April 18, 2022

The Honorable Zora Mulligan
Commissioner
Missouri Department of Higher Education & Workforce Development
301 W. High Street
P.O. Box 1469
Jefferson City, MO 65102-1469

      Re: Materials Posted On MAC-SEMO Dispute Resolution Page

Dear Commissioner Mulligan,

Please forgive the informal nature of this communication. However, given the short window of time between now and the CBHE meeting tomorrow, I felt it important to bring the following to your attention.

1. **Materials for the CBHE meeting** – in reviewing the materials posted online for tomorrow's CBHE meeting, SEMO notes that its April 7 letter to MAC is not included. Given the high volume of emails on this topic, we suspect this may be an oversight; however, we feel it is extremely important that this letter be included. Specifically, this letter responded to MAC's April 6 letter to SEMO, and it included SEMO's acquiescence to MAC's continued CTE offerings in Cape Girardeau with the stipulation that MAC not enroll new students until the dispute between SEMO and MAC is resolved. This acquiescence was requested by you in your April 1 letter to SEMO and MAC and again in the April 6 meeting in Jefferson City. Failure to include it in the materials does not present an accurate representation of SEMO's good faith efforts to resolve the issues at hand.

2. **April 8 letter from Tim Goodman** – this afternoon, SEMO learned of an April 8 letter from a community member, Mr. Tim Goodman, to you regarding the issues between SEMO and MAC and an effort on-going in the legislature to secure $10 million for MAC and/or the Cape Girardeau community. Mr. Goodman's letter is concerning for many reasons, including:

- Mr. Goodman's letter was submitted on April 8, approximately 18 days after the close of public comment, yet it is posted and given the same credibility as it if was received during the open comment period.

- SEMO is disappointed that Mr. Goodman's was not shared for review before MDHEWD staff posted it for public view. The first that SEMO learned of the letter was when it refreshed the CBHE Board Book webpage the afternoon of April 18.
- Based on Mr. Goodman's request at the end of his letter, the letter is not germane to the April 19 CBHE meeting. Rather, the letter seeks your support, as Commissioner, for a $10 million appropriation presumably for MAC to operate in Cape Girardeau. Given its apparent lack of relevance to the agenda topics, it is not clear why Mr. Goodman's letter was publicly shared as part of the April 19 CBHE Board Book.
- Mr. Goodman states that SEMO and TRC have received approximately $150,000 yearly because of the CCC Partnership. This is not true. As evidenced by the financial document shared with Dr. Mara Woody on March 22, SEMO and TRC have only received a distribution of the stated amount twice in the last eleven years. The last distribution to each partner (SEMO and TRC) was approximately $28,000.
- Mr. Goodman's letter states that "neither SEMO nor TRCC have added programming beyond general education despite having received over $1.5 million during the course of the partnership." This demonstrates a gross misunderstanding of the existing CCC Agreement. The Agreement requires SEMO and TRC to partner to offer the AA degree and MAC to offer the technical programs and courses required for the AAS. SEMO has fulfilled its requirements under the CCC Agreement and to imply otherwise is not accurate.
- Mr. Goodman's letter states that Perry County received $5 million in the 2021 legislative session for the funding of technical education and notes that "the same amount for Cape County was denied when MAC and SEMO couldn't come to agreement on the funding of providing general education classes." The letter went on to state "SEMO was asked to bring an alternative proposal to the table and did not respond before the legislative session ended. This is not true. Throughout the 2021 legislative session, SEMO met multiple times with legislators and staff in the Governor's Office. Some of these meetings also included MAC and Mr. Rich Payne, the individual working alongside Mr. Goodman to establish a community college in Cape Girardeau. In follow-up to one of these meetings, SEMO provided a letter to legislators and the Governor's Office on April 6, 2021, responding to three options for addressing the perceived need for technical training and associate degrees in Cape Girardeau. Additionally, on April 19, 2021, SEMO provided to legislators a summary of existing career and technical education offerings available through SEMO. A copy of each correspondence is attached for your records. These communications are in addition to meetings SEMO had with individual members of the Committee on Affordable Technical Education, including Mr. Goodman, and a meeting of the full committee that SEMO presented at on April 22, 2021.
- Mr. Goodman's letter states there are 126 students enrolled at the CCC. As communicated to Dr. Mara Woody via email on March 22, there are 79 students enrolled at the CCC. Mr. Goodman's number – 126 – was again referenced during the April 6 meeting with you and MDHEWD staff. SEMO again stated that 126 was not accurate and shared again data on the 79 students currently enrolled at the CCC. In an email from Dr. Wes Payne, President of TRC, he corrected his previous communications to MDHEWD staff that 126 students was not accurate, and the correct number was 79.

