



WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

MANUFACTURING COMMITTEE MEETING

Thursday, October 18, 2018

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

United Food and Commercial Workers Union (UFCW) Meeting Room (formerly known as "Suite A")
816 Camarillo Springs Rd., Camarillo, CA

MEETING AGENDA

- | | | |
|-----------|---|--------------------------------------|
| 8:00 a.m. | 1.0 Call to Order and Agenda Review | Alex Rivera |
| 8:02 a.m. | 2.0 Public Comments | Alex Rivera |
| | <i>Procedure: The public is welcome to comment. All comments not related to items on the agenda may be made at the beginning of the meeting only.</i> | |
| 8:05 a.m. | 3.0 Approval of Minutes: June 28, 2018 | Alex Rivera |
| 8:10 a.m. | 4.0 Presentation
<i>"Uniquely Abled Project"</i>
Michael Bastine, Manufacturing Sector Navigator
California Community Colleges – Workforce Training

Tiffany Morse, Executive Director, Career Education Center
Ventura County Office of Education | |
| 9:10 a.m. | 5.0 WIOA Planning <ul style="list-style-type: none">Year End Review 2017-2018 | Alex Rivera |
| 9:20 a.m. | 6.0 Workforce Development Reports <ul style="list-style-type: none">Ventura County Community College District: <i>Workforce Services</i>Prison to Employment Initiative | Alexandria Wright
Patrick Newburn |
| 9:25 a.m. | 7.0 Committee Member Comments | Committee Members |
| 9:30 a.m. | 8.0 Adjournment | Alex Rivera |

Next Meeting: (December 20, 2018 meeting - **cancelled**)
Thursday, **February 21, 2019**
UFCW Meeting Room
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 Manufacturing Committee Meeting
June 28, 2018

MINUTES

Meeting Attendees

Committee Members

Alex Rivera* (Chair)	Subash Karkare
Michael Bastine	Bill Pratt*
Cindy Guenette*	Mary Anne
Rebecca Hunt	Rooney
Marybeth Jacobsen	Alexandria Wright
Marilyn Jansen*	Peter Zierhut*

WDB Staff

Patrick Newburn

Guests

Israel Rodriguez (Small Manufacturers Association of California)

*WDB Members

1.0 Call to Order and Agenda Review

Chair Alex Rivera called the meeting to order at 8:07 a.m.

2.0 Public Comments

No public comments.

3.0 Approval of Minutes: April 19, 2018

Motion: Bill Pratt
Second: Marybeth Jacobsen
Abstain: Mary Anne Rooney
Approved

4.0 Presentation

“Creating a Workforce Certified Community”

Israel Rodriguez, President – Small Manufacturers Association of California

Israel Rodriguez from the Small Manufacturers Association of California presented a PowerPoint to compare and contrast what he called an open apprenticeship model versus a closed model like the one at Newport News Shipbuilding. He specifically provided a detailed example of a closed apprenticeship model and apprenticeship school within Newport News Shipbuilding a division of Huntington Ingalls Industries. They offer a 4 & 8-year apprenticeship degreed programs. Israel suggested that Ventura county currently has an open system that tends to be the model of most communities. The model is composed of community colleges, workforce boards, economic development, and adult training.

Mr. Rodriguez proposed that Ventura county might develop a hybrid model of apprenticeships, a “jobs incubator”. The incubator would enter into supply-side workforce contracts as providers of labor for top ten employers in each regional sector. He explained the benefit of a unified regional workforce plan, that will eliminate a fragmented governance and help to establish clear-cut leadership and plan. The hybrid workforce development model would bring all stakeholders together to forecast regional jobs needs and creates a unified regional workforce plan for both the demand side (employers) and supply side (educators). Rodriguez proposed that it will create employer-tied career pathways within the region and Increase efficiencies & economic gain through a controlled workforce model.

