

# RAMP Meeting Agenda

October 12, 2018 ♦ 8:00-10:00 a.m.

RCC Table Rock Campus – Room 206



## A. Welcome & Introductions (15-25m)

Mike Donnelly

- 1-minute check-in question: *What is your top reflection, learning or take-away from the SOREDI Manufacturing Summit?*

## B. Action Plan - Discussion, Coordination & Next Steps

Mike & All

### Goal 1 Expand Talent Pipeline for Current Workers

- A2 Develop Mechatronics training
- A3 Integrate Certified Production Technician program & certification
- B Increase business competitiveness /offer incumbent worker training

### Goal 2 Workforce Development for Emerging Workers

- A3 Increase work-based learning opportunities
- A4 Support project based learning in the Rogue Valley
- B Advocate to expand manufacturing offerings
  - **Getting Co-Bots into high schools**
- C Incorporate plant tours
- D Provide short-term CPT boot camp training options
  - **Update on CPT for high school students & WSRV**
  - **Revolving Tuition Fund – design parameters/details**
  - **Marketing efforts & filling the classes**
  - **Guaranteed interview with CPT & Employability Skills “Report Card” as an incentive?**
- E Development of employability skills rubric

Juliet Long

Jim Fong

### Goal 3 Increase Awareness of Manufacturing Careers

- A Endorse industry employability skills rubric
- B Launch outreach campaign
- C Increase awareness among students, parents, teachers & administrators about career opportunities in manufacturing

## C. New Business

Mike

- Spread the Wealth Strategies

## D. Review Agreements, Assignments & Next Steps

Mike & All

- Announcements
- Next Meeting



# ACTION PLAN



⋮ Pending    ⦿ In-Progress    ✓ Complete

## GOAL 1

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

- A **⦿ Endorse industry essential skills expectations** through providing interviews to individuals who earn a regionally recognized soft-skills report card.
  - A1 **✓ Programmable Logic Controller Training: February 12-15, 2018**
  - A2 **⦿ Develop Mechatronics training** for incumbent workers to increase their skill level and productivity on the job.
  - A3 **⦿ 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.
- B **⦿ Increase business competitiveness** by offering just-in-time incumbent worker trainings.

## GOAL 2

Workforce Development for emerging workers who are still completing their education

- A **⦿ Provide information to develop school and college curriculum and programming** to align knowledge and skills taught with employer needs
  - A1 **✓ Career Highlights at Timber Products and CareStream Health May 2, 2018**
  - A2 **✓ Teachers Externships at Croman Corporation, Timber Products, Amy's Kitchen 7/31-8/3/17**
  - A3 **⦿ Increase work-based learning opportunities** like career highlight events, job shadows, internships, summer job opportunities and pre-apprenticeships.
  - A4 **⦿ Support project based learning in the Rogue Valley** by expanding teacher externship opportunities at manufacturing companies.
- B **⦿ Advocate to expand manufacturing offerings** and to help build strong CTE programs regionally.
- C **⦿ Incorporate plant tours** into the short-term training so students better understand the working environment.
- D **⋮ 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.
- E **⦿ Development of an employability skills rubric** to identify expectations and competencies needed to perform effectively on the job.



## GOAL 3

Increase awareness of manufacturing careers in the Rogue Valley

- A **⦿ Endorse industry employability skills rubric** by providing support and feedback to students and teachers during any and all RAMP/school experiences.
- B **⋮ Launch an outreach campaign** that targets all available pools of workers to inform them of short-term training and immediate job opportunities in manufacturing
- C **⦿ Increase awareness among students, parents, teachers and administrators about career opportunities in manufacturing.**
  - C1 **✓ Manufacturing Careers in the Rogue Valley video completed June 2016**
  - C2 **✓ Knowledge & Skills Transfer Program video completed March 2018**
  - C3 **✓ Careers in Gear February 2018**



### RAMP Leadership Companies

Diode Laser Concepts  
Rogue Valley Microdevices  
Carestream Health, Inc.

