

RAMP Meeting Agenda

February 15, 2019 ♦ 8:00-10:00 a.m.

RCC Table Rock Campus - Room 206

Welcome & Introductions (5m)

Mike Donnelly

Action Plan – Review Assignments, Provide Updates & Coordinate on Next Steps Action

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	

Certified Production Technician & Mechatronics / Plant Systems Technician (45-60m)

- Provide an Overview of Efforts to Date for New Attendees Mike & All
- Update on Prior Assignments Mike & All
- Coordination on CPT Training for Spring Term [April 1 - June 14] Jill & Lynn
 - Configuration to serve incumbent & transitioning workers
 - Choosing which Mechanical Aptitude screening tool – Talent Click vs. Prove It
Should it be for high school students as well as transitional workers?
- Meet & Greet with Trainees - May 31st
 - Inviting and Outreaching to the 70+ RAMP contact list?
- Employer Contribution – Revolving Tuition Fund Jill, Jim & All
 - Clarifying Federal Policy & our Options
 - Fulfilling our common goal of up-skilling the valley - Next Steps? Jill, Jim & 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

Outreach / Awareness Campaign (20-30m)

- Outreach to Other Manufacturing Industry Leaders Jill
 - Business Peer-to-Peer
 - Coordinated Business Outreach – WSRV, Business Oregon, SOREDI
- Outreach to Transitioning & Emerging Workers Jim
 - Getting feedback on Careers Rogue Website: <http://careersrogue.com/>
- Reviel Marketing Connection & Creative Marketing & Design Resource Jim & Jill
 - Communication Plan

Updates from Other Assignments / Other Business (20-25m)

- Co-Bots into High Schools - any update yet? Mike & All

Review Agreements, Assignments & Next Steps (5m)

- Action Plan Check-off & Success Metrics

RAMP Meeting Summary

January 25, 2019 ♦ RCC Table Rock Campus



A. Welcome & Introductions

Industry Leaders:

Mike Donnelly– Carestream
Matthew Hackbarth – Linde
John Underwood – Timber Products
Norm Kester, Michele Laird – Quantum Innovations

Workforce & Education Partners:

Rogue Community College: Cathy Kemper-Pelle, Juliet Long, Ann Trausch, Lynn Black, Todd Geisbrecht
Medford School District: Hal Jones
WorkSource Rogue Valley: Andrea Cole
BOLI: Ree Ayres
Rogue Workforce Partnership: Jim Fong, Jill teVelde, Tami Allison, Sherri Emitte (via phone)

Welcome & Introductions

The group did introductions.

Action Plan

Certified Production Technician & Mechatronics / Plant Systems Technician - Jill presented information from the training survey results and asked for a check in on enrollment numbers for spring term. ***Employers, present in the room, will submit these numbers to Jill directly.***

Jim noted that we did not have any enrollments for Plant Systems Technician or Mechatronics for winter term; and that we are finalizing the contract with the state and want to make sure that we at least make our minimum performance numbers to maximize the resources we have. Norm reminded Jim that two people were enrolled already and continued in Mechatronics and CPT during winter term. Jill made note that those people will be counted in performance.

Jill will follow up with employers to see about enrollments RWP will reach out to Boise Cascade to get a status on their people.

It was explained that the incentive to enroll in these trainings are tuition assistance as well as advancement within their companies. John explained that his plan is to create pre-apprenticeship opportunities within Timber Products; while Norm indicated that for Quantum it is tied directly to compensation (\$1000 over the first 6 months). Norm added that they don't have any problem keeping millennials as the path is outlined and although a bit complex, it works. 360 degree peer reviews are also a part of Quantum's structure and people are incentivized monetarily to be on the top end of the soft skills spectrum. As a side note, Jim asked Norm if he would consider presenting his pathway model at the Working Together Conference later this year in Eugene.

Matt explained that Linde's longer term incumbent workers are doing CPT as they saw a need to continue their education. They have found that CPT has been beneficial in getting people to take that

first step back into education; however, although there was interest with Mechatronics and Plant Systems Technician, they found it challenging to line up, take assessments etc. and it didn't come together as quickly as they would have liked due to these requirements.

