



## WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY MANUFACTURING COMMITTEE MEETING

Thursday, August 15, 2019  
8:00 a.m. - 9:30 a.m.

United Food and Commercial Workers, Local 770 (UFCW)  
816 Camarillo Springs Road (Meeting Room), Camarillo

### AGENDA

- |           |  |                                  |
|-----------|--|----------------------------------|
| 8:00 a.m. | <b>1.0 Call to Order and Agenda Review</b>   | Alex Rivera                      |
| 8:02 a.m. | <b>2.0 Public Comments</b>   | Alex Rivera                      |
|           | <i>Procedure: The public is welcome to comment. All comments not related to items on the agenda may be made at the beginning of the meeting only.</i>  |                                  |
| 8:05 a.m. | <b>3.0 Approval of Minutes: April 18, 2019</b>   | Alex Rivera                      |
| 8:10 a.m. | <b>4.0 Workforce Reports</b>   |                                  |
|           | <ul style="list-style-type: none"><li>• <i>Ventura County Community Colleges District</i></li><li>• <i>Workforce Education Coalition</i></li></ul>   | Alix Wright<br>Marybeth Jacobsen |
| 8:40 a.m. | <b>5.0 Workforce Development Planning</b>  | Patrick Newburn                  |
|           | <ul style="list-style-type: none"><li>• Effectiveness Serving Employers Py18-19</li><li>• PY2018-19 Year End Review</li><li>• Committee Planning Discussion (Results from February 18, 2019)</li></ul> |                                  |
| 9:20 a.m. | <b>6.0 Committee Member Comments</b>   | Committee Members                |
| 9:30 a.m. | <b>7.0 Adjournment</b>   | Alex Rivera                      |

Next Meeting:

October 17, 2019 (8:00 a.m. – 9:30 a.m.)

United Food and Commercial Workers, Local 770 (UFCW)  
816 Camarillo Springs Road (Meeting Room), Camarillo

Individuals who require accommodations for their disabilities (including interpreters and alternate formats) are requested to contact the Workforce Development Board of Ventura County staff at (805) 477-5306 at least five days prior to the meeting. TTY line: 1-800-735-2922.



**WDB Manufacturing Committee Meeting**  
**Thursday, April 18, 2019**  
**8:00 a.m. - 9:30 a.m.**

United Food and Commercial Workers, Local 770 (UFCW)  
816 Camarillo Springs Road (Meeting Room/Suite A), Camarillo

**MINUTES**

**Meeting Attendees**

Committee Members  
Alex Rivera\* (Chair)  
Michael Bastine  
Marybeth Jacobsen  
Alix Wright

Guests  
Yvonne Jonason  
Lisa Eklund

WDB Staff  
Patrick Newburn

\*WDB Members

**1.0 Call to Order and Agenda Review**

Chair Alex Rivera called the meeting to order at 8:09 a.m.

**2.0 Public Comments**

No public comments.

**3.0 Approval of Minutes:** February 21, 2019

Motion: Michael Bastine  
Second: Alex Rivera  
Motion approved.

**4.0 Workforce Reports**

• ***Ventura County Community Colleges District – Alix Wright***

Dr. Alix Wright provided the committee with new information about the Summer pre-apprenticeship training series offered free of cost at Ventura Community College. The training consists of two courses, one is 40-hour Team Assembler Training leading to a completion credential; the other is a 100-hour Entry-level CNC set/Operator course, leading to a local industry credential. The Assembler course has space for 24 students, and the CNC course has space for 20 students. Additionally, Buena High School (in Ventura is offering a Team Assembler Boot Camp.

Alix also noted that Ventura County Community College District (VCCCD) is hiring an Apprenticeship Director to start in July. The position is funded for three years and will help propel the advancement of Apprenticeships. VCCCD and WDB are jointly in collaboration to develop apprenticeship models for local business. Committee members commented that it would be good if similar Team Assembler courses were offered in Simi Valley or Moorpark College. Another commented that employers would likely interview the students, but will need more explanation about the apprenticeship model.

- **Workforce Education Coalition – Marybeth Jacobsen**

Marybeth Jacobsen provided the committee with a PowerPoint presentation about STEM-Equity Manufacturing tours for students from Royal High School (10 girls) and Sinaloa Middle School (10 girls). Other tours were provided for Fillmore Continuation High School and Fillmore Middle school girls. Tours were provided at TMJ Concepts in Ventura, Freedom Designs in Simi Valley, Aerovironment in Simi Valley, and Sessa Manufacturing in Ventura.