- Mr. Goodman's letter downplays the negative economic impact SEMO projects it will suffer as the result of MAC operating in Cape Girardeau. SEMO has been consistent in its position. MAC's operation in Cape Girardeau has the potential for significant financial loss to SEMO. In SEMO's March 18 letter of comment, it includes a projected annual loss of $3.5 to $4.5 million. If MAC's estimate of serving 200 students is true, the projected loss would be approximately $2 million. If the Missouri State University and Ozarks Technical College relationship is an example, the loss is nearly $9 million. Missouri State's enrollment declined nearly 14 percent in the first five years following the opening of OTC. If this were to happen in Cape Girardeau, SEMO projects it would see nearly 1000 fewer students and experience a financial loss of nearly $9 million.
- Mr. Goodman's letter states "Subsequent to MAC's request for authority it offered to enter into the same partnership as now exists with TRCC and SEMO declined (a 50/50 split of net income)." This is not true. SEMO has offered to enter into a revenue share agreement with MAC from the very beginning, extending as far back as fall 2019. MAC initially stated that it would offer the technical courses and SEMO could offer the general education. MAC then reversed course. SEMO has proposed a revenue share agreement multiple times and MAC has declined.

It is very disappointing that the Department posted Mr. Goodman's letter. It does not appear to be germane to the topics of the April 19 CBHE meeting or the action items being presented to the CBHE. Additionally, it includes a number of inaccuracies and mistatments, many of which the Department is aware are false based on previous information provided to it by SEMO. Given the severity and significance of this topic, it is careless and reckless of the Department to allow Mr. Goodman's letter to continue to exist on its stie. SEMO respectfully requests that it be removed and that the record be accruately portrayed at tomorrow's CBHE meeting. SEMO also requests that is April 7 response to MAC and acquiescence to MAC's CTE offerings be included in the Apri 19 CBHE materials.

Sincerely,

Carlos Vargas
University President

cc: Coordinating Board for Higher Education
        SEMO Board of Governors

April 6, 2021

The Honorable Holly Rehder
Missouri Senate
201 W. Capitol Ave., Rm. 433
Jefferson City, MO 65101

Dear Senator Rehder,

In follow-up to your request and our recent phone conversation, this correspondence will serve to provide you information regarding the financial resource needs of Southeast Missouri State University (SEMO) to meet the talent attainment, workforce, and educational training needs of southeast Missouri.

First, let me again reiterate my appreciation to you for the leadership you and the Governor's staff have displayed on this issue. More specifically, I appreciate your comments, and those of Mr. Robert Knodell, in our recent meeting on March 29, 2021 when we discussed the importance of finding a workable solution to the perceived – since the results of the needs assessment that was ordered have not yet been made public – educational and training needs of the Cape Girardeau community that includes SEMO and other post-secondary providers already present in our region. Additionally, I am grateful for the work you and others are doing to try to mitigate what could be significant and long-term harm to the University as a result of having an existing or new community college formally established in our community. As I have said from the beginning, SEMO wants to be part of the solution, not the problem. We are thankful for your trust in us to be a part of the solution.

Options to Expand Local Access to Higher Education

To that end, we recently discussed with you and Mr. Knodell several options that we believe would respond to the perceived needs of our community. They include:

1. Mineral Area College (MAC) more formally establishes itself in Cape Girardeau, offering only the technical education programs while SEMO delivers the general education courses.

2. MAC more formally establishes itself in Cape Girardeau offering both the technical education programs and the general education courses.

3. SEMO is given the ability to offer Associate degrees, and the related programs are eligible for A+ Scholarship funding.

To assist you in your on-going assessment and work on this topic, additional information responsive to each model is below.

1. **Mineral Area College (MAC) more formally establishes itself in Cape Girardeau, offering only the technical education programs while SEMO delivers the general education courses.**

   Regarding this model (No. 1), as you may know, SEMO and MAC, along with Three Rivers College have been working together in the Cape College Center for about a decade in a way that closely resembles this approach. Admittedly, however, this has been a confusing structure for students and it is logistically and operationally complicated for faculty and staff. Based on our experience, we believe that this approach does not serve well the students and adult learners in our community. As such, we have decided NOT to provide financial requirements or other relevant needs regarding this model.