Jill addressed John's pre-apprenticeship pathway and inquired as to how the classes should be aligned? ***A small group to include; John Underwood, Boise Cascade folks, Jill, Jim, Cathy Pierson (RCC - apprenticeship coordinator) will convene to look at aligning the classes.***

The group discussed potential barriers to enrolling such as cost, too busy, etc. Norm indicated that he feels the main barrier is the clunkiness of the system. Ann responded indicating that where she sees the barrier is with industry making sure that the workers are ready to take the classes (i.e. math classes). Mike added that this is where we need to stimulate the pipeline with other manufacturers who are not currently at the table and make sure we have the funds to incentivize employers. Norm clarified that he did not mean that the program itself was clunky; however, the businesses have to understand what the requirements are and then figure out how to align it with their systems.

Cathy Kemper-Pelle reminded the group that it is imperative to get the pre-determined deadline dates to the employers as well as educating them where they can connect employees to resources online where they can practice prior to taking the placement assessment (aka placement test). ***RCC will be sure to get this information out.*** Juliet added that there are ways to get into certain classes without taking the placement assessment and instructors are available to meet with students to assess them in waiving that requirement.

John shared student feedback from the CPT training indicating that the subject matter is a lot of recap and repeat; however the material is improving. This is giving John the sense that this training is more for entry level and high school students as opposed to incumbent workers.

Matt shared feedback he received:

- People interested were definitely those who wanted to continue their education
- Knew a lot of the subject matter already, but still got a lot out of it
- Started to get good when started blueprint reading
- Once beyond the safety module, it became more interesting

PMMI Mechatronics Certification Program

A handout was provided in today's packet. Jim asked for feedback from the group on employer demand. John indicated that he feels it is too big of a chunk to bite off right now; however, would like to take pieces of the mechatronics core training and use to vet and screen.

Jill and Mike will be having meetings at CareStream and will bring feedback to the group at a later date.

Matt quickly reviewed the information and will follow up on getting someone into the current mechatronics training. He did state that he feels the PLC is the most valuable and would like to look into that more. John suggested going online and trying it out.

Identifying and Ironing-out Wrinkles in Implementation

Jim addressed the group indicating that while going through the notes and assignments from the last meeting, it was evident that we needed to get clear on the training coordination areas and a table was developed and reviewed with the group.

Cathy Kemper-Pelle stated that not every class requires a placement assessment and that the assessment is only one piece of the placement process. Work history, recently out of high school, employer recommendation are also reviewed and considered. If the class is taken for personal enrichment, the placement assessment can be waived. "There is not hurdle that cannot be overcome," stated Cathy.

Norm shared that employers also need to share with their employees that the outcome of their assessment does not reflect on their current job situation, but just a way to help understand the skills that are needed to get to a certain level. This was a big concern he heard at Quantum.

The "Harriet" hiccup. Lynn explained that it all came down to the fact that there was not a code for Harriet. Additional employees were signed up for the class at a late date (after modules were ordered) and when modules were handed out, they were not handed out in the order of enrollment. This was quickly rectified. The document that was given to the students was not meant as a bill, but only to show what their student identification number was.

Lab time was brought up as a potential challenge based on employees working shift work. Ann explained lab times are listed and the first thing students are asked to do is fill out a schedule of when they plan to come to lab. The student is then informed if they need to adjust their schedule. Todd indicated that welding adjusts their schedules based on enrollment (instructors will adjust if they see a load).

Norm asked for clarification of number of lab hours required. The answer provided was that it is based on credits. This could be a potential barrier for employees who are on the road also. Ann responded by saying that they had this come up in the past and it was addressed by sending material out of state, and employees clustering all their lab time together when they're in town. RCC reiterated that there is a lot of flexibility.

RWP and RCC staff will meeting right after this meeting to discuss streamlining our processes and prepping for the next term. Lynn stated that the Google form was a good idea but it also worked well to have the employer give Lynn a list for her to enroll.

Jim moved to the identification of trainees' column on the table and asked for a reality check for projected number of trainees. Jim added that we need to make sure that the message gets out, and that the materials are into the employer's hands in a timely manner.

Lynn clarified that there are 22 spots left and wondered if we should mix the new folks coming in with the incumbent workers. Jim indicated that this is part of the logistics that need to be ironed out for spring term, and that if we have enough interest from transitioning workers, possibly run a class in April.

Outreach to other Manufacturing Industry Leaders

The group briefly discussed some tools that can be used for vetting and the group asked the question, "how can we do this on an ongoing basis throughout the year?"

Jim showed a draft slide show that employers had asked for to share with their management teams and asked for feedback.

Lynn shared new CPT brochures.

The group discussed what outreach to other employers might look like.

- What materials would be of interest?
- What would the conversation be?

John indicated that he is selling it along the lines of a pre-apprenticeship training to internally vet and get a jump on qualified individuals.