Marybeth explained the importance of exposing girls to careers in advanced manufacturing and science industries. She provided the committee with evaluation comments from the students, pointing to the value added by the tours.

## **5.0 Presentation**

### ***Employment Training Panel***

*Yvonne Jonason, Economic Development Analyst, State of California*

Yvonne Jonason provided the committee with a PowerPoint presentation and handout, about the state of California Employment Training Panel (ETP). The ETP is a joint business-labor state agency that funds training to ensure employers have the skilled workers they need to compete locally and globally.

The funds are not grants, but rather reimbursement for the customized job skills training offered to employees. Reimbursement is up to \$26.00 hourly (\$22.00 for small employers). Manufacturers are a target industry and is at top of list for awards. Details about the ETP are available directly by calling 916-327-5640, or by website: [www.etp.ca.gov](http://www.etp.ca.gov). Additionally, WDB member, Bruce Stenslie with the Economic Development Collaborative is an excellent local contact to learn more about ETP.

Alex Rivera, Committee Chair thanked Ms. Jonason for an excellent presentation. Yvonne offered to attend other WDB meeting to share the programs value and ease to get started.

## **6.0 Workforce Development Planning**

Patrick Newburn presented the Committee Discussion Results from February 18, 2019 meeting. Committee members offered to review and discuss at next meeting.

Patrick provided a brief update on the National Dislocated Worker Grant for fire recovery jobs and projects. Patrick also informed the committee about the states initiative to provide employment and training opportunities to justice involved individuals and formerly incarcerated, through the Prison to Employment Grant.

## **7.0 Committee Member Comments**

No comments were made.

## **8.0 Adjournment**

Alex Rivera adjourned the meeting at 9:35 a.m.

### Next Meeting:

June 27, 2019 (8:00 a.m. – 9:30 a.m.)

United Food and Commercial Workers Union

816 Camarillo Springs Road (Meeting Room), Camarillo



## EFFECTIVENESS SERVING EMPLOYERS

### WIOA Funded OJT Services Provided Employers & Individuals

PY2018-2019 (JULY 1, 2018 – JUNE 30, 2019)

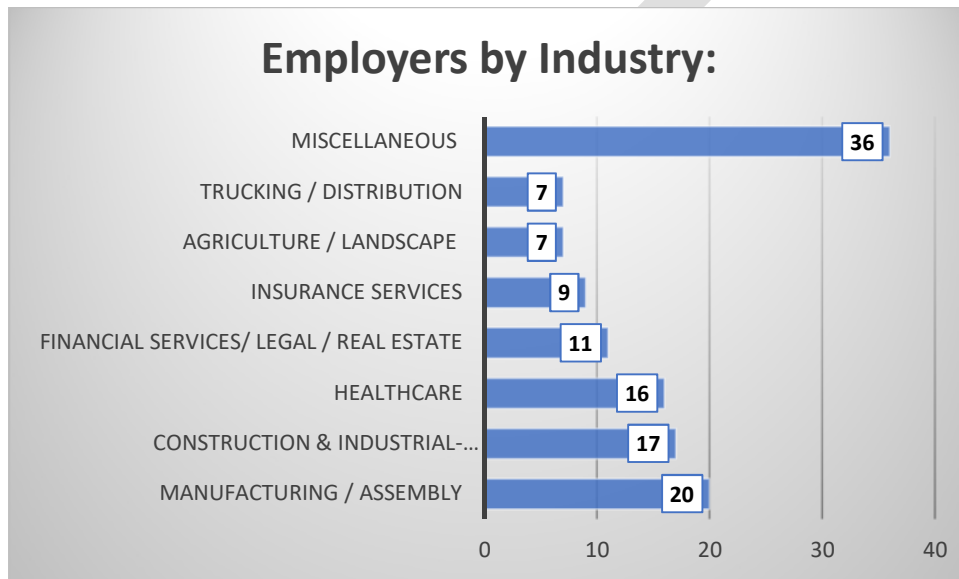
Source: CalJOBS (service code E30, 301)

