



## WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

### HEALTHCARE COMMITTEE MEETING

**Friday, March 2, 2018**

**8:00 a.m. - 9:30 a.m.**

#### **NOTE: DIFFERENT MEETING LOCATION**

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

### MEETING AGENDA

8:00 a.m.	<b>1.0 Call to Order and Agenda Review</b>	Greg Barnes
8:03 a.m.	<b>2.0 Public Comments</b> <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>	Greg Barnes
8:05 a.m.	<b>3.0 Approval of Minutes:</b> January 5, 2018	Greg Barnes
8:10 a.m.	<b>4.0 Ventura County Regional Strategic Workforce Development Plan</b> <ul style="list-style-type: none"><li>Regional Healthcare Care Coordinator Pathway Project: Update</li></ul>	Patricia Duffy John Cordova
8:20 a.m.	<ul style="list-style-type: none"><li>Joint Regional Sector Committees' Meeting: Action Plan for a Regional Approach to Work-Based learning in Healthcare</li></ul>	Greg Barnes Patricia Duffy Committee Members
9:00 a.m.	<ul style="list-style-type: none"><li>Healthcare Deputy Sector Navigator: Update</li></ul>	John Cordova
9:10 a.m.	<ul style="list-style-type: none"><li>Career Pathways: Updates</li></ul>	Irene Ornelas Mary Anne Rooney
9:25 a.m.	<b>5.0 Committee Member Comments</b>	Committee Members
9:30 a.m.	<b>6.0 Adjournment</b>	Greg Barnes

#### Next Meeting

May 4, 2018 (8:00 a.m.-9:30 a.m.)

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

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](http://workforceventuracounty.org)



**WDB Healthcare Committee**  
**January 5, 2018**  
**MINUTES**

**Meeting Attendees**

Committee

Greg Barnes (Chair)\*  
John Cordova  
Adam Hunt  
Sandy Melton  
Dawn Neuman  
Irene Ornelas  
Michele Reynolds  
Lisa Safaeinili  
Richard Trogman

WDB Administration

Patricia Duffy  
Ma Odezza Robite

Guests

Heidi Hayes (theAgency)  
Marybeth Jacobsen (Workforce Education Coalition)  
Marilyn Jansen (U.F.C.W., WDB Board Member)  
Teri Hollingsworth (Hospital Association of Southern CA.)  
Lisa Mitchell (Hospital Association of Southern CA.)

*\*WDB Member*

**1.0 Call to Order and Agenda Review**

Greg Barnes (Chair) called the meeting to order at 8:10 a.m. Mr. Barnes welcomed guest and Workforce Development Board member Marilyn Jansen, to the meeting. No changes were made to the agenda.

**2.0 Public Comments**

There were no public comments.

**3.0 Approval of Minutes: September 1, 2017**

Motion to approve: Dawn Neuman  
Second: John Cordova  
Motion carried

**4.0 Ventura County Regional Strategic Workforce Plan**

- Guest Speakers: Lisa Mitchell and Teri Hollingsworth, Hospital Association of Southern California

Lisa Mitchell, Program Manager, Workforce Development and Teri Hollingsworth, Vice President of Human Resources, explained the role of the Hospital Association of Southern CA., (HASC). As a trade association they serve 184 hospitals, 40 health systems and professional associations in Los Angeles, Orange, Riverside, San Bernardino, Santa Barbara and Ventura counties. HASC provides advocacy for members as well as public policy development, education and the latest industry information. Ms. Mitchell and Ms. Teri Hollingsworth are reaching out to the Ventura Healthcare Committee offering HASC assistance in sharing local data they acquire through their research and surveys. Their data is collected on a quarterly basis. The Healthcare Committee members were pleased to hear about this opportunity and shared how it has been difficult to get accurate local data. Having a reputable source for local data will enable more opportunities for funding for healthcare

workforce development and training. The Committee members were updated on HASC's current projects and their work in identifying the need for specialty nurses.

