



Let's Talk Manufacturing Luncheon —Proceedings Report

March 1, 2017 | 12:00 - 1:30 PM | McClellan Park- Conference Center

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Partners



JPMORGAN CHASE & Co.



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Overview

Valley Vision leads the Capital Region Workforce Action Plan¹ and has partnered with the four local workforce boards (Sacramento Employment & Training Agency, Golden Sierra, Yolo County Workforce Board and North Central County Consortium), the seven regional community colleges, and other partners to implement the region’s workforce plan. The Capital Region Workforce Action Plan is a series of activities and recommendations to respond to workforce needs and skill gaps that employers have identified as major constraints.

California community colleges are receiving new “Strong Workforce Program”² funding, \$200 million annually, that will expand and create improved career technical education (CTE) programs to add additional career pathways, increase faculty, strength curriculum to match current and projected industry needs, and improve regional relationships among colleges, businesses and other education and workforce organizations. This initiative aligns with the Capital Region Workforce Action Plan by addressing the need to update and create education and training programs that align with current and projected in-demand occupations. Employers participated in focus group meetings to vet research findings, provide industry feedback on which existing education, and training programs should be updated and assist with creating new certificate, degree and training programs.

Valley Vision will continue to engage employers across several sectors, implementing of the Capital Region Workforce Action Plan and increasing regional economic prosperity by strategically aligning skills development and educational opportunities using pathways to high-quality jobs.

¹Working with education and workforce partners to better align resources with employer needs to affirm the Sacramento Capital Region is competitive with other regions and can become an innovation and job hub.

<http://valleyvision.org/projects/next-economy-cluster-workforce-action-plan-0>

²Strong Workforce Program: More and Better Career Technical Education to Increase Social Mobility and Fuel Regional Economies with Skilled Workers.

To develop more workforce opportunity and lift low-wage workers into living-wage jobs, California took a bold step in 2016 to create one million more middle-skill workers. At the recommendation of the California Community College Board of Governors, the Governor and Legislature approved the Strong Workforce Program, adding a new annual recurring investment of \$200 million to spur career technical education (CTE) in the nation’s largest workforce development system of 113 colleges. <http://doingwhatmatters.cccco.edu/StrongWorkforce.aspx>

Introduction

Valley Vision, McClellan Park and American River College (ARC) co-convened a Manufacturing Luncheon on March 1, 2017 for the Capital Region's diverse manufacturing sector. The objectives of the luncheon were:

- 1) obtain information to inform development of Strong Workforce Program (SWP) investment for Career Technical Education (CTE) certificates and degrees, and
- 2) Continue to engage, align and work together with employers, local workforce boards, education institutions, economic development and other community partners to create a regional manufacturing network.

These activities are part of implementing the priorities of the Capital Region Workforce Action Plan. Discussion was focused around identifying current and proposed employers' workforce needs, providing input on ARC's proposed McClellan manufacturing innovation center, advising employers about the State's Manufacturing Apprenticeship Collaboration Initiative, and brainstorming about prospective education and training programs ARC can adopt to address workforce needs.

Participants were welcomed by **Ken Giannotti**, Senior Vice President of McClellan Park, who gave an informative background on the history of how McClellan Park was founded and adapted due to the base closure, and the tenants that currently reside there. **Trish Kelly**, Managing Director at Valley Vision, gave a brief presentation of the Manufacturing Workforce Assessment Cluster data that Valley Vision conducted last year in partnership with Los Rios Centers of Excellence. **Jerome Countee**, Associate Vice President Economic and Workforce Development for American River College, provided information about the California Community College \$200 million annual funds available statewide to expand and create new Career Technical Education (CTE) programs. **John Dunn**, Project Director of the American Apprenticeship Initiative, spoke about the program he manages and encouraged employers interested in internships, apprenticeships, and hands-on-learning, to speak with him on the \$5 million Department of Labor (DOL) grant to increase the number of apprenticeships.

Participants were then split into four stations around the room, where they networked, shared ideas, and wrote their input and feedback on each station. Participants were given approximately 10-15 minutes at each station, which covered the following topics:

- Innovation Center/Facility, Equipment, Design, etc.
- Manufacturing Workforce Needs
- Manufacturing Education & Training Programs
- Apprenticeship/Work-Based Learning Opportunities

Summary of Stations and Participant Feedback

Each station was facilitated by either Valley Vision and/or American River College staff. The comments and comments provided by participants are summarized below. Each station had a prompted question(s) that led the discussion. Below are the findings for each station and the prompts that were asked. Participants were also invited to post comments and notes on butcher block sheets of paper as well.