Not Finalized

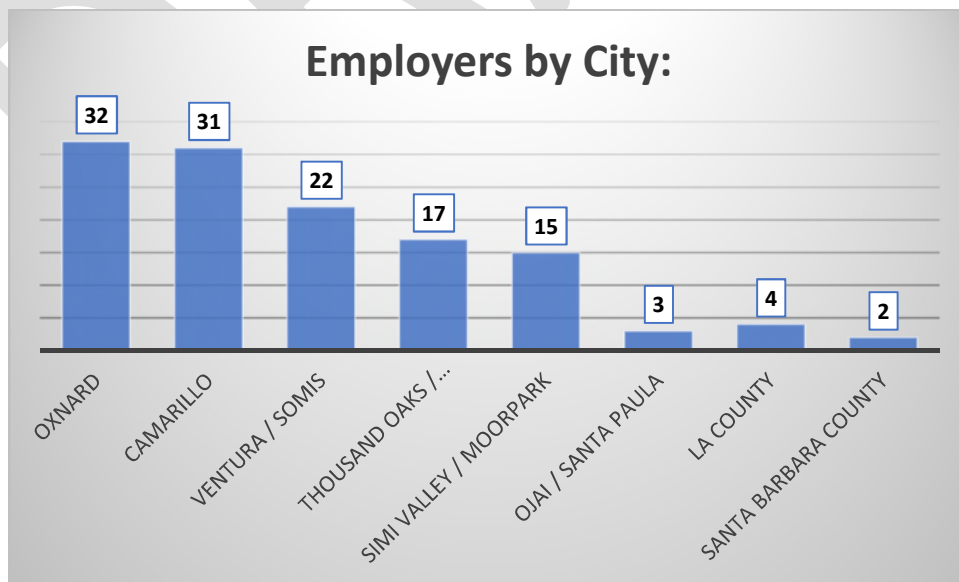
#### Employer Services -OJT (CalJOBS Service Code E30)

126 Employers offered OJT opportunities, or started OJT.

#### Employers by Industry:



#### Employers by City:



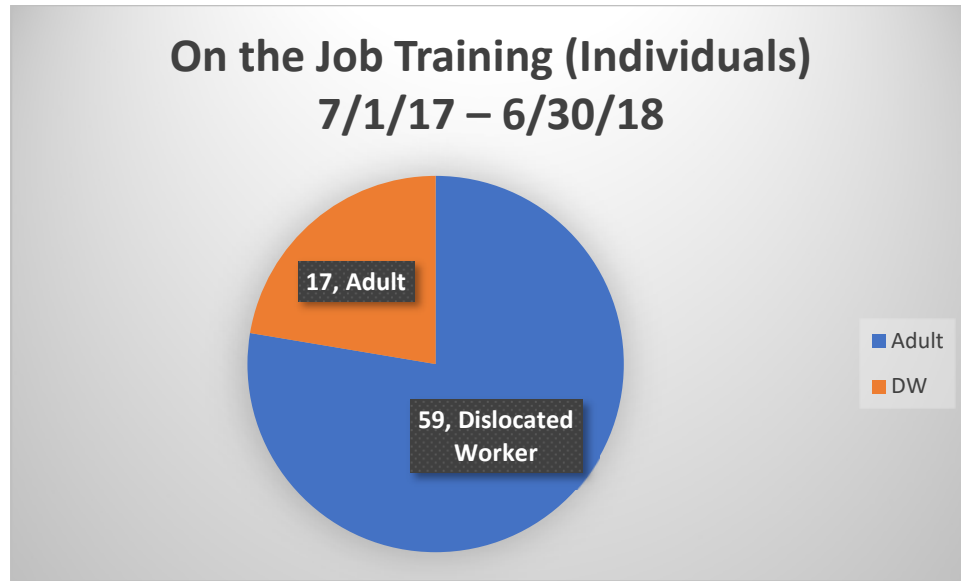


## EFFECTIVENESS SERVING EMPLOYERS

### Individual OJTs by WIOA Enrollment

WIOA Funds: 73-76? individuals (Adults & Dislocated Workers) started OJTs in PY18-19)

Non-WIOA funds: STEPS (12 Formerly Incarcerated individuals started OJTs in PY18-19)





## EFFECTIVENESS SERVING EMPLOYERS

### ETA 9169 Effectiveness in Serving Employers Indicators - Summary Report\*

- State Region: LA Coastal WS Division 3
- Region/LWDB : Workforce Investment Board, Ventura County Human S
- Program Year: 2018-19
- Date Range: 07/01/2018 - 06/30/2019
- \*Not Accountable – Not Finalized

