



WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

MANUFACTURING COMMITTEE MEETING

Wednesday, February 10, 2016
8:00 a.m. - 9:30 a.m.

VCCF Nonprofit Center (Community Room)
4001 Mission Oaks Blvd., Camarillo

AGENDA

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|-----------|---|-------------------|
| 8:00 a.m. | 1.0 Call to Order and Agenda Review | Vic Anselmo |
| 8:02 a.m. | 2.0 Public Comments
<i>Procedure:</i> 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. | Vic Anselmo |
| 8:05 a.m. | 3.0 Approval of Minutes: December 9, 2015 | Vic Anselmo |
| 8:07 a.m. | 4.0 Manufacturing Committee 2-Year Plan: Discussion | Byron Lindros |
| | 5.0 Ventura County Regional Strategic Workforce Development Plan | |
| 8:50 a.m. | • AMP SoCal Pillar Committees: Update TBD | Jason Miller |
| 8:55 a.m. | • Data Analysis Workgroup: Update | Talia Barrera |
| 9:00 a.m. | • Deputy Sector Navigator-Manufacturing: Update | Mike Bastine |
| 9:05 a.m. | • MRVC: Manufacturing Day 2016 | Talia Barrera |
| 9:10 a.m. | • Community College Manufacturing Program: Re-Entry | Scot Rabe |
| 9:15 a.m. | • Manufacturing Career Pathways–Production: Feedback | Lisa Eklund |
| 9:25a.m. | 6.0 Committee Member Comments | Committee Members |
| 9:30 a.m. | 7.0 Adjournment | Vic Anselmo |

Next Meeting
April 13, 2016 (8:00 a.m.-9:30 a.m.)
VCCF Nonprofit Center (Community Room)
4001 Mission Oaks Blvd., Camarillo, CA

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.

For information about the Workforce Development Board of Ventura County, go to workforceventuracounty.org.



WDB Manufacturing Committee Meeting
December 9, 2015

MINUTES

Meeting Attendees

Committee Members

Vic Anselmo (Chair)*
Mike Bastine
Cameron Bruce
Ken Goss
Marybeth Jacobsen
Byron Lindros*
Jason Miller
Tiffany Morse
Bill Pratt*
Scot Rabe
Mary Anne Rooney

WDB Staff

Talia Barrera
Cheryl Moore

Guests

Lisa Eklund (VC Innovates)
Patrick Grimes (Dynamic Automation)
Heidi Hayes (theAgency)
Brad Hudson (Representative from Office of
Congresswoman Julia Brownley)
Jim Rose (Alliance for Linked Learning)

**WDB Members*

1.0 Call to Order and Agenda Review

Chair Vic Anselmo called the meeting to order at 8:08 a.m.

2.0 Public Comments

No public comments

3.0 Approval of Minutes: October 14, 2015

Motion to approve: Mary Anne Rooney
Second: Bill Pratt
Motion approved

4.0 Ventura County Regional Strategic Workforce Development Plan

• AMP SoCal Pillar Committees: Update

Jason Miller provided an update on the Research & Innovation Pillar Committee, and Scot Rabe commented on the work of the Workforce and Training Pillar Committee. Dr. Miller reported that AMP SoCal plans to apply for a second two-year regional designation by the U.S. Department of Commerce as an Innovative Manufacturing Communities Partnership (IMCP). Dion Jackson will facilitate several forums to increase interaction between small and medium size businesses, and Dr. Miller has offered to host some of the AMP SoCal meetings at the campus of California State University, Channel Islands. At the upcoming IMPC Summit in Washington, D.C., AMP SoCal will host a reception and meet with Congressional representatives to discuss AMP SoCal projects and initiatives.

• Deputy Sector Navigator Update: Manufacturing

Mike Bastine, new DSN for manufacturing in the South Coast Central Regional Community College Consortium, announced the recent distribution of \$60,000 in awards given to 16 different regional high school robotics programs. Awards were given in amounts between \$1,500 and \$5,000.

