



WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

CLEAN/GREEN COMMITTEE MEETING

Friday, March 16, 2018
8:00 a.m. - 9:30 a.m.

NOTE: CHANGE IN LOCATION

United Food and Commercial Worker's Union (UFCW, Local 770)
816 Camarillo Springs Rd, Camarillo, CA (Suite A)

AGENDA

- | | | |
|-----------|---|-------------------------------------|
| 8:00 a.m. | 1.0 Call to Order and Agenda Review | Anthony Mireles |
| 8:02 a.m. | 2.0 Public Comments | Anthony Mireles |
| | <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. | 3.0 Approval of Minutes: January 19, 2018 | Anthony Mireles |
| | 4.0 Ventura County Regional Strategic Workforce Development Plan | |
| 8:15 a.m. | • Deputy Sector Navigator - AWET | Holly Chavez |
| 8:30 a.m. | • Workgroup Report: Employer Awareness: Update | Patricia Duffy |
| 8:40 a.m. | • Joint Regional Sector Committees' Meeting: Action Plan for a Regional Approach to Work-Based learning Clean/Green | Patricia Duffy
Committee Members |
| 9:15 a.m. | • SUSTAINABLE VC – Careers in Clean Tech | Darrell Gooden |
| 9:25 a.m. | 5.0 Committee Member Comments | Committee Members |
| 9:30 a.m. | 6.0 Adjournment | Anthony Mireles |

Next Meeting

May 18, 2018 (8:00 a.m.-9:30 a.m.)

United Food and Commercial Workers (UFCW, Local 770) Suite A
816 Camarillo Springs Rd, 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.



WDB Clean/Green Committee Meeting
January 19, 2018

MINUTES

Meeting Attendees

Committee Members

Anthony Mireles* (Chair)
John Brooks
Victor Dollar
Darrell Gooden
Mary Anne Rooney

WDB Staff

Patricia Duffy

Guests

Heidi Hayes (theAgency)
Christina Tafoya (Oxnard College)
Alexandria Wright (Ventura County
Community College District)

**WDB Members*

1.0 Call to Order and Agenda Review

Anthony Mireles (Chair) called the meeting to order at 8:10 a.m. No changes were made to the agenda.

2.0 Public Comments

There were no public comments.

3.0 Approval of Minutes: September 15, 2018

Motion to approve: Victor Dollar
Second: Darrell Gooden
Abstain: Mary Anne Rooney
John Brooks

Motion carried

4.0 Ventura County Regional Strategic Workforce Development Plan

• Joint Sector Meeting Discussion and Next Steps

Patricia Duffy reviewed the November 16th meeting, which included WDB Committee members from five Committees, WDB Board members and community partners. The focus was to launch a regional approach to work-based learning. Bob Lanter, Director of the California Workforce Association and Vinz Koller, Social Policy Research Associates, led attendees through an interactive process. Mr. Koller described the Swiss Apprenticeship model “College Without Debt” and attendees went through group activities to identify what’s going on regionally in work-based learning, obstacles, and actions that we need to address to move forward as a region. Clean/Green Committee members discussed next steps and were informed the Committee would have a more in depth discussion at the next meeting. Suggestions were made to create an inventory of what is going on in the region. Alexandria Wright shared a recently developed brochure identifying career pathways in the region. Social media was discussed and how we can use the existing website VC Jobs With a Future. The suggestion was made to bring decision makers in industry, labor, high schools, community colleges and adult schools, to the table to ensure alignment, as we move towards a regional approach to work-based learning.

- Guest Speaker: Dr. Alexandria Wright: Ventura County Community College District

Alexandria Wright shared her research and Green Jobs Report with the Committee. The report explored defining green jobs based on the definition by the federal Bureau of Labor Statistics. "Output approach: Jobs in businesses that produce goods or provide services and conserve natural resources". "Process Approach: Jobs in which workers' duties involve making the establishment's production processes more environmentally friendly." The data for Ventura County green job growth is identified in the report.

