



## Meeting Summary ♦ Rogue Advanced Manufacturing Partnership ♦ May 3, 2018

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### Welcome & Introductions

**Present:** John Underwood, Norm Kester, Shawn Hogan, Aurora King, Jim Fong, Jessica Simpson, Dana Shumate, Brian Mattingly, Mike Robinson, Dana Thorp Patterson, Drew Runberg, Ronald Pearson, Mike Donnelly, Scott Beveridge, Tami Allison

The group did introductions. Jessica Simpson of Linx Technologies, Ronald Pearson of CareStream, and Drew Runberg of Diode Laser Concepts are in attendance for the first time.

### Brief Updates

- RAMP Career Highlights Event - The group talked about how successful the High School Student Career Highlight Tour of CareStream and Timber Products was yesterday. After the business tours, students came back to RCC.
- RCC & Dana Thorp-Patterson - Dana gave an update as she is fairly new to the group as well as RCC. There will be a tour on Monday May 7, 2018 of the RCC Mechatronics Program at TRC Room 172 at 11 am. Aurora will join Dana for the tour. She also reported that she attended a recent conference of the Oregon Association of Continuing Education where deans and directors spoke about what's happening at their different locations. Dana stated there is a lot of curriculum developed for non-credit training certificates (that have to be state approved) which is a new approval system in Oregon. Dana indicated that this allows us to take great training programs and transfer them to non-credit which also opens up funding sources for students. The other win that Dana noted was the creation of the critical partnerships with other colleges that allow us to not re-invent the wheel. Dana should be receiving program lists from other colleges in the near future. \_8-9 classes are rolling out for the hospitality / tourism certificate that must meet the state requirements to align to a recognized certification.

### Mechatronics Incumbent Worker Training

When RAMP met last fall, the group talked about Mechatronics for incumbent workers. Since then Dana has reached out to some employers, as well as RWP staff. The next step is to reach out to the employers, get to know them, and compile a list of their critical needs.

Although non-credit training is critical for industry, we don't want to cannibalize for credit programs. Dana added that non-credit does quality for FTE as long as it is workforce related and that online, as well as hybrid classes can be developed. There is a bit of conversation that needs to take place to make sure that departments and deans understand that we want to augment the for credit programs. ***Dana will share a clearinghouse website with Tami who will forward it out to the group.*** Dana stated that she feels good about the ideas that are out there and the programs and certificates that have already been launched. Dana added that RCC is currently recruiting for an assistant director who will be working with Dana on workforce education.

Employers were asked for their comments and suggestions on the best place to start:

- Look at PMMI list and others and morph from there
- Immediately benefit from CPT and would send incumbent workers immediately
- Non-certified Mechatronics training for incumbent workers that would include testing and evaluation, which would reduce the current burden on employers taking the time to internally train their employees. Incumbent workers could begin contributing at a much quicker rate.
- certification would be nice for future new employee hires
- # 1 priority is to train the incumbent workers
- use something more similar to the PMMI Mechatronics and develop and screen for skilled trades such as HVAC, millwrights, plumbers, pipe-fitters, etc.
- time commitment of employers as well as employees
- need a compressed program that will work for incumbent workers
- like the option for students to learn on their own time (online and lab time)
- employer to pay cost, but employee does on their time
- One of the most important components of apprenticeship programs are the on-the-job training hours
- Find the people we know have the proven skills and train them up
- See if seats non-credit seats available in for-credit classes
- Condense curriculum into a short-term training
- Training more important than the certification
- Employers not going to send an incumbent worker for training during the work day
- Without offering the certification, will not get a lot of buy-in from employees to commit and employers will not get end result they need
- Would like to also see some certification for entry level positions
- Electrical electronics is missing (trouble shooting a PC, difference between software and hardware, lack of safety knowledge, spill protocol, lock out tag out, etc.)
- 2-4 week, condensed, non-certificate training
  - How much can we condense?
  - Can we stack?
  - Can we use instructors in their off contract time?
- Employers have skilled people they would offer as trainers to lower the price of the training

The consensus of the group is to work from RCC's list and the PMMI certification list.

