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| **December 20, 2016**  **12:00pm – 2:00pm**  **Spring Valley Lake Country Club** | | | | | | | | |
|  | ***Name*** | ***Title or Rep*** |  | ***Name*** | ***Title or Rep*** |  | ***Name*** | ***Title or Rep*** |
|  | Catherine Abbott | VVC Foundation |  | Amber Allen | VVC Ramp Up |  | Eileen Alsina | VVC Ramp Up |
|  | Todd Bartholow | BCC |  | Larry Boardman | Johnson Machinery |  | Kody Canfield | Rio Tinto |
|  | Frank Castanos | VVC Foundation |  | Delia Escobar | Robar Enterprises |  | Tawnie Dettore | General Atomics |
|  | Stacy DeVoll | Devoll Rubber |  | Susan Drake | SO CO 1st District |  | Brett Horton | Rio Tinto |
|  | Jodi Kleckler | Rio Tinto |  | Troy Kuhns | VVC Welding |  | Tania Lewis | Rio Tinto |
|  | Dillard Love | Rio Tinto |  | Tim Murphree | Church & Dwight |  | Roland O’Neal | BCC |
|  | Giovanni Pinzon | Cemex |  | Victoria Rosenfeld | HUSD |  | Eric Schmidt | Exquadrum |
|  | Sonya Smith | BUSD K12 |  | Sandra Thomas | BCC Dean |  | Anita Tuckerman | Stirling Development |
|  | Carlos Uruchurta | Cemex |  | Roger Watt | AVUSD |  | Scot Williams | MDRCOP JPA |
|  | Pat Uetz | Advanced Technology |  | Cody Wall | Rio Tinto |  | Tyler Haglund | AVUSD |
|  | Landon Stevens | Exquadrum |  | Jon Novack | Patton Steel |  | Mike Koehler | Koehler Consulting |
|  | Brian Packer | BCC |  | Rick Green | Dynamic West Tech |  | Dennis Patterson | Patterson Machining |
|  | Kendle Crowell | MDRCOP |  | Ron Graham | VVC |  | Austin Marshall | Mitsubishi Cement |
|  | Manuel Hernandez | OMYA |  | Charlotte Allen | VVC Ramp Up |  |  |  |

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|  | **Agenda Item** | **Action/Decision** | **Owner/Person Responsible** | **Complete Date** | **Status\*** |
| **1.** | **Introduction** | | | | |
|  | * Steve T. welcomed all and explained the purpose and focus of HDMAC. * Topics to discuss will include:   + What are the hardest jobs you have filling in your company right now?   + What skills have the biggest impact on the performance of skilled incumbent workers?   + What do you expect the skills gap to do in the future?     - What are your current needs?     - What do you forecast?   + How is your company promoting the hiring of veterans? If you are currently not hiring vets, why not?   + What methods or techniques is your company currently doing to fill the gaps? | | | | |
| **2.** | **Industry Reports** | | | | |
|  | * Steve T.’s, Austin Marshall: Mitsubishi needs: diesel mechanic (large equipment), electrician, and warehouse personnel to perform contract negotiations. Wants school to start promotion of manufacturing at the middle and high school level. * Tawnie D. General Atomics: several openings include engineering, mechanics, engine shop mechanics, also has a big focus and need for soft skills. Hired 3,000 last year total, roughly half from the high desert region. Forecasting the same for upcoming year. Average pay scale for mechanics ~22/hr. Offer training from 90 days to 18 months. 85% require security clearance. Partner with a lot of military bases for hiring. Offer relocation package, but prefer to hire local candidates. Any type of mechanical, welding, using tools, MS Office could fulfill entry level position. * Manuel Hernandez. Similar to Mitsubishi needs. Heavy diesel mechanics, equipment operators. All HR is on the east coast. Gap to communicate needs to region. * Stacey DeVoll, sent a student to a welding class and was very pleased with the end result. Heard about it through the SB economic development program. Small family company. Currently have great soft skills. Currently looking for customized skills. * Dillard, Cody Wall, Kody : Rio Tinto: Currently openings for several positions, 5 positions in mill writing. Within the next 2-4 years, could lose 25% of personnel. Good work ethic and attitude. Willing to train the employee. Working with schools to close gaps. Want to hire 12% to be veterans. Working with Edwards’s base to close gaps. (Lucas Group). Operators to fun plans with basic mechanical functions as well. Able to hire really good millennial engineers. (4-5). Looking for service mechanics. They hire apprentice, but can be improved. Wants to partner with educators on creating a program. Have to boost the interest from youth to create a long term interest. * Rick Green, Dennis, and Patterson Machinist: industrial repair of heavy equipment, electricians need to know PLC controls. Looking for two years. Not finding vets with the needed skills for employment. Mechanical aptitude and willing to listen they are trainable. Soft skills needed and a part of their training. Finds that elementary school students have higher interest than high schoolers. * Larry- Caterpillar Johnson machinery. Training Department. Online courses available as well. Welders, mechanics, soft skills. Lacking customer satisfaction and inability to write service reports. Trouble shooting skills declining. People replacing parts and not understanding why. Training offered for soft skills, in current training. Courses offered for customers. * RAMSEY: Mechanical, electrical aptitude tests. Asking educators to incorporate that through ETP. * Eric Schmidt, Landon- Exquadrum: unique need. All about finding people who they trust to be trained. Most organization teach just enough to get them