- SUSTAINABLE VC – Careers in Clean Tech

Darrell Gooden, presented the plan for the Careers in Clean Tech Summit which will be held on March 14, 2018 at the Oxnard Advanced Water Treatment Facility. This event is focused on career exploration for Ventura County High School and Community College students and is supporting the pathways of: Energy Environment and Utilities, Engineering and Architecture, Construction, and Transportation. The event will host a tour of the facility, workshops with industry partners and a networking lunch.

- Career Pathways Update

Mary Anne Rooney gave an update on Career Pathways. They are looking for student internship placements. The City of Oxnard is taking student interns however they need additional placement opportunities in the County.

- Employer Awareness Workgroup Report

Patricia Duffy gave an update on the status of the Clean/Green video. Rich Sigerist, Instructor at the Ventura Adult and Continuing Education (VACE) Multimedia Program, is in the process of the final edits and once the introduction is added the videos will be completed.

5.0 Committee Member Comments

There were no comments.

6.0 Adjournment

Meeting adjourned at 9:35 a.m.

Next Meeting:

March 16, 2018 (8:00 – 9:30 a.m.)
United Food and Commercial Workers (UFCW) Local 770 Suite A
816 Camarillo Springs Rd, Camarillo, CA.

Clean/Green Committee Meeting

DSN AWET report March 16, 2018

The last few months have been extremely busy for the Agriculture Sector in the region. Some of the key highlights are listed below. Please feel free to contact me directly with any questions.

- I am currently developing a regional Agriculture Student program in conjunction with Cal Poly San Luis Obispo, Cuesta College, Hancock College, and Ventura College Agriculture programs. Our first collaboration will be an industry tour day in either N. Santa Barbara or San Luis Obispo County for students and faculty from all four colleges scheduled for May 11th. Our initial planning meeting will take place next week.
- I am also working with the Vice Provost for International, Graduate, and Extended Education at Cal Poly toward the development of a regional community college student internship program in Agriculture. Students would receive course credit from CPSU and work at the University Farm with CPSU professors in a cohort model. Currently Hancock College and Cuesta College are participating and the program proposal is being drafted at this time. Once implemented regional community college students would receive valuable internship experience and also learn about the rigors and demands of a four year institution.
- In conjunction with VC Innovates I sponsored a Clean Tech Conference on March 14th at the Oxnard Advanced Water Treatment Facility. Over 200 high school, community college, and industry participants took part in the hands on workshops and interactive career exploration sessions. A tour of the water treatment plant was also included. Forum themes included the magic of water, sustainable building, smart cars, and sustain-novation.
- I recently attended a town hall listening session hosted by 24th district congressional representative Salud Carbajal and Chris Stevens the ranking democrat on the US House Committee on Agriculture regarding the reauthorization of the federal farm bill. Key topics presented were ongoing labor shortage issues, forestry management issues in light of the recent fires and floods in the region, and the push for inclusion of grant funding for R & D in mechanized Ag and advocacy for funding Collegiate Capacity Development grants for Ag colleges.

Holly Nolan Chavez

DSN Agriculture, Water, & Env. Technology

805-922-6966 x 5276

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Greetings,

To facilitate discussion at our upcoming Clean/Green meeting on March 16, we are requesting your feedback. We will use this information to develop a unified approach to work-based learning for Ventura County. The information below came out of our Joint Sector WDB meeting in November.

1. From each of the categories below please select your top 3 obstacles for each category . Please select the obstacles for work-based learning with green industries in mind.