- Joint Regional Sector Committees' Meeting "Skills Attainment for Upward Mobility & Aligned Services for Shared Prosperity"

Patricia Duffy reviewed the November 16<sup>th</sup> 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. Ms. Duffy explained that at the next Healthcare Committee meeting we would discuss action plans that can help us move forward on a regional approach to work-based learning for Healthcare. Greg Barnes informed the Committee we would be sending information out prior to the meeting to help them prepare for the discussion.

- Future Health Workforce Commission:

Lisa Safaeinili provided information on the recently formed Future Health Workforce Commission. The California Future Health Workforce Commission was created to help the State identify the gaps in healthcare workforce. The Commission is composed of leaders who will work together for the next year to develop a strategic plan to identify and address California's healthcare workforce needs and recommend solutions.

- Healthcare Deputy Sector Navigator Update:

John Cordova provided an update for the region. He is working to address the critical CNA shortage through innovative methods, such as an apprenticeship program. Mr. Cordova is working with the colleges and training programs in the South Central Coast Region to address this critical shortage. Mr. Cordova is requesting funding from SCCRC for nurse specialty training in our region.

- Career Pathways Updates:

Irene Ornelas, VC Innovates, updated the Committee members on some of the student activities in the healthcare pathways. There were 150 students observing and participating in a disaster drill in October. Thirty student medical assistants will intern at the Ventura County Healthcare Agency, participating in a collaborative pilot project. Students will be participating in a blood drive tour January 17<sup>th</sup> experiencing a blood drive from start to finish. Medical assistants were able to see the medical robots at the Ventura County Medical Center. Ms. Ornelas announced the Entre to Employment event will be on May 17<sup>th</sup>.

## **5.0 Committee Member Comments**

There were no comments.

## **6.0 Adjournment**

Greg Barnes adjourned the meeting at 9:40 a.m.

### Next Meeting

May 4, 2018 (8:00 a.m. - 9:30 a.m.)

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



### **Level I Patient Navigator Classroom Training**

**For: Certified Medical Assistants, Certified Nurse Assistants**

**SlingShot Grant Funding: \$221,125 to train 145 job seekers**

**Estimated allocation of funds as of 2/23/18: \$215,025**

This is a new **Patient Navigator Training Program** offered regionally at a variety of post-secondary schools in Los Angeles and Ventura Counties. This entry-level training program that will provide instruction on individualized assistance to patients, consumers, families and care givers in a culturally and ethnically competent manner. As a member of the healthcare team, Patient Navigators will be trained to act as a bridge between the healthcare team, patients, family and community to facilitate timely access to quality healthcare through all phases of the healthcare continuum.

The curriculum was developed through the C3 Skills Alliance from a promising practice Health System Navigation curriculum by the East San Gabriel Valley ROP. The curriculum was enhanced and expanded with input from industry practitioners working in collaboration with the California Community College Deputy Sector Navigators DACUM for Care Coordination and research from the California Community College Career Ladders Project.

	<b><u>Competencies</u></b>	<b><u>Duration</u></b>
1.	Communication	4 Hours
2.	Cultural Competency & Ethic Diversity	4 Hours
3.	Health Care Systems	8 Hours
4.	Barriers and Resources	4 Hours
5.	Basic Wellness, Health Promotion & Outcomes	4 Hours
6.	Technology	8 Hours
7.	Personal and Professional Development	2 Hours
8.	Link Patient to Community Resources	3 Hours
9.	Support Delivery of Patient-Centered Care	3 Hours
10.	Hands-on Activities: Be able to search for community resources	5 Hours
	<b>Total Program Hours:</b>	<b>45 Hours</b>

### **Pre-Requisites**

- High School Diploma or equivalent.
- Certified Medical Assistant (AAMA, NCCT) or
- Certified Nurse Assistant (CA Dept. of Health, Red Cross or equivalent)

**Tuition: \$1,525.00**

**Training is I-TRAIN/ETPL approved and will be available on Saturdays, February – April 2018 at the following post-secondary schools:**