Medford Fabrication  
Linde Group  
Linx Technology

Timber Products Company  
Quantum Innovations

# RAMP Meeting Summary

September 14, 2018 ♦ RCC Table Rock Campus

## A. Welcome & Introductions

### Industry Leaders:

Mike Donnelly – Carestream

Norm Kester, Paula Lawson, Michele Laird – Quantum Innovation

Shawn Hogan – Lynx Technologies

LauRena Gallegos, Jeff Geddings – Boise Cascade

Brian Mattingly - Linde

Eric Wagner – Wagner Meters

### Workforce & Education Partners:

Rogue Workforce Partnership: Jim Fong, Dana Shumate, Tami Allison

RCC: Lynn Black, Dana Thorp Patterson, Todd Geisbrecht, Juliet Long, Leo Hirner

SOESD: Mark Angle - Hobson, Brian Robin, Karla Clark

Medford School District: Brian Shumate

WorkSource Rogue Valley: Josh Morell – Trade Adjustment Act program

Business Oregon: Marta Tarantsy

SORDI: Kathy Trautman

The group did introductions and was asked to share, “What is the biggest unanswered question that you have at this time regarding manufacturing?”

- Mike Donnelly – Fifty percent of CareStream product is exported to China to make medical imaging film. Company is getting “nailed” with 25% tariff – what will that do to the company? Need to connect with legislators.
- Paula Lawson – challenge to find people for technical roles and customer support
- Shawn Hogan – Challenge with supply chain management. Also tariff’s – 20% of product is under 25% tariff.
- LauRena Gallegos – challenge finding electrician and millwrights – trade positions
- Eric Wagner – challenge to find techs that can troubleshoot. Also the tariffs are affecting supply chain.
- Mark Ingle Hopson – fairly new to this group – how can we work within partnerships
- Brian Mattingly – company is growing – challenge to find production level employees who are work ready – company operates 24/7.
- Norm Kester – Finding people to plug into our systems – “kids need to find their passion – open the doors for them – they can provide value to our community.

## B. Summer Workgroup Report-Outs

### • Certified Production Technician & Mechatronics Training

#### ► The Ask

Brian Mattingly gave an update stating that the group met a couple weeks ago. The goal is to have Certified Production Technician (CPT) training and certification in place to train-up current workers, and then possibly push down to the high school level. Need to get an update today on where RCC is in putting in the program and certification. Brian stated that

Linde's goal would be to place 2-3 employees in the training every term – starting with the newer/younger employees and then make it a requirement for their entire workforce.

► **The Response**

Lynn Black, of RCC provided a handouts to include: a tentative timeline for courses to begin January 2019, the one-page CPT courses and assessments, and the continuing education and workforce development course catalog for Fall 2018. Lynn indicated that the CPT will start as a non-credit program. The proposal has gone to RCC Executive Team and will go on to the Curriculum Committee to gain approval to be a state approved certificate. "If the additional grant is received that RWP applied for, it might be possible to hire and train a second instructor", Lynn stated. Once the course is fully authorized, employers will be notified and students can begin winter term. The training will run with the term. RCC will try to work with shift schedules to accommodate industry needs. A new registration system will allow for employers to register and pay for their employees online. The cost per student will be roughly \$1,899. The CPT Training can be marketed and accessed on both credit and non-credit basis.

► **CPT Training Coordination**

Training Goals

- The priority is to skill up current workers and then fill up the talent pipeline.
- Partners may want to define their goal for training current and future workers in the CPT. Is it exposure or mastery?

Hands-on vs. On-line Training Experience

The instructional components are online, but RCC could also include some hands-on training if needed. Hands-on is beneficial; however incumbent workers will come back to the site and have the opportunity to do hands on. Future employees new to manufacturing will need more hands-on learning experiences. Boise Cascade believes that online will be sufficient. Lynx feels online would be sufficient, and CareStream will talk to Ron Pearson to get his thoughts. Quantum indicated that they would want to mix hands-on and online together for both CPT and Mechatronics.

Todd indicated that there are options and things can be modified to meet the needs of the employers. He added that MFG 199 (*almost 6 credits*) could be offered in the spring and then RCC will take it for approval in the fall. For those trainees who make it only 1-2 terms, at least they can leave with something tangible like the CPT certification that could assist with getting a job.

Todd also shared that the Amatrol Skill Boss will be here September 18, 2018 for a demo. Secondary education or industry partners will be able to see this demo. Lynn will to get this information out to all partners who may want to attend the demonstration.

