that third leg in which you know, I can go and work for Boeing and get a well-paid job and and do things for myself or help support my family. I get that other opportunity. And isn't that what education is all about?

Scott Seaman

Yeah, right on. So you and I traipse down the hallway and we open the classroom door, what are we going to see?

"Q" Hollins

You're going to see a couple different areas. First you'll see the classroom area in which the kids meet that first attendant and all that good stuff, they talk about the day, and then as you go through the classroom you get to the work area. And there's two separate work areas. We have the one that's set up for the aerospace and we have the additional one that set up for the woodshop and whatnot. And you'll see those two distinct places and you'll see kids interacting with their learning in ways that it's hard to simulate in the regular classroom. Right on.

Scott Seaman

What are some of your teachers saying about this program?

"Q" Hollins

Ah, they're loving life. I don't know if Mr. Nelson will ever retire, and he shouldn't. We love you. But you know they see the benefits of the kids going through it and the kids being able to get these jobs. Instead of having to wait, you know, two years or four years down the line.

Scott Seaman

And what about kids? What's the vibe on the street from kids as far as the comments they're saying about the program?

"Q" Hollins

I get to make money when I graduate and I don't have to work at McDonald's. This is different. You know you get to make a living wage. I mean we always talk about making a living wage and how to get that living wage up there. But the actual ability to make that living wage changes the conversation.

Scott Seaman

Wow, and you know as a school principal I know you never get phone calls or e-mails from parents. But just maybe they come in you get any comments from parents about this program? What are you hearing?

"Q" Hollins

Ah, most definitely just about how, you know they're excited for their kids to get this opportunity. Honestly I had one dad come in and he was almost in tears because he was worried about his son and their son's pathway and this help open it up to him. And you know he didn't know how to express himself and in a way other than tears and... you know when one man starts crying is easier for another man to start crying. I'm not saying I started crying.

Scott Seaman

Yeah I do as you know I'll melt right in front of you.

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"Q" Hollins

But that's huge. Yeah. I just can't put that into words.

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Scott Seaman

So, amazing that Boeing is taking this on in our state and really reaching

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out to the K12 system to do this. What lessons do you think you've

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learned as a principal kind of piloting this program that other industries
could pick up?

"Q" Hollins

As soon as you start spreading that word and students start seeing that

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success rate, they see their peers going on to the industry knowing that

it's real, that blows it up and it's going to grow. Because they see it. I

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mean we've we've all been accustomed to say that to be successful at the

end of high school you've got to go to college. That's what we're

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accustomed to doing. But to see that there's another pathway that

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actually works, you know you put it out there and they're going to come

and they have come in droves.

Scott Seaman

So a principal specific question for you: how has this program made your

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life a little easier as a principal, or has it?

"Q" Hollins

A little easier huh.

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Scott Seaman

Well not that we usually put the word easy with principaling, but has it

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impacted what you do in....

"Q" Hollins

I think it helps with those conversations about what I want to do next. It helps with the conversations about, you know, I don't know what I'm going to do after high school. It helps with the conversations about, you know, give me advice for my next steps. It helps with those. And so you're again and you're having those real life conversations with people about what they can do moving forward. And it's a different conversation than just what we're used to academically.

Scott Seaman

Great. So you, Q, are involved in another program with eight of where you've partnered with industry around your own professional growth. Can you talk to us a little bit about your involvement in AWSP's CEO Network, that's sponsored by watching a roundtable on channel in Seattle?

"Q" Hollins

I have a wonderful CEO who comes out, love you Stephanie, as she puts up with me and what I'm what I'm going through. She met my kids and that's most important thing to me. And I when I say kids it's my students. And she inspired my students, my students ask all types of questions. It was a good contact not only for me but for them to see that other side, just to help put what I'm going through in a different light. So that's why I appreciate that. It's been a great opportunity, especially, you know this is my first year, and it's been a hell of a year, but I appreciate that outside contact.

Scott Seaman

So if we could fast forward time, talking about your first year, what does your high school look sound and feel like five years from now, if all your dreams come true? And the vision for your leadership and the impact in

Scott Seaman (continued)

school what is it what is sound like?

"Q" Hollins

Relationships, relationships, relationships. As soon as you walk in you'll 00:08:44

feel that relationship, you'll feel that pride, you'll feel the students not

only talking to themselves but talking to their teachers and you'll see and

feel thinkers and I'm not talking about just academic thinkers, but

students be able to think for themselves and move themselves forward in

an individualized plan. And that's all going to be based on those 00:09:12

relationships and you're going to feel it when you walk in, and feel it when

you leave, and you'll fill it with every conversation you might have. You'll 00:09:20

feel that thread throughout.