Downey Adult School  
East San Gabriel Valley Regional Occupational Program  
El Camino College  
Glendale College  
Ventura Community College District

**For More Information Contact: Cyd Spikes at [cydspis@gmail.com](mailto:cydspis@gmail.com) or 323.810.6721**



**Level II CSU Institute for Palliative Care - Care Excellence Online Training**  
**For: Nurses, Social Workers and Case Managers**

**SlingShot Grant Funding: \$200,000 to train 80 Incumbent Workers**

**Estimated allocation of funds as of 2/23/18: \$150,000.00**

Two care coordination/case management training courses are offered by Care Excellence for nurses, social workers and case managers. This curriculum takes a multi-pronged approach to train, keep, and improve the skills of care managers and the leadership that guides them. It helps care management teams meet the needs of growing and diverse populations with special and complex needs, while decreasing costs and improving the quality of care. *Care Excellence* was developed as part of a unique collaboration between care management experts, an advisory committee, and a curricular taskforce. It has been designed with the involvement of industry experts, researchers, current working professionals, and health plans. Brought to you by the California State University Institute for Palliative Care with generous support from the California Health Care Foundation (CHCF) and The SCAN Foundation.

**Online Foundational Series Courses – Cost: \$1,950**

This curriculum teaches essential skills to new case managers and those who would benefit from a review of fundamental knowledge and skills. The content is applicable to nurse case managers, social work case managers, and all care managers and care coordinators working with health plan patient populations.

**69 Hours: 5 Courses, 29 modules**

**69 CEs or CCMs earned upon completion of the entire Foundational series**

**Includes:**

Care/Case Management Principles, Motivational Interviewing, Relationship Building, Getting the Whole Picture, Care Planning

**Online Advanced Series – Cost: \$2,550**

The Advanced Concepts curriculum was developed for experienced care managers and other case management professionals who are working with growing and diverse populations with special and complex needs. The courses incorporate member-centric concepts for enhancing care with tools for decreasing the cost of care and improving the quality of care. The educational content in these self-paced online training courses increases the ability of care managers to effectively support diverse patient populations with complex medical and social needs.

**81.5 HOURS: 5 courses, 28 modules**

**81.5 CEs or CCMs earned upon completion of the entire Advanced Concepts series**

**Includes:**

Patient-Valued Perception, Special Populations I, Special Populations II, Complex Care Coordination Skills, Complex Care Coordination Interventions

**For More Information Contact: Cyd Spikes at [cydspikes@gmail.com](mailto:cydspikes@gmail.com) or 323.810.6721**



## **CURRICULUM DEVELOPMENT FOR NEW TRAINING PROGRAMS**

### **Level II Community College Care Coordination Classroom Training For Middle-Skill RNs, Social Workers and Case Managers**

**Developed by: The Hospital Association of Southern California with Paul Arias, RN, BSN, MIS, EJD;  
Assistant Vice President Care Coordination. Loma Linda University Hospital Medical Center**

**SlingShot Grant Funding: \$25,000**

**Funds allocated and expended to date: 25,000.00**

The curriculum for this program is designed to build skills for a holistic approach to the overall care practice, deliberate organization of patient care activities, and information sharing to achieve the highest quality for a safe and effective plan of care. The curriculum will incorporate the California Career and Technical Education (CTE) Standards for at least 45 hours of instruction and will encompass the competencies, skills and work tasks identified in the California Community College DACUM Competency Profile for Care Coordination:

- Insure patient care is provided
- Assess patient needs
- Facilitate patient care plan and service delivery
- Perform utilization management (right care, right reason, right cost)
- Link patient to community resources
- Support delivery of patient-centered care
- Assess effectiveness of care and service delivery
- Participate in continuous quality improvement

### **Level III Care/Case Management Cohort Classroom Training Experienced and Supervisory Nursing and Social Work Professionals in a Hospital Setting**

