

Meeting Agenda

June 8, 2018

Rogue Community College – Table Rock Campus – Room 206

8:00-10:00 a.m.

A. Welcome & Introductions (10m)

Mike Donnelly

- 1-minute check-in question:
What's happening in your world of manufacturing?

B. Mechatronics Incumbent Worker Training (30-60m)

Dana Thorp Patterson, Ann Trausch, Aurora King & RAMP Members

- **Update from RCC**
 - Discussion with faculty regarding prioritizing sequence of courses and flexibility
 - Potential for development of a cohort
 - Continue exploratory conversation around industry recognized certification ([PMMI](#))
- **RAMP Group Interest in Touring RCC Manufacturing Department?**
- **Review of Survey Questions for Businesses**

C. Action Plan 📄 (15-25m)

Aurora & RAMP Members

- Review goals to determine the progress that has been made
- Revisions / Additions
- Feedback on new format

D. K-20 CTE Education / Workforce Prep & Alignment with RAMP's MSSC- Certified Production Technician Priority (20-30m)

- **Cascadia Tech Academy – site visit & update on implementation in our region** Scott Beveridge
- **RCC Career & Technical Academy – Fall 2018 📄** Dana Thorp Patterson
- **Other Efforts - to get this training & certification in place** Jim Fong

E. Summarize Agreements & Next Steps (2-5m)

- Next / Regular Meetings Mike, Aurora & All



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

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).

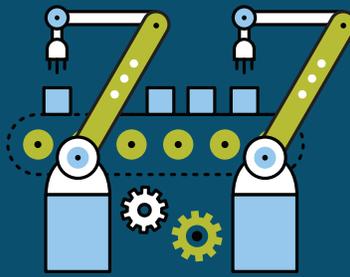
Next Steps

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

A CALL TO ACTION



Building a Talent Pipeline for
Advanced Manufacturing
in the **Rogue Valley**

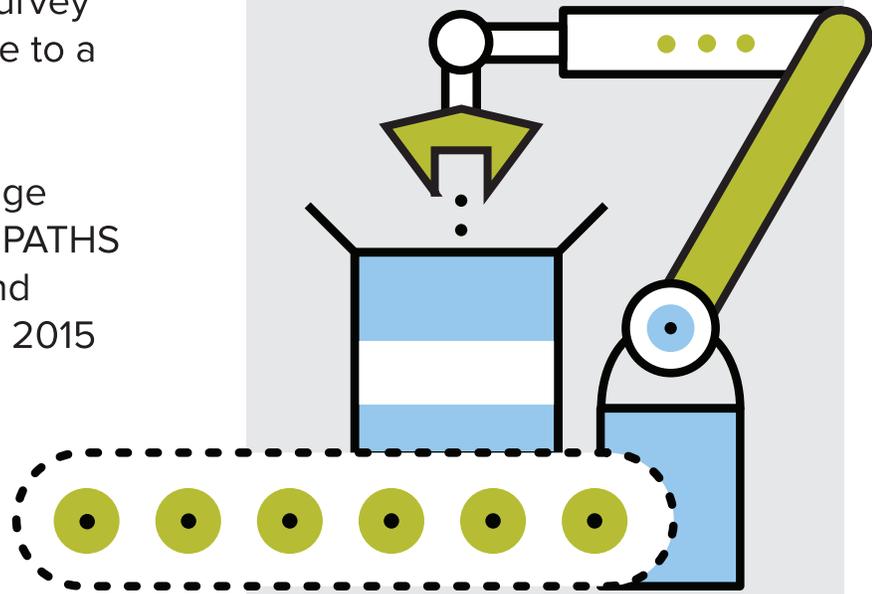
The manufacturing sector in Rogue Valley is a critical keystone of our region's economy. Over 400 companies employ 10,500 workers, with a payroll of over \$450 M annually! Workers enjoy good jobs - from entry-level production workers to engineers - with an average wage of \$43,379, almost 30% higher than the average median wage for the region.

The **manufacturing businesses that fuel our regional economy cannot be sustained and grow without enough people to do the work.** From 2014 to 2024 the Oregon Employment Department projects the region will need more than 3,300 workers to support potential new jobs and openings from older workers retiring. A recent survey reveals 1,000+ jobs available NOW, due to a shortage of skilled workers.

Manufacturers are rising to the challenge and taking the lead to BUILD CAREER PATHS – between businesses and schools, and between students and careers. In July, 2015 the Rogue Advanced Manufacturing Partnership - or RAMP - was launched.



RAMP is a regional partnership of business, education and economic development to support the growth and competitiveness of the region's 400+ advanced manufacturing companies. Working together, manufacturers can speak with one voice to outline current and projected technical and "soft skill" needs to our education and economic development partners.



RAMP believes the region's manufacturers stand ready to support a "partnership for change" but we need your help. To find out more about RAMP and how your company can become involved in building the talent pipeline, Dana Shumate at danas@rogueworkforce.org or 541-842-2620.