- Workforce Innovation and Opportunity Act (WIOA): Update

Cheryl Moore reported on the Workforce Innovation and Opportunity Act (WIOA). Noting that sector strategies will be a critical component of the new WDB regional workforce development plan, Ms. Moore asked the Committee to review the current two-year plan for manufacturing and consider what direction and updates they want to make going forward. WIOA will focus on aligning federal and state workforce development programs and support services with sector, regional, economic development and training and education initiatives.

- Manufacturing Committee 2-Year Plan: Discussion

The Manufacturing Committee reviewed the new format for the 2-Year Plan, which is a standardized document used by all of the WDB sector committees. The template organizes the information and creates an easier to read and understand format to be used as a planning tool. The main goals of the committee for their 2-Year Plan include: engage stakeholders, analyze data, take inventory, determine priorities, identify gaps, take action, and monitor progress. Committee members discussed the potential of creating a workgroup on data analysis and fastest growing sectors within manufacturing in our region.

Data Analysis Workgroup: Bill Pratt, Jason Miller and Scot Rabe agreed to form a working group that will analyze the information from the Labor Market Information Division Regional Economic Analysis Profile (REAP) report on Ventura County manufacturing and updated statistics on the WDB Occupational Data Growth Projections for Manufacturing. The group will convene and report back to the Committee.

5.0 Committee Spotlight

Tiffany Morse welcomed the Committee to the new manufacturing training facility at the Ventura County Office of Education Career Center in Camarillo. In presenting an update on the VC Innovates career pathways initiative, Dr. Morse reported that the program had provided 50 fieldtrips for students to visit 13 community colleges, and approximately 966 students had petitioned to be part of career pathways programs. She also reported on the success of Entrée to Employment, noting that nine different events had included about one thousand participants, and that five more events were scheduled in the near future. In closing, Dr. Morse briefly commented on drafts of a Manufacturing Career Pathways: Production chart and a Work-Based Learning Activity Matrix. Committee members were asked to provide feedback on the chart at the next meeting.

6.0 Committee Member Comments

No comments

7.0 Adjournment

Vic Anselmo adjourned the meeting at 9:35 a.m.

Next Meeting

February 10, 2016 (8:00 a.m.-9:30 a.m.)
VCCF Nonprofit Foundation (Community Room)
4001 Mission Oaks Blvd., Camarillo



MANUFACTURING COMMITTEE 2-YEAR PLAN **Workforce Development Board of Ventura County** **2016-2018**

Goal

Strive to create a diverse pipeline of workers to fill manufacturing positions in Ventura County. Work to bring together partners in business, economic development, education, labor, government, and community-based organizations to address manufacturing workforce needs and support a robust manufacturing sector.

Components of Plan

- 1. Engage Leaders** Maintain a core team of Ventura County employers, key agencies, and organizations most involved in manufacturing workforce development: Invite others to participate in topic-specific discussions.
 - Ventura County manufacturers
 - Economic Development Collaborative-Ventura County
 - Manufacturing Roundtable of Ventura County
 - California Community College
 - Chambers of Commerce
 - California State University, Channel Islands
 - Ventura County Community College District
 - Adult education
 - Ventura County Office of Education
 - Career pathways programs

- 2. Analyze Data** Update labor market data annually. Seek local employer feedback regarding data as it relates to regional industry sector workforce needs.
 - Form a workgroup to analyze labor market data and report to the committee.
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 - Form a workgroup to provide forums for feedback from manufacturers on workforce needs and opportunities.

- 3. Take Inventory** For the list below, inventory current manufacturing training programs and providers in the region. Develop a matrix and/or Venn diagram for communicating easily. Develop a one-stop, online catalog of manufacturing training/education in Ventura County for easy reference by employers and job seekers.