PLEASE BOLD or underline your choices:

Business Engagement

- Sustaining Commitment of Employers
- Partnerships between business and education are needed
- Employer Champions wanted
- Employer engagement
- Not enough employers involved or hiring
- Partner Collaboration and Coordination

Process and Bureaucracy

- Time: Patience for incremental growth
- New things take time
- Re-doing work that's already been done
- Funding stream
- Red Tape
- Fractured leadership and direction (capacity/priorities)
- WDB + Partners Capacity
- Misaligned incentives (Inability to triangulate)
- No Framework
- Restrictive HR Policies
- Coordination of efforts

Leadership

- Project Champions wanted (Strategic Oversight)
- Actionable Plans needed
- Develop Common Vision-Education among all LEAs
- Common means of communicating work being done
- Funds + Better coordination

Education/Training/Marketing

- Perception of academic learning vs. work-based learning
- Matching training vs. work (INT) schedule (Swiss model: 3-4 vs. 1-2)
- Length of time to get training from idea to classroom
- Need to establish certification/portability

- Education integrated with industry
- Student knowledge of career options
- Limited program information available
- Negative image of Work-Based Learning – Change to Positive

Youth

- Inclusion for all youth
- Transportation
- Supportive transit system not available
- Student career inspiration/ initiative lacking
- Youth missing soft skills

2. Please rank order the following five topics based on the action that you believe needs to be taken first to the last action.

1. Plan to engage business/employers;
2. Plan to streamline the process/bureaucracy;
3. Plan to engage youth in work-based Learning activities;
4. Plan to align activities and market to the public what we are doing; and
5. Plan to align leadership; to have a common platform.

3. What's Going on? Please write down green industry work-based learning (internships, apprenticeship programs) you know about in Ventura County.



**JOINT MEETING
WDB REGIONAL SECTOR COMMITTEES
November 16, 2017
"Skills Attainment for Upward Mobility &
Aligned Services for Shared Prosperity"**

WDB Business Services Committee
WDB Clean/Green Committee
WDB Healthcare Committee
WDB Manufacturing Committee
WDB Programs Committee

MINUTES

Meeting Attendees

Business Services

Heidi Hayes (theAgency)
Paula Hodge (College of the Canyons, SCCRC)
Payal Kamdar (VSolvit)
Tracy Perez*
Jaime Mata*

Manufacturing

Alex Rivera*(Chair)
Michael Bastine (College of the Canyons, SCCRC)
Marybeth Jacobsen (WEC)
Marilyn Jansen*
Byron Lindros*
Tiffany Morse (VCOE)
Bill Pratt*
Tre Robinson (Wholesome Harvest Baking)
Mary Anne Rooney(Civic Alliance)
Bruce Stenslie*

Programs

Tony Skinner* (Chair)
Roger Rice* (Vice Chair)
Jerry Beckerman(Segue)
Connie Chan*
Mary Navarro-Aldana*

WDB Members

Vic Anselmo* (Chair)
Greg Liu * (Vice Chair)
Brian Gabler*
Patty Schulz*

Clean/Green

Anthony Mireles*(Chair)
John Brooks (City of Thousand Oaks)
Holly Chavez (Allan Hancock College)
David Fleisch (County of Ventura)
Darrell Gooden (VC Innovates, VCOE)
Charles Harrington*
Grant Leichtfuss (Villa Park Orchards Assoc.)
Mary Anne Rooney (Civic Alliance)

Healthcare

Greg Barnes* (Chair)
Richard Trogman* (Vice Chair)
John Cordova (College of the Canyons, SCCRC)
Irene Ornelas (VC Innovates, VCOE)
Michelle Reynolds (VCMC)
Mary Anne Rooney(Ventura County Civic Alliance)
Bill Werner (Simi Valley Hospital)
Celina Zacarias*

WDB Administration

Talia Barrera
Patricia Duffy
Tracy Johnson
Patrick Newburn
Vivian Pettit
Ma Odezza Robite

Guests

Nancy Ambriz (County of Ventura)
Lisa Brunelle (Department of Rehabilitation)
Lisa Ecklund (VC Innovates, VCOE)
Hillary Howard (VC Innovates, VCOE)
Rachel Linares (County of Ventura)
Melissa Livingston (County of Ventura)
Susan Mathers (Department of Rehabilitation)
Richard McNeal
Christy Norton (County of Ventura)
Eileen Rohlfing (Employment Development Department)
Teresa Serrata (County of Ventura)
Luanne Swanberg(South Central Coast Regional Consortium)
Steve Thompson (Ventura Adult Continuing Education)
Carolyn Vang-Walker (Ventura Adult Continuing Education)
Alexandria Wright (VCCCD)