Committee Members posed several questions for Mr. Rodriguez and he provided thoughtful answers. Members discussed the model and how the scale and size of Ventura county's 900 small manufacturing businesses might pose a significant hurdle to implementing the contract for labor and hybrid model suggested by Mr. Rodriguez. Members agreed that parents and education providers need a shift in thinking about the benefits of skilled workers with career recognized certificates and apprenticeships. Members agreed that Ventura county has several good examples of workforce development, that continued funding is important for work based learning, and that performance based education is becoming accepted at colleges and career technical education programs.

Alex Rivera thanked Israel Rodriguez for his thought provoking presentation in advancing apprenticeships as a model to close the skills gap with employer needs.

5.0 WORKFORCE DEVELOPMENT REPORTS

- Ventura County Community College District (VCCCD)

Alexandria Wright announced that VCCCD has received a second three-year grant to develop apprenticeship programs. Pre-apprenticeships, apprenticeships, and 40-hour training programs are in development within agriculture, automation occupations, incumbent workers category, electrical technicians, and APICS. VCCCD is planning an open house that will include WDB and WEC members, veterans, and vocational rehabilitation.

- California Community Colleges: *Workforce Training – Manufacturing*

Michael Bastine, Manufacturing Navigator, from the South-Central Coast Regional Consortium of the California Community Colleges provided an update about receiving additional Strong Workforce funds for the manufacturing sector. Bastine reminded members about availability of manufacturing classes at the College of the Canyons. He also mentioned upcoming potential programs in healthcare, Information technology/cybersecurity, and advanced manufacturing.

- Workforce Education Coalition (WEC): - *Community Based Organization Update*

Marybeth Jacobsen, president of WEC, announced the formation of a career education committee within the Ventura County Community College District that will be staffed personally by Chancellor Greg Gillespie, who is a member of the Workforce Development Board.

6.0 Committee Member Comments

Members discussed the need for a supply of skilled workforce given the full employment demands of the current economy. One member reminded the committee about the Los Angeles County minimum wage of \$13.25 hourly and how that impacts employers in neighboring Ventura county cities. Additionally, members suggested that the manufacturing committee might include the addition of more employers, college/ high school placement counselors, and staffing agencies in order to broaden outreach and thoughtful discussion.

7.0 Adjournment

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

Next Meeting:

October 18, 2018 (8:00 a.m. – 9:30 a.m.)

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



2017-2018 YEAR-END REVIEW Workforce Development Board of Ventura County Manufacturing Committee

WDB MANUFACTURING COMMITTEE

2017-2018 Members

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

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

Committee Accomplishments

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

- Joint Regional Sector Committee Forum:
 - Participated, provided feedback, reviewed, and ranked the report from the November 16, 2017 Joint Meeting of the WDB Regional Sector Committees, “*Skills Attainment for Upward Mobility & Aligned Services for Shared Prosperity.*” The four sector committees participating included: Business Services, Clean/Green, Healthcare, and Manufacturing.

- Community Colleges
 - Discussed bimonthly updates from the Deputy Sector Navigator for manufacturing, representing the South Central Coast Regional Consortium of Community Colleges. Updates are provided to the committee regularly.
 - Reviewed and discussed Ventura County Community College District’s *Manufacturing Sector Labor Analysis* (manufacturing production data) from the college district’s Economic Development Department. Additionally Provided discussion and feedback about registered apprenticeships and customized training offered through VCCCD.
 - Provided discussion and feedback to Ventura College recognizing the value of the entry level certificates in manufacturing courses within assembler and CNC occupations. Ventura County Community College District presented an overview their participation of Entry-Level Manufacturing Certificate Curriculum.
 - Provided discussion and feedback to Moorpark College about their \$250,000 California Community Colleges Chancellor’s Office award, to build Makerspace Labs and workshops. Makerspaces allow students and teachers to work in teams to design and build projects that tie in to science, technology, engineering and math, known by the acronym STEM.

