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LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

TO: Dr. Monty Sullivan
LCTCS President

THROUGH: Dr. René Cintrón *RC*
Chief Academic Affairs Officer

FROM: Dr. Adrienne Fontenot *AF*
Director of Adult Learning and Educational Programs

SUBJECT: Program Revisions at Baton Rouge Community College (BRCC)

DATE: 4/23/18

FOR BOARD ACTION:

Recommendation: Staff recommends the Board approve the following program revisions listed below.

Program Additions

1. Associate of Applied Science (AAS) in Vehicle Maintenance and Repair Technologies (CIP 47.0600) – **4 STARS**
 - a. Technical Diploma (TD) in Auto Body Repair Technician (47.0603) – **4 STARS**
 - i. Certificate of Technical Studies (CTS) in Refinish Technician (CIP 47.0603) – **4 STARS**

Background: BRCC is requesting to add a Vehicle Maintenance and Repair Technologies AAS to support new and existing technical programs in the subject area while providing a range of concentrations to be added over time. The proposed program is BRCC's response to interest in and support from area businesses and long-term employment projections. The proposed program of study is based on the curriculum of I-CAR, the industry standard for training in the profession.

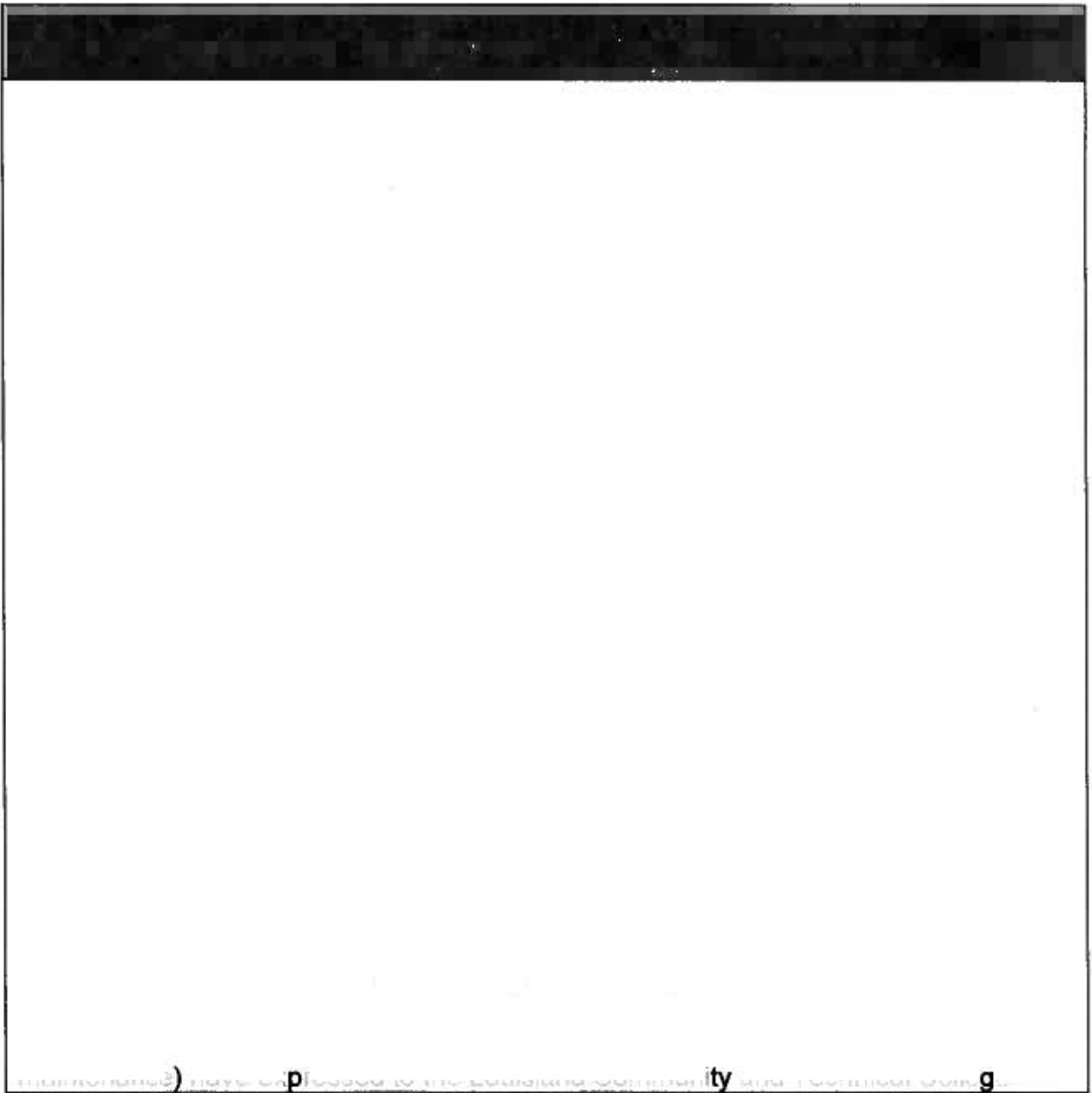
Fiscal Impact: Implementation costs include additional adjunct faculty and one full time faculty member. These will be incurred over a 2 year period as program enrollment grows demanding the need for additional faculty. Facilities are currently under construction and scheduled for completion to allow for a program start for fall 2018.

