



WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

MANUFACTURING COMMITTEE MEETING

**Thursday August 17, 2017
8:00 a.m. - 9:30 a.m.**

United Food and Commercial Workers International Union (UFCW)
816 Camarillo Springs Rd. (Suite A), Camarillo, CA

REVISED AGENDA

- | | | |
|-----------|--|--|
| 8:00 a.m. | 1.0 Call to Order and Agenda Review | Alex Rivera |
| 8:02 a.m. | 2.0 Public Comments
<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> | Alex Rivera |
| 8:05 a.m. | 3.0 Consent Items <ul style="list-style-type: none">• Approval of Minutes: April 20, 2017• Approval of Minutes: June 13, 2017• 2017-2018 Committee Meeting Calendar<ul style="list-style-type: none">Thursday August 17, 2017Thursday October 19, 2017Thursday December 21, 2017Thursday February 15, 2018Thursday April 19, 2018June 2018 TBD (Conflict with WDB Executive Committee Meeting 6/21/18) | Alex Rivera |
| 8:10 a.m. | 4.0 Presentation:
<i>Manufacturing Sector Labor Analysis</i>
Alexandria Wright, Division of Economic & Workforce Development
Ventura County Community College District | |
| 8:55 a.m. | 5.0 WIOA Workforce Development Planning <ul style="list-style-type: none">• 2016-2017 Year-End Review (Draft)• Alignment with 2-year Plan (Draft)• Deputy Sector Navigator• Regional Partnership: AMP SoCal• MRVC: Planning Update/ Networking Events | Alex Rivera
Alex Rivera
Michael Bastine
Jason Miller
Byron Lindros |
| 9:25 a.m. | 6.0 Committee Member Comments | Committee Members |
| 9:30 a.m. | 7.0 Adjournment | Alex Rivera |

Next Meeting

October 19, 2017

(8:00 a.m.-9:30 a.m.)

United Food and Commercial Workers International Union
816 Camarillo Springs Rd. (Suite A), 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
April 20, 2017

MINUTES

Meeting Attendees

Committee Members

Alex Rivera* (Chair)
 Michael Bastine
 Marybeth Jacobsen

Bill Pratt*
 Scot Rabe
 Mary Anne Rooney

WDB Staff

Patrick Newburn

Guests

Tracy Perez*
 Rochelle Nitka (United Staffing Associates)
 Cynthia Muro (Human Services Agency – AJCC staff)

*WDB Members

1.0 Call to Order and Agenda Review

Chair Alex Rivera called the meeting to order at 8:05 a.m.

2.0 Public Comments

No public comments.

3.0 Approval of Minutes: February 16, 2017

Motion to approve: Scot Rabe
 Second: Bill Pratt
 Motion approved

4.0 Alignment with 2-year Committee Plan Discussion

- Alex Rivera led discussion regarding the Manufacturing Committee 2-year plan 2016-2018. The seven components of the plan were reviewed by committee members. The committee had several insights and observations about priorities which were captured on Wall Notes. Future workforce research and workgroup topics will be determined at future meetings.
- Patrick Newburn invited members to review the WDBVC 2017-2020 Regional and Local Plans posted online at www.workforceventuracounty.org in order to align committee’s 2-year plan, research, and workgroup action.

WALL NOTES
2-Year Plan Discussion
<ul style="list-style-type: none"> • Include California Lutheran University within the “Engage Leaders” section • Research employer lists in order to expand the “Engage Leaders” section (WDB staff to research available lists of Ventura county manufacturing employers and demographic data) • Survey employers in order to share with educators the need for industry driven curriculum • Encourage Economic Development Managers at city and county level to promote Ventura County as a place for starting and growing manufacturing businesses (e.g. San Bernardino and Pasadena have strong economic development programs)