Scott Seaman

Great, well Q, you brought a guest with you today, so we're going to take 00:09:22

a break and bring on a couple more guests to learn more about Core Plus

Aerospace in your school, to get a few more perspectives. Anything else 00:09:34

you wanna share about it?

"Q" Hollins

No. Oh it's wonderful, sorry. It's wonderful. Did I say it was wonderful? 00:09:36

Scott Seaman

Yeah, and if you want to issue a challenge out to principals across the 00:09:40

state this is where you could turn away from my ugly mug and just look

right in the camera and tell them right now.

"Q" Hollins

I'm telling you right now that this is something that you need to get on the 00:09:49

bandwagon, and you need to get on it early. Because this will benefit 00:09:55

everything you do throughout school. Just take it from me and trust me. It 00:10:00

"Q" Hollins (continued)

will. And it will benefit your kids. And that's what this is all about. 00:10:02

Scott Seaman

So we're gonna take a quick break and we'll be right back with an 00:10:06

executive from Boeing, John Turner. So, see you in a minute. Welcome 00:10:11

back to our continuing conversation about Core Plus Aerospace with Q

Hollins, principal at Lindbergh High School in Renton school district and a

new guest here John Turner from Boeing. John I want you to introduce 00:10:31

yourself to us and our audience?

John Turner

Sure Scott, pleasure to be here. John Turner the H.R. leader for Boeing, 00:10:37

BCA. It's Boeing Commercial Airlines. I manage the workforce 00:10:43

development team that's partnering with academic institutions here in the

state of Washington on manufacturing pipelines.

Scott Seaman

Awesome. So John, thanks for taking your time to come join us here on 00:10:52

AWSP studios, really appreciate it. Love Boeing's passion for this program 00:10:59

and helping us build hopeful positive futures for kids in our states. Super 00:11:05

exciting. So actually tell us a little bit about, from your vantage point, 00:11:05

what is Core Plus Aerospace?

John Turner

Sure. Well I think for us in Boeing the way we look at Core Plus Aerospace 00:11:12

was the need for a manufacturing program here in the state of

Washington and it was designed as a two year manufacturing program,

up to a thousand eighty hours of actual curriculum for students, really

with the intent of opening up multiple pathways whether that be students

were interested in joining the workforce after high school or additionally

John Turner (continued)

looking at post-secondary or apprenticeship type opportunities as well.

Scott Seaman

Right on. So obviously you see huge value in it. So why should high schools be interested in this program? 00:11:45

John Turner

You know from an industry perspective it's creating opportunity in a high demand field where there's a lot of current opportunities for employment. 00:11:53

And as we start looking 5, 10 years down the road, really there's a 00:12:04

manufacturing skills gap here that's facing our country. And just thinking 00:12:11

about Washington State we have almost 300,000 manufacturing jobs currently today and a lot of those jobs are filled by people who are getting

ready to retire. And so we want to make sure that students who are 00:12:21

interested in this type of opportunity down the road have the ability to take a program that sets them up for success.

Scott Seaman

So right now I don't think a whole lot of people are aware that this 00:12:31

program even exists. So how many schools are using it in the state right now? 00:12:36

John Turner

Well so this last school year there was 40 high schools and skill centers across the state of Washington that were partnering with us as an 00:12:39

industry partner in this Core Plus Aerospace journey. Different schools 00:12:51

are using different parts of the curriculum, somebody like Lindbergh here, to my right, is fully using the curriculum in a two year program and then

there's other comprehensive high schools that are using less of the curriculum that fits their needs but we try to work with each one of those

John Turner (continued)

schools and and help them discover what type of program they can offer their students.

Scott Seaman

Awesome. And that's why we're doing this work, for kids. 00:13:13

John Turner

For sure. 00:13:16

Scott Seaman

So what do you see as the biggest value for students to be involved in this? 00:13:16

John Turner

You know one of the biggest values I think is just kind of echoing what 00:13:22

you said, Q, was just the pathways and opportunities that it really creates for students. And from a Boeing perspective I think it's about continued 00:13:31

education and continued opportunity someone that comes out of this program is going to have the necessary knowledge skills and ability to to apply for a job directly if they're interested and then continue that education where a company like Boeing will pay for your college. So it 00:13:50

sets you up to not have that college debt if you did have long term goals to go in a different direction. We value individuals who are going to take 00:13:56

the opportunities as they're presented. And I think core plus aerospace 00:14:02

allows students to choose just what they want to do. And that can be 00:14:08

exploratory, if you'd like to work with your hands or if you're unsure you should try a program like this and see where it leads you. Ultimately it 00:14:16

could lead to a four year degree, the curriculum is set up in a way that allows you to graduate high school and continue on that path, if you choose as well.