MANUFACTURING COMMITTEE 2-YEAR PLAN
Workforce Development Board of Ventura County
2016-2018

- Industry-recognized certificates
 - National certificates
 - Stackable credentials
 - Apprenticeships
 - Internships
 - Externships
 - On-the-job training
 - Career pathways
 - Regional Occupational Programs
 - Adult education
 - Community colleges
 - Universities
 - Trades
 - Community organizations
- Inventory business/education participation opportunities. Develop a one-stop, online resource for employers to see descriptions of the opportunities and register to participate.
 - Inventory key manufacturing leaders. Develop a list and a strategy for outreach.

4. Determine Priorities

Group priorities into three areas:

- Linking Business and Educational Communities
 - Develop opportunities for classroom participation (e.g., real world problem solving)
 - Facilitate mentoring and coaching opportunities
 - Internships
 - Externships
 - Job shadowing
 - Manufacturing Day tours
- Promoting the Manufacturing Sector
 - Foster manufacturing networks
 - Find out what manufacturers are willing to do to help promote/support manufacturing in Ventura County
 - Raise business and community awareness of what manufacturing brings to the county
 - Leverage and coordinate communication channels (e.g., Manufacturing Roundtable of Ventura County; Manufacturing Day; Workforce Wednesday; Ventura County Grows Business; government and education activities)
 - Provide inventory of manufacturing support resources (training support, etc.)
 - Identify opportunities to raise awareness of the value of manufacturing sector



MANUFACTURING COMMITTEE 2-YEAR PLAN
Workforce Development Board of Ventura County
2016-2018

- Manufacturing Workforce Development
 - Sector workforce readiness skills
 - Career pathways
 - Sector certifications
 - Apprenticeship programs
 - Curriculum development
 - Preferred applicant programs

5. Identify Gaps

- Identify gaps between education preparedness and manufacturing workforce needs
- Identify gaps in manufacturing support resources

6. Take Action

Note to Manufacturing Committee: We need to develop an action plan that is “achievable” in a two-year window. A suggestion would be to form workgroups that could report progress to the Manufacturing Committee:

- Employer Needs Workgroup Analyze labor market data and report to the committee, Offer forums for hearing feedback from manufacturers on workforce needs and opportunities.
- Manufacturing Roundtable of Ventura County (MRVC): Continue to support Manufacturing Day (Week), including a meeting of manufacturing and educational leaders. Convene informal evening mixers for networking. Participate in the regional manufacturing expo event in spring 2016. Work toward the development of private resources to support MRVC.
- Business/Education: Continue to provide input for the development of manufacturing courses, manufacturing certificates, manufacturing apprenticeships, and other workforce development opportunities. Continue to provide input for career pathways curriculum development and promote manufacturer participation in learning experiences at school and business locations. Explore development of a website that would enable employers to volunteer to offer hands-on learning experiences (all levels of education).
- Regional Partnerships Workgroup Participate in/stay connected with the research and activities of the Advanced Manufacturing Partnership of Southern California (AMP SoCal) and its pillar committees.

7. Monitor Progress

The Manufacturing Committee will report on progress through annual Workforce Development Board Year-End Review process and a review of the Committee’s 2-Year Plan.



