



## WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

### MANUFACTURING COMMITTEE MEETING

Thursday, December 15, 2016  
8:00 a.m. - 9:30 a.m.

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

#### AGENDA

- |           |  |                   |
|-----------|--|-------------------|
| 8:00 a.m. | <b>1.0 Call to Order and Agenda Review</b>   | Alex Rivera       |
| 8:02 a.m. | <b>2.0 Public Comments</b><br><u>Procedure:</u> 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.  | Alex Rivera       |
| 8:05 a.m. | <b>3.0 Approval of Minutes:</b> October 20, 2016   | Alex Rivera       |
| 8:10 a.m. | <b>4.0 WIOA Workforce Development Planning</b> <ul style="list-style-type: none"><li>• Regional Partnership: AMP SoCal</li></ul>   | Jason Miller      |
| 8:15 a.m. | <ul style="list-style-type: none"><li>• MRVC: Planning Update<ul style="list-style-type: none"><li>- Manufacturing Day Future</li><li>- Networking Events</li></ul></li></ul>  | Byron Lindros     |
| 8:40 a.m. | <ul style="list-style-type: none"><li>• WIOA Sector Planning<ul style="list-style-type: none"><li>- Joint Sector Meeting Outcomes</li><li>- Industry-Recognized Credentials</li><li>- Alignment with 2-Year Plan</li></ul></li></ul> | Cheryl Moore      |
| 9:15 a.m. | <b>5.0 Committee Member Comments</b>   | Committee Members |
| 9:30 a.m. | <b>6.0 Adjournment</b><br><u>Next Meeting</u><br>February 16, 2017 (8:00 a.m.-9:30 a.m.)<br>United Food and Commercial Workers International Union (UFCW)<br>816 Camarillo Springs Road (Suite A), Camarillo, CA                     | Alex Rivera       |

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**  
**October 20, 2016**

**MINUTES**

**Meeting Attendees**

Committee Members

Alex Rivera\* (Chair)  
Jim Avery  
Mike Bastine  
Greg Gillespie\*  
Patrick Grimes  
Cindy Guenette\*

Marybeth Jacobsen  
Teresa Johnson  
Jason Miller  
Bill Pratt\*  
Scot Rabe  
Mary Anne Rooney

WDB Staff

Cheryl Moore  
Patrick Newburn

*\*WDB Members*

**1.0 Call to Order and Agenda Review**

Chair Alex Rivera called the meeting to order at 8:06 a.m.

**2.0 Public Comments**

No public comments.

**3.0 Approval of Minutes:**

June 8, 2016 Minutes

Motion to approve: Mary Anne Rooney  
Second: Bill Pratt  
Abstain: Alex Rivera  
Motion approved

August 5, 2016 Minutes

Motion to approve: William Pratt  
Second: Jason Miller  
Abstain: Teresa Johnson  
Motion approved

**4.0 Ventura County Regional Strategic Workforce Development Plan**

- Regional Partnership: AMP SoCal

Jason Miller reported that AMP SoCal had received renewal of the U.S. Department of Commerce designation as an Investing in Manufacturing Communities Partnership (IMCP). He indicated that there are grants available related to AMP SoCal involvement. He said the information from various AMP SoCal leadership and pillar meetings was available on their new website <https://ampsocal.usc.edu/>. Jason suggested that greater need existed to disseminate the relevant information and he will explore ways to share the AMP So Cal events, general information, and the methods for increased Ventura County participation. Cheryl Moore provided a two year perspective and historical overview of the AMP SoCal partnership.

- MRVC: Planning Update : Manufacturing Day 2016

Alex Rivera reported on behalf of MRVC Chair Byron Lindros. Manufacturing Day in Ventura County became Manufacturing Week from October 3-7, 2016. Six manufacturers opened their doors to students: Amgen, Applied Powdercoat, Dynamic Automation, Haas Automation, Milgard Windows & Doors, and Shire. Twenty tours were offered for capacity of 400. More than 250 students participated from ACE Charter High School, Apollo High School, Anacapa Middle School, Mesa Union School, Newbury Park High School, Oxnard Union High School District, Rio Mesa High School, Simi Valley High School, and Thousand Oaks High School.

Michael Bastine noted that the California Community College Deputy Sector Navigator for Advanced Manufacturing provided support for the “*Made in VC*” event hosted by the Ventura Office of Education at Ventura College on October 5, 2016. Mr. Bastine said that middle school students were enthusiastic about the displays and tours.