High School Students & Transitioning Workers

The top priority is to get this CPT training up and running ASAP to train and certify current workers. Next step discussions now need to start on how we to make CPT training available to high school students and other transitioning workers that could come through the WorkSource Rogue Valley (WSRV) centers. We need to build in this missing stepping stone to create a better career pathway to Advanced Manufacturing jobs.

**A small group of partners agreed to meet and flesh out details on how best to structure CPT training for these populations.** Key question to address:

- How do we build in hands-on learning and industry tours so that trainees can get both practical experience, and also gain awareness and get excited about the jobs/career opportunities in the great manufacturing companies in our region?

Workgroup members: Lynn Black, Todd Geisbrecht, Brian Mattingly, Jeff Geddings, Paula Lawson, Hal Jones (*new Career Pathways Coordinator at Medford School District added per request from Brian Shumate*). **Tami will schedule this workgroup.**

#### ► **Mechatronics Training**

Industry partners can start sending current workers to any of the RCC Mechatronics classes they deem appropriate to get the training they need. These can be accessed on a credit or non-credit basis. Paula shared that Quantum Innovations is planning on sending 2 staff this term.

#### ● **Millwright/Pre-Apprenticeship Training**

Jim reported out on John Underwood's work with RCC over the many past and recent months. In response to request from a number of industry partners a number of years ago, RCC created a **Plant Systems Technician** program to create a pre-apprenticeship training pathways for high-demand **Millwrights** and **Plant Electricians** (see: <http://web.roguecc.edu/2017-18-graduation-guides/high-technology-studies-plant-systems-technician>).

Similar to the Mechatronics training, companies can send their current workers to select classes in this program on a non-credit or credit basis. By doing so they can help better prepare promising current workers to successfully get accepted into the Millwright and Plan Electrician apprenticeship programs, thereby filling this much needed talent pipeline.

We now need to promote this pre-apprenticeship training opportunity to the industry partners in need of having this talent pipeline filled. **John, RWP and RCC partners will continue to do follow-up work with companies in need of these critical positions to promote these training / workforce development opportunities on behalf of the overall RAMP efforts.**

#### ● **Next Steps Coordination**

##### ► **Career Pathway Stepping Stones**

Jim handed out a diagram developed to depict all of these critical "stepping stones" we're putting in place, that create a more robust set career pathways to high-demand manufacturing industry jobs. These stepping stones include:

- Certified Production Training - *for incumbent workers, plus transitioning workers and high school students*
- Classes in Mechatronics Training - *for incumbent workers*
- Classes in Plant System Technician - *for incumbent workers*

##### ► **Public Workforce Training Funds & Creating a Revolving Tuition Fund**

Rogue Workforce Partnership (RWP) has access to public training funds. In addition to existing funds already allocated to our region, the RWP has submitted grant applications to the state for additional training funds that need to be used by June 2019.

The recommendation is for companies who are preparing to send their current workers for any of these trainings to work in partnership with RWP to create a **Revolving Tuition Fund**. RWP would pay for the current worker trainings, and companies would put the equivalent of these training cost into a fund held at the RWP on behalf of RAMP. This would then create a more flexible set of funds for RAMP/RWP to use as a revolving tuition fund, like other best practice sites in other parts of the nation. We may want to key-up a Memorandum of Understanding to formalize these arrangements.

**All industry partners expressed their strong support for creating this kind of Revolving Tuition Fund. RWP will set the wheels in motion to get this set-up ASAP.**

► **K-12 Education Partnerships, Coordination, Etc.**

Todd indicated that there are nine agricultural programs in the three counties and they are great feeder programs into RCC manufacturing programs. As is the Robotics Program at St. Mary's High School.

Dana added that they would love to do more industry tours with high school students. Mike shared that the recent industry tours with high school Career Technical Education (CTE) students was a great opportunity for students to tour the Timber Products, Carestream and RCC Table Rock facilities. They got first-hand exposure to some of our region's manufacturing companies.

LauRena said that Boise is very interested in industry tours; however, students need to be 18 years old to be in the mill. **LauRena/Boise and Dana will connect to discuss what younger students might be able to do.**

Brain shared that Linde also has the age requirement of 18; however, they send engineers out to the schools to speak to the students.