2. **MAC more formally establishes itself in Cape Girardeau offering both the technical education programs and the general education courses.**

   Regarding this model No. 2, the following considerations apply. **SEMO would need an on-going core appropriation of $4.5 million.** As we previously discussed, the "Educational Needs Analysis of the Cape Girardeau Area" report published in March 2009 and our own recent independent internal projections based on current data indicate that a formal community college presence in Cape Girardeau – be it MAC or a new one – will have a significant negative financial impact for SEMO. The figure we have provided ($4.5M) takes into account the fiscal impact, and also includes resources needed by SEMO to address identified needs for its support of dual credit students in high schools, enhancement of prior-learning-assessment credit for adult learners, development of appropriate transfer pathways for students from our local and regional two-year partners, and undertaking of other important actions to counter and leverage MAC's formal, full-time, presence in our community. We know (and understand) that neither you nor Mr. Knodell can guarantee the resources identified above to the University in perpetuity. However, as you can surmise, without those resources SEMO will be at significant risk of long-term harm and viability. Additionally, we are concerned that this model ignores existing public policy adopted by the Coordinating Board for Higher Education (CBHE) that seems to favor SEMO as being the primary provider of lower-division, general education, coursework in Cape Girardeau County.

3. **SEMO is given the ability to offer Associate degrees and the related programs, are eligible for A+ Scholarship funding.**

Despite the information provided in response to Model No. 2 above, **I believe this model (No. 3) is the best immediate and long-term option for meeting the perceived needs of our community is to give SEMO the ability to offer Associate degrees and accept the A+ Scholarship funding.** As you may know, this was one of the five models (options) presented in the "Educational Needs Analysis of the Cape Girardeau Area" report published in March 2009. From my perspective, it remains the logical (and I would say optimum) one. The 2009 report cited this option/solution as the lower cost one compared to others that included a collaborative model such as expanding the services of an existing community college, converting the Cape Girardeau Career and Technology Center to a community college, or establishing a new community college. The 2009 report cited SEMO's existing infrastructure, academic and student support services, human capital, existing academic programs, and other items as advantages to such an option/solution. This solution, coupled with the precedent of a similar model at Missouri State University-West Plains, which provides Associate's degree authority and extends A+ eligibility to a unit of Missouri State University, represents a reasonable justification for SEMO to be the sole educational provider to address the needs of our community. I believe this solution would, in the long term, represent an efficient, cost-effective, and faster-to-implement solution to the present and future needs of our community.
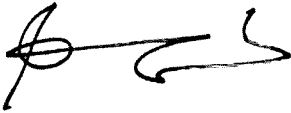
Based on the appropriation to Missouri State University for the West Plains campus, we estimate **SEMO would need an on-going core appropriation of $4-$5 million** to implement this model (No. 3). Additionally, we estimate that making A+ Scholarship funding accessible to students at SEMO under this model may require an additional $600,000 to $1 million investment by the state in the A+ program based on A+ Scholarship funding currently received by Missouri State University-West Plains, MAC and Three Rivers College.

Conclusion

In closing, let me again state our appreciation for your leadership and willingness to engage on this important topic. As you likely know, many of the options before us have the potential to alter the future of Southeast Missouri State University in significant and permanent ways; some good, and some bad. This is why as President of Southeast Missouri State University, my fiduciary responsibility to the Board of Regents of SEMO, to the SEMO community, and to the Cape community is to advocate and protect SEMO's interests and work to position the institution for success now and in the future. As such, I will restate my firm belief that the best immediate and long-term option for meeting the needs of our community is to give SEMO the ability to offer Associate degrees and accept the A+ Scholarship funding. We do recognize this model comes with challenges and obstacles that others may not. Thus, we remain committed to exploring all options and continuing the dialogue in hopes of bringing about a favorable solution to the issue before us. If the state's preferred solution is an enhanced partnership between SEMO and MAC, we are willing to continue the dialogue and work in earnest to see if we can reach a workable and financially sound agreement with them until such time it is clear a workable agreement cannot be made.

As indicated above, to successfully move forward, regardless of the model, we will need your help as well as additional financial resources from the State of Missouri. Thank you again for your involvement and interest in this issue. We will continue to keep you updated on our work and look forward to hearing your thoughts and reactions to the request for resources and ideas that we have outlined herein. If you have any questions about the contents of this letter, or wish to discuss this topic further, please do not hesitate to contact me directly.

Sincerely,

Carlos Vargas
University President

CC: Board of Regents, Southeast Missouri State University
            Robert Knodell, Deputy Chief of Staff, Office of Governor Mike Parson

For nearly 150 years, Southeast Missouri State University has taken seriously its role to serve the citizens of southeast Missouri and the surrounding regions. With over 70,000 alumni in all 50 states and nearly 80 foreign countries, the University is proud of its rich history of producing graduates that become successful business leaders, health care providers, entrepreneurs, educators, artists and performers, agriculture professionals, scientists, and citizens of tomorrow. The following is a listing of career and technical education, and continuing education opportunities currently available through Southeast Missouri State University.