*WDB Members

1.0 Welcome and Introductions

WDB Chair, Vic Anselmo, welcomed the attendees to the Joint Meeting of the WDB Regional Sector Committees: Business Services, Clean/Green, Healthcare, and Manufacturing. Additional members from the Programs and Outreach Committee, as well as community partners were also in attendance. Vic Anselmo introduced the facilitator/guest speaker from California Workforce Association, Bob Lanter. Mr. Lanter provided a short self-introduction and asked the WDB members and sector committee members to give quick self-introductions.

Bob Lanter introduced his fellow guest speaker, Vinz Koller, from Social Policy Research Associates, who gave an interesting presentation about the Swiss apprenticeship model.

2.0 Apprenticeship 2.0: College without Debt

Mr. Koller provided an informative presentation of the Swiss apprenticeship model and the features of the Swiss education system which allows multitude of career paths. The model includes teaching soft skills that will not create dead-ends, schools focused on teaching communication and advanced math subjects. He emphasized on the practice of the Swiss education system where there is a public and private partnership and strengthened by the Swiss economy which is considered as the sixth largest investor/economy in the world.

He also explained the key feature of apprentices in the Swiss model where students spend three to four days per week with employers while spending only one to two days inside the classroom. In the Swiss model, sixteen-year old students can make decisions and nineteen-year old students already have achieved professional certificates and can earn a living. He compared that the average age of apprentices in the Swiss model is seventeen years old versus twenty-nine years old in USA.

The question was asked, if the employers were required to have apprentices. Mr. Koller responded that "only thirty percent of the employers have apprentices."

He also explained the funding of apprenticeship system, how firms invest in apprentices, measurement tools, background on how the Swiss employees gain experience and soft skills and how skills are best learned. When asked how California can adapt the Swiss system, Mr. Koller shared that it can be achieved by: building ecosystems, establishing permeability, triangulating, rebuilding prestige, focusing on students, and diversifying the registered apprenticeships.

One of the participants asked for the observed best practices in California. Mr. Koller gave an example of the Valley Transit Authority in Santa Clara with one hundred new positions opened for apprentices. Also, Mr. Lanter gave an example where he explained that the veterans in Livermore were trained in engineering at the laboratory.

A participant asked Mr. Koller how to address the transportation issue for young workers since most of the jobs are located outside Ventura County. Mr. Koller responded that the workforce development is a regional affair. He further suggested to look at the local economy and market and to look at where people work. Mr. Lanter provided an example of the apprenticeship Task Force in Washington, D.C. It showed how to expand outside the classic apprenticeship model where small, medium, and large employers can participate. Mr. Koller added that employers should look at apprenticeship on a broader sense and that employees can do training online to address the transportation issue.

Mr. Koller was asked if the apprenticeships were paid by the companies. Mr. Koller responded that it was paid by the State in the Swiss model and that the employees did not pay anything

Mr. Lanter provided a brief explanation and examples of work-based learning namely: registered apprenticeships, on-the-job training, incumbent worker training, career tech education with a workplace component, and transitional jobs/work experience. He mentioned that twenty percent of local youth formula funds are for work experiences such as summer jobs, pre-apprenticeship training, on-the-job training, and internships. He also provided a list of resources for work-based learning.

3.0 A Common Vision

Mr. Lanter facilitated a group brainstorming on what success looks like. Participants were divided into six groups with six to seven members each. Each group provided their response to the question: "What's Going On?" or "What are the current work-based learning activities being practiced in each organization?"

What's Going On?