ready, everything after they understand employers need to close gap. Finds that Vets are much better at soft skills due to understanding of chain of command and respect. Vets tend to understand industrial security. Have had success through County on finding prospects. They will even cover first few months a percentage of their salary. Did get involved with Apple and Hesperia High and had success with AV high student. Balancing Skill with Dependability. * Tim Murphree- Church and Dwight: also a distribution center for all Arm and Hammer products. Need people to maintain production line. Many low skill fork lift operators. Need to find supervisors of those positions. Soft skills needed. * Mike Koehler: Technical training. Teaching classes at Mitsubishi cement. Also working on curriculum for mechanics. * John Novack- Patton Steel: 7 locations around southern California. Used workforce development board for training of all employees. On board for Workforce. Currently has 30 million on training programs for training that ends up in employment. Needs to end up in jobs. Needs to be representation from the HD on the county level. * Robar (Escobar): Looking to fill local positions. Exp. of 6 months. Willing to train 4 week program as ride along. * Anita Tuckerman (SCLA): working to show manufactures that it does make economic sense to do business with California. Work to build interest in community. Did recently have a manufacture relocate from rancho to HD>. Making about $12-15/hour. Newest manufacture makes patio cushions, need for sewing, food, and furniture. Need to let industry know the value of the county support. * Pat (Advanced Consultants): Provide hands on training for equipment and industrial programs, 3d programming, etc. College of the Dessert, 29 Palms, Edwards, VVC, Antelope, Intech, Chaffey, CSUSB, etc. * Susan Drake: Robert Lovingood. Wants to make sure industry, people, and education are working together. Making the right connections. | | | | |
| **3.** | **Educational Reports** | | | | |
|  | * Scot Williams: JPA, glad to see backwards planning. * Victoria Rosenfeld: Hesperia High School had a manufacturing fair. Prepped younger kids to enter manufacturing at HS level. Using RAMPUP funds to purchase equipment * Ronald Graham: looking to launch industrial maintenance program with VVC. Believes marketing to veterans could improve to allow for good candidates for employment in manufacturing positions. * Sonya Smith: Barstow High: Vise Principal and CTE Coordinator. Currently taking HS students to job shadows and programs to expose the young students to these potential workforces. Looking for industry to take on 11th and 12th graders for events and job shadows. Transportation will be taken care of the schools. Would like to have at least one full day of shadow with employers. Goal is to expose students to these programs. ~40 students in welding program currently. * Amber Allen, Eileen, and Charlotte: VVC RAMP UP- $15,000,000 to be shared with partners. Provide funding for curriculum, material, creating pathways from HS to College to Career. * Sandi Thomas, Bryan P. Todd, Roland O’Neal. Programs are growing. From faculty and industry advisory input Sandi and Roland proposed several new programs for consideration from the committee to move forward, there was a consensus that HVAC, Pipe Welding and advanced Industrial Maintenance Electrical and Instrumentation certificates and programs need to be priorities or incorporated into existing programs. There is a need to expedite completion of programs without general education requirements was also expressed. The committee expressed that these shorter term and specialty certificates can help meet industry needs with quicker turnaround time and provide incumbent workers shorter term programs to stay current with emerging technologies and may provide advancement opportunities. Industrial maintenance and electrical instrumentation just approved thru chancellors for programming with cert or degree. Soft skills certificate available. Offering OSHA10 as part of degree. Working 4-week program in summer on manufacturing, soft skills, etc. for 5th and 8th graders. When program started in 2015, was 27 students in cohort. Currently 12 completed the 2-year program. Industry impressed with the students’ level. Offering concurrent enrollment with HS. In fall had 21 high schoolers participated. Also teach a lot of soft skills. Primary concern with aptitude. * VVC: Troy Kuhns. Welding program expanding into fabrication. New building ready at VVC in February. Ribbon cutting soon. Advisory committee for welding. Currently working on 88 hour training through ETP funding. Wants to hear from employers to know what areas of welding to focus on. Curriculum and program should be ready by March. * ETP: 12-20 students to create a program. Students can come from multiple employers combined. * Tyler H. Roger Watt, AVHS, Engineer academy. Academy built on getting hs students interested in the field. Kids may not know full opportunities. Program is based on giving kids baseline knowledge in variety of fields including electronics, manufacturing, etc. Explore different opportunities. * Next potential start date: 3/21/17 - Tuesday | | | | |
| **4.** | **Adjourn – 2:00pm** | | | | |
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\*Completed, deleted or carried forward