CAREER AND TECHNICAL EDUCATION AT SEMO

Relationships with CTCs and Colleges:
- *Shared machining lab space with Cape CTC and MAC.* Cape CTC offers Precision Machining I and Precision Machining II in the machining lab in our building. In addition to the physical space, they are using equipment purchased by the department. The equipment purchases in that lab average out to about $100k per year (with some costs covered by grants). The CTC is scheduled in that lab daily from 8 AM to 11:30 AM. We have had a similar relationship with MAC for their adult education machining courses offered in the evenings. However, they have not requested the space from us for the last several years.
- *Shared Networking expertise and equipment with Cape CTC.* Cape CTC offers Computer Networking & Security I. This program includes the CISCO CCNA Routing and Switching essentials curriculum. As a CISCO Academy, the Cape CTC falls under our CISCO Academic Support Center. In this role, our faculty help support academy instructors with technical expertise and to help keep instructors certified. Adjacent to this, we also make available online through our NETLAB the servers, routers and switches to the Cape CTC and other Academies. The equipment purchases in the NETLAB average out to about $50k per year (with some costs covered by grants). By using the CISCO curriculum, this also makes it much to transfer in networking courses and setup dual credit relationships (such as what we have done with Cape CTC).
- *Design curricula for students coming from technical programs.* The most common degree for students in technical programs at community colleges (and even some CTCs) is the AAS (associates of applied science). Many universities accept only a small percentage AAS courses into their programs. Based on a long tradition of accepting this credit at our institution, years ago we created an Applied Technology program that applies all of the credit from most AAS programs to a bachelor's degree program. This is one of few programs in the state where a student can take 2 years of courses after their earned AAS to get a 4-year degree.

Career & Technical Education:
- *AAS in Computer Technology.* We offer an AAS in Computer Technology in our department. As the name implies, this program was developed when the 'technologies' became more and more computerized. The program is meant to train students on the technical skills needed in machining, networking, and graphics for entry-level technician positions in industry. An advantage we have in this program is that we can leverage the faculty resources and equipment we have for our bachelor's degree programs and repackage them students who are looking for a 2-year technical program.
- *Certificate in Web Development.* CS101: Introduction to Computer Programming – an introduction to design and development of simple programs using Python; IS145: Introduction to Web Development – an introduction to website development including vocabulary, tools, and standards used in the field, with emphasis on HTML/CSS; IS245: Web Development and Security - this course focuses on web page programming used to develop professional and secure web pages; IS440: Web Design for Electronic Commerce- developing a worldwide presence

using advanced web-centered technologies and exploring the design, selection, implementation and management of enterprise commerce.

- *BAS in Applied Technology.* This program was mentioned earlier, but it is designed as a 2+2 completion program for students who have a technical AAS degree from a community college. It is highly customized to allow students to design the program based on their background and career aspirations with a goal allowing for advancement in their current field or transitioning to an adjacent field.
- *BS in Technology Management- Customized Option.* This program is unique in that it is designed for adults working in a technical industry to use their experiences and help them earn a 4-year degree. In this program, relevant work experience and national certifications can come in as 18 hours of graduate credit as shown in the attachment. To this, students add in 30 hours of technical electives in a wide variety of areas, core courses in industrial management, and general education courses to earn a bachelor's degree. An advantage of this program is that program can be customized to both the students' background and their career aspirations.
- *BS in Technology Management, including options in Construction Management, Network Administration, and Industrial Management.* Each of these programs is designed to train students for technical careers in construction, networking, and manufacturing. What sets them apart from the AAS programs is that they have additional training to help the student advance into supervision/management roles.
- *BS in Engineering Technology, including options in Electrical & Control and Mechanical & Manufacturing.* Each of these programs is designed to train students for technical careers in engineering design and maintenance troubleshooting for their respective areas of manufacturing.
- *BS in Industrial & Systems Engineering, Engineering Physics, and Unmanned Aircraft Systems.* While the previously mentioned programs are more directly in Career and Technical Education by most definitions, each of these programs also have a significant CTE "flavor" to them.
- 40-hour HAZWOPER/OSHA Training
- Asthma Home Assessment Certification Training
- Contact Tracing Training
- Community Health Worker Training
- HAZMAT training for Hospitals
- GIS Certificate
- Emergency Preparedness Certificate

Career & technology education:

CS101	Introduction to Computer Programming
IS145	Introduction to Web Development
IS245	Web Development and Security
IS440	Web Design for Electronic Commerce
CM126	Computer-Aided Architectural Drafting
CM143	Construction Methods & Materials I
CM226	Residential Architectural Drafting & Design
CM226	Residential Architectural Drafting and Design
CM243	Construction Methods and Materials II
CM260	Computer Methods of Construction Managers
CM310	Construction Building Codes
CM320	Construction Cost Estimating