ACTION PLAN

⋮ Pending ⦿ In-Progress ✓ Complete

GOAL 1

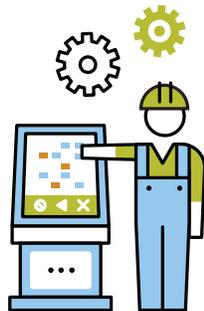
Expand the talent pipeline through increased skill-building opportunities, education & workforce readiness

- ⦿ **Endorse industry essential skills expectations** through providing interviews to individuals who earn a regionally recognized soft-skills report card
- ⦿ **Develop Mechatronics training** for incumbent workers to increase their skill level and productivity on the job.
- ⦿ **Increase business competitiveness** by offering just-in-time incumbent worker trainings.
- ⦿ **Integrate the Certified Production Technician (CPT) program and certification** into short-term training to ensure workers have the foundational safety and quality skills for entry-level jobs.
- ⦿ **Incorporate plant tours** into the short-term training so students better understand the working environment.
- ⋮ **Provide short-term, non-traditional (e.g., boot camp) training options** for returning veterans, women, unemployed, under-employed and out-of-school youth populations to increase the number of work-ready applicants for high-demand jobs.
- ✓ **Programmable Logic Controller Training: February 12-15, 2018**

GOAL 2

Workforce Development for emerging workers

- ⦿ **Provide information to develop school and college curriculum and programming** to align knowledge and skills taught with employer needs
- ⦿ **Advocate to expand manufacturing offerings** and to help build strong CTE programs regionally.
- ⦿ **Increase work-based learning opportunities** like career highlight events, job shadows, internships, summer job opportunities and pre-apprenticeships.
- ⦿ **Support project based learning in the Rogue Valley** by expanding teacher externship opportunities at manufacturing companies.
- ✓ **Career Highlights at Timber Products and CareStream Health May 2, 2018**
- ✓ **Teachers Externships at Croman Corporation, Timber Products, Amy's Kitchen 7/31-8/3/17**



GOAL 3

Increase awareness of manufacturing careers in the Rogue Valley

- ⦿ **Endorse industry employability skills rubric** by providing support and feedback to students and teachers during any and all RAMP/school experiences.
- ⋮ **Launch an outreach campaign** that targets all available pools of workers to inform them of short-term training and immediate job opportunities in manufacturing
- ✓ **Increase awareness among students, parents, teachers and administrators about career opportunities in manufacturing.**
- ✓ **Knowledge & Skills Transfer Program video completed March 2018**
- ✓ **Manufacturing Careers in the Rogue Valley video completed June 2016**
- ✓ **Careers in Gear February 2018**

RAMP Leadership Companies

Airscape Fans
Boise Cascade
Carestream Health, Inc.

Diode Laser Concepts
Linde Group
Linx Technology

Medford Fabrication
Quantum Innovations
Timber Products Company

New Career and Technical Education (CTE) for High School students

RCC Career and Technical Academy

Beginning Fall 2018



**Help your students get career ready while in high school.
Achieve your district's goals for career technical education.**

Rogue Community College will partner with you to get your juniors and seniors started on an educational pathway in a career and technical field. Through this innovative program, students earn credits for a certificate or degree by spending one half of their day at high school and the other half at RCC.

- 30 students each campus (RWC and TRC).
- Students earn college credits.
- Potential for dual high school credit.
- Students receive college and career preparation through technical education.
- Students earn college credit while completing high school and may transition to advanced studies or workforce.

What programs will be offered?

- Electronics Technician Certificate (RWC).
- High Technology Studies: Plant Systems Technician Career Pathway Certificate (TRC).

For more information please contact:

Christine Morris

Director, Educational Partnerships

cmorris@rogucecc.edu, 541-245-7991

RCC is an open institution and does not discriminate. For RCC's nondiscrimination policy and a full list of regulatory specific contact persons visit the following webpage: www.rogucecc.edu/nondiscrimination.



Produced by RCC Marketing Dept. #1628_2018_0508

Programs offered through RCC Career and Technical Academy

Electronics Technician

The Electronics Technician four-term certificate program is designed for students seeking entry level electronics technician positions in manufacturing or service industries. The program emphasizes theory fundamentals, practical troubleshooting, and basic electronics design as well as general studies courses. Technical courses involve extensive lab work using industry standard test equipment and practices.

This program will help students gain skills for entry into one of today's most dynamic and broad-based technical fields. Typical occupations include those of field engineers in business or communications fields, or line/maintenance technicians at manufacturing sites. Electronics training also provides excellent positioning for lateral movement into areas such as technical sales or technical writing.



High Technology Studies: Plant Systems Technician

This three-term pathway sequence of coursework will ensure students a foundational level of skills that may provide a competitive advantage when being considered for hire in a variety of commercial plant environments. With these foundational skills to build on, students are potential candidates for sponsorship by their employers into one of many Bureau of Labor and Industry (BOLI) apprenticeship programs. RCC is not authorized to sponsor entrance into any apprenticeship program, but apprenticeship coursework is provided by the college.