- Committee 2-year Plan should align with the WIOA 2017-2020 Regional and Local Plans (also look at Ventura County Strategic Plan)
- Research what resources are available to aid members in conducting research and expanding workgroups (Funding Grants? Staff?)
- Committee should narrow a list of priorities in order to identify workgroup projects (Committee Chair to work with WDB staff to survey and develop short list)
- WDBVC might include a webpage that allows employers to post feedback and share questions and concerns (e.g. <http://www.venturacountygrowsbusiness.com> or <http://www.workforceventuracounty.com>)
- Committee should support manufacturing occupations outreach to students and support career technical education centers sponsored by Haas Automation, VCOE, and/or Linked Learning Academies
- Identify gaps in Career Technical Education in order to ensure industry in-demand occupations and skills building opportunities
- Committee should research and support apprenticeships, guild, and related On-the-Job training models for manufacturing occupations
- Recommendation to continue the WDBVC joint industry sector forum model used at the August 2016 meeting in order capture the “voice of industry” and in-demand occupations and desired skills (meeting might provide centralized collaboration and required outcomes from all WIOA/AJCC partners)
- Explore methods for committee to achieve meaningful outcomes given limited funding

5.0 WIOA Workforce Development Planning

- National Association of Workforce Boards
 - Tracy Perez provided a recap of the National Association of Workforce Boards conference held March 26-28, 2017 in Washington D.C. Joining Ms. Perez in Washington were: Jim D. Faul (Chair), Vic Anselmo (Vice Chair), Gregory Liu, Byron Lindros, Tracy Perez, and WDB staff Talia Barrera and Patrick Newburn. She provided a few insights and observations for our local board’s consideration. Additionally the WDBVC attendees had meetings with three congressional representatives and their staff: Rep. Julia Brownley, Rep. Steve Knight, and Rep. Salud Carbajal.
- MRVC: Planning Update
 - Alex Rivera reported for Byron Lindros that the Manufacturing Roundtable Ventura County (MRVC) next Networking Event is being planned in late spring at an East County Manufacturer to be determined. Additionally the leadership group wants to stay in communication through VC Innovates regarding National MFG DAY tours. Lastly, the leadership is committed to expanding MRVC membership on LinkedIn and attendance at Networking Events.
 -
- Regional Partnership: AMP SoCal
 - No update available.

6.0 Committee Member Comments

- Mary Anne Rooney announced that the Oxnard Union High School District is seeking summer internship opportunities for 100 students.
- Scot Rabe announced his May retirement from Ventura College. Committee members thanked Scot for his past service and commitment to manufacturing.
- Patrick Newburn announced that the June 13 Committee meeting will feature an extended presentation on Registered Apprenticeships Model for Advanced Manufacturing delivered by Tracy DiFilippis, Goodwill of Southern California. Information available at: <http://www.camac.us/>

7.0 Adjournment

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

Next Meeting: (NEW DATE)

Tuesday June 13, 2017 (8:00 a.m. – 9:30 a.m.)

United Food and Commercial Workers International Union (UFCW)

816 Camarillo Springs Rd. (Suite A), Camarillo, CA



WDB Manufacturing Committee Meeting
June 13, 2017

MINUTES

Meeting Attendees

Committee Members

Alex Rivera* (Chair)
Greg Liu* (Vice Chair)
Bill Pratt*
MaryBeth Jacobsen
Subash Karkare
Ryan Mayfield
Mary Anne Rooney
**WDB Members*

WDB Staff

Patrick Newburn

Guests

Tracy DiFilippis, Goodwill
Southern California
Jeff Forrest, College of
the Canyons
David Goodreau, SMA-
Goodwill Southern
California
Gavriela Guerrero,
Freedom Designs

Guests (Continued)

Carmen Ramirez, APM Corp
Tre Robinson, Grupo Bimbo
Alexandria Wright, Ventura
County Community College
District
Fred Garcia, (Human Services
Agency – AJCC staff)
Cynthia Muro (Human Services
Agency – AJCC staff)

1.0 Call to Order and Agenda Review

Chair Alex Rivera called the meeting to order at 8:05 a.m.

2.0 Public Comments

No public comments.

3.0 Consent Items

Approval of Minutes: April 20, 2017:
Receive and File Minutes (No Quorum for motion)

2017-2018 Committee Calendar
Receive and File Calendar (No Quorum for Motion).