CM322	Commercial Architectural Drafting and Design
CM330	Construction Planning and Scheduling
DS111	Technical Drafting for Designers
ET160	Basic Electrical Circuits
ET164	AC Principles & Circuits
ET245	Logic Circuits
ET304	Programmable Logic Controllers
ET380	Vision & Sensor Systems
ET381	Fundamentals of Aviation in UAS
ET382	UAS Fundamentals
ET385	UAS Mission Planning & Applications
GM200	Vector and Bitmap Graphics for Industry
IM300	Technical Communications
IM301	Industrial Safety and Supervision
IM311	Statistical Process Control
IM313	Facilities Planning
IM317	Cooperative Industrial Internship
IM411	Total Quality Assurance
IM417	Manufacturing Resource Analysis
IM419	Industrial Supervision
GM180	Introduction to Technical Graphics
MN120	Fundamentals of Engineering Design Processes
MN170	Industrial Materials & Testing
MN203	Industrial Materials & Processes I
MN220	Engineering Economic Analysis
MN221	Solid Modeling & Rapid Prototyping
MN260	Technical Computer Programming
TN255	Microcomputer Maintenance
TN275	Introduction to Networks
TN295	Firewall Management
TN375	Routing and Switching Essentials
TN395	Server Maintenance & Troubleshooting
TN435	Network Security
AG111	Agribusiness Orientation
AG208	Agribusiness Data Management
AG245	Agriculture Economics
AG250	Agribusness Management
AG313	Agribusiness Social Media
AG355	Ag Seminar

AG433	Ag Food Policy
AG440	Precision Agriculture
AG444	Spatial Analysis in GIS
AG447	Marketing Agriculture Products
AG465	Ag Internship
AG469	Undergrad Research
AG470	Agribusiness Sales
AG551	Water Management
UI436	Ag Ethics
AO120	Plant Science
AO125	Plant Science Lab
AO215	Soils
AO260	Integrated Pest Mgmt
AO301	Forages
AO415	Crop Systems Management
AY101	Animal Science
AY105	Animal Sci Exp.
AY200	Companion Animals
AY205	Horse Science
AY210	Animal Welfare
AY220	Animal Handling
AY240	Beef Production
AY333	Livestock Behavior & Management
AY350	Animal Reproduction
HO110	Introduction to Horticulture
HO130	Plant Identification and Use I
HO230	Plant Identification and Use II
HO215	Practical Horticulture Experiences
HO225	Id and Use Deciduous Plants
HO235	Id and Use Evergreen Plants
HO232	Hemp Production
HO245	Id and Use Interiorscape/Tropical Plants
HO255	Id and Use Annual Perennial Plants
HO342	Production of Horticulture Crops
HO355	Interior Plantscaping
HO431	Landscape Installation Maintanence
HO450	Vineyard Operations
HO530	Home Horticulture
AG201	World Food Soc
IU301	Historical Persp Am Ag
UI100	Freshman Seminar
UI344	Plant Humanity
AG303	Agriculture Mechanization

AG333   Agriculture Law
EV454   Risk Assessment Applications
GO460   Environmental Hydrology
UI386   Environmental Health
UI387   Environmental Law & Public Policy
EV443   Epidemiology
EV453   Occupational Health
EV455   Industrial Hygiene
EV551   Hazardous Materials Assessment
GO445   Geographic Information Systems (GIS)
GO520   GIS Application
EV 447   Fundamental of Disaster/Emergency Management and Planning
EV 448   Disaster/Emergency Planning and Response
EV 449   Vulnerability, Risk Reduction, and Critical Incident Management
EV 456   Fundamental Risk Communication in Emergency Management
EV 425   GIS Planning for Emergency Management

Customized Industry Training: In addition to the programs and courses outlined above, the University's Technology Resource Center (TRC) exists to create customized training opportunities and provide outreach to regional employers. In the past, the TRC has been used to help industries reduce production costs, increase productivity, improve product quality, and comply with environmental concerns. The TRC is housed in the University's Department of Engineering and Technology and is located in the Seabaugh Polytechnic Building. Project capabilities include, but are not limited to, engineering and technical assistance, new manufacturing technologies, energy conservation, research, and customized industry training.

Additional examples of current training and industry partnerships that can serve models for new engagements, include:

- **Industrial Management Program for TG Missouri**: TG Missouri and Southeast partnered to develop a degree plan tailored for TG supervisors and managers. The plan includes curriculum from four key areas specifically targeted for TG employees. After each content area is completed, a digital badge will be issued.

- **Healthcare Talent Development**: The University has forged partnerships with Saint Francis Medical Center and Southeast Health to assist them with talent recruitment, retention, and training efforts.