Scott Seaman

Wow, sounds incredible. So, how's it been working with the schools? Do you get a chance to get in and interact with Q? Principals? 00:14:24

"Q" Hollins

Yeah, that's interesting. My team gets to interact a lot more with the schools and get to spend time out interacting with the students. But this year I was able to interact with a lot of the students who participated in the SkillsUSA competition which I know we'll talk about here more today. 00:14:35

00:14:44

But just getting to see the talent that these programs are producing, it's very rewarding, and working with our trainers and seeing the level of skill that juniors and seniors in high school already have. It's kind of mind blowing and definitely rewarding of being able to work on this program for the past few years. 00:14:52

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Scott Seaman

Q, have you had a chance to interact with the Boeing reps that come to your building? 00:15:12

"Q" Hollins

I mean not every time they come, no. But the one that I remember the most is we had a set up assembly in which we actually honored. We got first place, a Lindbergh student, MuMu, in a Boeing challenge. And he was first place in Washington, you might as well say first place of the nation. It put Lindbergh on the map and that's the first time I really got to interact with them. But that was like, well look at us now. This is my first year with the program. Yeah, that was my introduction. 00:15:17

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Scott Seaman

So for those people that have watched so far, I'm sure this question is starting to bubble up in their head of what's the cost. So you're here as a 00:15:51

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Scott Seaman (continued)

principal and you're here as a Boeing exec, what's the cost side of this program? If I'm sitting there and I'm now interested because I'm loving what I'm hearing, what's it going to cost me? 00:16:05

John Turner

I don't think we charge you to do it. 00:16:11

"Q" Hollins

No. 00:16:12

John Turner

It's actually free, it's an open source curriculum. When Boeing or some other industry leaders decided that we wanted to develop this curriculum, that was one of the primary goals was to give it back to the state make it open source and for any school district that wanted to use it it would be available. So anyone that's interested, reach out to OSPI CTE department, they'll be more than happy to get you access to the curriculum and you can take a deeper look and then get contacted with industry partners such as Boeing. We're more than happy to assist with any questions and assist with implementation or anything like that, but we also recommend reaching out to your local industry as well and getting them involved early to look at that curriculum with you and get involved from an advisory standpoint. 00:16:14 00:16:29

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Scott Seaman

Now you and I are going to talk a little bit off camera about your own personal journey. How would a program like this may be redirected your path, when you look back through your K12 experience? 00:16:57 00:17:01

John Turner

That's a great question. There was not opportunities like this when I was 00:17:07
coming through the Washington state public education system. I 00:17:15
definitely am a hands on person. I discovered that later in life, just not 00:17:18
having the opportunity to participate in shop, shop had went away at my
school. So for me I think it would've redirected the opportunities that I 00:17:24
would have had at different stages of my life, but I'm more than happy to
be a part of this program now and seeing young folks that are taking
advantage of this program.

Scott Seaman

That's great. So nobody comes in the studio without getting out of here 00:17:39
answering this question. So if you think back to that K12 experience, was 00:17:45
there a principal or assistant principal who had an impact on your life? I 00:17:53
like to word it as: who's your favorite principal?

John Turner

Well, my favorite principal was at Bethel High School. He was assistant 00:17:57
principal, Mr. Langston. I developed a good relationship with him, he took 00:18:02
interest in me as a student and in my extracurriculars and just made sure
to ask me questions on a daily basis when he ran into me. And it just was 00:18:15
kind of a motivating force to help me get through those last couple years
of high school. And so when I look back he definitely made an impact on 00:18:20
my life.

Scott Seaman

Awesome. So John and Q, Is there anything that we haven't hit that you 00:18:24
want to make sure we cover during this segment, before we bring in the
student?