- 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.
 - Members participated in the VC Innovates Entre to Employment dinners that offer students face to face conversations with business owners and executive management.
 - Provided feedback and discussion to Workforce Education Coalition, a community based non-profit, about their overview of their Guild-X advisory boards to education. The two Guilds are in the manufacturing and information technology industry sectors. WEC is also actively involved in the collaboration between Ventura College and local manufacturers to develop curriculum for CNC and introductory manufacturing related courses.

- 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 meet informally on-site at different locations. This year, Jaxx Manufacturing, Inc. in Simi Valley, hosted the sole networking event. The event had 11 people attending and discussed hiring issues and toured the electronics manufacturing facility.

- Advanced Manufacturing Partnership for Southern California (AMP SoCal)
 - Committee continued support and communication with AMP SoCal hosted by University of Southern California. WDB previously was an initial partner in supporting the AMP-SoCal forum to help connect educators with aerospace and defense manufacturers to support for federal grant proposals.

- National Manufacturing Day
 - Committee discussed and reviewed insights from 2016 MFG DAY with 6 host companies (Amgen, Applied Powdercoat, Dynamic Automation, Haas Automation, Milgard Windows & Doors, and Shire) providing tours to almost 400 students and teachers from 8 schools.
 - The responsibility for organization and outreach for the 2017 MFG Day events was offered to and accepted by the Ventura County Office of Education and VC Innovates.

- Work Based Learning
 - In keeping with the previous year's insight, the Committee discovered the need for research and support of apprenticeships, guild, and related On-the-job training models for manufacturing occupations. Members discussed On the Job Training (OJT), apprenticeship, and internship Work Based Training models at several meetings.
 - Provided discussion and feedback to Ventura County Community College District regarding their program for registered apprenticeships in manufacturing.
 - Provided discussion and feedback to Goodwill Southern California on their presentation of the California Advanced Manufacturing Collaborative (CAMAC) Apprenticeship Program in Southern California.

- 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.

Insights

- Align with the State approved WDBVC 2017-2020 Regional and Local Plans.
- The Committee continues to attract thoughtful, dedicated manufacturing leaders willing to contribute their expertise and time in strengthening and advancing the cause of manufacturing—and workforce development in general—here in Ventura County.
- Continue consistent manufacturing advocacy, collaborate on ongoing regional workforce issues, and leverage resources in order to increase regional economic value and visibility.
- Continue to research and support Work Based Learning, Committee initially discovered in PY 2016-2017 and continued to research in PY 2017-2018, the need for research and support of apprenticeships, guild, and related On-the-job training models for manufacturing occupations.
- The committee agreed about the growing demand for job candidates for all occupations to possess strong soft skills in interpersonal and written communication, teamwork, adaptability, problem solving, and conflict resolution.
- The committee agrees that wages and opportunities are strong in the Bio-Technology occupations. This bio-tech program at Ventura and Moorpark Colleges needs greater outreach and promotion.
- Members expressed a need to publish a list of available certificated training, apprenticeships, and work based training opportunities throughout Ventura County. Members agreed that “growing your own staff” is needed given the tight labor market and the models of OJT, incumbent worker training, and internships are used and valued within their companies.
- The committee agrees to continue its support for the Manufacturing Roundtable of Ventura County subgroup to continue to provide a valuable forum for sharing wisdom and experiences of the local manufacturing community. The value of networking events is an excellent method to engage potential members into the Manufacturing Committee.


COLLEGE OF THE CANYONS

Learn
Compete
Grow

Welcome
to the
Uniquely Abled Academy's
CNC Fast Track Program

Mike Basline
Director, Uniquely Abled Project

There is 80-90% unemployment or underemployment among the disabled.



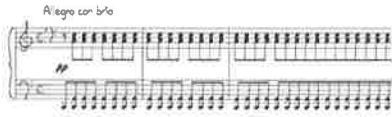
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There is a high unfulfilled demand for CNC operators.




3

Jobs involving high repetition are often assigned to those who hate such jobs or the jobs are not done at all.