Committee members reported on great feedback from employees who had provided shop floor tours and from students who had participated in the program. The group agreed that expansion of business participation in the future would be helpful to accommodate even more students in a wider range of business tours. Amgen expressed a strong interest in hosting a future breakfast for teachers and counselors.

In addition to thanking businesses and schools for participating in Manufacturing Week, the Committee expressed appreciation to the Ventura County Office of Education for coordination of student participation and to the Agency for outreach and media coverage.

- MRVC Planning Update: Networking Events

Bill Pratt and Alex Rivera reported on the recent launch of Manufacturing Network events to begin to build business relationships and collaboration in the region. Featuring informal site tours and casual conversation, the first manufacturers-only event was held at Kinamed, Inc. (Camarillo) in July 2016, and the second at Milgard Windows & Doors (Simi Valley) in September 2016. Cindy Guenette at Hi-Tech Engineering (Camarillo) planned to host the next networking event on October 20, 2016. Committee members were encouraged to invite manufacturing business professionals to participate.

- WIOA Sector Planning

Cheryl Moore reported on Manufacturing Committee collaboration at the Joint Meeting of WDB Regional Sector Committees, held August 5, 2016. WDB committee members worked in sector groups and cross-sector groups, reporting to the large group their responses in four areas: high-demand jobs in the next 3-5 years; which of those jobs hard to fill; challenges that the industry sectors have in common, and what action might be taken. Below is a summary of two lists generated by the Manufacturing Committee. Both will need further refinement and prioritizing before deciding on an action plan.

High-Demand

- Additive Manufacturing Technician
- Cyber Security
- Design Engineer
- Discrete Hyper Skills
- Engineers – Systems
- Equipment Maintenance
- Experienced Machinists
- Facilities Maintenance
- High Technology Assemblers
- I.T. integrate with manufacturing EQ
- Industry-specific interns
- Inspectors (Dimensional, Visual, Electrical)
- Inventory Control
- Machinists with 10 Years’ Experience
- Maintenance Technicians
- Manufacturing Systems Technicians/Engineers
- Manufacturing Technician
- Mechanical Engineer
- Metal Finishers/Coating Experts
- Mid-level Managements Skills
- Plant Operator
- Programmer (CNC/Controls)
- Quality Assurance (ISO/AS 9100 + Physical Inspection)
- Skilled Assembly
- Software Migration
- Technician (Electrical or Mechanical)
- UAV Technicians

## Hardest to Fill

- Design Engineer: *lack of hands-on experience; educational programs to provide hands-on experience are in nascent phase*
- Experienced Machinists: *lack of awareness, lack of experience, job jumping, lack of training*
- Quality Assurance (ISO/AS 9100 + Physical Inspection): *no training program; lack of experience*
- Programmer (CNC/Controls): *lack of awareness, lack of experience, job jumping, lack of training*

Prior to the Manufacturing Committee meeting on December 15, 2016, Committee members agreed to review the Joint Sector discussion outcomes, the working draft of the 2-Year Plan, current labor data spreadsheets, and the Manufacturing Readiness Skill Categories. The next step is to determine the Committee focus for new workgroup projects and direction for the next two years.

## **5.0 Metalworking Report**

A recent report, "What's Working: How North American Manufacturing Manufacturers Are Optimizing for Global Success," which was published in coordination with National Manufacturing Day and available on [www.mfgday.com](http://www.mfgday.com). Patrick Newburn provided a brief overview of the employer survey conducted by Grainger Industrial Supply Co. and PracticalMachinist.com. The survey included 360 machining and engineering owners across the U.S. in August 2016. Of the respondents, 73% have fewer than 50 employees. The survey focused on challenges and workforce issues affecting growth. Finding, keeping, and training qualified employees is a major challenge for 45% of the respondents. Owners agreed that developing closer ties with education and training programs is essential for developing a stronger workforce.

Committee member Greg Gillespie added that Ventura College plans to offer a non-credit "Workplace Essentials Certificate" that combines 9 modules of in-class, online courses and simulations at the Ventura College Applied Science Center. The modules are related to National Institute for Metalworking Skills (NIMS) training programs.