Ventura County Occupational Employment Data Growth Projections MANUFACTURING

SOC / ONET Code*	Occupations	2014 Education and Training Level***	2014 VENTURA COUNTY Median Annual Wages**	2022 CALIFORNIA Employment Growth Projection	CALIFORNIA Average Annual Job Openings****	2022 VENTURA COUNTY Employment Growth Projection	VENTURA COUNTY Average Annual Job Openings****	2012 CALIFORNIA Average Annual Employment	2012 VENTURA COUNTY Average Annual Employment
51-9031	Cutters and Trimmers, Hand	Less Than H.S.	\$22,883	-1.4	50	N/A	N/A	2,900	N/A
51-9198	Helpers--Production Workers	Less Than H.S.	\$23,592	0.9	1,150	7.3	27	43,600	1,090
51-9022	Grinding and Polishing Workers, Hand	Less Than H.S.	\$24,974	0.0	150	16.7	5	5,200	120
51-9192	Cleaning, Washing, and Metal Pickling	Less Than H.S.	\$23,210	0.4	70	N/A	N/A	2,300	N/A
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	H.S. Diploma + OJT	\$21,793	-1.6	120	-5.6	2	9,900	180
51-2022	Electrical and Electronic Equipment Assemblers	H.S. Diploma + OJT	\$23,358	0.1	370	-5.4	14	28,600	1,120
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	H.S. Diploma + OJT	\$25,564	0.7	400	16.7	19	11,100	420
51-2092	Team Assemblers	H.S. Diploma + OJT	\$26,458	0.4	1,550	12.6	64	78,700	2,220
51-2091	Fiberglass Laminators and Fabricators	H.S. Diploma + OJT	\$28,556	-0.6	30			1,700	
49-9098	Helpers--Installation, Maintenance, and Repair Workers	H.S. Diploma + OJT	\$28,783	1.5	640	11.8	14	14,300	340
51-2099	Assemblers and Fabricators	H.S. Diploma + OJT	\$29,081	0.9	570	36.0	66	22,800	1,250
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	H.S. Diploma + OJT	\$29,769	0.0	110	11.1	3	4,100	90
51-4081	Multiple Machine Tool Setters, Operators,	H.S. Diploma + OJT	\$31,124	-1.3	100	-12.5	6	5,200	320
51-9021	Crushing, Grinding, and Polishing Machine	H.S. Diploma + OJT	\$31,455	0.0	50	N/A	N/A	1,900	N/A
51-4199	Metal Workers and Plastic Workers	H.S. Diploma + OJT	\$32,272	0.3	3,930	33.3	4	142,500	90
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	H.S. Diploma + OJT	\$33,960	1.6	380	14.3	12	8,600	280
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	H.S. Diploma + OJT	\$34,082	-0.9	70	0.0	2	3,400	80
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	H.S. Diploma + OJT	\$34,387	0.8	1,460	7.8	41	48,200	1,410



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51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	H.S. Diploma + OJT	\$34,407	1.9	160	41.2	10	3,600	170
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	H.S. Diploma + OJT	\$34,742	0.3	140	12.5	4	3,900	80
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	H.S. Diploma + OJT	\$35,474	-0.7	90	-9.1	2	5,500	110
51-4121	Welders, Cutters, Solderers, and Brazers	H.S. Diploma + OJT	\$36,114	0.6	770	10.0	18	24,700	500
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	H.S. Diploma + OJT	\$36,165	0.0	30	25.0	4	1,400	80
51-2031	Engine and Other Machine Assemblers	H.S. Diploma + OJT	\$36,186	0.0	20	60.0	4	1,300	50
51-2041	Structural Metal Fabricators and Fitters	H.S. Diploma + OJT	\$36,971	0.8	290	28.6	3	6,000	70
51-4041	Machinists	H.S. Diploma + OJT	\$39,225	1.5	1,300	17.3	39	34,000	980
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	H.S. Diploma + OJT	\$41,015	2.0	350	N/A	N/A	6,400	N/A
51-9011	Chemical Equipment Operators and Tenders	H.S. Diploma + OJT	\$44,949	0.7	110	N/A	N/A	2,700	N/A
51-8091	Chemical Plant and System Operators	H.S. Diploma + OJT	\$51,522	-0.7	50	N/A	N/A	1,400	N/A
49-9041	Industrial Machinery Mechanics	H.S. Diploma + OJT	\$53,831	2.5	1,120	23.1	20	20,900	390
51-4012	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	H.S. Diploma + OJT	\$55,417	4.4	180	37.5	5	2,500	80
51-4111	Tool and Die Makers	H.S. Diploma + OJT	\$56,443	0.3	30	33.3	3	3,200	90
51-8021	Stationary Engineers and Boiler Operators	H.S. Diploma + OJT	\$56,474	0.8	150	0.0	2	3,800	60