History of Prior Actions: BRCC has a history of making curricular changes to keep up with industry standards.

Benefits to the System: The communication, analytical, and problem solving skills attained in achieving the degree option offer local industry a more versatile employee which could increase the probability of promotion and also increase the likelihood that additional collision repair shops will be available to the public. Furthermore, due to the geographic location and award levels of the programs offered at other LCTCS institutions, an accessible and innovative program is needed to fill the void in the north Baton Rouge area.

Monty Sullivan
Approved for Recommendation to the Board
Dr. Monty Sullivan

Date



System (LCTCS) and to BRCC their need for, and willingness to facilitate the development of programs for training, mechanics and service personnel, particularly in the areas of maintenance and repair. The programs would prepare students for entry level jobs as technicians as well as first line supervisors of technicians. BRCC has responded with the proposed program, which will prepare students in the three specific vehicle service areas mentioned above: auto body repair, automotive technology, and diesel heavy truck technology. The first concentration for the proposed new degree is a direct response to the public demand for auto body repair services, which exceeds the availability of auto body repair shops and skilled auto body repair technicians (Appendix A). Offering the AAS will provide the competencies for graduates to start and manage their own businesses after gaining the valuable hands-on experience in vehicle maintenance and repair shops. This will increase the regional availability of skilled auto body repair technicians with the capacity to open their own business and thus meet the public demand.

In order to be successful, business owners will need basic math, English, and critical thinking skills. The AAS offers these skills to students. Furthermore, the skills obtained by completion of the associate degree meet the required level of education for managing a business. According to the Louisiana Workforce Commission (www.laworks.net), approximately 8.59% of advertised jobs in management require a minimum of an associate degree, while only 7.97% of candidates have actually obtained one (Appendix B). The majority of job openings in the vehicle maintenance and repair fields require a certification (e.g., Automotive Service Excellence, ASE; I-CAR) and, in many cases, such certification can substitute for work experience requirements, which broadens the hiring pool for employers. The Louisiana Workforce Commission's projections through 2024 include an approximate increase of 7%, or 417 new job openings, in general operations manager position in regional labor market area 2 (which includes Baton Rouge) and an increase of 8.6%, or 2,040 jobs, statewide (Appendix C and www.laworks.net). The annual wages of an individual holding an AAS in the vehicle repair industry are projected to be in the range of \$80,000 to \$100,000 (Appendix D).

Benefits of the umbrella degree include: (1) students could enroll in the concentration of their choice and apply their financial aid to tuition and fees, (2) dually-enrolled high school students taking courses at BRCC could complete an AAS shortly after graduating from high school, and (3) by combining vehicle maintenance areas into one degree BRCC would be protected from (potential) loss of individual approved degree programs due to low graduation rates. This opportunity is expected to enhance retention and increase opportunities for promotion within each graduate's chosen specialty.