CONTINUING EDUCATION COURSES OFFERED CURRENTLY AT SEMO

Southeast Missouri State University's Office of Continuing Education works with area businesses and industries to offer non-credit courses to help increase the skill level of the region's workforce. Through multiple educational partnerships, the University offers a wide range of highly interactive online career training programs in more than 400 areas of study in such areas as business, computer applications, construction and trades, IT, health and fitness, and many more. Additionally, Southeast's Office of Continuing Education can partner with industry to develop customized training like it has in the past for Community Emergency Response Team (CERT) training, Community Health Worker (CCW) training, and FAA Part 107 certificated remote pilot for unmanned aircraft systems. Examples continuing education offerings are below.

ASE Technician Test Preparation (TTP) Truck Series: T1 Gasoline Engines Prepare for the Automotive Service Excellence T1 Gasoline Engines exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation (TTP) Truck Series: T2 Diesel Engines Prepare for the Automotive Service Excellence T2 Diesel Engines exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation (TTP) Truck Series: T3 Drive Train
Prepare for the Automotive Service Excellence T3 Drive Train exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation (TTP) Truck Series: T5 Suspension/Steering Prepare for the Automotive Service Excellence T5 Suspension/Steering exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation 2.0 (TTP2): Auto Maintenance and Light Repair (G1)
Prepare for the ASE Auto Maintenance and Light Repair (G1) exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation 2.0 (TTP2): Automotive Exhaust Systems (X1)
Prepare for the ASE Automotive Exhaust Systems (X1) exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation 2.0 (TTP2): Automotive Light Vehicle Diesel Engines (A9)
Prepare for the ASE Automotive Light Vehicle Diesel Engines (A9) exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation 2.0 (TTP2): Automotive Manual Drive Trains and Axles (A3)
Prepare for the ASE Automotive Manual Drive Trains and Axles (A3) exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation (TTP) Truck Series: T6 Electrical and Electronic Systems
Prepare for the Automotive Service Excellence T6 Electrical and Electronic Systems exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology.

(TTP2): Automotive Parts Specialist (P2)
Prepare for the ASE Automotive Parts Specialist (P2) exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation 2.0 (TTP2): Automotive Advanced Engine Performance (L1)
Prepare for the ASE Automotive Advanced Engine Performance (L1) exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation
2.0 (TTP2): Automotive Automatic Transmissions and Transaxles (A2)
Prepare for the ASE Automotive Automatic Transmissions and Transaxles (A2) exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation 2.0 (TTP2): Automotive Brakes (A5)
Prepare for the ASE Automotive Brakes (A5) exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation 2.0 (TTP2): Automotive Electrical Electronic Systems (A6)
Prepare for the ASE Automotive Electrical Electronic Systems (A6) exam featuring a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation 2.0: Medium/Heavy Duty Truck Electronic Diesel Diagnosis (L2)
Prepare for the Automotive Service Excellence Medium/Heavy Duty Truck Electronic Diesel Diagnosis (L2) exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation H1: Compressed Natural Gas Engines
Prepare for the ASE Transit Bus H1: Compressed Natural Gas Engines exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation 2.0 (TTP2): Automotive Engine Performance (A8)
Prepare for the ASE Automotive Engine Performance (A8) exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation 2.0 (TTP2): Automotive Heating and Air Conditioning (A7)
Prepare for the ASE Automotive Heating and Air Conditioning (A7) exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation 2.0 (TTP2): Automotive Service Consultant (C1)
Prepare for the ASE Automotive Service Consultant (C1) exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation H3 Drive Train
Prepare for the ASE Transit Bus H3: Drive Train exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology.

ASE Technician Test Preparation 2.0 (TTP2): Automotive Suspension & Steering (A4)
Prepare for the ASE Automotive Suspension Steering (A4) exam.

ASE Technician Test Preparation H5 Suspension and Steering
Prepare for the ASE Transit Bus H5: Suspension and Steering exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation H6: Electrical/Electronic Systems
Prepare for the ASE Transit Bus H6: Electrical/Electronic Systems exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation H7: Heating, Ventilation, and Air Conditioning Prepare for the ASE Transit Bus H7: Heating, Ventilation, and Air Conditioning exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation 2.0 (TTP2): Automotive Engine Repair (A1) Prepare for the ASE Automotive Engine Repair (A1) exam.

ASE Technician Test Preparation H2: Diesel Engines
Prepare for the ASE Technician Test Preparation H2: Diesel Engines exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

ASE Technician Test Preparation
H4: Brakes
Prepare for the ASE Transit Bus H4: Brakes exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology.

ASE Technician Test Preparation H8:
Prepare for the ASE Transit Bus H8: Preventive Maintenance exam featuring all of the necessary components which includes a detailed, three-tiered preparatory methodology of Practice, Standard and Timed testing modes.