- Thursday August 17, 2017
 - Thursday October 19, 2017
 - Thursday December 21, 2017
 - Thursday February 15, 2018
 - Thursday April 19, 2018
 - June 2018 TBD (6/21/18 Conflict with WDB Executive Committee Meeting)
- Members were generally in agreement with calendar, and proposed that December 21, 2017 might be rescheduled to avoid holiday season conflicts. Chair Alex Rivera directed WDB Staff to explore optional dates and facility availability for December 2017 and June 2018 meetings.

4.0 Presentation: California Advanced Manufacturing Apprenticeship Program

Tracy DiFilippis, Apprenticeship Coordinator & Sector Strategies Manager Goodwill Southern California presented a PowerPoint overview of the California Advanced Manufacturing Collaborative (CAMAC) Apprenticeship Program in Southern California. Goodwill Southern California is the manufacturing intermediary for the County of Los Angeles Workforce Development Board. This apprenticeship model has 16 occupations pre-approved through the US Department of Labor (USDOL). Primary work processes include: Welding, CNC Operation & Programming, Machining, Metal Fabrication, Mechatronics, manufacturing Technician, and Machine Operator I.

Ms. DiFilippis explained the apprenticeship model and suggested the ease for employers to weave the program into their existing training model. The aim of the program is to grow industry recognized credentialed employees with in-demand occupations. The CAMAC program has funding and the credentials are recognized by the USDOL

Ms. DiFilippis has several San Fernando Valley and Simi Valley companies sponsoring apprenticeships. They local education is partnered with College of the Canyons. She is in talks with Ventura College and other Ventura County companies to expand the program locally. For more information contact Tracy DiFilippis at tdifilippis@goodwillsocal.org.

5.0 WIOA Workforce Development Planning

- PY16-17 Year End Review

Alex Rivera led discussion regarding the Manufacturing Committee in reviewing the 2016-2017 Year End review. Committee Members offered comments and requested to email additional comments to staff to be included into the plan. The plan remains in Draft mode.

- 2-Year Plan 2016-2018

Committee members reviewed the 2016-2018 2-year Plan and provided comments. The plan lays-out a roadmap for committee action items and opportunities to expand manufacturers influence in the region. Members requested to email additional comments to be included into the plan. Chair Alex Rivera will establish a workgroup to study possible action items for future committee focus. The plan remains in Draft mode.

- MRVC: Planning Update

Alex Rivera reported for Byron Lindros that the Manufacturing Roundtable Ventura County (MRVC) next Networking Event is being hosted at Jaxx Manufacturing in Simi Valley. Greg Liu, president of Jaxx, provided a welcome to other manufacturing businesses to attend on June 29, 2017.

- Regional Partnership: AMP SoCal

No update available.

- Regional Sector Navigator

No update available.

6.0 Committee Member Comments

- Mary Anne Rooney commented that the Oxnard Union High School District has pathways that provide a good segue way into apprenticeships.
- Guest Mr. Tre Robinson of Grupo Bimbo reported that his employer uses the apprenticeship program in their Northern California facility. He emphasized the necessity of good screening prior to enrolling a candidate into apprenticeships, and the need for pre-apprenticeships.
- Guest Alexandria Wright of Ventura County Community College District provided a handout of manufacturing production data from the college's Economic Development Department. Ms. Wright offered to provide the committee with a future presentation of economic and workforce local research.

7.0 Adjournment

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

Next Meeting:

Thursday August 17, 2017 (8:00 a.m. – 9:30 a.m.)

United Food and Commercial Workers International Union (UFCW)

816 Camarillo Springs Rd. (Suite A), Camarillo, CA



2016-2017 YEAR-END REVIEW
Workforce Development Board of Ventura County
Manufacturing Committee

WDB MANUFACTURING COMMITTEE

2016-2017 Members

WDB Members: Alex Rivera, Chair (Milgard Windows & Doors), Gregory Liu, Vice Chair (Jaxx Manufacturing, Inc.), Vic Anselmo, (Applied Powdercoat), Greg Gillespie (Ventura County Community College District), Byron Lindros (Amgen Inc.), Cindy Guenette (Hi-Tech Engineering), Bill Pratt (Kinamed), Bruce Stenslie (Economic Development Collaborative-Ventura County), Peter Zierhut (Haas Automation, Inc.)