Employer Services Type	Establishment Count
<p><b>Employer Information and Support Services</b>            (total number of establishments who, during the reporting period, received staff-assisted services designed to educate them about and engage them in the local job market/economy and the range of services available through the local One-Stop delivery system. Establishment information services may be provided in a variety of service interventions including orientation sessions, workshops, or other business consultations (e.g., initial site visits). Information and support services that are delivered to establishments through mass mailings or communications, “cold” calling or other follow-up contacts, and regular establishment newsletters, brochures, or publications are not reportable services under this category.)</p>	<a href="#"><u>304</u></a>
<p><b>Workforce Recruitment Assistance</b>            (total number of establishments who, during the reporting period, received workforce recruitment assistance from staff or remotely through electronic technologies. Activities include, but are not limited to, assisting employers to meet their human capital and skilled workforce needs by: • Supporting employers’ search for qualified candidates; • Securing information on job requirements and providing employers with One-Stop staff support for candidate screening and preemployment interviews at the One-Stop Career Center (or affiliate site) or on site at the place of business; • Taking job order information and promoting the employment opportunities (e.g., advertising the opening to the workforce); • Conducting special recruitment efforts including out-of-area or out-of-state recruitment for candidates with special skills; • Organizing, conducting, and/or participating in job fairs; • Providing employers with meeting/work space at the One-Stop Career Center (or an affiliate site) for screening or interviewing; • Conducting pre-employment testing, background checks and assistance in completion of the I-9 paperwork; and • Providing employers with job and task analysis services, and absenteeism analysis</p>	<a href="#"><u>1,259</u></a>
<p><b>Strategic Planning/Economic Development Activities</b></p>	<a href="#"><u>3</u></a>
<p><b>Training Services</b>            (total number of establishments who, during the reporting period, received publicly funded training assistance, including customized training, on-the-job training, and incumbent worker training.)</p>	<a href="#"><u>200</u></a>
<p><b>Incumbent Worker Training Services</b></p>	<a href="#"><u>3</u></a>
<p><b>Rapid Response/Business Downsizing Assistance</b>            (total number of establishments who, during the reporting period, received an initial on-site visit or contact to either (a) discuss the range of rapid response services and other assistance available to workers and employers affected by layoff, plant closures, or natural disasters, or (b), as required by WIOA section 3(51) (A), plan a layoff response following notification of a current or projected permanent closure or mass layoff, including natural or other disasters.)</p>	<a href="#"><u>10</u></a>



## **2018-2019 YEAR-END REVIEW** **Workforce Development Board of Ventura County**

### **WDB MANUFACTURING COMMITTEE**

#### **2018-2019 Members**

**WDB Members:** Alex Rivera, Chair (Milgard Windows & Doors), Gregory Liu, (Jaxx Manufacturing, Inc.), Greg Gillespie (Ventura County Community College District), Cindy Guenette (Hi-Tech Engineering), Marilyn Jansen (United Food and Commercial Workers), Bill Pratt (Kinamed), Bruce Stenslie (Economic Development Collaborative-Ventura County), Dona Toteva-Lacayo (Port of Hueneme), and Peter Zierhut (HAAS Automation, Inc.)

**Other Members:** Michael Bastine (SCCRC Deputy Sector Navigator for Manufacturing), Rebecca Hunt (ECA Medical Instruments), Marybeth Jacobsen (Workforce Education Coalition), Subhash Karkare (Moorpark College), Ryan Mayfield (MWS Wire), Tiffany Morse (Ventura County Office of Education), Tre Robinson (Grupo Bimbo/Wholesome Harvest Baking), Israel Rodriguez (Small Manufacturers Assoc. of California) Mary Anne Rooney (Alliance for Linked Learning), Alexandria Wright (Ventura County Community College District)

#### **Committee Accomplishments**

In support of the WDB's *Ventura County Regional Strategic Workforce Development Plan 2017-2020*, the WDB Manufacturing Committee:

##### **Community Colleges**

- Discussed bimonthly updates from the Deputy Sector Navigator for manufacturing, representing the South Central Coast Regional Consortium of Community Colleges. Updates are provided to the committee regularly.
- Reviewed and discussed Ventura County Community College District's *Manufacturing Sector Labor Analysis* (manufacturing production data) from the college district's Economic Development Department. Additionally Provided discussion and feedback about registered apprenticeships and customized training offered through VCCCD.
- Committee learned that VCCCD has received a second three-year grant to develop apprenticeship programs. Pre-apprenticeships, apprenticeships, and 40-hour training programs are in development