Similar programs of study are available to students at other LCTCS institutions (Delgado Community College, Central Louisiana Technical Community College, South Louisiana Community College, and Sowela Technical Community College), but none have curricula aligned with I-CAR standards, and only one institution (Delgado) offers a

degree option. The communication, analytical, and problem solving skills attained in achieving the degree option offer local industry a more versatile employee which could increase the probability of promotion into supervisory positions and also increase the likelihood that additional collision repair shops will be available to the public. Furthermore, due to the geographic location and award levels of the programs offered at other LCTCS institutions, an accessible and innovative program is needed to fill the void in the north Baton Rouge area.

IMPLEMENTATION DATE (Semester and Year)	Fall 2018
--	-----------

SITE(S) OF NEW PROGRAM OR CURRICULUM MODIFICATION		
<input type="checkbox"/> Main Campus	<input type="checkbox"/> All Sites	<input checked="" type="checkbox"/> Specific Sites (list below)
Site 1: Ardendale		
Site 2:		
Site 3		
Site 4:		

LOUISIANA WORKFORCE COMMISSION STAR LEVEL (http://www.laworks.net/Stars/)					
<input type="checkbox"/> 5 Stars	<input checked="" type="checkbox"/> 4 Stars	<input type="checkbox"/> 3 Stars	<input type="checkbox"/> 2 Stars	<input type="checkbox"/> 1 Star	<input type="checkbox"/> 0 Stars (Transfer)

PLAN FOR PROVIDING QUALIFIED FACULTY (Check all that apply)		
<input type="checkbox"/> Use Existing Faculty #: <u>6</u>	<input type="checkbox"/> Hire Adjunct Faculty #: <u> </u>	<input type="checkbox"/> Hire Full-Time Faculty #: <u>1</u>

MINIMUM CREDENTIALS REQUIRED FOR FACULTY		
Education: Associate Degree or plan to attain Associate Degree	Experience: Minimum 5 Years	Certification: I-CAR Technician Certification; ASE Certification; SACSCOC credentials

ANTICIPATED ENROLLMENT:					
Students	Year One	Year Two	Year Three	Year Four	Year Five

ANTICIPATED ENROLLMENT:					
DAY	0	54	66	70	70
EVENING	6	16	20	30	60
Describe Process for Attaining & Estimating Enrollment:	<p>The initial concentration of the Vehicle Maintenance and Repair Technologies AAS will be Auto Body Repair Technician offered as an evening program. Beginning Fall 2018 a target of 15-20 students will be enrolled once per year in the Fall semester. Beginning Fall 2019 a day program of the Auto Body Repair Technician will be offered to high school students as dual enrollment, with a target of 10 per academic year. Additionally, the current Automotive Technology AAS and Diesel Heavy Truck Technology AAS will be added as concentrations to the Vehicle Maintenance and Repair Technologies AAS, further increasing the degree program enrollment. As of Spring 2018, total enrollment of for both of the previously noted Automotive and Diesel Heavy Truck degree programs is 26 students. The target is 15-20 students total every Fall semester.</p>				


PROGRAM ACCREDITATION:	
Is Program Accreditation, Licensure or Certification Required?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	If YES, please provide projected accreditation/licensure/certification date:
Type/Name of Program Accreditation, Licensure or Certification Required:	

DESCRIBE IMPLEMENTATION COSTS (Include Faculty, Facilities, Library Resources, etc.)
<p>Implementation costs include additional adjunct faculty and one full time faculty member. These will be incurred over a 2 year period as program enrollment grows demanding the need for additional faculty. Facilities are currently under construction and scheduled for completion to allow for a program start for Fall 2018.</p> <p>General Education Adjunct Salary - \$2,295 per course Technical Course Adjunct Salary - \$3,000 per course Full Time Instructor Salary - \$60,000 annually</p>

<p>PROGRAM CURRICULUM – The proposed program of study for Auto Body Repair Technician Concentration is attached. (Use the template below or insert separate attachment; all modifications should include the OLD and</p>
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NEW curriculum with changes appropriately noted so that it is visually clear what has been added, deleted and/or changed)

SIGNATURES:


College Chief Academic Officer

3/28/14
Date


College Chief Exedutive Officer

4/11/18
Date

Vehicle Maintenance and Repair Technologies (Associate of Applied Science), Auto Body Repair Concentration

This program is designed to prepare students to complete safe and quality repairs and become knowledgeable vehicle repair and maintenance technicians. Students completing the Auto Body Repair concentration are prepared to complete structural, non-structural, mechanical, and electrical repairs as well as to conduct damage appraisals in the auto body repair industry. Specialized classroom instruction and practical shop experience prepare students for employment in a variety of jobs in the field of auto body repair. This program covers curriculum developed by I-CAR. Students who successfully complete the program will be nationally certified by I-CAR.