OSHA/Safety
Fall Protection
Lockout Tagout
Back and Safety Ergonomics
Personal Protective Equipment
OSHA 8-Hour Hazwoper Refresher
DOT Hazardous Materials Transportation
Hazardous Waste Management and Shipping for Environmental Professionals
Laboratory Audit Essentials
Hazard Communication (HazCom)
Shipping Infectious Substances (IATA and DOT)
Shipping with Dry Ice
Bloodborne Pathogens
RCRA and DOT Refresher
RCRA Hazardous Waste Management for Generators
IATA Dangerous Goods
Control of Hazardous Energy (Lockout/Tagout)

IATA Productos Peligrosos
Lab Safety and Chemical Hygiene
Hazardous Waste Manifest Update
Stack Sampling Methods 1-5
Water Treatment Training Series
OSHA Safety Training Series
Industrial Foundation Training Series

Adobe
Adobe 100+ Course Online Library
Adobe Audition CS6: Essentials
Adobe CC Design Masterclass Bundle
Adobe CC Training Bundle
Adobe Certified Web Master Package
Adobe CS5 Design: Workflow
Adobe CS6 Master Bundle
Adobe Dreamweaver CC
Adobe Dreamweaver CS5: Essentials
Adobe Edge Animate: Advanced
Adobe Edge Animate: Essentials
Adobe Elements 5 Course Online Library
Adobe Flash CS5 Professional: Essentials
Adobe Illustrator CS6: Advanced
Adobe InDesign CS5: Essentials
Adobe InDesign CS6: Essentials
Adobe InDesign CS6: Essentials
Adobe Muse
Adobe Premiere Pro CS6: Essentials
Adobe SpeedGrade CC

Cisco/Comp/IT
Cisco 210-260: CCNA Security
Cisco CCNA & CCNP Training Series
Cisco Certified Network Associate (CCNA) with Labs
Cisco Certified Network Associate (CCNA) with Labs (including Voucher)
Cisco Network Training Series with the Labs
CISSP Certified Information Systems Security Professional with Lab
Citrix Certified Associate Training Series
Complete End-user Cyber Security Training
Complete Industrial Skills Training Series
Complete IT Training Series (CompTIA, Cisco, Microsoft) + Live Labs
Complete Web Developer Course 2.0
Comprehensive Appliance Repair Certificate
CompTIA A+ 220-1001 (Core 1) and CompTIA A+ 220-1002 (Core 2) with Live Labs
CompTIA Advanced Security Practitioner (CASP)
CompTIA Cloud+ CV0-001
CompTIA Complete Cybersecurity Career Pathway Bundle with Labs
CompTIA Cybersecurity Analyst (CSA+)
CompTIA Cybersecurity Career Pathway with Labs (including Voucher)
CompTIA IT Certification Training Series with Labs
CompTIA IT Fundamentals FC0-U61

CompTIA Linux+
CompTIA Mobility+ MB0-001
CompTIA Network Security Professional with Labs
CompTIA Network+ Training
CompTIA PenTest+ (PT0-001)
CompTIA Security+ SY0-501
Creative Pros, Designers, Developers 197+ Course Library
IT Cloud Certificate Series
IT Cybersecurity Certificate Series
Machine Learning & Artificial Intelligence Bundle
MadCap Flare for HTML5 & Single Sourcing
Maintenance Management Toolbox Training Series
Manufacturing Statistics Personal Training Library
MCSA Windows Server 2016
MCSA: Office 365 Certificate Series
MCSE: Desktop Infrastructure Solutions Expert
MCSE: Messaging Solutions Expert with Labs
MCSE: SharePoint Solutions Expert with Labs
Oracle Certificate Training Series
Oracle Database 11g Certified Associate (OCA)

MISC Industrial
Electrical Foundations Training Series
Fundamentals of Engineering: Chemical Review Program
Fundamentals of Engineering: Electrical Review Program
Fundamentals of Engineering: FE Civil Review Program
Fundamentals of Engineering: Mechanical Review Program
HVAC Technician Online (A Career Builder Course)
Industrial Electricity and Electronics Training Series
Industrial Instrumentation & Controls Training Series
Intermediate Technical Writing
Introduction to Technical Writing for Industry
NATE Core, Air Conditioning & Heat Pumps Certification Prep Training Online (A Career Builder Course)
Power Plant (Combined Cycle) Training Series
Water and Wastewater Treatment Series
ARC Documents - Instructor Led
AWS & Docker Essentials Bundle
Become a PHP Professional Bundle
Become a Professional Python Programmer Bundle
Building Management and Maintenance Training Series
Central Sterile Processing Technician Training Online with Externship
Certificate in the Basics of Purchasing Management
Certified Information Security Manager (CISM)
Certified Information Systems Auditor (CISA)
Certified Information Systems Security Pro (CISSP) 2015
Certified Scrum Master (CSM)