"Q" Hollins

You just got to try it. It's it's something that will be beneficial to the school and the community. It's just something you have to try. I mean why wouldn't you? 00:18:33
00:18:43

John Turner

Yeah, you know I couldn't agree more. Obviously from an industry perspective we know there's a lot of opportunity, not just for Boeing, but really manufacturing industries across the board. There's a lot of support from legislation, for grant funding, for these type of programs, for Marine and construction as well, so I recommend reaching out to OSPI and getting your questions answered. And Boeing is more than happy, my team will be ready to answer any questions and help out wherever we can. So, hopefully we'll hear from some of you. 00:18:46
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Scott Seaman

Great, well we appreciate you, like I said, taking the time to join us, John Turner from Boeing, 'Q' Hollins from Lindbergh high school, we'll be back in a moment with a student who is going through Core Plus Aerospace. Welcome back to our continued conversation around Core Plus Aerospace, and we have our special guests here in the office and now we've added a student to our conversation, because isn't that what this is all about? 'MuMu', welcome! 00:19:20
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"MuMu" Chuol

How's it going? 00:19:51

Scott Seaman

Why don't you introduce yourself to the thousands of people through the other end of that camera? 00:19:52

"MuMu" Chuol

You say thousands... my name is Moyaak Chuol, I prefer 'MuMu' and I'm a Core Plus student. I've been doing this for two years, and I am the first place winner for the SkillsUSA contest. So I'm considered nationally the best aerospace student.

Scott Seaman

Good night, so can we do autographs now, or do you want to wait to do that later?

"MuMu" Chuol

When the cameras turn off.

Scott Seaman

Ok. Well thanks for coming. Especially thanks for riding down here from Renton with your principal. That's a car ride!

"MuMu" Chuol

It was a fun ride.

Scott Seaman

So why don't you tell us what got you interested in this program? What jumped out at you and said I'm doing that?

"MuMu" Chuol

So at the beginning of my high school career, I thought I was gonna be a programmer. So I did programming classes since sophomore year, for my whole career. But during sophomore year, I really got interested in space and I really, really got interested in space. And once I figured out there's an aerospace class — I thought this was an aerospace class for NASA, at first. So I signed up for the class and I realized it was for Boeing, then I realized all the stuff that you learn in that class, how fun it is. So after that I switched my interest from programming over to manufacturing and

"MuMu" Chuol (continued)

mechanic work. So now that's what my career path is heading towards. 00:21:15

Scott Seaman

So what are some of the specific classes that you've taken, do they have 00:21:20

specific titles or is it just... for programming? For Core Plus. 00:21:28

"MuMu" Chuol

For Core Plus I've taken construction, that's for, you know, wooden stuff, 00:21:29

and I've taken aerospace. Those are the main shop classes. 00:21:36

Scott Seaman

And what skills, talents can you check off the list after being in these 00:21:38

classes?

"MuMu" Chuol

There's a lot, I would say drilling and rivet installation, removal and then 00:21:47

I've done a lot of welding, milling, lathe work, I've done CMC work, I've

done on shape works so that's CAD work, programming stuff, making

plans to give to other students. I made plans for a milling project and I 00:22:04

gave it to other students so that they can make it. Other stuff like... I 00:22:10

already said welding? Yeah. Yeah I think that's most of the stuff I've 00:22:13

learned this year.

Scott Seaman

So do you know that you kind of smile and light up when you're talking 00:22:18

about this program?

"MuMu" Chuol

Oh yeah, I love it. 00:22:23

Scott Seaman

So I get this sense from you that kind of gives you joy and in what you're 00:22:25

doing. Does it give you hope for your future? 00:22:31

"MuMu" Chuol

It gives me hope, purpose like kind of something to strive towards, for sure. 00:22:33

Scott Seaman

So what are you doing next year? You're a senior, right? 00:22:39

"MuMu" Chuol

Yeah, so I've been offered a job. 00:22:41

Scott Seaman

What? 00:22:44

"MuMu" Chuol

At Boeing, crazy. So I'll start in July. I'm going to be doing training and 00:22:44

then after that I'll be working on the wings at the landing. So my hope.... 00:22:52

Scott Seaman

Can I interrupt you? You say he's going to be working at Boeing in July? 00:22:55

"Q" Hollins

Yes he is. 00:22:59

Scott Seaman

So like he's graduating from high school, so it's like a minimum wage job right, with no benefits? 00:23:00

John Turner

He's going to be coming in and making a career wage. He's going to be 00:23:07

on the progression with the union and just like anyone else who would be coming into these highly competitive jobs, who has the skills. And he 00:23:20

earned that position and went through our hiring process just like anyone else does, but since he's in this Core Plus Aerospace program, they do 00:23:34

get hiring preference as far as moving through our interview process. So if you have a Core Plus certificate, that accelerate you in our hiring

John Turner (continued)

process for an interview. He did the rest himself and he's got the position. 00:23:39