- Internships – rehabilitation, VCOE (1000 in education offsite)
- On the Job Training – America's Job Center
- Field Trips – middle high (750)
- Training for Employability Skills
- Entrée to Employment (2,000)
- Job Shadows
- Guest Speakers
- Civic engagement
- Construction apprenticeships
- Summer camps
- Trade based charter schools

- Hospitality Industry
- Incumbent Worker Training (lean manufacturing)
- Adult Education Pre-apprenticeships Internships
- Department of Rehabilitation – limited internships/externships
- VC Innovates Adult Education
- CLU Capstone Program (MBA)
- TDC Studies
- CAD Department/ Manufacturing 30
- Manufacturing Week Tours

- Regional Makers Space
- Robotics
- Health Care
- CAL Works Internships
- PathPoint
- CSUCI-Clinical Tech

- County of Ventura – Summer Interns
 - Summer City Hall – Ventura & Oxnard
 - Trades (IBW, etc.) Apprentices
 - Employers (OJT) WIOA
-
- AG Supervisor Training at VC Noncredit
 - Externship for Teachers In Engineering
 - NBVC Internships (Primarily Com College)
 - HCA (Health Care Agency) – WPL Revamping, Internships, Job Shadow
 - CTE Programs at H.S Focus on Industry Certificates
 - Career Education Center – Office of ED
-
- On the job training
 - Union apprenticeships
 - University Internships
 - Government Internships
 - Regional Occupation Program
 - Summer in the City – VCCA
 - City Corps
 - Adult Education and Job Placement
 - CMTC
-
- Applied Science Program at Ventura College (Entry level)
 - Internship at Career Education Center (VCOE)
 - Externship with CET
 - Incumbent Worker Training at
 - OJT at multiple companies
 - BOA + EDD – training (unpaid)

Mr. Lanter used the Victory Circle Technique or a visioning exercise which showed the ideal vision of work-based learning for one year from now in Ventura County:

- CWA report to get them involved
- Anchor employers; employers are saying “Thank you!”
- Businesses are retained/created
- They like making money while working
- Engagement scores are high
- Monitoring their responses thru social media
- Youth unemployment goes down in county
- Robust marketing on CTE
- Clear understanding of pathways
- Target industry that are local- here regionally start 2-3
- One-stop site connecting employers to interns
- Listing of all applications and career paths available
- Website and social media for the youth

- Job Seekers/Students say “I love my job!”
- Employers say “Why didn’t we do it before?”
- Cohort of gateway path with Business enrolled in VACE
- Directory of all Work Based learning programs with business partnerships
- Multiple payment methods
- Innovation in public sector employers
- Stable and secure innovation and productive career pathways
- CWA annual report on how sectors is moving to get this done
- Employers want more
- Students feel secure, valued, respected, and engaged
- Youth VI rate decrease in country
- New fast track program works well!

4.0 Contradictions

Mr. Lanter asked each group what obstacles stand in the way of reaching the vision of a unified work-based learning strategy of Ventura County. Each group listed their responses:

Business Engagement

- Sustaining Commitment of Employers
- Partnerships between business and education are needed
- Employer Champions wanted
- Employer engagement
- Not enough employers involved or hiring
- Partner Collaboration and Coordination

Process and Bureaucracy

- Time: Patience for incremental growth
- New things take time
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Leadership

- Project Champions wanted (Strategic Oversight)
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5.0 Commitment and Next Steps

WDB committee members worked in cross-sector groups, reporting to the large group their responses. Below is a summary of the wall notes and committee members' comments during the follow-up discussion. The input will be considered during WDB planning and WDB/WIOA regional and local planning processes:

- Working on task force/ WDB
- Utilize programs that are available (once we find out)
- Office OJT, internships
- Actively network to bring business to table
- Pair with business to provide training
- Advocate on behalf of students
- Work through policies – align education to cut red tape
- Attempt to communicate purpose to students (Entrée to Employment)
- Leveraging resources and activities
- Guide students to meet passion
- Develop student committee for student voice
- Communicating to public at large
- Engage students early (middle school)
- Study what other countries are doing

Summary of Next Steps

Based on the contradictions given aligned with the commitment listed above, Mr. Lanter suggested to provide a follow-through of these ideas with doable action plans with the following focus:

1. Plan to engage business/employers;
2. Plan to streamline the process/bureaucracy;
3. Plan to engage youth in work-based Learning activities;
4. Plan to align activities and market to the public what we are doing; and
5. Plan to align leadership; to have a common platform.