Lean Manufacturing/Project Mgt
Lean Manufacturing Personal Training Library
Lean Six Sigma Black Belt Course Library

Lean Six Sigma Green Belt Course Library, Manufacturing Version
Lean Six Sigma Green Belt Course Library, Transactional Version
Lean Six Sigma Yellow Belt Course Library, Manufacturing Version
Lean Six Sigma Yellow Belt Course Library, Transactional Version
Project Management Certificate Series
Project Management Professional (PMP) Certification: PMBOK Guide Sixth Edition
Six Sigma Certificate Series
Certificate in Logistics, Supply Chain and Purchasing Management
Agile Project Management Training

Microsoft Suite and other Microsoft Software
Excel 2010 Advanced
Excel 2010 Essentials (Level 1-2-3)
Microsoft Access 2016 (Levels I,II,III)
Microsoft Exam 70-640: TS: Windows Server 2008 Active Directory, Configuring Certification Training Course
Microsoft Exam 70-642: TS: Windows Server 2008 Network Infrastructure, Configuring Certification Training Course
Microsoft Exam 70-646: PRO: Windows Server 2008, Server Administrator Certification Training Course
Microsoft Excel 2013: Essentials
Microsoft Excel 2016 Complete Training Bundle
Microsoft MCSA: SQL Server Solutions Associate
Microsoft MCSA: Windows 8 Solutions Associate
Microsoft MCSA: Windows Server 2012
Microsoft MCSE: Business Intelligence Solutions Expert
Microsoft MCSE: Data Platform
Microsoft MCSE: Private Cloud Solutions Expert with Labs
Microsoft MCSE: Server Infrastructure Solutions Expert with Labs
Microsoft MCSE: Server Infrastructure Solutions Expert with Labs
Microsoft Office 2013 Getting Up to Speed: New Features
Microsoft Office 2016 Certification Training Bundle (Levels I,II,III)
Microsoft Office 2019 Complete Training Bundle
Microsoft Outlook 2016 (Levels I,II,III)
Microsoft Powerpoint 2016 (Levels I,II,III)
Microsoft Programming Bundle
Microsoft Word 2016 (Levels I,II,III)
Outlook 2010 (Level 1-2-3)

Technical Communication
Technical Communication Techniques & Principles for Project Managers
Technical Communication, an Introduction for Current Technical Writers, Editors and Designers
Technical Communication: The Profession, Writing Style, and Format (A Career Builder Course)
Technical Reports for Industry, Government, and Business (A Career Builder Course)
Technical Writing & Communication Industry Certificate - Mastery Level
User Documentation for Technology Products (A Career Builder Course)
Workplace Experience Certificate in Technical Writing
Technical Communication Techniques & Principles for Project Managers
Advanced Certificate Course in Structured Writing for Technical Documentation
Advanced Certificate in Technical Writing
Advanced Technical Writing

Certificate Course in Technical Business Writing for Engineers
Certificate in Professional Technical Communication - Portfolio
Certificate in Technical Writing for Current Technical Writers

Courses that lead to Industry Certifications

HVAC/R Technician
Certified Indoor Environmentalist Prep
Certified Indoor Air Quality Manager
AWS System Operations Certification Bundle
Certified Ethical Hacker
Certified Information Security Manager (CISM)
Certified Information Systems Auditor (CISA)
Certified Information Systems Security Professional (CISSP) Cisco CCNA Certification Training
CompTIA Advanced Security Practitioner (CASP) CompTIA Certification Training: Network+,
Security+ CompTIA TM Linux+
CompTIA Mobility+
CompTIA Project+
CompTIATM A+ Certification Training
CompTIA TM Cloud+ Certification Training
CompTIA TM Network+ Certification Training
CompTIA TM Security+ Certification Training
Help Desk Analyst: Tier 1 Support Specialist
Information Security Training
IT Foundations Bundle
ITIL Capability Expert
ITIL Foundation
ITIL Lifecycle Expert
Systems Security Certified Practitioner (SSCP) Training CompTIA Certification Training: ITF+ and A+
CompTIA Certification Training: ITF+, A+, Network+, Security+ VMware Certified Associate
Certified Quality Engineer
Certified Quality Improvement Associate (CQIA)
Certified Six Sigma Black Belt
Certified Six Sigma Green Belt
Lean Six Sigma Black Belt
Lean Six Sigma Black Belt with 1-on-1 Project Coaching
Lean Six Sigma Champion
Lean Six Sigma Green Belt
Lean Six Sigma Yellow Belt
Lean Training
AutoCAD 3D 2021
AutoCAD 2021 Certified User
AutoCAD 2021 Certified User with AutoCAD 3D 2021 Autodesk Fusion 360
Autodesk Inventor 2021
Autodesk Revit Architecture 2021
Implementing Microsoft Azure Infrastructure Solutions