To receive this degree, certificate, or technical competency area, the student must:

- Complete the program of study below.
- Earn a "C" or better in all courses that are to be used towards the degree.

Program of Study

First Semester		Credit Hours
CLRP 1105	Non-Structural Damage	5
MVSB 1002	Fundamentals of Safety	2
ENGL 1013	English Composition I	3
Gen Ed Math	Any department-approved General Education course in Mathematics	3
Semester Total:		13
Second Semester		Credit Hours
CLRP 1204	Straighten, Pull, and Anchor	4
CLRP 1214	Section, Cut, and Weld	4
CLRP 1234	Auto Body Welding	4
Semester Total:		12
Summer Semester		Credit Hours
CLRP 2108	Collision Repair Appraisal	8
Semester Total:		8
Fourth Semester		Credit Hours
CLRP 2204	Paint and Refinish	4
Gen Ed Humanities	Any department-approved General Education course in Humanities	3
Gen Ed Soc Sci	Any department-approved General Education course in the Social Sciences	3
Gen Ed Phys Sci	Any department-approved General Education course in the Physical Sciences	3
Semester Total:		13
Fifth Semester		Credit Hours
CLRP 2307	Mechanical Repair	7
MVSB 1604	Electrical Basics	4
MVSB 1703	Heating & Air Conditioning Basics	3
Semester Total:		14
Vehicle Maintenance and Repair Technologies (Associate of Applied Science), Auto Body Repair Concentration Total Program Credit Hours:		60

Auto Body Repair Credentials Available

		Credit Hours
MVSB 1002	Fundamentals of Safety	2
CLRP 1105	Non-Structural Damage	5
CLRP 2108	Collision Repair Appraisal	8
CLRP 2204	Paint and Refinish	4
CTS, Refinish Technician :		19

		Credit Hours
MVSB 1002	Fundamentals of Safety*	2
CLRP 1105	Non-Structural Damage*	5
CLRP 1204	Straighten, Pull, and Anchor	4
CLRP 1214	Section, Cut, and Weld	4
CLRP 1234	Auto Body Welding	4
CLRP 2108	Collision Repair Appraisal*	8
CLRP 2204	Paint and Refinish*	4
CLRP 2307	Mechanical Repair	7
MVSB 1604	Electrical Basics	4
MVSB 1703	Heating & Air Conditioning Basics	3
TD, Auto Body Repair Technician		45

(* courses required for completion of the Refinish Technician CTS):

For more information, contact the Division of Technical Education at 225-359-9201.



Baton Rouge Community College
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Attention: René Cintrón, Ph.D.
Chief Academic Affairs Officer
The Louisiana Community and Technical College System (CLTCS)
265 South Foster Drive
Baton Rouge, Louisiana 70806

From: Toni Manogin, RN, DHSc
Vice Chancellor for Academic and Student Affairs
Baton Rouge Community College

Subject: Vehicle Maintenance and Repair Technologies Associate of Applied Science;
New courses for Auto Body Repair concentration

MVSB 1002, Fundamentals of Safety. CIP Code: 47.0604. Lecture Hours 2, Lab Hours 0, Credit Hours 2. Prerequisites: none. Co-requisites: none. Suggested Enrollment Cap: 20. Effective Fall 2018

Course Description: Covers the hazards encountered in automotive, diesel heavy truck, and collision repair/auto body repair shop environments. Fosters awareness and recognition of hazards and other skills desirable to employers.

CLRP 1105, Non-Structural Damage. CIP Code 47.0603. Lecture Hours 3, Lab Hours 4, Credit Hours 5. Prerequisites: none. Co-requisites: none. Suggested Enrollment Cap: 20. Effective Fall 2018.