Other Members: Jim Avery (MWS Wire), Michael Bastine (SCCRC Deputy Sector Navigator for Manufacturing), Patrick Grimes (Dynamic Automation), Marybeth Jacobsen (Workforce Education Coalition), Teresa Johnson (Ventura County Adult Education Consortium), Subhash Karkare (Moorpark College), Jason Miller (California State University, Channel Islands), Tiffany Morse (Ventura County Office of Education), Scot Rabe (Ventura College), Mary Anne Rooney (Alliance for Linked Learning)

Committee Accomplishments

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

- Joint Regional Sector Committee Forum:
 - Participated and provided feedback and list of in-demand manufacturing occupations at the Joint Regional Sector committee forum held in August. The four sector committees participating included: Business Services, Clean/Green, Healthcare, and Manufacturing. Topics discussed included: Determined high-demand jobs in the next 3-5 years: Additive Manufacturing Technician, Cyber Security, Design Engineer, Discrete Hyper Skills, Manufacturing Systems Engineers and Technicians, Equipment Maintenance Technicians, CNC Machinists, Facilities Maintenance technicians, High Technology Assemblers, Inspectors (Dimensional, Visual, Electrical), Inventory Control, Mechanical Engineer, Metal Finishers/Coating Technicians, Plant Operator Quality Assurance (ISO/AS 9100 + Physical Inspection), Software Migration Technician (Electrical or Mechanical), and UAV Technicians.
- Manufacturing Roundtable of Ventura County (MRVC):
 - Partnered with the Manufacturing Roundtable of Ventura County (MRVC) to organize networking events for manufacturing professionals in Ventura County to help engage businesses in regional professional networking and workforce development. Manufacturers in the county will meet informally each quarter on-site at different locations. Businesses volunteering to host networking events were: Jaxx Manufacturing, Inc., Kinamed, Inc., Milgard Windows & Doors, Inc., Hi-Tech Engineering, and Haas Automation, Inc. MRVC will partner with city economic development representatives on Manufacturing Network events to foster local government engagement and collaboration on regional business and workforce issues.



2016-2017 YEAR-END REVIEW

Workforce Development Board of Ventura County Manufacturing Committee

- Identified ways to revitalize the MRVC LinkedIn site for communication and to align and coordinate messages to the manufacturers who are part of the MRVC network.
- **National Manufacturing Day**
 - Collaborated on planning for 2016 National Manufacturing Day in October with the MRVC, local manufacturers, and the Ventura County Office of Education (VCOE). The weeklong event introduced careers in manufacturing to more than 300 students, and teachers. Expressed appreciation to the six participating manufacturers: Amgen, Inc., Applied Powdercoat, Inc., Dynamic Automation, Haas Automation, Inc., Milgard Windows & Doors, Inc., and Shire PLC.
- **Advanced Manufacturing Partnership for Southern California (AMP SoCal)**
 - Provided a neutral platform for reporting and coordinating Ventura County participation on six AMP SoCal Pillar Committees (Workforce and Training, Supplier Networks, Research and Innovation, Infrastructure and Site Development, Trade and International Development, and Operations Improvement and Capital Access). Leveraged professional networks to help connect educators with aerospace and defense manufacturers to support for federal grant proposals.
- **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.
 - Provided discussion and feedback to Ventura College regarding: their curriculum of eight manufacturing-related courses; Biomedical Device Manufacturing and Biotechnology curriculum in collaboration with Ventura and Moorpark Colleges.
- **Career Pathways**
 - Served in an advisory role and provided a neutral platform for facilitating employer interaction with educators in support of the California Career Pathways Trust Grants (*Alliance for Linked Learning* and *VC Innovates*) to develop curriculum aligned with manufacturing industry needs. Responded to questions about the California Manufacturing/Engineering Pathways Standards and provided feedback on the Manufacturing and Engineering Career Pathways Career Ladder Chart.
 - Members participated in the VC Innovates Entre to Employment dinners that offer students face to face conversations with business owners and executive management.
- **WIOA Sector Planning**
 - Committee members reviewed the WDB Committee 2-Year Draft Plan Guidelines and 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.