## **6.0 Committee Member Comments**

- Greg Gillespie: Reported that the state of California has funded \$200 million for the Strong Workforce Initiative "Doing What Matters," with 60% going to community colleges for career technical education development. Ventura College has decided to use Viritas software for collecting and reporting student portfolios and job placement outcomes.
- Mary Anne Rooney: Announced the opening of a new classroom located at the Ventura County Office of Education's Career Education Center near the Camarillo Airport. TECH (Test & Evaluation Collaboration Hub) Center is the first in California and only one of three in the nation. Built in partnership between the Ventura County Office of Education, the Oxnard Union High School District and the U.S. Department of Defense Naval Air Warfare Center Weapons Division. Aviation focused curriculum includes physics, math, design, and hosts an aviation simulator designed in partnership with a Hollywood entertainment concern. The classroom goal is to develop students ultimately interested in aviation and related careers.

- Marybeth Jacobsen: Reported that the Workforce Education Coalition received a \$15K grant from Alcoa for the purchase of 45 PC laptops for local students.
- Jim Avery: Announced the Ventura County Office of Education “*Starstruck*” robotics competition on November 5, 2016. The VEX Robotics Competitions integrate STEM learning for middle school and high school students with robot design and building.

## **7.0 Adjournment**

Alex Rivera adjourned the meeting at 9:44 a.m.

### Next Meeting

December 15, 2016 (8:00AM – 9:30AM)

United Food and Commercial Workers International Union (UFCW)

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

If you have questions or need more information, please contact Patrick Newburn at (805) 477-5470, email [patrick.newburn@ventura.org](mailto:patrick.newburn@ventura.org).



Workforce Development Board Ventura County  
 Manufacturing Sector Wall Notes from Regional Sectors Meeting August 5, 2016

**Manufacturing**

High-Demand Jobs	Hardest to Fill	Why Hard to Fill?
<ul style="list-style-type: none"> <li>• Additive Manufacturing Technician</li> <li>• Cyber Security</li> <li>• Design Engineer</li> <li>• Discrete Hyper Skills</li> <li>• Engineers – systems</li> <li>• Equipment Maintenance</li> <li>• Experienced Machinists</li> <li>• Facilities Maintenance</li> <li>• General Concerns</li> <li>• High Technology Assemblers</li> <li>• I.T. integrate with manufacturing EQ</li> <li>• Industry-specific interns</li> <li>• Inspectors (Dimensional, Visual, Electrical)</li> <li>• Inventory Control</li> <li>• Machinists with 10 Years' Experience</li> <li>• Maintenance Technicians</li> <li>• Manufacturing Systems Technicians / Engineers</li> <li>• Manufacturing Technician</li> <li>• Mechanical Engineer</li> <li>• Metal Finishers / Coating Experts</li> <li>• Mid-level managements skills</li> <li>• Plant Operator</li> <li>• Programmer (CNC / controls)</li> <li>• Quality Assurance (ISO/AS 9100 + Physical Inspection)</li> <li>• Skilled Assembly</li> <li>• Software Migration</li> <li>• Technician (Elec. Or Mech.)</li> <li>• UAV Technicians</li> </ul>	<ul style="list-style-type: none"> <li>• Design Engineer</li>   <li>• Experienced Machinists</li>   <li>• Quality Assurance (ISO/AS 9100 + Physical Inspection)</li>   <li>• Programmer (CNC / controls)</li>   <li>• General Concerns</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of hands-on experience. Educational program to provide hands on are in nascent phase</li>   <li>• Lack of awareness, lack of experience, job jumping, lack of training</li>   <li>• No training program. Lack of experience.</li>   <li>• Lack of awareness, lack of experience, job jumping, lack of training</li>   <li>• Critical thinking vs. standardized tests</li> <li>• Critical thinkers/agility</li> <li>• Career awareness of teachers</li> <li>• Trouble shooters</li> <li>• Self-teachers</li> <li>• Off-shoring of manuf. (and its appeal)</li> <li>• H.S. “shop” classes extinct</li> <li>• Unrealistic expectations</li> <li>• Need for basic skills</li> <li>• No time to grow people into jobs</li> <li>• Minimal trade training</li> <li>• Lack of training resources in area</li> <li>• Self-regulators</li> </ul>



Workforce Development Board Ventura County  
 Manufacturing Sector Wall Notes from Regional Sectors Meeting August 5, 2016