Course Description: Covers types of hardware and provides an overview of their uses during the repair process. Also covers methods for removing damaged and undamaged fasteners as well as thread restoration and installation. Covers adhesive bonding materials and explains differences between adhesive and cohesive failure as well as a basic knowledge of steel Gas Metal Arc (GMA) welding. This course requires a one time fee for I-CAR curriculum access, a one time testing fee, and a lab fee*.

* Lab fee = \$105.00/student

CLRP 1204, Straighten, Pull, and Anchor. CIP Code 47.0603. Lecture Hours 3, Lab Hours 2, Credit Hours 4. Prerequisites: none. Co-requisites: none. Suggested Enrollment Cap: 20. Effective Fall 2018.

Course Description: Covers types of damage and initial steps in developing a repair

plan. Also covers making decisions about removing parts versus keeping parts attached, anchoring, and locating anchoring points. This course requires a one time fee for I-CAR curriculum access.

CLRP 1214, Section, Cut, and Weld. CIP Code 47.0603. Lecture Hours 3, Lab Hours 2, Credit Hours 4. Prerequisites: none. Co-requisites: none. Suggested Enrollment Cap: 20. Effective Fall 2018.

Course Description: Covers vehicle preparation, vehicle sectioning, and parts replacement. This course requires a one time fee for I-CAR curriculum access.

CLRP 1234, Auto Body Welding. CIP Code 47.0603. Lecture Hours 2, Lab Hours 4, Credit Hours 4. Prerequisites: none. Co-requisites: none. Suggested Enrollment Cap: 20. Effective Fall 2018.

Course Description: Covers welding techniques through theory instruction, hands-on practice, and instructor-supervised welding. This course requires a one time fee for I-CAR curriculum access and a lab fee.

* Lab fee = \$45.00/student

CLRP 2108, Collision Repair Appraisal. CIP Code 47.0603. Lecture Hours 6, Lab Hours 4, Credit Hours 8. Prerequisites: none. Co-requisites: none. Suggested Enrollment Cap: 20. Effective Fall 2018.

Course Description: Covers common industry terms to use in a damage report along with collision-estimating guides to identify additional information that should be obtained from the customer prior to writing a damage report. This course requires a one time fee for I-CAR curriculum access.

CLRP 2204, Paint and Refinish. CIP Code 47.0603. Lecture Hours 3, Lab Hours 2, Credit Hours 4. Prerequisites: none. Co-requisites: none. Suggested Enrollment Cap: 20. Effective Fall 2018.

Course Description: Covers color maps, electronic paint formulation systems, and techniques to make sprayout panels for color evaluation and tri-coat finishes. Other techniques include final sanding, masking, color mixing and tinting, spray booth operations, and applying primers, sealers, and clearcoats. This course requires a one time fee for I-CAR curriculum access, a one time certification fee, and a lab fee*.

* Lab fee = \$260.00/student

CLRP 2307, Mechanical Repair. CIP Code 47.0603. Lecture Hours 5, Lab Hours 4, Credit Hours 7. Prerequisites: none. Co-requisites: none. Suggested Enrollment Cap: 20. Effective Fall 2018.

Course Description: Covers different parts of an air conditioning system along with interpreting vehicle labels and performing testing procedures used to analyze damage.

Also covers inspecting engines for damage and determining if engine mounts require replacement, as well as inspecting the drive axle/driveshaft for damage and making repair versus replacement decisions on the engine cradle. Includes processes for brake system parts inspection including Anti-lock Brake Systems (ABS). This course requires a one time fee for I-CAR curriculum access, a one time fee for MACS Certification test, and a lab fee*.

* MACS certification test: \$20.00/student; Lab fee = \$20.00/student

	2015 Estimate ⁴	2024 Projected ⁵	10 Year Growth ⁶	New Growth ⁷	Annual Replacement ⁸	Total Openings ⁹	Annual Average Wage ¹⁰	Hourly Avg. Wage - Lowest 10% ¹¹	Avg. Wage - Lowest 10% ¹²	Avg. Wage - Highest 10% ¹³	Avg. Wage - Highest 10% ¹⁴	Annual Average Wage	Most Significant Source of Education or Training ¹⁵
	490	570	80	10	10	20	\$48,245	\$13.27	\$27,605	\$35.93	\$74,733	\$41,718	Postsecondary non-degree award
	1,970	2,130	160	20	50	70	\$42,259	\$11.03	\$22,937	\$32.60	\$67,815	\$37,590	Postsecondary non-degree award
Specialists	820	930	110	10	10	30	\$47,784	\$14.33	\$29,809	\$30.47	\$63,388	\$44,542	Postsecondary non-degree award