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51-9196	Paper Goods Machine Setters, Operators, and Tenders	H.S. Diploma + OJT	\$56,789	-1.1	60	-2.3	4	6,400	430
11-9199	Managers, All Other	H.S. Diploma + OJT	\$109,359	1.4	3,190	5.0	49	88,800	1,790
51-9199	Production Workers, All Other	H.S. Diploma + OJT	N/A	1.6	800	17.7	35	19,000	790
51-9194	Etchers and Engravers	H.S. Diploma + OJT	\$27,215	9.1	20	N/A	N/A	1,100	N/A
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	Vocational / OJT	\$63,164	0.9	190	15.8	7	6,500	190
51-9141	Semiconductor Processors	Associate's Degree	\$34,633	-2.2	140	-16.7	4	5,800	180
17-3026	Industrial Engineering Technicians	Associate's Degree	\$45,517	0.2	90	0.0	1	4,200	60
17-3013	Mechanical Drafters	Associate's Degree	\$50,646	-0.7	50	0.0	1	4,100	90
17-3024	Electro-Mechanical Technicians	Associate's Degree	\$52,618	0.7	70	N/A	N/A	2,800	N/A
17-3012	Electrical and Electronics Drafters	Associate's Degree	\$53,085	1.1	120	0.0	1	4,500	80
19-4099	Life, Physical, and Social Science Technicians	Associate's Degree	\$59,317	2.0	470	40.0	12	8,000	150
17-3027	Mechanical Engineering Technicians	Associate's Degree	\$60,349	0.4	130	-10.0	2	5,300	100
17-3023	Electrical and Electronics Engineering Technicians	Associate's Degree	\$71,154	0.2	470	-3.8	16	20,700	780
11-3051	Industrial Production Managers	Bachelor's Degree	\$90,870	0.1	360	13.8	18	19,200	580
27-1021	Commercial and Industrial Designers	Bachelor's Degree	\$91,601	1.0	170	11.1	7	4,800	180
17-2112	Industrial Engineers	Bachelor's Degree	\$92,926	0.8	860	4.5	16	23,100	440
17-2141	Mechanical Engineers	Bachelor's Degree	\$94,960	0.5	910	14.3	37	23,500	770
17-2071	Electrical Engineers	Bachelor's Degree	\$97,459	0.5	620	-1.5	14	23,800	650
11-9041	Architectural and Engineering Managers	Bachelor's Degree	\$139,968	1.1	1,160	8.6	19	32,300	580
51-8000	Plant and System Operators	N/A	N/A	0.5	1,130	5.0	25	28,200	600



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*2014 Standard Occupational Classifications and Occupational Information Network provided by the Department of Labor

**Median Annual Wages are the estimated 50th percentile of the distribution of wages; 50 percent of workers in an occupation earn wages below, and 50 percent earn wages above the

***Occupational training and education classifications were developed by the Bureau of Labor Statistics (BLS).

****Average Annual Job Openings includes new jobs and replacement needs.

Data Source: State of California Employment Development Department - Labor Market Info

Additional Information:

Living Wage in Ventura County as of December 2013 (California Budget Project)

\$34,109.00 Single Adult

\$79,549.00 Single-Parent Family*

\$64,203.00 Two-Parent Family* (one working)

\$85,713.00 Two-Working-Parent Family*

*All family types are assumed to have two children.

Current Employment Data
2022 Growth Projection Data
Priority Occupations Identified by WDB Manufacturing Committee
Removed from the 2012-2022 Occupational Employment Projections for Ventura County
Removed from the 2012-2022 Occupational Employment Projections for California

Ventura College 2016 Program offerings-
MANUFACTURING TECHNOLOGY

The Manufacturing Technology Department offers the opportunity for students to excel by providing the latest information and technology in both the lecture and laboratory settings. The Manufacturing Technology program has included the most modern software and hardware to provide a good environment for learning. The inclusion of new computer controlled laser technology and continuing the use of general manufacturing process technology gives the students access to industrial tools and technologies found in industry. A comprehensive set of undergraduate courses are offered for students interested in working toward the completion of proficiency awards in CNC Operation and Manufacturing Applications, transfer classes for university credit and general interest courses for the returning student looking for skill improvement and employment in local industry.