##### • **Career Pathways**

- Committee learned that Ventura County Office of Education's Career Education Center in Camarillo (Triton Academy) has conducted exploratory meetings with the Uniquely Abled Project (UAP) founder, Dr. Ivan Rosenberg, the Workforce Education Coalition as potential program coordinator, California Department of Rehabilitation, Workforce Development Board of Ventura County, and local businesses to create a local academy. The pilot program for the Ventura County academy envisioned will train two 10-person cohorts each year within CNC manufacturing occupations that offers certificates from Tooling U and National Institute for Metalworking Skills (NIMS). The goal is to provide job placement and follow-up counseling with partner machine shops in the region. The academy potentially would offer 18 weeks classroom training in employability soft skills, blueprint reading, and hands on skills development and practice in MasterCAM, CNC lathes and mills. The local model of the UAP now in progress at College of the Canyons in Santa Clarita, Ca. The 12-week pilot program there is getting ready to start their second cohort and has an initial employment placement rate of 80%.

- Members discussed the 2018 Manufacturing Day activities under the Ventura County Office of Education “Made in VC”. Previously the Manufacturing Roundtable of Ventura County (MRVC) hosted tours of local manufacturing companies in collaboration with VC Innovates. Currently there are no MRVC tours requested from VC Innovates.
- Provided feedback and discussion to Workforce Education Coalition, a community based non-profit, about their overview of their Guild-X advisory boards to education. WEC is also actively involved in the collaboration between Ventura College and local manufacturers to develop curriculum for CNC and introductory manufacturing related courses.

### Work Based Learning

- In keeping with the previous year’s insight, the Committee discovered the need for research and support of apprenticeships, guild, and related On-the-job training models for manufacturing occupations. Members discussed On the Job Training (OJT), apprenticeship, and internship .
- Members studied an open apprenticeship model versus a closed model like the one at Newport News Shipbuilding. Members reviewed a detailed example of a closed apprenticeship model and apprenticeship school within Newport News Shipbuilding a division of Huntington Ingalls Industries. The model is composed of community colleges, workforce boards, economic development, and adult training. The model locally proposed that Ventura county might develop a hybrid model of apprenticeships, a “jobs incubator”. The incubator would enter into supply-side workforce contracts as providers of labor for top ten employers in each regional sector.
- Provided discussion and feedback to Ventura County Community College District regarding their program for pre-apprenticeships tied to registered apprenticeships in manufacturing.
- Members expressed a need to publish a list of available certificated training, apprenticeships, and work based training opportunities throughout Ventura County. Members agreed that “growing your own staff” is needed given the tight labor market and the models of OJT, incumbent worker training, and internships are used and valued within their companies.

### WIOA Sector Planning

- Committee participated in facilitate strategic planning meeting in August 2018 about What are the challenges with the current Work-Based Learning System, and Prototyping a New Shared Work-Based Learning System.
- Committee members discussed how to incorporate elements of the WDBVC WIOA 2017-2020 Regional and Local Plans which highlight three policy objectives outlined in the plans are 1) Fostering Demand Driven Skills Attainment, 2) Enabling upward mobility for Ventura county workforce, and 3) Aligning, coordinating, and integrating programs to economize limited resources.
- Committee members learned about the state of California Employment Training Panel (ETP). The ETP is a joint business-labor state agency that funds training to ensure employers have the skilled workers they need to compete locally and globally.
- Committee members engaged in robust discussion on issues identified in their year-end review as being important insights. Chair Alex Rivera led discussion on the following questions:
  - a. How do we value and support the Manufacturing Roundtable of Ventura County?  
Findings:
    - Keep the meetings relevant to manufacturing
    - Invite Guest Speaker to attend that are relevant to manufacturing concerns