Station 1: Proposed McClellan Park Innovation Center

The Innovation Center station allowed participants to describe what physical characteristics and equipment the center could comprise, as well as programs, services and trainers. Valley Vision collected all responses and grouped the comments and feedback into seven categories. Figure 1 illustrates the input and feedback that participants provided for the Innovation Center Station. Each category's definition is listed in Figure 1.

Question: What should the McClellan Park innovation center have/consist of?



Figure 1: Innovation Center

<p>Capital/Machines</p> <p><i>Referring to machines, equipment, and capital that should be purchased for the center for members to use.</i></p>	<ul style="list-style-type: none"> • 3D printing machines • Product design tools • CNC machines/simulators • Construction & Electronics machines • Virtual reality goggles and project overview training • Heat exchange systems
<p>Teacher/Educators & Training</p> <p><i>Where teachers should come from and what type of training/educating these teachers should be focusing on.</i></p>	<ul style="list-style-type: none"> • Retired professionals helping coach classes/training • Mentors • Project-based learning programs/ real world business issues to resolve • On-the-job shadowing
<p>Community/Employer Involvement</p> <p><i>How the community and regional employers should be involved with the center.</i></p>	<ul style="list-style-type: none"> • TSI Semiconductors instructor externship • Employer partnership for training, bootcamps, demos, career awareness, interview training, etc. • Connect retired employees to help coach or mentor members • Brett Hoffstadt Consulting assisted in building Boeing's innovation center and wants to be involved • Future-proofing/ involvement of employers
<p>Other Comments</p> <p><i>Relates to the Innovation Center but independent of other categories.</i></p>	<ul style="list-style-type: none"> • Affordable monthly membership • Center should have "open to the public" component • Certificates to earn at the training center • Consistent funding stream is necessary • Secondary education pipeline (K-12) collaboration • Manufacturing technology: composites, metals, plastics, CAD/CAM modeling, quality standard controls • Information provide about Manex: http://www.manexconsulting.com/

Figure 1: Innovation Center

Station 2: Apprenticeship/ Work-Based Learning

The Apprenticeship/Work-Based Learning station allowed participants to provide comments and feedback on two options: 1) Yes, they want an apprenticeship, or 2) No, they are unable or do not want an apprenticeship. Option one- YES - required the participant to identify their company name and what type of apprenticeship they would be interested in. Option two- NO- required participants to list barriers and other issues their company faces that constrain them from being able to develop an apprenticeship program. Valley Vision gathered and organized all responses into Figure 2 (YES responses) and Figure 3 (NO responses).

Question: *Would your company be interested in an apprenticeship, internship, etc. program?*