Ventura College - Announcement of Courses 2015 - 2016

Certificate of Achievement
BIOMEDICAL DEVICE MANUFACTURING

Biomedical Device Manufacturing Certificate provides skills for the manufacturing of medical devices including basic quality control, government regulations as well as applied skills such as machining and working in an ultra-clean environment. This certificate will prepare students to obtain employment in the field of medical device manufacturing.

Students complete 13 specified units.

This Certificate of Achievement is a joint program between Moorpark College and Ventura College. Once the required courses are completed,

students can apply to obtain the Certificate of Achievement at either college. To submit an application for the Certificate of Achievement, see a counselor.

REQUIRED COURSES:
Units

VENTURA COLLEGE

MT V02 Applied Machining I 2
MT V05 CNC Machining I 2
MT V15 Manufacturing Processes 3

MOORPARK COLLEGE

BIOT M02A/
BIOL M12A Environmental Control
and Process Support 2
BIOT M02B/
BIOL M12B Manufacturing: Quality Control
and Validation 2
BIOT M02E/
BIOL M12E Business Practices and
Government Regulation 2

TOTAL
13

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Proficiency Award
CNC MACHINE OPERATOR

(Awarded by the Department)

REQUIRED COURSES:
Units

DRFT V02A/ WEL V02 Blueprint Reading: Manufacturing	3
DRFT V50 Flexible Manufacturing Applications Computer Assisted Drafting (CAD)/ Computer Assisted Machining (CAM)	3
MT V05-V06 CNC Machining I & II	2-2
MT V08 Computer Numerical Control (CNC) Programming	3
MT V35 Production Machining and Tooling Design Techniques	3

TOTAL 16

For other course descriptions, see Drafting and Welding

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Proficiency Award

MANUFACTURING APPLICATIONS

(Awarded by the Department)

REQUIRED COURSES: Units

ARCH V23/

DRFT V05A Introduction to AutoCAD 2 units

DRFT V02A/

WEL V02 Blueprint Reading: Manufacturing 3

MT V02-V03 Applied Machining I & II 2-2

MT V04/

DRFT V04 Measurements and Computations 3

MT V05 CNC Machining I 2

MT V15 Manufacturing Processes 3

TOTAL 17

For other course descriptions, see Architecture,
Drafting, and Welding

Ventura College Manufacturing Technology

2/4/2016

Proposed Ventura College 2 year Associates Degree

The 2 year Associates Degree proposed for Ventura College will be built upon the current work of the Manufacturing Committee of the Workforce Development Board. Basic skills and employability will be included in all course work.

The degree will be comprised of 25-30 units of course work along with the 30 units of general transfer degree course work or General Education requirements of the State of California. There may be a couple of options for the degree including a Management/Supervision option. The details of this will be decided upon with input from the Business Department faculty at VC. The development of course selection for all degree options will be in advisement from the advisory groups of Biotech, Manufacturing, Design-Drafting and Business.

I'm hoping to have the support of the WDB Manufacturing Committee on this project and I will report regularly on the progress of the curriculum development.