HOW TO ANNOY A PIANIST

[HTTP://EDGE.CA](http://edge.ca) 


4

The purposes of the Uniquely Abled Project are to:

- Shift the societal paradigm from “disabled” to “uniquely abled”.

You can't. ➡ I can do it better than anyone.

- Provide vocational opportunities to uniquely abled folks by matching their unique abilities to the characteristics of jobs in demand.




5

There can be 9 UAA components...

1. **Selection of students**
2. Financial support
3. Technical skills training
4. Train instructors on how to teach this population
5. Job readiness training
6. Support for job search and placement
7. Coach potential employers how to select
8. Coach employers how to on-board and manage
9. Post-hire support

6

**A UAA Employer -
Paulsson, Inc**



"I just hired two CNC operators from The Uniquely Abled Academy. We now have five Haas machines - two small and three large we purchased the last 12 months and they are running the machines and they are running them very well. I could not be happier. They have already become an asset to the company."

Björn N.P. Paulsson, CEO & President,
Paulsson, Inc.

7

**A UAA Employer -
Mulgrew Aircraft
Components, Inc.**



"This is working out so well. We are going to start cross training on a more advanced machines."

Susan Solebello,
Human Resource Generalist

8

**Beneficial Business Decision for
Employers**

- The job is done better than if done by a neurotypical.
- Numerous financial benefits – tax and other credits.
- Helps meet 7% requirement for those doing business with the government.
- The morale and the productivity of the entire organization goes up.

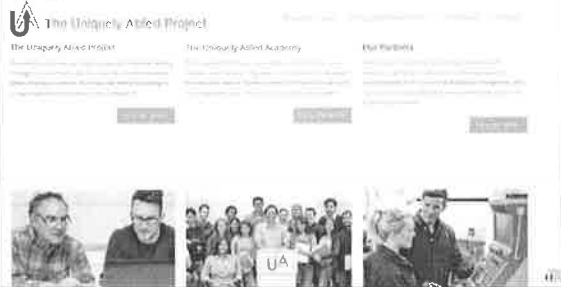
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If You Want to Support the Uniquely Abled Project

- Use “uniquely abled” instead of “disabled”.
- Join the Uniquely Abled Project Newsletter mailing list (send e-mail or sign-up in exhibit area)
- To start a UA Academy in your college or school district: sign-up in exhibit area, or contact the Uniquely Abled Project for more information.

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For more information: The UA Project website UniquelyAbledProject.org



If You Want to Start a UAA

- Contact Dr. Ivan Rosenberg for information and support.
- UAA Replication Guide



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Questions?...Please directly contact

Dr. Ivan Rosenberg
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The Uniquely Able Project
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The Uniquely Able Project

COLLEGE OF THE CANYONS

Learn
Compete
Grow

Welcome
to the
Uniquely Able Academy's
CNC Fast Track Program

Mike Bastine
Director, Uniquely Able Project

Agenda

- What is the Fast Track program
- Fast Track CNC program
- Candidate profile
- The CNC Machinist position and career path


What Is Fast Track Training?

- A daily training format
- Produces new job skills in a short time
- Job skills needed by local employers
- Taught by SMEs trained to teach adults

**The Fast Track
CNC Machining Training Program**

- A comprehensive training program delivered over 12 weeks
- Training delivered between classroom training and hands-on training in the:
 - CACT class-rooms and CNC machine shop
 - The manual machine shop in the COC Fabrication Lab
- Competency-based program with demonstration of skills through online tests and machining of actual parts
- Resume prep and meeting skills assistance
- Focused job fair on the last day of the program


Why Train With The COC.CACT
Robust Manual and CNC machine shops



The block contains four small photographs arranged in a 2x2 grid. The top-left photo shows a worker in a hard hat operating a manual machine. The top-right photo shows a worker at a CNC machine control panel. The bottom-left photo shows a worker at a manual machine. The bottom-right photo shows a worker at a CNC machine control panel.