	2015 Estimate ⁴	2024 Projected ⁵	10 Year Growth ⁶	Annual New Growth ⁷	Annual Replacement ⁸	Annual Total Openings ⁹	2016 State Annual Average Wage ¹⁰	2016 State Hourly Avg. Wage - Lowest 10% ¹¹	2016 State Annual Avg. Wage - Lowest 10% ¹²	2016 State Hourly Avg. Wage - Highest 10% ¹³	2016 State Annual Avg. Wage - Highest 10% ¹⁴	Most Significant Source of Education or Training ¹⁵
	2,120	2,360	230	30	50	80	\$41,718	\$11.92	\$24,784	\$30.71	\$63,870	Postsecondary non-degree award
	9,000	9,500	500	60	240	300	\$37,590	\$10.07	\$20,950	\$28.48	\$59,242	Postsecondary non-degree award
Specialists	2,860	3,200	340	40	50	90	\$44,542	\$13.00	\$27,041	\$30.86	\$64,191	Postsecondary non-degree award

Five star occupations have the best outlook and pay the highest wages. Being knowledgeable, skills and abilities necessary to perform a variety of activities and tasks.

per payroll files, with estimates for self-employed and unpaid family workers. New jobs and replacement needs of employers.

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Baton Rouge Community College: Vehicle Maintenance and Repair AAS, Appendix B
Education Level for General and Operations Managers: Required vs. Candidates Available

Required Level of Education

The table below shows the results of a national survey listing the most common required level of education for General and Operations Managers.

Rank	Required Level of Education	Percentage of Respondents
1	Bachelor's Degree	29.29%
2	Some College Courses	19.18%
3	High School Diploma - or the equivalent (for example, GED)	15.20%
4	Post-Baccalaureate Certificate - awarded for completion of an organized program of study; designed for people who have completed a Baccalaureate degree but do not meet the requirements of academic degrees carrying the title of Master.	14.58%
5	Post-Secondary Certificate - awarded for training completed after high school (for example, in agriculture or natural resources, computer services, personal or culinary services, engineering technologies, healthcare, construction trades, mechanic and repair technologies, or precision production)	9.00%
6	Associate's Degree (or other 2-year degree)	8.59%
7	Post-Master's Certificate - awarded for completion of an organized program of study; designed for people who have completed a Master's degree but do not meet the requirements of academic degrees at the doctoral level.	3.37%
8	Master's Degree	0.80%

This information is based on O*NET® data. O*NET is a trademark registered to the U.S. Department of Labor, Employment and Training Administration.

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Education Level of Available Candidates

The table below shows the education levels of potential candidates in the workforce system that are looking for jobs as General and Operations Managers in Louisiana on December 03, 2017.

Rank	Education Level	Potential Candidates Looking for work as General and Operations Managers	Percent
1	Less than High School	12	1.59%
2	High School Diploma or Equivalent	177	23.51%
3	1 to 3 Years at College or a Technical or Vocational School	177	23.51%
4	Vocational School Certificate	48	6.37%
5	Associate's Degree	60	7.97%
6	Bachelor's Degree	213	28.29%
7	Master's Degree	59	7.84%
8	Doctorate Degree	1	0.13%
9	Specialized Degree (e.g. MD, DDS)	6	0.80%

Candidate Source: Individuals with active résumés in the workforce system

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Baton Rouge Community College: Vehicle Maintenance and Repair Technologies AAS, Appendix C

Louisiana Workforce Commission: 2015-2024 Projected Employment by Industry

Regional Labor Market 2 and Statewide

**Baton Rouge Region - Regional Labor Market Area 2
2015-2024 Projected Employment by Industry**

Regional Labor Market Area (RLMA) 2 : Ascension, E. Baton Rouge, E. Feliciana, Iberville, Livingston, Pointe Coupee, St. Helena, Tangipahoa, Washington, W. Baton Rouge, & W. Feliciana