**Developed by: The California State University (CSU) Institute for Palliative Care**

**SlingShot Grant Funding: \$150,000**

**Funds allocated and expended to date: 150,000.00**

The curriculum is developed through a collaborative effort between the C3 Skills Alliance, the Hospital Association of Southern California, the California Hospital Association, the California Health Care Foundation and other partners. This will be a multifaceted training program built upon the CSU Care Excellence Leadership, Foundational Utilization Review and Advanced Concepts Series at a total cost of \$640,500 shared among a variety of funding sources. A total of \$349,500 has been committed with ongoing resource development to secure the remaining \$291,000. SlingShot funding will support the cost of enhancements to the 32-hour Leadership Series, which will be available March 30, 2018.

The complete training program will be available in 2019 throughout California at an estimated cost of \$2,400 per person. Unlike the Online Foundational and Advanced Series currently offered by CSU Care Excellence, instruction for this program will be delivered in a classroom setting, to cohort groups onsite at industry-designated locations.

**For More Information Contact: Cyd Spikes at [cydspike@gmail.com](mailto:cydspike@gmail.com) or 323.810.6721**





## Build your In Demand Skills Care Coordination Training

**What is Care Coordination?** Care coordination is a very rewarding and fast-growing career in the health care industry. Care coordination is all about health care professionals working together to ensure that patients' health needs are being met and that the right care is being delivered in the right place, at the right time, and by the right person.

### Health Care Team

Physicians and Nurses  
Pharmacists  
Health Practitioners  
Specialists  
Insurance Providers  
Patient, Family and Caregivers



### Care Coordination

Assess Patient Needs  
Create Proactive Care Plan  
Support Patient Goals  
Align Resources with Patient Needs  
Link to Community Resources  
Monitor & Follow-Up  
Communicate & Share Knowledge  
Help with Transitions of Care



### Patient

Improved Health Outcomes





# What types of jobs, career pathways and salaries are available?

The job outlook for health care professionals working in care coordination is expected to grow 22% by 2022, according to the U.S. Bureau of Labor Statics. Modern Healthcare magazine reports that the demand for people who can effectively coordinate care has skyrocketed in recent years as payers and providers turn to new healthcare delivery models aimed at lowering costs and improving health outcomes. Jobs in care coordination fall within three interconnected career pathways. Each level requires requisite education, training and certification(s).

1

## Entry-level I (Patient Navigator)

Medical Assistants, Certified Nursing Assistants, Home Health Aides, and Personal Care Assistants

Salary Range:  
\$33,000 – \$51,000

*Salary Information from Glassdoor*

2

## Middle skill-level II (Care Coordinator)

Registered Nurses  
(Degree: ADN, BSN)

Licensed Vocational Nurses,  
Social Workers (Degree: BSW),  
and Community and Social  
Service Specialists

Salary Range:  
\$63,000 – \$109,000

*Salary Information from Glassdoor*

3

## Professional-level III (Care/Case Manager)

Registered Nurses  
(Degree: BSN, MSN),

Social Workers  
(Degree: BSW, MSW)

Salary Range:  
\$73,000 – \$127,000

*Salary Information from Glassdoor*

## What knowledge and skills will you learn?

- Continuum of care
- Care planning concepts
- Assessment of patient care needs
- Interdisciplinary teamwork
- Critical thinking, problem-solving
- Patient/client communication
- Regulatory compliance
- Recordkeeping and documentation
- Cultural competency
- Accessing health care resources

**GET STARTED NOW!**

[Insert your Logo]

[Insert your Contact Info]

[Insert your Web Address]

Greetings,

To facilitate discussion at our upcoming Healthcare Committee meeting on March 2<sup>nd</sup>, Greg Barnes is requesting your feedback. We will use this information to develop a unified approach to work-based learning in healthcare 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 with work-based learning for healthcare 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 Healthcare work-based learning (internships, apprenticeship programs) you know about in Ventura County. (Please exclude the standard student clinical rotations required for a degree in some healthcare fields.)**