Common Challenges	Ideas for Action
<p><u>Education and Training</u></p> <ul style="list-style-type: none"> <li>• Basic skills (read, write, math, tech)</li> <li>• Career awareness</li> <li>• Certification</li> <li>• College education → no job → entry level → stuck.</li> <li>• Educational levels (industry skills needed/engage educators)</li> <li>• Improve perception of vocational training</li> <li>• Internships/apprentice / OJT</li> <li>• Lack of employer-based training</li> <li>• Lack of experience / training</li> <li>• Leadership skills</li> <li>• Need to train the people who live here</li> <li>• Saturation of degrees</li> <li>• Soft skills (employability skills)</li> <li>• Training</li> <li>• Training (cost, right program, investment (continuous))</li> <li>• Understanding the “new employee” mindset</li> </ul> <p><u>Economic Development</u></p> <ul style="list-style-type: none"> <li>• Cost of living</li> <li>• Employee retention (in an employee(s) market)</li> <li>• How do we get people to stay here? (Locally and with the same employer)</li> <li>• Lack of local resources</li> <li>• Need all jobs to be more green (Mfg., Health)</li> <li>• Negative perception of industry</li> <li>• Proximity to L.A. County causes employee(s) to go elsewhere</li> <li>• Retention</li> <li>• Salary (benefits)</li> </ul> <p><u>Technology</u></p> <ul style="list-style-type: none"> <li>• Cyber security</li> <li>• Technology challenges</li> </ul>	<ul style="list-style-type: none"> <li>• Engage students with industry (site visits, classroom guest speakers from small business to large employers. Vocational training day at schools (hands on for students, class field trips). Need school boards on “board”.</li> <li>• Job advancement plan (skill-based, not time based)</li> <li>• Pre-apprenticeship programs</li> <li>• Provide opportunities for educators to experience industry demands</li> <li>• Retention (share info, review compensation/benefits small business outreach for retention and training of employees)</li> </ul>

## SNAPSHOT: INDUSTRY CERTIFICATES IN WDB SECTORS / PATHWAYS

The four primary Career Pathways emphasized in the WDBVC region are within the Business Services, Clean/Green, Healthcare, and Manufacturing sectors. Within Ventura County there are 51 Industry-Valued and Recognized Postsecondary Credentials, within four primary industry sectors, offered at four Adult Schools and two Community Colleges, with national, state, and/or industry recognition. (Healthcare Sector/ pathway offers 16 credentials; Manufacturing sector/pathway offers 13 credentials; Business Services sector/pathway offers 11 credentials, and Clean/Green sector/pathway offers 9 credentials.)

CTE PATHWAY	CERTIFICATE	AUTHORITY	RECOGNITION	ADULT SCHOOL	College
<b>HEALTHCARE (17)</b>					
Administrative Medical Assistant	Certificated Administrative Medical Assistant	National Center for Competency Testing (NCCT); California Certifying Board for Medical Assistants (CCBMA)	National	CVAS	
Clinical Medical Assistant	Certificated Clinical Medical Assistant (Ccm)	National Center for Competency Testing (NCCT); California Certifying Board for Medical Assistants (CCBMA)	National	CVAS	
Clinical Medical Technician (CT1)	Administrative And Clinical MA	National Healthcareer Association (NHA)	National	CVAS	
	EKG Technician				
	Phlebotomy Technician				
Dental Assistant	California Radiation Safety Certification	Dental Board of California.	State	OAS, SVASCI	Oxnard College
Dental Technologist	Recognized Graduates In Dental Technology (RG Designation)	National Board for Certification in Dental Laboratory Technology	National	SVASCI	
EKG/ECG Technician	Ekg Technician Certification (Cet)	National Center for Competency Testing (NCCT)	National	CVAS, SVASCI	
Emergency Medical Technician (Emt-1)	Emergency Medical Technician - Basic (Emt-1)	National Registry of Emergency Medical Technicians (NREMT)	National/State	CVAS, SVASCI	Ventura College
Front/Back Office Medical Assistant	Rma® Certification	National Center for Competency Testing (NCCT); California Certifying Board for Medical Assistants (CCBMA)	National/ State	VACE, CVAS, SVASCI	Ventura College
Home Health Aide	Home Health Aide (Hha)	Department of Health Services-Home Health Aide Certification Section	State	SVASCI, OAS	