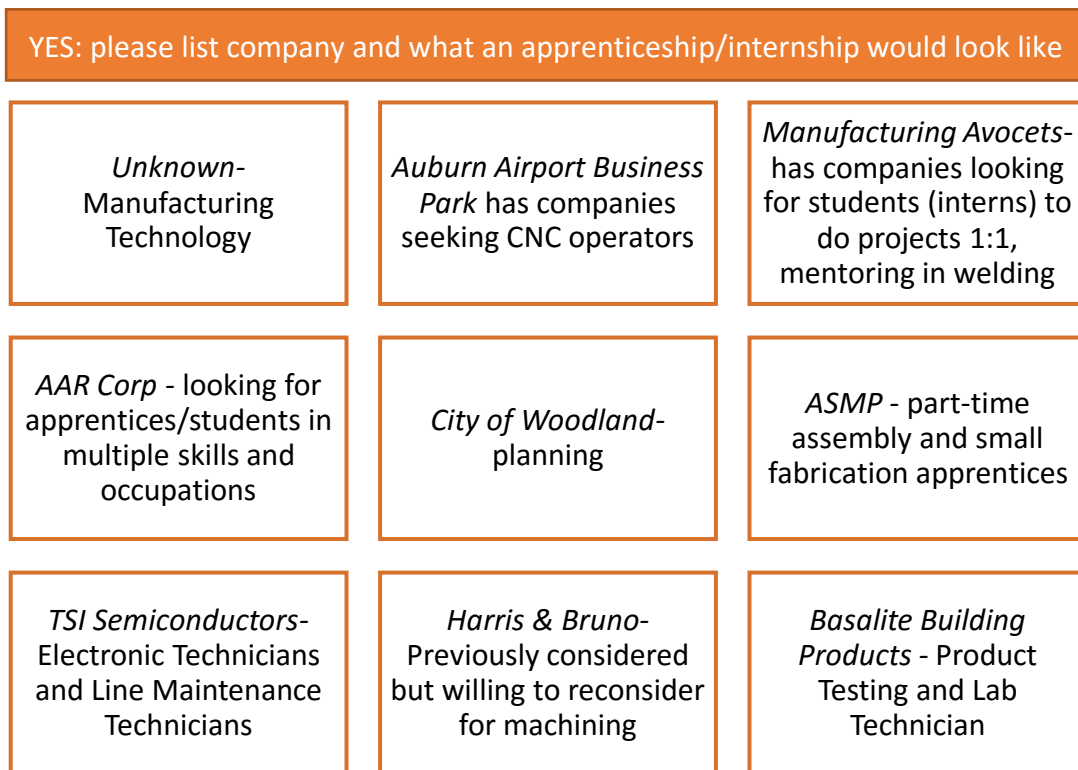


Figure 2: Yes: Apprenticeship Responses

NO: please list barriers & challenges your company faces in creating an apprenticeship