**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
- 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

## **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**

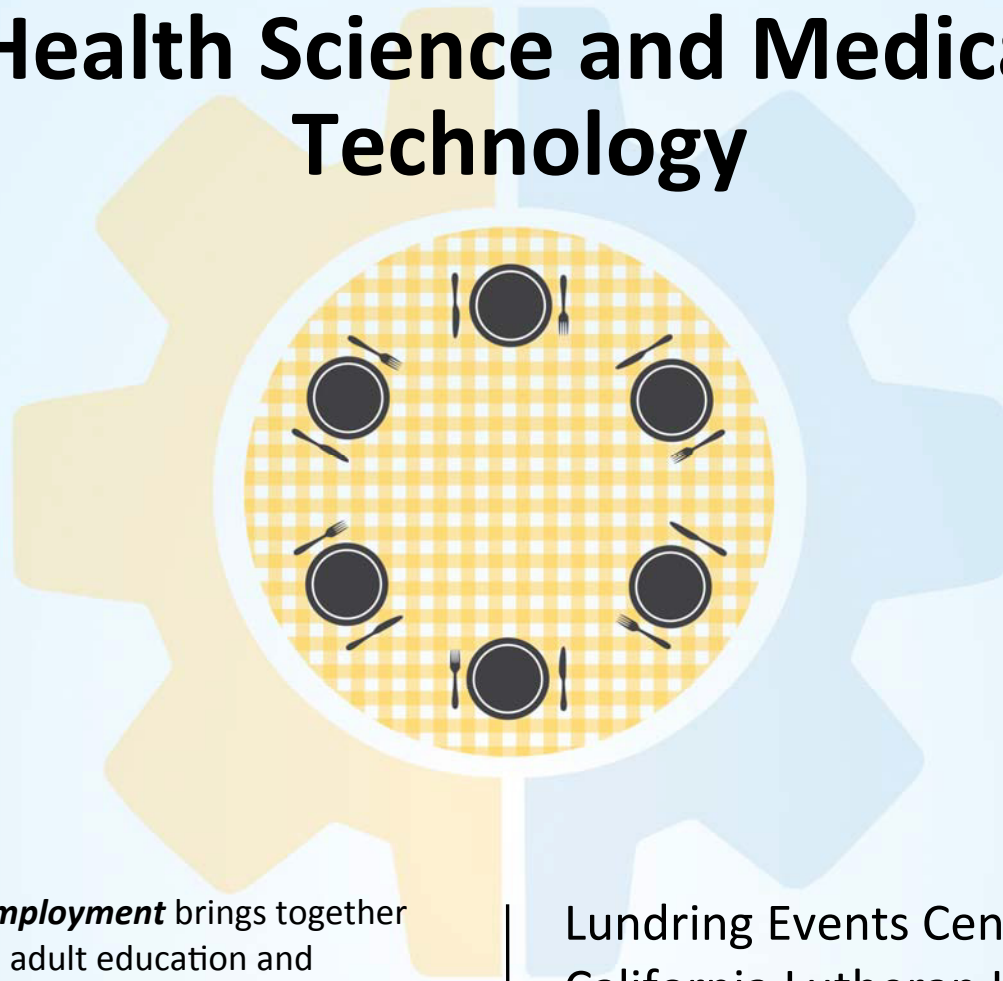
December 7, 2017

America's Job Center of California (AJCC)

3<sup>rd</sup> Flr, 2901 North Ventura Road, Oxnard

# ENTRÉE to EMPLOYMENT

## Health Science and Medical Technology



***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 Health Science and Medical Technology industries and students in Ventura County.

Lundring Events Center,  
California Lutheran University  
Thousand Oaks

**Thursday, May 17, 2018**

**6:00pm – 8:00pm**

**RSVP** [https://e2eit05\\_17\\_18.eventbrite.com](https://e2eit05_17_18.eventbrite.com)

**Directions** <http://www.callutheran.edu/map/>