Its Not Your Father's Factory Anymore

The Factory Floor

The Stereotype	Today's Reality
	

<http://www.grovetech.com/news/10/2012/02/16/>

CNC Machining Curriculum


An intense twelve week, over 300 hours of CNC training program focused on developing entry-level CNC machinists

1. Manufacturing processes and safety
2. Shop math and blueprint reading
3. Precision Measuring Instruments for Inspection
4. Manual machining
5. Tool selection and geometry
6. CNC setup and operation
7. Fixtures and work holding
8. CNC basic programming
9. Understanding axis and programming (loops, cycles, routines)
10. G Codes, M Codes, Feed Rates

Participant Selection Process

- The Fast Track program seeks candidates who:
 - Are interested in a **career path** in manufacturing operations with an entry point of CNC machinist
- Candidates attend today's orientation
- Secure in-processing & funding with DOR, Goodwill, and the Jay Nolan organization
- Tour the training facility
- Successfully complete the nationally recognized WorkKeys® job skills assessment
 - Applied Mathematics
 - Reading for Information
- Participate in a meet and greet with the Program Director
- Class size is limited

Online Tools

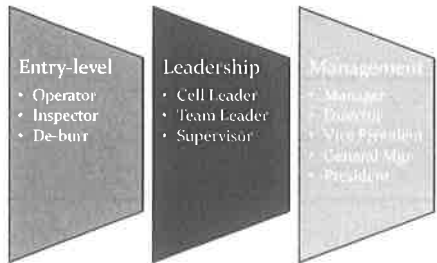


- A leading provider of online training for today's manufacturers
- With more than 400 unique titles, ToolinU offers a full range of content to train machine operators, welders, assemblers, inspectors
- CNC Machining module samples (# of modules):
 - Safety (17)
 - Shop math / blueprint reading (17)
 - Manual machining (9)
 - CNC machining (17)
 - Inspection (15)
 - Workholding (8)

Using ToolingU to Monitor Progress

- ❖ ToolingU modules are released per the curriculum (time phased)
- ❖ Trainees are monitored to assist as needed
- ❖ Extra sessions offered as needed
- ❖ Confirmation of the teachings being mastered

Career Path



Entry-level

- Operator
- Inspector
- De-burr

Leadership

- Cell Leader
- Team Leader
- Supervisor

Management

- Manager
- Tooling
- Vice President
- General Mgr
- President

Career path progression is determined by:
Your work ethic, attitude, and a life-long learning mindset

Focused Job Fair

- ❖ Local and regional manufacturing organizations
- ❖ Format is 15 minute meet & greet with five minute breaks
- ❖ All graduating Fast Track trainees meet with all participating companies in a private setting
- ❖ Companies follow-up with candidate invitations in the following weeks

CNC Machinist Earnings Potential

- ☑ Entry Level (0-2) \$14.00 – 16.00 / hr
- ☑ Mid Level (1-3) \$16.00 – 18.00 / hr
- ☑ Senior (3-5+) \$18.00 – 20.00+ /hr


+ Overtime earnings of 10% to 25%

+ Nearly all companies offer a comprehensive benefits package

Five-year CNC Machinists are earning \$55,000 - \$70,000 per year, OT included

Why Train With The COC CACT?

- Award winning program



Twice recognized by the CCC Chancellor's Office for being the most outstanding business partnership in the state

- National Institute for Metalworking Skills
 - ❖ Up to 5 industry recognized credentials awarded

Placement Information

- **The Fast Track CNC program placement rate has been over 80% with the best two groups achieving 100% placement**
- **95+% of employees hired in the program are still working in a manufacturing position, most with their original hiring company**

Summary

- CNC Machinist positions are in demand by employers in the region**
- The COC Fast Track CNC program can quickly prepare you to secure a CNC Machinist job**
- Do you have the drive, desire and "stuff" to succeed**



**Learn
Compete
Grow**

Thank You !

Mike Basline - Director, Center for Applied Competitive Technology (CACT)
Email: michael.basline@ccatycn.edu Phone: 661-362-3111