## SNAPSHOT: INDUSTRY CERTIFICATES IN WDB SECTORS / PATHWAYS

CTE PATHWAY	CERTIFICATE	AUTHORITY	RECOGNITION	ADULT SCHOOL	College
Medical Insurance and Billing Clerk	Medical Insurance And Billing Clerk	National Center for Competency Testing (NCCT)	National	CVAS, SVASCI	
Nurse Assistant	Certified Nurse Assistant (CNA)	State of California Department of Health	State	SVASCI, OAS	
Pharmacy Technician	Pharmacy Technician (Ptcb)	Pharmacy Technician Certification Board/ California State Board of Pharmacy	National/State	CVAS, VACE, SVASCI, OAS	
Phlebotomy Technician	Phlebotomy Technician	National Center for Competency Testing (NCCT)	National/ State	CVAS, SVASCI	
Respiratory Therapist	Respiratory Therapist	Commission on Accreditation for Respiratory Care (CoARC)/ California Respiratory Care Board	As Degree/National/ State	SVASCI	
Surgical Technologist	Certified Surgical Technologist (Cst)	National Board of Surgical Technology and Surgical Assisting (NBSTSA)	National	SVASCI	
<b>MANUFACTURING (13)</b>					
Machinist Training	Basic Machine Shop	SVASCI	Industry Recognized	SVASCI	
	CNC Operations & Programming				
	Introduction To Mastercam				
	Introduction To Gibbscam				
	Advanced Machine Shop				
	Gibbs Cam 3d				
Master Welder/ Advanced Welding	L.A. City Structural Steel, Flux Cored Arc Welding, Light Gage	SVASCI	Industry Recognized	SVASCI	
	Aws D1.1 Structural Steel & D1.5 Bridge Welding				

**SNAPSHOT: INDUSTRY CERTIFICATES IN WDB SECTORS / PATHWAYS**

CTE PATHWAY	CERTIFICATE	AUTHORITY	RECOGNITION	ADULT SCHOOL	College
	A SME Pressure Vessel Pipe Certification				
	API 1104 Pipe Certification				
	Mil Std 1595A In Carbon Steel, Chromolly, Stainless Steel, Aluminum, Titanium And Inconel.				
Welding Technology	Certified Welder (CW)	American Welding Society (AWS); Ventura College	National		Ventura College
Applied Manufacturing	CNC Machining, 3D Modeling, CAD/CAM, And Basic Metalworking	NATIONAL INSTITUTE FOR METALWORKING SKILLS (NIMS)	Industry Recognized	OAS	
Biotechnology/ Manufacturing Operator	Biotechnology Certificate of Achievement	Moorpark College/ Ventura College	Industry recognized		Moorpark College/ Ventura College
<b>BUSINESS/FINANCE (11)</b>					
Cosmetology, Esthetician, Manicuring	Cosmetologist	California Board of Barbering and Cosmetology	State	SVASCI	
	Barber				
	Manicurist				
	Esthetician				
Microsoft Certified Systems Administrator	Microsoft Certified Solutions Associate (Mcsa)	Computing Technology Industry Association (CompTIA)	National	VACE	
Network Support Technician	Comptia Network+	Computing Technology Industry Association (CompTIA)	National	VACE	
Network Support Technician	Microsoft Certified Technology Specialist (Mcts)	Computing Technology Industry Association (CompTIA)	National	VACE	
Solid Works Technician (Computer-Aided Design)	Certified Solidworks Associate	VACE	Industry Recognized	VACE	
Computer Support Technician	Comptia A+ Certificate	Computing Technology Industry Association (CompTIA)	National	VACE, CVAS	

## SNAPSHOT: INDUSTRY CERTIFICATES IN WDB SECTORS / PATHWAYS

CTE PATHWAY	CERTIFICATE	AUTHORITY	RECOGNITION	ADULT SCHOOL	College
Computer-Aided Design (CAD) Software	Revit Architecture	SVASCI	Industry Recognized	SVASCI	
	Solidworks	SVASCI	Industry Recognized	SVASCI	
<b>CLEAN/GREEN (9)</b>					
Diesel Mechanic	Certificate of Achievement/ Master Repair Diesel Certificate <i>(Pending approval by VCCCD Board of Trustees and California Community College Chancellor in 2017-2018)</i> <b>including 7 ASE Certificates</b>	Automotive Service Excellence (ASE)	National		Ventura College
Wastewater Technician	Water Science: Wastewater	Ventura College	Industry Recognized		Ventura College
	Water Science: Water				Ventura College