2016-2017 YEAR-END REVIEW
Workforce Development Board of Ventura County
Manufacturing Committee

Insights

- The Manufacturing Committee—and its related Manufacturing Roundtable of Ventura County subgroup—continue to provide a valuable forum for sharing wisdom and experiences of the local manufacturing community.
- The original vision of “creating a pipeline of skilled workers for the future regional workforce” still seems a far-off dream, however, progress is being made in working together with the academic community to develop educational programs that will help train students to meet employer needs.
- 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.
- As WIOA funding and other sources of training dollars are reduced, the need for prioritizing the work of the Committee becomes more critical. Narrow a list of priorities in order to identify workgroup projects.
- Explore other available resources potentially available to aid committee in conducting research and expanding workgroups.
- WDB staff support is key in ensuring that the work of the Committee remains on track and in alignment with WDB strategic plans.
- Align with the State approved WDBVC 2017-2020 Regional and Local Plans.
- Committee discovered the need for research and support of apprenticeships, guild, and related On-the-job training models for manufacturing occupations.
- Continue consistent manufacturing advocacy, collaborate on ongoing regional workforce issues, and leverage resources in order to increase regional economic value and visibility.

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

Goal

Champion the creation, support, and training of a diverse pipeline of skilled workers to fill in-demand manufacturing positions in Ventura County. Align educational skills development with hiring trends and emerging technologies. Foster an environment that will engage and bring together Ventura County partners to advocate 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.
- Adult education
 - California Lutheran University
 - California State University, Channel Islands
 - Career pathways programs
 - Chambers of Commerce
 - City Incubators
 - Economic Development Collaborative-Ventura County
 - Labor Unions
 - Maker Spaces
 - Manufacturing Roundtable of Ventura County
 - Naval/ Military Command Staff
 - Professional Societies
 - Ventura County Community College District
 - Ventura County manufacturers
 - Ventura County Office of Education
 - Ventura County STEM Network
- 2. Analyze Data** Update labor market data annually. Seek local employer feedback regarding data as it relates to regional industry sector workforce needs.
- Disseminate findings and data analyses.
 - Form a workgroup to analyze labor market data and report to the committee.
 - Form a workgroup to provide forums for feedback from manufacturers on workforce needs and opportunities.
 - Interpret data in relation to local business needs.



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

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 seeking industry-recognized certificates or Internships.

- Adult education
- Apprenticeships
- Career pathways
- Community colleges
- Community Based Organizations
- Externships
- Industry-recognized certificates
- Internships
- National certificates
- On-the-Job Training
- Stackable credentials
- Regional Occupational Programs
- Trades
- Universities

- 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)
 - Externships
 - Facilitate mentoring and coaching opportunities
 - Internships
 - Job shadowing
 - Manufacturing Day tours
 - Support apprenticeships, guild, and related On the job training models for manufacturing occupations
- Promoting the Manufacturing Sector
 - Encourage Economic Development Managers at city and county level to promote Ventura County as a place for starting and growing manufacturing businesses



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

- Find out what manufacturers are willing to do to help promote/support manufacturing in Ventura County
 - Foster manufacturing networks
 - Identify opportunities to raise awareness of the value of manufacturing sector
 - 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.)
 - Raise business and community awareness of what manufacturing brings to the county
- Manufacturing Workforce Development
 - Alignment with the WIOA 2017-2020 Regional and Local Plans
 - Apprenticeship programs
 - Career pathways
 - Curriculum development
 - Preferred applicant programs
 - Sector certifications
 - Sector workforce readiness skills

5. Identify Gaps

- Explore methods for committee to achieve meaningful outcomes given limited funding
- Identify gaps between education preparedness and manufacturing workforce needs
- Identify gaps in Career Technical Education in order to ensure industry in-demand occupations and skills building opportunities
- Identify gaps in manufacturing support resources



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

**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. Support manufacturing occupations outreach to students and support career technical education centers. 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.
- Joint Industry Sector Forum: Participate in the WDBVC joint industry sector forum model used at the August 2016 meeting in order capture the “voice of industry” and in-demand occupations and desired skills

**7. Monitor
Progress**

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