Main Buckets:

Plant Electrician, Mechatronics, Certified Production Technician

Survey:

Curriculum, Location, Trainer/faculty, Time commitment

1. Structure online survey within the next week or two (Aurora, Dana, Jim)
  - a. Schedule a 20-30 minute appointment with employers to obtain data
  - b. Dana to gather the information

### **CTE – Education Update Alignment & CPT Implementation**

Last May RAMP met with school superintendents and the plan at that time was to bring CPT into high schools. Jim just recently emailed superintendents asking for an update and no one has been able to

move forward. Eagle Point plans to do something next year, where the rest of the schools will be dependent on ESD who is planning a Career-Tech Academy as early as this September or as late as next September. Jim added that he would also like to send adults to the Career Tech Academy.

Scott gave an update on the Career-Tech Academy:

- active conversations happening with Cathy Kemper-Pelle
- earliest case scenario is this September
- latest case scenario is next September
- located on RCC Table Rock Campus
- active conversations with schools about sending their students
- partner and create opportunities to work closely with employers to backwards design program
- what does an alternative report card look like?
- possible pre-interview, sponsor kids to attend
- exposure to many different pathways
- attend half day of school and half day of academy
- would be great to get CPT at this level
- group will be going to Cascadia in late May (let Scott know if you want to attend)
- out-of-school opportunities for aviation have already started in partnership with Southern Oregon Air Academy and Erickson
- partnership with Horizon Air in the form of a scholarship to enter the pilot program

### **OMEP Training**

Aurora recently reached out to OMEP to see what classes they are hosting that could be offered in Southern Oregon as we have incumbent worker training funds built into our budget. Aurora noted workers will be required to go through a process and she will reach out and talk with employers about the grant opportunity.

Tim Root, Managing Consultant at OMEP shared cohort opportunities which are available in today's meeting packet. Mike indicated that leveraging OMEP would be beneficial to provide a focused training that employers in this region want and need. Members of the group felt that the trainings seem to be geared more toward the younger businesses and would be a benefit to be able to reach that audience as well.

### **RAMP Action Plan**

The group reviewed the plan that was based on earlier conversations with the RAMP group in partnership with Audrey Theis and was asked to comment on whether they feel this is useful and a helpful tool to communicate RAMP. Some feedback consisted of:

- Important for a group to have a strategy and objectives and can be used to bring us back in
- Revise this document to show progress we are making - check marks next to completed items.
- Restructure order of the goals with parallel goals showing what has been completed

RWP will work with our graphic person to revise and bring back an update to the group.

### **Millwright Training**

John reported that he has had conversations with Joann Linville and Cathy Kemper-Pelle at RCC about offering the curriculum to create a fully prepared millwright (RCC Plant Systems Technician). He reported that RCC indicated they are ready and willing to give the manufacturing employers what they want and need and are ready to staff up to provide the resources. Of course, industry must make clear what they want, and the number of incumbent workers that RCC could expect. This training will be

viewed as a pre-apprenticeship program, could work with JATC's 11 month program which would count toward the 4 year apprenticeship licensing and would still get the 6000 hours of on the job training.

### **Legislative Actions**

Labor laws, electrician/millwright training and making it easier for businesses to host internships with youth under 18 are all hot topics currently. John had a discussion with someone from Hart Insurance who he said would be happy to come talk to the group.

Scott Beveridge also indicated that the answer may be to have the schools use ESD as the tool for liability and would make it much easier for the employers.

Dana Shumate reported that school business manager have indicated that they have insurance and are looking into the coverage; as well as a small group out of BEP are working on developing a packet that can be presented for internship opportunities. Dana visited Bend recently where they have an internship model that we could learn from. John will connect Dana with Christen.

John suggested that a small group get together and invite Christen from Hart Insurance to discuss and then bring back a package for paid and un-paid internships back to the bigger group.

### **Employability Skills Sub-Group**

This sub-group of the BEP is working on a rubric of employability (soft) skills. Mike suggested adding safety to the soft skills. Schools are continually being asked to do more with the same amount of hours in the day and days in the year.

Jim briefly showed a link to an article about Mayfield City Schools (soft skills into elementary, middle, high schools).

### **Next Steps**

The group feels it is important to meet monthly until we make some actionable progress. Tami will send out a doodle poll to the group to determine the best date and time.

### **Next Meeting Agenda Items**

Incentives