Norm indicated that he would talk to his peer business owners.

- Bulleted talking points
 - What it is - Funding
 - What is being accomplished
 - Overarching themes
 - Better your people – quick ROI

Other business leaders indicated that the easiest companies to outreach to are the ones who already have students in the programs (i.e. Pavarti, Sweed, etc.) Todd and Ann can get a list of those companies as well as advisory group members.

CTE Academy

Juliet announced that CTE Academy for high school students begins February 4, 2019 at Table Rock Campus. There is also work happening with Josephine County and a 21st Century grant to offer CTE Academy as an after school program at Hidden Valley and North Valley High Schools. The CTE Academy will result in students getting the CPT.

STEMcathalon

Will take place on March 7, 2019 where 17-20 high schools will be participating. The hope is to have a RAMP table set up where employers could do recruitment to show the validity in the potential employment locally. Registration begins at 8 a.m. with the STEMcathalon starting at 9 a.m. Juliet added that about \$1000 is needed for food as well as \$500 for prizes. **Juliet will send out information, and an email to employers for contributions of some “cool SWAG”** such as basic tool sets, basic welding sets, company apparel with business logo, etc.

Meet and Greet After CPT

These will need to be scheduled. Jill and Lynn will be following up to get this on the books.

Outreach to Transitioning & Emerging Workers

Careers in Gear - Norm reported that this year Careers in Gear will include an advanced manufacturing area where the kids will have the opportunity to program robots, make sunglasses that they can take with them, and make other “cool” things. Diode Lasers will have two lasers that they can shoot across the room. Schools are being asked to pre-load this area with kids who are really interested in these types of career paths. Someone will be available to direct other kids who are not in the advanced manufacturing area what is available there to “spark some interest.”

Grants Pass High School Outreach - Mike reported that he did a presentation along with Todd Bloomquist and Juliet Long, at Grants Pass High School talking to a woodworking class along with counselors and instructors trying to ignite some interest.

Hal added that at the high school level we need to help students reach out to community college as well as earn their high school graduation credit in offering dual credit options when entering these partnerships or we will start to disincentivize. Hal also reported that the infrastructure we need is here as he just received clarification from Oregon Department of Education (ODE) that exempts community college instructors from needing a teaching license if they are providing instruction in cooperation with a school district for academic career and technical education, school-to-work or other work-related programs. **Hal will share the OAR as well as Tom Thompson's email with RCC.**

Julia noted that every high school does dual credit differently; however students will recover credit by attending the CTE Academy.

Industry Tour & RCC Tour – Scheduling Meet & Greet with Trainees - Jim spoke a little about the upcoming Manufacturing Industry tour that will target ABS students at RCC to give them some exposure to manufacturing.

The group discussed the best time for the student meet and greet with employers (not a guaranteed hire – a connection with employers), and determined that the 8th or 9th week of the program would work well. Mike suggested having HR and hiring managers available and allow each employer to do a 2-3 minute overview. **Jill will do more work with RCC to get the information out.**

Jim showed a draft of the (Creators Wanted) flyer for transitioning workers. Norm suggested revising the flyer to remove the wording “Try on a Career in Manufacturing”, as we want people who actually want to do this. He also suggested we look at include screening candidates using a tool such as “Talent Click.” Jim shared how there are also other mechanical aptitude tests that might be worth doing research on.

Miscellaneous Updates / Other Business

Hal gave an update on the investments high schools are making in metals manufacturing indicating that another Haas mini mill was purchased for South Medford High School (already have one at North Medford High School) and instructor has been skilled up to teach the classes. Students will be coming out with CPT certification at graduation and developing awareness with MasterCam (sends signals to CNC). Hal stated that it is set-up to where students could come right out of high school and get into a millwright program.

Jim noted that he received information about a grant proposal for youth apprenticeship.

John indicated that he spoke with Debbie Simmons – Human Resources with Medford School District who has the answers around internships. **Debbie and Hal could be a potential workgroup around this topic.**

Juliet announced that the placement process is now open for spring term.

Jill added, that timing in outreach to business peers is imperative.

Juliet talked about a job hiring fair where Career Services Department employers are looking to hire students directly from campus. **Juliet will send information out to the group.**

Cathy Kemper-Pelle spoke about the conversations she is having with the larger high schools in Josephine County who don't currently have anything that alerts students in their freshmen year what their career possibilities are.

Ann indicated that she would like to mentor high school teachers to allow classes to be offered at the high school level as an onramp to the pathways.