RCC indicated that would like to have an employer area at the STEMcathalon. RCC signing day is February 21. They will invite industry leaders to participate. **The group will connect via emails through Tami to get the message out & coordinate on the STEMcathalon.**

Jim mentioned that the Southern Oregon Career Networking Expo (SOCNE) will take place Thursday September 20, 2018. Norm mentioned, again, that we need to consolidate these events so employers do not get "burned out" or they become "white noise." **A master calendar needs to be developed with all the events companies can choose to participate in, so everything can be seen in one place.**

**C. Employability Skills Rubric**

Dana Shumate reported that the Business-Education Partnership (BEP) is starting their third year with approximately 45 members. A small sub-group of the BEP met to bring together local and national information around soft skills and developed an **Employability Skills Rubric** (*see attached*). Teachers are being asked to be intentional about teaching the kinds of things on the rubric. BEP industry leaders are asking that businesses ask for this "report card" when applicants apply for jobs. If the businesses ask for and support this, it will create a demand of "pull" for this change.

Dana indicated that Three River's School District is already fully implementing the rubric, and other school districts are in various phases of exploration or implementation. Further ideas and suggestions were made as follows:

- Weave this information into your presentation at any event you may be attending
- Have a badge or something similar to place on the business's door indicating that they participate in this program
- Supporting businesses could be asked for their logo to market the program
- Could be used as a pre-CWE at RCC
- Employability skills could also be incorporated into SOREDI Quest

Agreements / Assignments:

- › **Dana indicated she would be happy to ask the businesses who will fully endorse this**
- › **Dana will follow up with Casey Alderson at Three Rivers to see where they are at**
- › **Mark will place this item on the October agenda at SOESD**
- › **Tami will send out the rubric electronically to the group**
- › **Linde and Quantum approved the use of their logos in any marketing of the Employability Skills Rubric**
- › **This group will create a one-pager for the businesses to give a brief explanation of the rubric.**

Jim and Norm shared that the BEP Demand Workgroup came up with a short list of survey questions around skill and career pathways in companies. SOREDI and Business Oregon are piloting this when going out and meeting with employers. **A copy of the survey will be sent out to RAMP partners for feedback.**