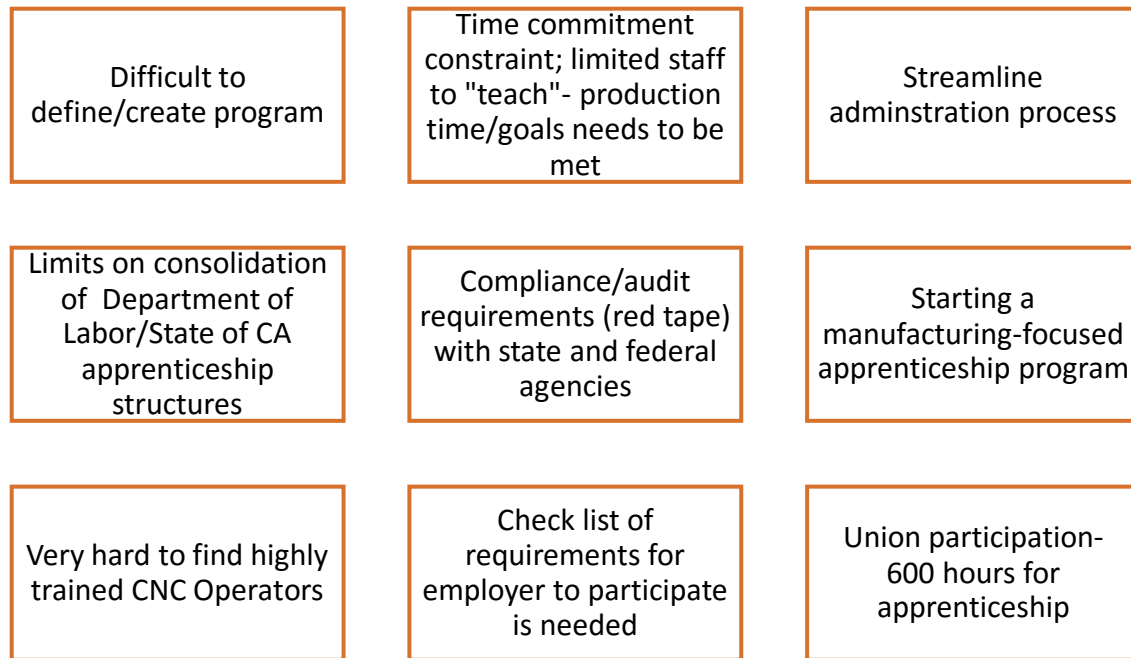


Figure 3: NO: Apprenticeship Responses

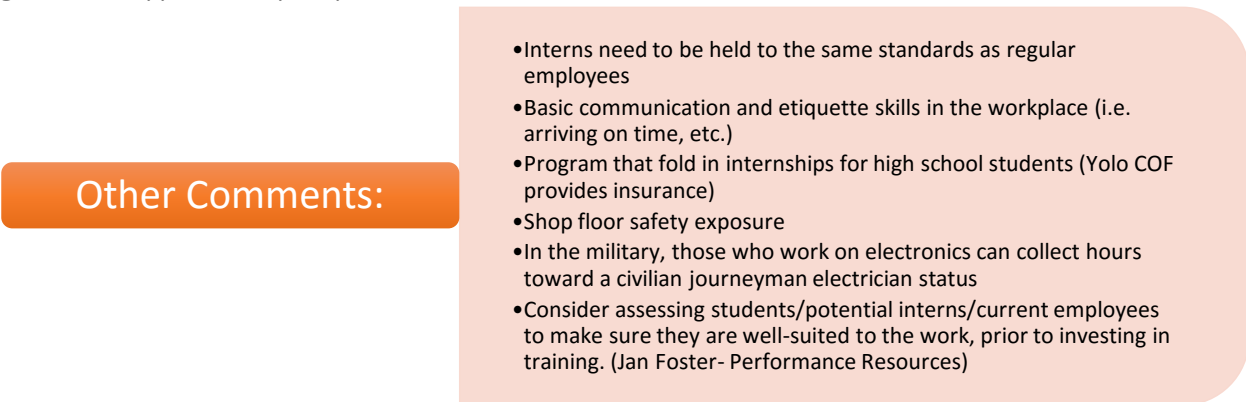


Figure 4: Apprenticeship Responses

Station 3: Manufacturing Workforce Needs

The Manufacturing Workforce Needs station allowed participants to provide feedback on current workforce needs and where current skills gaps exist. Employers had three sections to fill out: 1) occupations that are difficult to fill, 2) technical skills gaps, and 3) other workforce issues. Valley Vision gathered and organized all responses. Figure 5 lists the occupations that employers stated are the most difficult to fill and often remain unfilled. As can be seen there are many positions that employers are challenges to fill. Figure 6 listed technical skills that applicants lack and that are currently in demand. An applicant with these skills is difficult to find. In addition, employers listed where they hire and recruit from when looking for applicants with the in-demand skills.

Question: What is the most difficult position to fill?



**indicates that this skill was in high demand and multiple employers marked importance*

Figure 5: Occupations Difficult to Fill

What (technical) skills do applicants lack?

- Ability to talk to customers about their processes
- CNC hands-on training*
- Deep engineering concepts - open a broken machine and see how the machines work, ways to fix it, etc.
- Design software that local companies use
- Electrical theory
- Hands on experience/on the job training
- Highly-skilled work experience for CNC machines
- Math skills*
- Mechanical maintenance
- Mechanical skills, higher technology→ vacuum, radio frequencies, etc.
- Measuring tools experience (calipers, micrometers, etc.)
- Problem solving
- Understanding of manufacturing technology-- familiarity with different materials used in manufacturing
- Resume building
- Tape measure reading *
- Welding
- What is being done to identify who is the right fit for the job (who they are vs. skills they have) before putting them in jobs or training

**indicates that this skill was in high demand and multiple employers marked importance*

Where do you recruit/hire from?

- Competitors
- Contractor agencies
- Intern programs
- Internal promotions
- Internally
- Networking events and college career fairs
- Onsite hiring events
- Outside of Sacramento
- SETA
- Recruit from other industries with transferable skills
- Sierra College Mechatronics Department
- Social media sharing
- Staffing firms/temp agencies
- Websites: Indeed, LinkedIn, college sites, Craigslist, Monster, etc

Other comments/issues?

- An exhibit on advanced manufacturing (CNC, etc.) in the Discovery Science Center
- Lower cost of health care to allow more attractive benefits package and ability to compete with bigger companies
- Need to understand future industry hiring potential in light of rising automation reality
- Would like a low or no cost benchmarking system to accurately identify wages/salary
- Would like to immediately hire a young energetic salesperson for big growth opportunity
- Would love to see annual report on trends that are successful in attracting talent and appealing to the millennial generation

Figure 6: Technical Skills in Demand and Recruitment

Station 4: Manufacturing Education & Training

The Manufacturing Education & Training station allowed participants to be creative and offer ideas on improving existing certificate/degree programs at community colleges and identifying new curriculum that should be created to address employer workforce needs. Participants had three sections to provide input: 1) programs that should be improved and/or expanded, 2) education & training programs that should be created to address skills gaps, 3) executive or additional training/education degrees and certificates for upskilling or for current employers to send current employees for further education and training. Figure 7 lists the programs that participants said should be improved or expanded. Figure 8 lists the executive education and training programs that employers would like to see be developed that would allow them to send their current employees for upskilling and further education and training for company advancement. Figure 9 lists new education and training programs that employers would like to see created. These programs can be stand-alone classes, certificates, associate's degrees, or added to an existing manufacturing-related certificate and/or associate's degree.

