

RAMP Meeting Agenda

November 16, 2018 ♦ 8:00-10:00 a.m.

RCC Table Rock Campus - Room 206



□ Welcome & Introductions (15m)

Mike Donnelly

- 1-minute check-in question:
With the recent election and now stepping into the legislative cycle, do you/your company have any legislative or policy priorities that you think a collective and focused RAMP voice (along with other statewide manufacturing partners) can help advocate for in Salem or Washington DC?

□ Action Plan - Discussion, Coordination & Next Steps

Current Business

Goal 1 Expand the Talent Pipeline	Goal 2 Workforce Dev. for Emerging Workers
A2 Mechatronics training	D Provide short-term boot camp training
A3 Certified Production Technician	
B Incumbent worker training	

a) RCC Training Coordination & Logistics (30m) 📄

- Schedule of classes & quantifying participation by June 30, 2019
- Student process for enrollment
- Credit-course student assessment requirements

Heather S., Dana D-P,
Lynn B.

b) Integrating Personal Effectiveness & Employability Skills (5-10m)

Jim F.

c) Revolving Tuition Fund (30m) 📄

- Review Working Model & Proposal

Heather, Jim & All

d) Outreach to Other Manufacturing Industry Leaders (15-20m)

Heather & All

Goal 3 Increase Awareness of Manufacturing Careers

- B Launch outreach campaign
- C Increase awareness - among students, parents, teachers & administrators about career opportunities in manufacturing

e) RAMP Brochure & Outreach Campaign (10-15m)

Heather &
Laurel B.

New Business

Goal 2 Workforce Dev. for Emerging Workers

- B Advocate to expand manufacturing offerings

f) Getting Co-Bots Into High Schools (10-15m)

- What steps should we take?

Mike

□ Review Agreements, Assignments & Next Steps (5m)

Mike & All

RAMP Meeting Summary

October 12, 2018 ♦ RCC Table Rock Campus



A. Welcome & Introductions

Industry Leaders:

Mike Donnelly – Carestream

Norm Kester, Paula Lawson, Michele Laird – Quantum Innovation

Jeff Geddings – Boise Cascade

Brian Mattingly – Linde

John Underwood – Timber Products

Workforce & Education Partners:

Rogue Workforce Partnership: Jim Fong, Dana Shumate, Heather Stafford, Jill teVelde, Tami Allison

RCC: Ann Trausch, Lynn Black, Juliet Long (*for 20-30 minute discussion*)

WorkSource Rogue Valley: Sherri Stratton – Area Manager; Josh Morell – Trade Adjustment Act

SORED I: Colleen Padilla

The group did introductions and was asked to share, *“What is your top reflection, learning or take-away from the SORED I Manufacturing Summit?”*

- Cobot breakout – Cobot (collaborative robot) works with people and not independently
- Liked all presenters and best practices from around the country
- Ginger’s session
- Internet of Things – Keynote speaker
- Adapting IOT to the industrial setting
- Impressed with what’s coming in the use of technology in general and how it will radically change work space in general
- Reflecting about the important things we might not think about
- How to make yourself robot proof – double down on humanity – how do we train our workforce?
- Vince’s session – Vince suggested doing a conference call or a webinar to discuss the types of things we might want in our region (i.e. maker cities, etc.) Norm indicated this is a way for the community to make things instead of going to mass manufacturing.
 - Jim thought it would be helpful to do a voice over with his power point for a webinar (Milwaukee School of Engineering – Rapid Prototyping Center), as a prep piece for RAMP members who didn’t hear Vince’s presentation. So that folks are more fully informed prior to a videoconference call with Vince.

Norm stressed the importance for all manufacturers to get to augmented reality or virtual reality as that is what the customer will expect in the very near future.

Colleen welcomed all the great feedback and indicated that the steering committee will debrief and will start planning on what next year’s summit will look like. One idea is to have a student project that can be done ahead of time related to cobots, and have a hands-on demonstration.

B. Action Plan

Goal 1 Expand Talent Pipeline for Current Workers

A2 Develop Mechatronics Training

- Quantum Innovations has already sent a couple of their employees to the RCC Mechatronics training. RWP has made arrangements to pay for these trainings up-front, and Quantum will reimburse RWP so that we can use up the Workforce & Talent Development Board grant funds by June 30, 2019 and to kick-off the RAMP Revolving Tuition Fund.
- See Mechatronics flyer in today's packet. There is still some work to do on the outreach when going out to businesses to let them know about the training. The idea is to create the marketing handout to show all the different options that will meet the industry needs.
 - ▶ Paula Lawson will create a written testimonial as to how the class worked for their employees.
- Discussion took place on the need to compress the course for those incumbent workers whose jobs involve travel and do not allow for such a long training commitment. Representatives from RCC said that if someone already had some skills or has some background already, they could take the course at their own pace and they could accelerate without modifying the current curriculum. Ann added that the classes could be "chunked" up into sections, but would need to have future discussion with employers.
 - ▶ Ann will come back with options for compressed trainings
 - ▶ Bring in Dana Thorp Patterson for the workforce training side
 - ▶ Ann will distribute a resume of a student currently attending the classes who wants to go to work for an industry in our valley.