Scott Seaman

And here we are, I mean not many people get to walk around say I am the national winner.... 00:23:42

"MuMu" Chuol

No, just me. 00:23:48

Scott Seaman

Just you. 00:23:49

"MuMu" Chuol

So that happens three weeks after graduation. So I have a little time off, after that I get back to work. 00:23:50

Scott Seaman

So you can use that signing bonus they gave you. Just kidding. So, let's say you jump into that, and you're loving it, and a year down the road you think: I want to continue my education. Is there something there? 00:23:58
00:24:12

"MuMu" Chuol

You want to go? 00:24:14

John Turner

Definitely. I mean I think you know about the benefits, why don't you take it? 00:24:15

"MuMu" Chuol

So you have, since you get hired there, you have possibilities to go to almost any college that you want to. They can work with your schedule, you can do online classes or you can even go onsite too. You can go to college after work, or however it works. Just depends on how you go. But Boeing will pay for it, just about everything. 00:24:18
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John Turner

Yeah. And just to add onto that I think Boeing as a company really has a spirit around lifelong learning, really continue to innovate and develop us as individuals, as employees, but really making sure that we have that opportunity to meet our goals and whatever we set forth with a career in mind. And so there is a lot of internal training that's available, but then of course Boeing will pay for your education as well as an added benefit.

Scott Seaman

Q, What do you think? I mean it's one of your rock stars right in your building.

"Q" Hollins

Yes did he said national... Limbergh and national.

"MuMu" Chuol

I think I did.

Scott Seaman

So when you talk to your peers and they see you running from class to class or they're talking about their plans for this next year, they're going off to college. What do you tell them?

"MuMu" Chuol

Oh I'm telling them a lot about like, hopefully they understand what they're gonna be doing after high school. For me, I understand. I already have my path set for me just about.

Scott Seaman

And again with a smile on your face.

"MuMu" Chuol

Yeah, I already have my pass and there's a lot of people who don't understand what they're doing yet after graduation. It's still in the air,

"MuMu" Chuol (continued)

they're going to college, they don't know for what. So, I just hope that 00:25:54
they can understand they need to find their path and this program is one
of the ways that they can find their path.

Scott Seaman

So if I put you in front of an entire gymnasium full of middle school 00:26:03
students, who are getting ready to go into the high school the next year?

What advice would you give that whole room? 00:26:12

"MuMu" Chuol

I would tell them that this is another opportunity that you have. At least 00:26:14

take it, try, and see what happens. If you love it, then that's great. That's 00:26:20

something that you can do later on in life, that pays for your college and

go even further and further. If it's not, that's just how it is. So they can go 00:26:26

to even more paths. Lindbergh has a lot of pathways that you can take. 00:26:30

It's a great school. And this is just another one. And I just think it's one of 00:26:33
the best.

Scott Seaman

Well, great. Anything else you want to share about the program that we 00:26:37
haven't hit?

John Turner

I think we've hit a lot about the program, I would continue to say reach 00:26:45

out if you have any interest, get your questions answered. OSPI CTE 00:26:52

department is a resource, local industries, Boeing, reach out to other
schools, reach out to Lindbergh and continue that conversation and get
those questions answered for yourself.

"Q" Hollins

It's definitely a big opportunity for kids, and that's what we're here for. 00:27:03

And this is just wonderful. 00:27:08

Scott Seaman

Well, Mumu, everybody that comes into our studio gets this specific 00:27:12

question, and there's not a whole lot of pressure. It's a pretty easy 00:27:18

question. I like to ask people who their favorite principle is or was. Now, 00:27:21

regardless of who is sitting to your right, we can mute his mic, if you think

back to your K12 experience, you said you've been in Renton since third

grade, do you have a favorite administrator that sticks out in your mind?

"MuMu" Chuol

Oh, I would say it was Q. 00:27:40

Scott Seaman

Really? 00:27:42

"MuMu" Chuol

Yeah, he's been in my life for a year, but he's got a big smile all the time. I 00:27:42

mean we just took our long bus ride, a drive here.

Scott Seaman

It felt like a bus ride. 00:27:52

"MuMu" Chuol

I don't think I would do that with a lot of principals. I'm glad it was him. 00:27:55

Scott Seaman

Right on. Well, I think that's a wrap for us. If you want more information 00:27:59

from the perspective of Boeing, a high school principal or a student who's

walked through the program, these are your connections. So thanks for 00:28:16

tuning in for another episode of AWSP TV and our information around

Core Plus Aerospace. See you next time. 00:28:22