- Consider host meeting at new start-up business
  - Consider inviting city economic development directors to take lead in organizing
- b. How do we identify new business members to join the Manufacturing Committee?
- Findings:
- Keep the meetings relevant to manufacturing and define purpose of meetings and consolidate related topics
  - Invite Guest Speaker to attend that are relevant to manufacturing concerns
  - Invite new start-up business owners to join committee
  - Establish goals for committee that have likelihood of accomplishment within program year
  - Remain dedicated to discussing workforce development issues
  - Agenda to have standing reports from Ventura County Community College District and Workforce Education Coalition
- c. How do we identify Work Based Learning opportunities (apprenticeships, guild, and related On-the-job training) for AJCC and WIOA individuals?
- Findings:
- Inform and educate employers about OFTs and apprenticeships and disseminate information to wide audience
  - Work closely with Ventura County Community College District to develop apprenticeship and pre-apprenticeships
  - Explore fast track program at College of the Canyons
- d. How do we identify “First Opportunity” manufacturing jobs and willing employers for justice involved/reentry individuals?
- Findings:
- Collaborate with Ventura County Probation Agency to discover existing business friendly to hiring formerly incarcerated
  - Explore increased training opportunities in construction occupations
  - Inform and educate employers regarding human resource related laws as well as federal bonding programs and work opportunity tax credit
  - Identify cadre of human resource directors that have success stories in hiring former felons
  - Convene a regional meeting for business owners to learn about hiring justice involved individuals
  - Emphasize hiring the “individual” based upon their circumstance versus general blanket policy
  - Promote 40-hour pre employment manufacturing skills readiness training offered at Ventura Community College
  - Emphasize apprenticeships in the trades

### **Insights**

- Align with the State approved WDBVC 2017-2020 Regional and Local Plans.
- The Committee continues to attract thoughtful, dedicated manufacturing leaders willing to contribute their expertise and time in strengthening and advancing the cause of manufacturing—and workforce development in general—here in Ventura County.

- Continue consistent manufacturing advocacy, collaborate on ongoing regional workforce issues, and leverage resources in order to increase regional economic value and visibility.
- Continue to research and support Work Based Learning, Committee initially discovered in PY 2018-2019, the need for research and support of apprenticeships, guild, and related On-the-job training models for manufacturing occupations.
- Members agreed that parents and education providers need a shift in thinking about the benefits of skilled workers with career recognized certificates and apprenticeships. Members agreed that Ventura county has several good examples of workforce development, that continued funding is important for work based learning, and that performance based education is becoming accepted at colleges and career technical education programs.
- The committee agreed about the growing demand for job candidates for all occupations to possess strong soft skills in interpersonal and written communication, teamwork, adaptability, problem solving, and conflict resolution.
- Members agreed that the manufacturing committee might include the addition of more employers, college/ high school placement counselors, and staffing agencies in order to broaden outreach and thoughtful discussion.
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## Workforce Development Board of Ventura County

Membership Committee

Discussion Results

February 21, 2019

### A. How do we value and support the Manufacturing Roundtable of Ventura County?

#### ▪ **Results:**

- Keep the meetings relevant to manufacturing
- Invite Guest Speaker to attend that are relevant to manufacturing concerns
- Consider host meeting at new start-up business
- Consider inviting city economic development directors to take lead in organizing

### B. How do we identify new business members to join the Manufacturing Committee?

#### ▪ **Results:**

- Keep the meetings relevant to manufacturing and define purpose of meetings and consolidate related topics
- Invite Guest Speaker to attend that are relevant to manufacturing concerns
- Invite new start-up business owners to join committee
- Establish goals for committee that have likelihood of accomplishment within program year
- Remain dedicated to discussing workforce development issues
- Agenda to have standing reports from Ventura County Community College District and Workforce Education Coalition

### C. How do we identify Work Based Learning opportunities (apprenticeships, guild, and related On-the-job training) for AJCC and WIOA individuals?

#### ▪ **Results:**

- Inform and educate employers about OJTs and apprenticeships and disseminate information to wide audience
- Work closely with Ventura County Community College District to develop apprenticeship and pre-apprenticeships
- Explore fast track program at College of the Canyons

### D. How do we identify “First Opportunity” manufacturing jobs and willing employers for justice involved/reentry individuals?

#### ▪ **Results:**

- Collaborate with Ventura County Probation Agency to discover existing business friendly to hiring formerly incarcerated
- Explore increased training opportunities in construction occupations
- Inform and educate employers regarding human resource related laws as well as federal bonding programs and work opportunity tax credit
- Identify cadre of human resource directors that have success stories in hiring former felons
- Convene a regional meeting for business owners to learn about hiring justice involved individuals
- Emphasize hiring the “individual” based upon their circumstance versus general blanket policy
- Promote 40-hour pre-employment manufacturing skills readiness training offered at Ventura Community College
- Emphasize apprenticeships in the trades