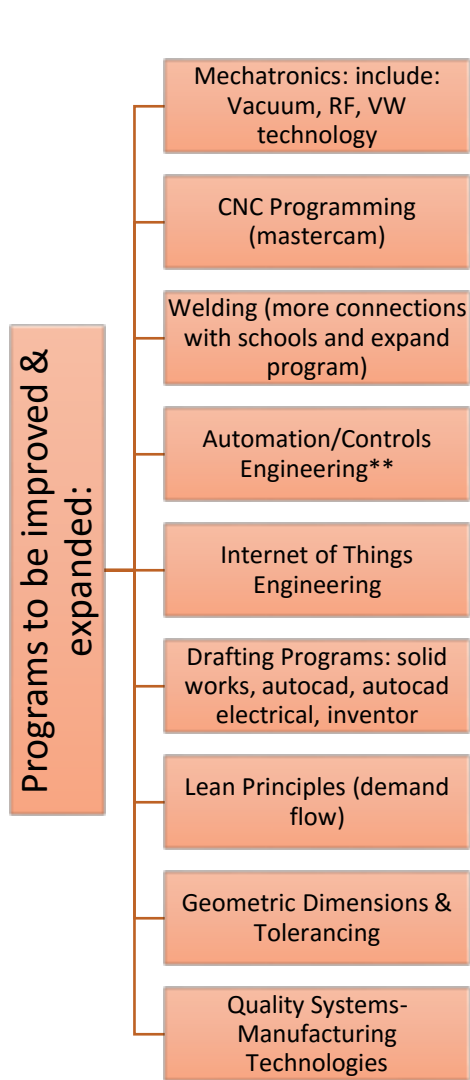


Figure 7: Programs to be Improved & Expanded

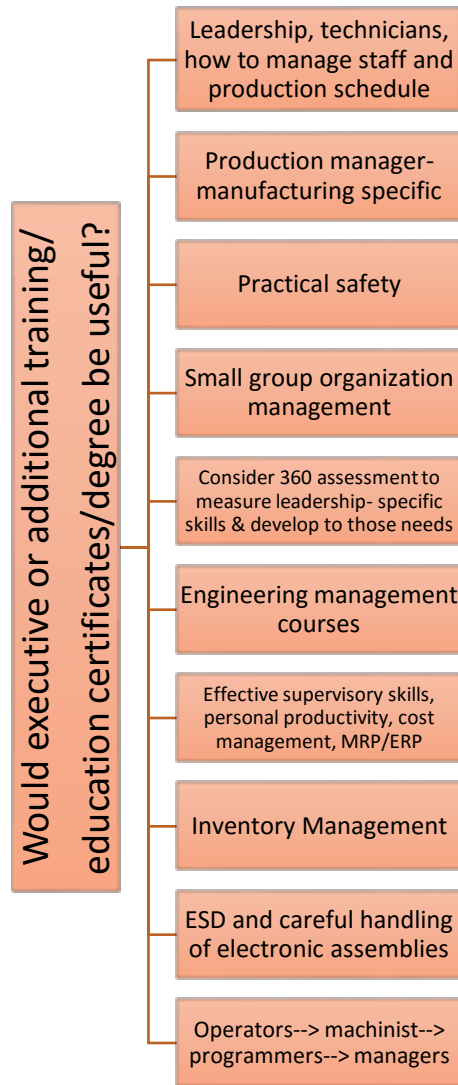


Figure 8: Executive Programs for Further Education/Training

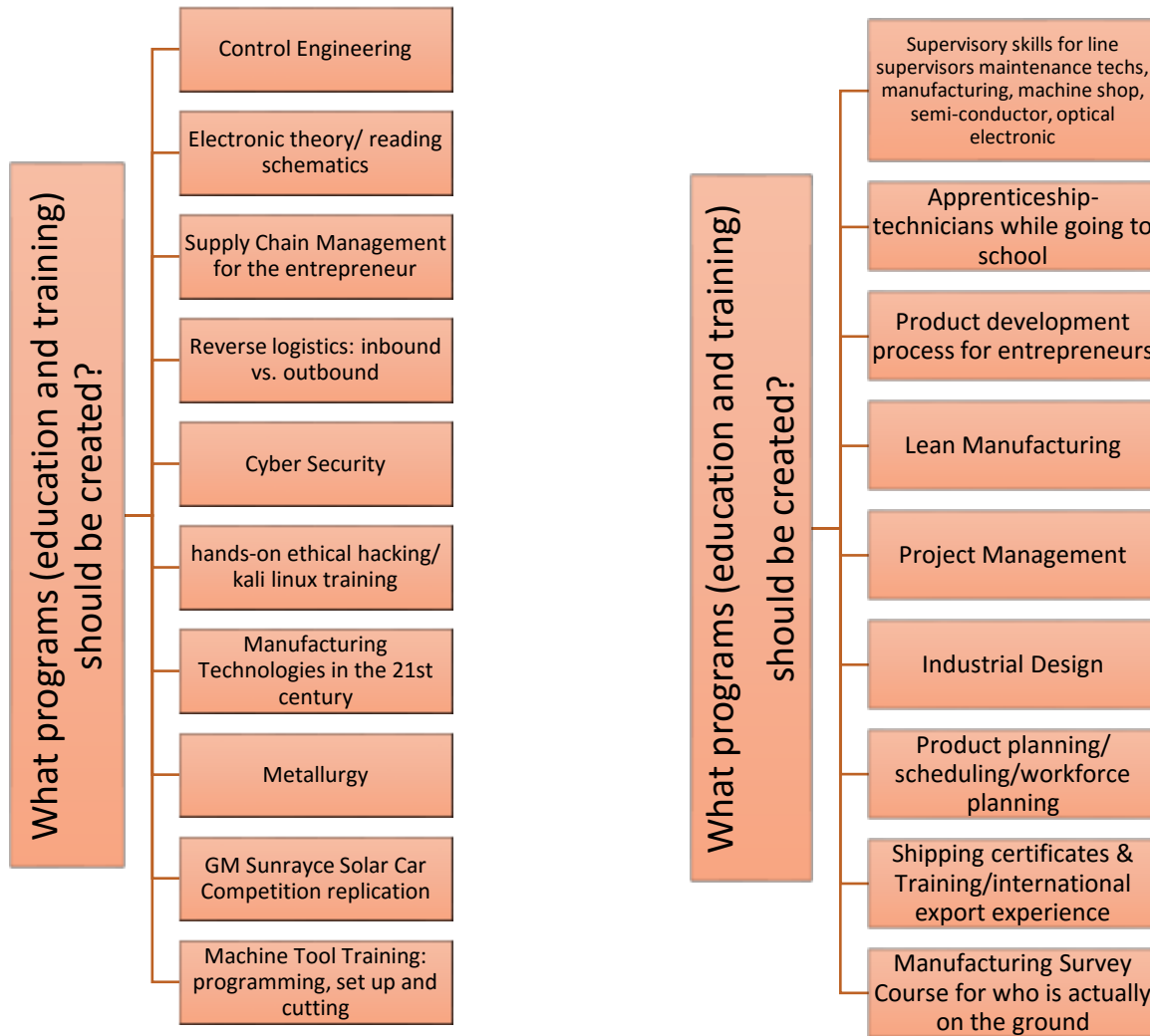


Figure 8: Education and Training Programs to be Created

Conclusion and Next Steps

The contribution and employer involvement allowed for many community partners to connect, network, share ideas, and address concerns about workforce issues that employers face every day, and how we can work together to create a pipeline of workers for the manufacturing industry to build an economical vibrant manufacturing economy. We thank all the employers and community partners who were able to attend the luncheon and to be a part of the conversation. We strongly encourage others, who would like to be a part of this effort to reach out to Valley Vision to learn how to be involved or attend future employer forums.

Valley Vision has partnered with JPMorgan Chase & Co. and the California Community Colleges in the North region within the Strong Workforce Program (SWP) to implement the Capital Region's Workforce Action Plan and help address the middle-skills labor gap. We will continue to engage employers within several clusters, including manufacturing, to partner and leverage resources for alignment and create the pipeline of workers starting at the K-12 education system.