Industry Sectors	NAICS	2015 Average Employment	2024 Projected Employment	Employment Change 2015 - 2024	Percent Change 2015 - 2024
TOTAL, All Industries		471,733	510,520	38,787	8.2%
Management of Companies and Enterprises	55	5,971	6,388	417	7.0%
Management of companies and enterprises	551	5,971	6,388	417	7.0%

**State of Louisiana
2015-2024 Projected Employment by Industry**

Industry Sectors	NAICS	2015 Average Employment	2024 Projected Employment	Employment Change 2015 - 2024	Percent Change 2015 - 2024
TOTAL, All Industries		2,058,832	2,205,120	146,288	7.1%
Management of Companies and Enterprises	55	23,695	25,735	2,040	8.6%
Management of companies and enterprises	551	23,695	25,735	2,040	8.6%

Baton Rouge Community College: Vehicle Maintenance and Repair Technologies AAS, Appendix D

Wage Data (2016) for General Operations Managers with an associate degree (first quarter of 2017, top of page) vs. employees in Auto Body and Related Repairs with diploma (2016, bottom of page)

Employment Wage Statistics

Here is a list of average weekly wage information for Louisiana in Subsector (3 digit) Management of Companies and Enterprises. These figures are for the 1st Quarter, 2017 time period.

Industry Title	*Average Hourly Wage	Average Weekly Wage	*Average Annual Wage
Management of Companies and Enterprises	\$47.18	\$1,887	\$98,124
General and Operations Managers	\$26.12	\$1044.80	\$87,481

* Assumes a 40-hour week worked the year round.

Source: Labor Market Statistics, Quarterly Census of Employment and Wages Program

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Employment Wage Statistics

The table below shows the estimated Employment Wage Statistics for individuals in Louisiana employed as Automotive Body and Related Repairers in 2016.

Rate Type / Statistical Type	Entry Level	Median	Experienced
Annual wage or salary	\$26,238	\$37,664	\$49,458
Hourly wage	\$12.61	\$18.11	\$23.78

Source: Labor Market Statistics, Quarterly Census of Employment and Wages Program

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eBooks and eBookchapters at the BRCC Library

Total estimated eBooks	9,359	Titles
Total estimated eBookchapters	10,414	Texts

Online Databases (Electronic Resources) at the BRCC Library

Total estimated Online Databases	44	Databases
Academic Search Complete	5,207	Article titles
Alt HealthWatch	42	Article titles
Art Full Text (H.W. Wilson)	70	Article titles
Associates Programs Source Plus	18,255	Article titles
Biography in Context	5,459	Article titles
Biological Abstracts 1969 - Present	4	Article titles
Business Source Complete	13,467	Article titles
CINAHL Plus with Full Text	481	Article titles
Complementary Index	21,247	Article titles
Computer Source	212	Article titles
Environment Index	17	Article titles
ERIC	10	Article titles
Fuente Académica	1	Article titles
Funk & Wagnalls New World Encyclopedia	4	Article titles
Gale Virtual Reference Library	564	Article titles
Government Printing Office Catalog	3	Article titles
GreenFILE	13	Article titles
Health Source: Nursing/Academic Edition	322	Article titles
History Reference Center	341	Article titles
Hospitality & Tourism Index	5	Article titles
JSTOR Journals	1	Article titles
Legal Collection	592	Article titles
LexisNexis Academic: Law Reviews	2,533	Article titles
Library, Information Science & Technology Abstracts with Full Text		Article titles
Literary Reference Center	597	Article titles
Literature Resource Center	245	Article titles
MAS Ultra - School Edition	2,218	Article titles
MedicLatina	6	Article titles
MEDLINE	9	Article titles
Mental Measurements Yearbook	1	Article titles
Military & Government Collection	934	Article titles
Newspaper Source	4,013	Article titles
Newswires	647	Article titles
Primary Search	34	Article titles
Professional Development Collection	248	Article titles
Psychology and Behavioral Sciences Collection	202	Article titles
Regional Business News	3,915	Article titles
Religion and Philosophy Collection	87	Article titles
Research Starters	16	Article titles
Science & Technology Collection	841	Article titles
SocINDEX with Full Text	290	Article titles
Supplemental Index	107	Article titles
Teacher Reference Center	13	Article titles
Vente et Gestion	2	Article titles