Thank You,

Scot Rabe

Ventura College

Department of Manufacturing Technology and Design Drafting

Srabe@vcccd.edu

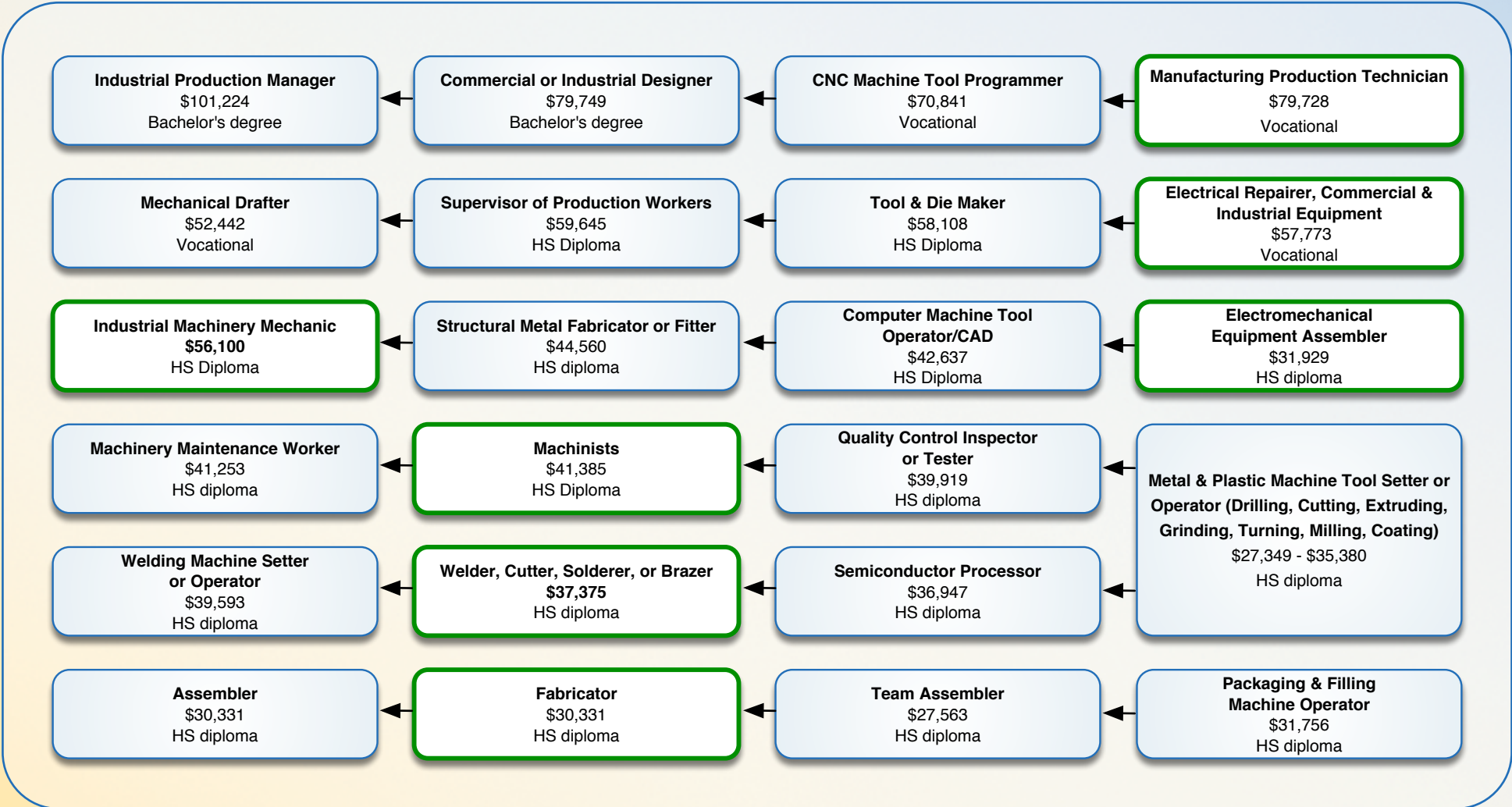
805-289-6494



Manufacturing Career Pathways

Production

Trending professions in demand in Ventura County
 Require at most 1 - 2 years of community college and offer an entry-level wage of at least \$13/hour.



- Occupation and wage data taken from the Occupational Employment Statistics survey by the US Department of Labor released July 2015.
- Salary data is mean annual salary specific to the Oxnard-Thousand Oaks-Ventura MSA, CA, when available, or to the state of CA.
- Trending jobs data SB1070 Career Pathways grant, the Deputy Sector Navigators in the Doing What Matters framework, and the California Community College Center of Excellence.
- Educational data from O*NET OnLine by the U.S. Department of Labor.