References

Agenda

Advanced Manufacturing Employer Luncheon: Capital Region Workforce Action Plan

March 1, 2017 | 12:00 PM – 1:30 PM

Objectives:

- Obtain information to inform development of Strong Workforce Program (SWP) investments for Career Technical Education (CTE) programs
- Continue to engage and work together as a regional manufacturing network

11:45 AM Registration

12:00 PM Welcome and Introductions

- Ken Giannotti**, Senior VP, McClellan Park
- Trish Kelly**, Managing Director, Valley Vision

12:20 PM Overview

- Jerome Countee**, Associate VP Economic and Workforce Development, American River College
- John Dunn**, Project Director, American Apprenticeship Initiative, American River College

12:30 PM Group Exercise: Brainstorm Input
(15 minutes at each station. Detailed instructions will be provided)

Stations:

- Innovation Center/ Facility, Equipment, Design, etc.
- Manufacturing Workforce Needs
- Manufacturing Education & Training Programs
- Apprenticeship/Work-Based Learning Opportunities

1:30 PM Adjourned



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Participant List

First Name	Last Name	Company
John	Agostinelli	Sacramento County Office of Education
David	Asem	Nerd Solutions
Amber	Baclig	TSI Semiconductors
Rick	Balazs	Sacramento County Economic Development
Ali	Barber	Aerotek
Lindsay	Beam	McClellan Park
Michael	Bell	Guided Wave
Mark	Bellows	CliftonLarsonAllen
Julie	Blacklock	Woodland Community College
Jeff	Briggs	SME Sacramento Valley
Trish	Caldwell	American River College
Courtney	Camp	Harris & Bruno International
Leonard	Carillo	Titans of CNC
Dan	Casas-Murray	Hacker Lab
Cynthia	Cook	Intel
Josh	Corell	Tri Counties Bank
Dan	Craighead	Aerotek
Diane	Devine	Aviate Enterprise
Steve	Dicus	Sierra College
Jan	Foster	Performance Resources
Mary	Gallet	California Department of Education
Ken	Giannotti	McClellan Park
Ryan	Greenehagen	Basalite Building Products
Lisa	Gregerson	SMESV
Joe	Hackman	Manufacturing Advocates Podcast
Reid	Harmon	N/A
Shauna	Harrington	VSP Global
Ronda	Herman	Summit Health Insurance
Sandie	Hebert	River City Staffing
Brett	Hoffstadt	Brett Hoffstadt Consulting
Sean	Horn	AAR Corporation
Leslie	Horton	Etime Solutions
Ioanna	Iatridis	Woodland Community College
Trish	Kelly	Valley vision
John	Knauer	McClellan Park
Mary	Kober	Sacramento State University, Career Center
Robyn	Krock	Valley Vision
Deborah	Lowe Muramoto	California Capital
Elaine	Lytle	Yolo County

Michael	Mancini	Meristem, Rudolf Steiner College
Pascual	Marquez	Marquez Design, Inc.
Lacye	Martini	Awareness Integrated Management
Rich	Meeker	American Sheet Metal
Sara	Miles	American River College
Gordon	Mills	Newlife Electronics
Samantha	Minor	valley vision
Jamey	Nye	Los Rios Community College District
Lorie	Ozobiani	McClellan Park
Sandy	Paige	The Jackson Laboratory
Gary	Panepinto	MANEX
Bruce	Parks	Drone Pilots Federation
Brian	Peterson	AAR Corporation
Crystal	Postell	Freedom Mortgage
Clare	Price	CFP MediaGroup
Joshua	Price	CLA
Nicole	Rice	California Manufacturers & Technology Assoc.
Steven	Roberts	Yolo County Health and Human Services Agency
Kit	Rodden	
Wendy	Ross	City of Woodland
Sebastian	Salas	Aerotek
Robert	Sanger	California Manufacturers & Technology Assoc.
Dave	Santiago	4 Guy Print
Dave	Scott	4 Guy Print
Nancy	Shafer	TSI Semiconductors
Scott	Simons	TSI Semiconductors
Tom	Stallard	City of Woodland
Randy	Starbuck	A2B Consulting Group
Eric	Ullrich	Hacker Lab
Ken	Valencia	AAR Corporation
Jenny	Wagner	Valley Vision
Jonathan	Wardrip	City of Woodland
Aaron	Wilcher	Center of Excellence
David	Wiland	American Sheet Metal
Clarence	Williams	California Capital Financial Development Corp
Leandra	Wilson	Harris & Bruno International
Sally	Xiali	China Sunergy