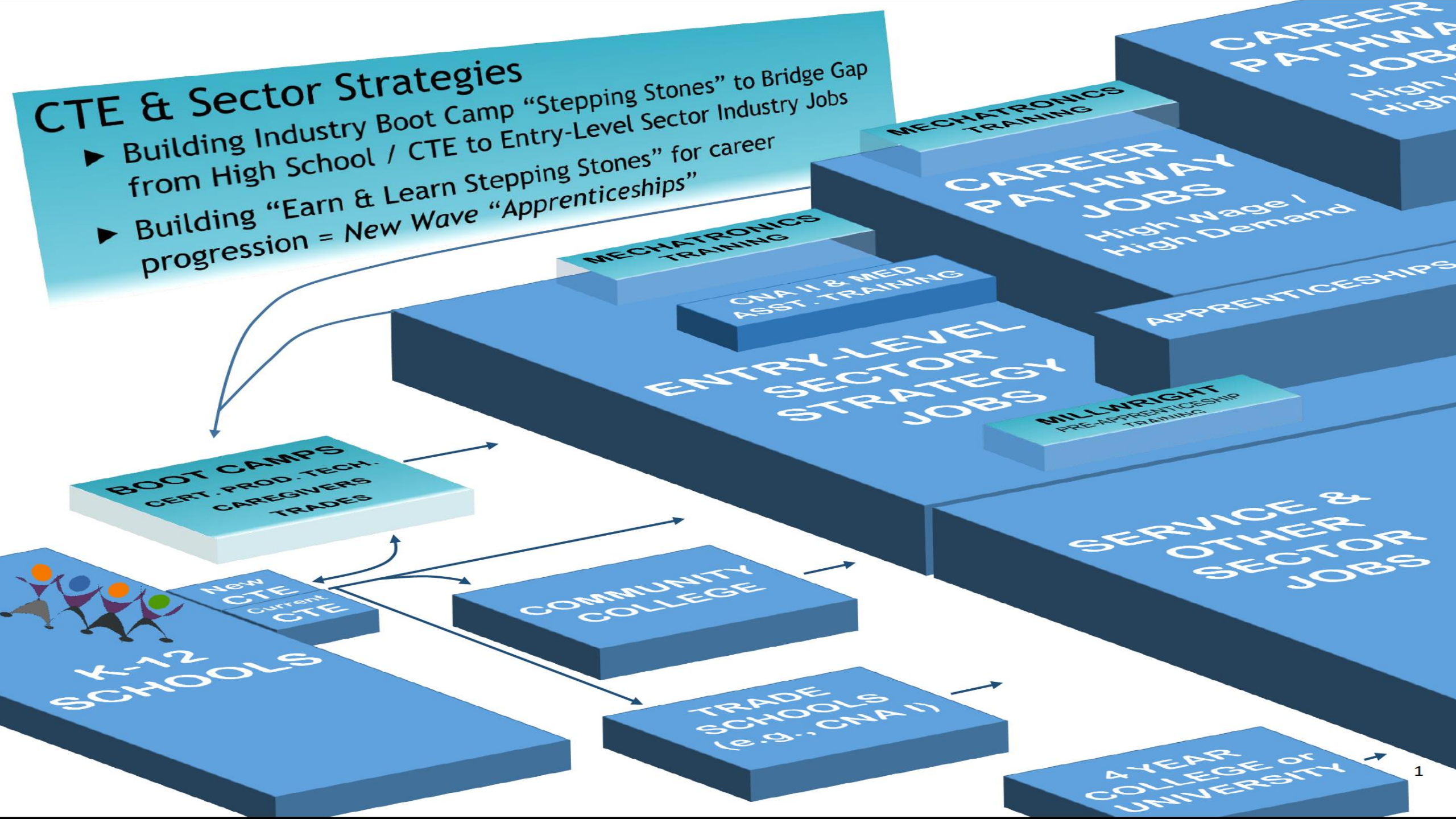
**D. Other Announcements & Next Steps**

- Jim announced that the Rogue Workforce Partnership quarterly Workforce Board meeting will dovetail the RCC High Tech Center groundbreaking on September 20, 2018. The workforce board meeting will begin at 2:30 p.m. in Room 184. RAMP members are invited to attend both events.
- National Manufacturing Day is October 5, 2018 and SOREDI will be hosting a Manufacturing Summit at Table Rock Campus - Rogue Community College. Kathy Trautman indicated there should be some time where a member of RAMP could give a brief update on their current efforts and the opportunities for other industry partners to engage in this work.
- The next RAMP meeting is scheduled for October 12, 2018, 8-10 a.m. in Room 206 at RCC's Table Rock Campus. Tentative Agenda Items: CPT updates and approvals

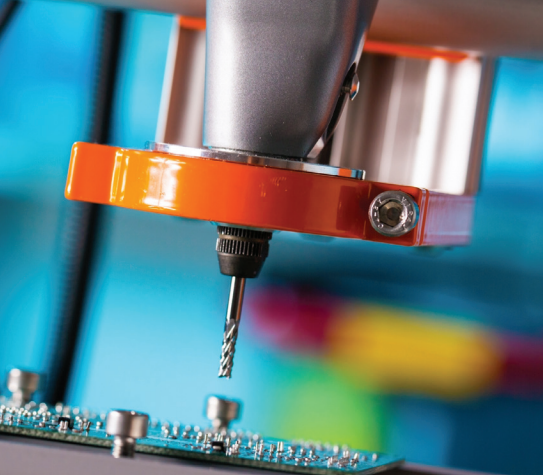


# CTE & Sector Strategies

- ▶ Building Industry Boot Camp “Stepping Stones” to Bridge Gap from High School / CTE to Entry-Level Sector Industry Jobs
- ▶ Building “Earn & Learn Stepping Stones” for career progression = New Wave “Apprenticeships”







## Oregon's Top 5 Industries

Computer/Electronic  
Components  
Food Products  
Wood Products  
Fabricated Metal  
Machinery

# Made in Oregon: World Class Manufacturing

## Manufacturing in Oregon

Manufacturing is  
Oregon's second  
largest industry

Oregon is among the  
top 15 states nationwide  
for manufacturing jobs

10% of Oregonians  
work in manufacturing

Manufacturing accounts  
for 23% of Oregon's  
economy



## October 5 is Manufacturing Day

Oregon Business & Industry proudly supports Oregon's  
manufacturers as they innovate to strengthen and  
protect Oregon's future.

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