A3 Certified Production Technician Program & Certification

RCC Update

Juliet Long of RCC provided an update. CPT training program has been approved by RCC, and that Lynn Black is also working on a couple different things (non-credit) for displaced and incumbent workers. The current plan is to offer a manufacturing track (CPT, hand tool and blue print reading) to high schools, and to make the CPT training a required course for all three programs with the goal of getting some high school instructors to take the class in the spring so they are prepared to roll it out to students.

RCC will offer the academy and invite the high schools. Some schools have already indicated their interest, and also looking at ways to take the academy to those schools who cannot get to RCC. First offering will be Winter term.

Industry Co-Branding

Norm suggested that businesses add their logos to outreach materials in support of CPT as well. Jim wants to talk to Laurel Briggs and coincide with RCC and SOREDI for outreach to businesses – "Here's how you can plug in." Norm indicated that the first 40 or so businesses will be easy to outreach to, it will be more difficult getting to the next level as we do not know who these people are and that is where the outreach materials are going to be very important.

The group discussed how employers can help in building the programs and indicated that most companies have equipment that could be accessed for training purposes.

Next Steps:

- ▶ Juliet will start working on a list of needed equipment that employers can review.
- ▶ Testing site authorized as MSSC testing center
- ▶ Train the proctor
- ▶ Certify the instructor (Anthony Knight)
- ▶ Work with businesses to determine best times to offer training, who wants to send people to the training?
- ▶ Determine the hours of the training
- ▶ Cost out the training per person
- ▶ Convene a group to insure that all the career paths are outlined and the roadmap is made, and figure out how to outline the paths/ramps and who to outreach to
- ▶ Have signs made for Careers in Gear
 - CPT, where do you get it?
 - Where RCC's booth is
- ▶ Continue to message that industry is behind this and that RCC has modified their curriculum to meet the industry needs
- ▶ Dana will connect someone from RCC to BEP

Employability Skills Rubric

Discussion moved to the employability rubric. Dana Shumate shared that rollout is underway in a number of school districts, including Three Rivers, Medford and others. Juliet indicated that all RCC students in any applied degree will take this rubric to their employer for their final evaluation.

This rollout is in alignment with the idea from Jessica Gomez on creating a FICO- type score for employment.

Businesses will have the opportunity to support this rubric, and ask for it from future workers. Plus they'll need to use it inside their businesses.

At a future time, regional partners may also want to explore getting this incorporated into a digital badge.

B Increase Business Competitiveness / Offer Incumbent Worker Training

Work is continuing in on making Mechatronics and Plant Systems Technician training available to companies in need of these trainings/skill-up opportunities for their current workforce.

Goal 2 Workforce Development for Emerging Workers

A3 Increase work-based learning opportunities

Dana reported that work is being done to develop student externships for rising seniors. Norm talked about the emerging mentorship programs in Josephine County and there are many things going on trying to get kids exposed to business and technology.

- ▶ Norm is connecting with this program and will debrief with this group at a future meeting.

Jim indicated that we should be hearing from the state soon about applications for additional grant funds. These could be used to help provide CPT training to students.

D Revolving Tuition Fund – design parameters / details

Discussion on handout showing different state and federal funds the RWP oversees that could be use in partnership with industry contributions to create a RAMP Revolving Tuition Fund. Jim indicated that a policy and processes would need to be developed as no one in the state has used federal WIOA funds for the incumbent worker training program yet.

The group brainstormed:

Goal & Purpose

- › Scaling-up the Knowledge & Skills Transfer Program concept
- › Opportunity to skill yourself up for an apprenticeship
- › Not a short term thing – would be for long term “raise the valley” (we have the opportunity to raise the average income of this valley)
- › Use initial grant dollars to start
- › Use private money to help to buy in some participation in the beginning
- › Hard to get employers to do this even if paid for

Financial Model

- › Company pays for unless the student fails the training or separates from employment with the company
- › Student repayment (if still with the company) is done through payroll deduction
- › If student wants to retake, they have to pay
- › Need buy-in from company HR departments
- › Become familiar with grant vs loans
- › Would it make sense to have a sliding scale depending on the size of the employer?

Governance

- › Do we create advisory boards?
- › Must be open and transparent (conflict of interest policy)
- › How many companies get to participate?

Norm indicated that his preference is to not have oversight, but to only report out to the larger group with this group developing criteria.

Next Steps

- ▶ Norm, Mike, Heather & Sherri will bring a proposal back to the next meeting
- ▶ RWP staff will bring this back to RWP Corporate Directors & also re-write Code of Conduct (conflict of interest) policy to include equal access

Colleen Padilla, SOREDI, inquired as to whether RWP has the capacity to do this and mentioned their loan program component as a possible partner. Jim indicated that we do have the capacity; however, if it makes sense to partner with SOREDI that could work as well.

C. New Business

Colleen Padilla announced that Quest has 1,186 students participating in 366 teams.

Josh Morell announced that currently there are a total of 15 TAA students (mostly from Pacific Crest Transformers) at the RCC campus involved in programs such as Mechatronics, Manufacturing, and Diesel Mechanics.

- ▶ How do we want to start networking and connecting?
 - Convene a special event for companies to network with these workers
 - Meet with PCT group just out of training
- The next RAMP meeting is scheduled for November 16, 2018, 8-10 a.m. in Room 206 at RCC's Table Rock Campus.