6.0 Close and Adjournment

Vic Anselmo adjourned the meeting at 4:30 p.m.

Next Meeting

Workforce Development Board Meeting

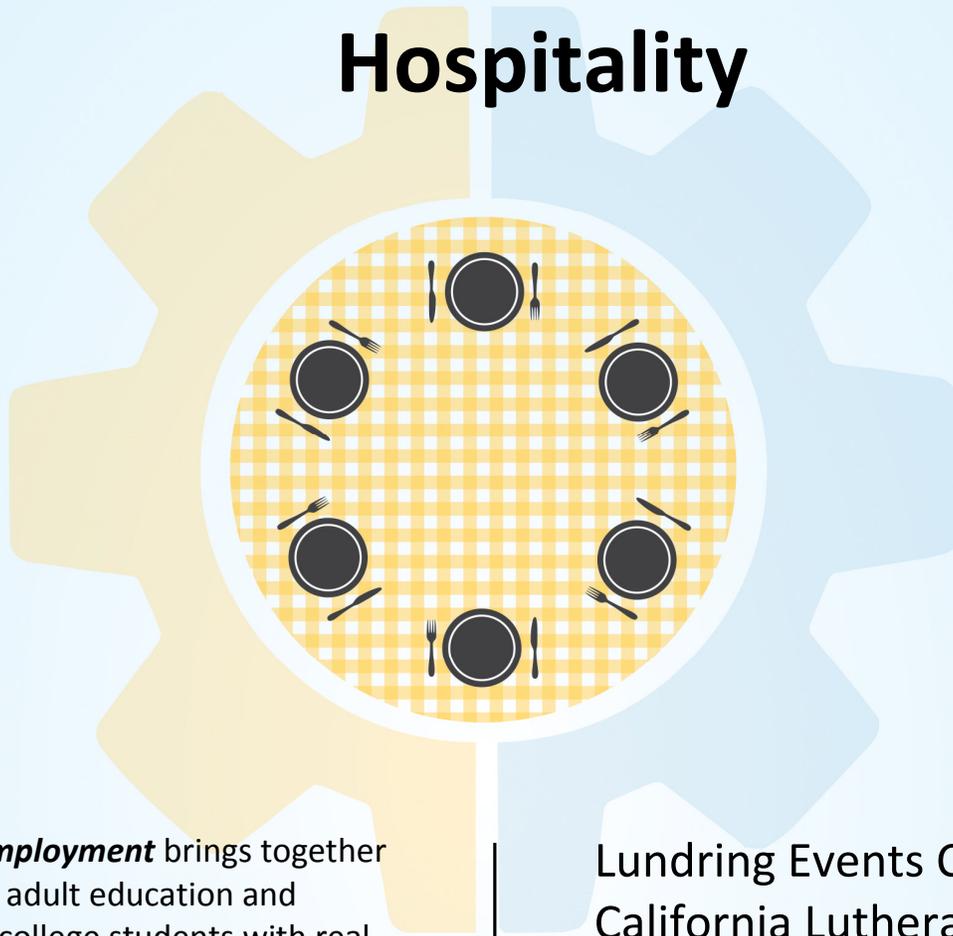
December 7, 2017

America's Job Center of California (AJCC)

3rd Flr, 2901 North Ventura Road, Oxnard

ENTRÉE to EMPLOYMENT

Hospitality



Entrée to Employment brings together high school, adult education and community college students with real-world employers in Ventura County.

These dynamic dinner conversations provide a unique opportunity to share, engage, and connect to the future business world. Join us for this special night, and the chance to invest in the future by serving as a mentor and ambassador for the Hospitality industries and students in Ventura County.

Lundring Events Center,
California Lutheran University
Thousand Oaks

Wednesday, April 11, 2018
6:00pm – 8:00pm

RSVP https://e2eit04_11_18.eventbrite.com
Directions <http://www.callutheran.edu/map/>