



County of Mercer
Workforce Development Board
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WDB Advanced Manufacturing Committee
Mercer County Technical School – Health Occupations Center
January 9, 2017 at 2:00 p.m.

Present: Virgen Velez, Scott Needham, Anthony Carabelli, John Hagemann, Mary Smith-Jones, Ray Vaccari, Maribel Duarte, Cathe Doolan.

1. Welcome

Scott Needham, the Chair of the Advanced Manufacturing Committee, opened the meeting at 2:05 pm.

2. Review of Minutes

Minutes from the November 14, 2016 meeting were reviewed with two (2) corrections:

1. Page 1, last bullet point, declining numbers in manufacturing: 50% changed to 40%.
2. Page 2, 4th paragraph, Megatronics, change to MechaFORCE.

1st motion to approve: Mary Smith-Jones, 2nd: John Hagemann, all in favor and minutes were approved with changes.

3. Report – Recent/Upcoming TIP Events

Ray Vaccari reported that the upcoming Advanced Manufacturing, Targeted Industry Partnership (TIP) event for the Central Region will be held on February 2, 2017 at the Raritan Valley Community College in Somerset County. The committee had a number of questions for Ray about the programs.

What is MechaFORCE?

The purpose of MechaFORCE is to sponsor Registered Internships in Advanced Manufacturing with small companies. MechaFORCE is the intermediary who finds the Intern, draws up the agreements between the companies and the interns, provides and helps to coordinate an approved internship program, and assists with the State and federal reporting requirements.

MechaFORCE is an organization sponsored by Employers but they have applied for a grant from LWD to offset the cost of the overhead. Ray, Sally or Michael Marchetti will rotate reporting from the meetings with the WDB committee. Ray is requesting letters of support for this grant from employers around the State.

Why is it called an Internship and not an Apprenticeship?

An apprenticeship has more overhead and a longer training period (2-4 years). The Registered Internship positions are apprenticeable but of shorter duration. MechaFORCE helps to locate employers for internships, and will outline a curriculum for the skills that will be learned. The internship also has a required 140-hour classroom piece to include subjects such as math, safety, etc. The intern is responsible for payment of the classroom training but can seek outside funds from LWD, Pell Grants etc. The goal of the Internship programs is to hire and train the intern, provide them with incremental increases in pay and, ideally, at the end of the Internship the company will retain them as an employee. The Internships can be combined with outside funding such as incumbent and dislocated worker, on-the-job training funding or other grants that are available to offset employers' costs.

Do you work with DOL to set the standards for training program?

Yes, MechaFORCE will ensure the program gets national accreditation and meets the standards that are set for *O'Net Occupations. County Apprentice Coordinators or related technical instructors also need to be involved.

How will people know that these internships are available?

MechaFORCE has a marketing component called "Dream It Do It". Staff will go to all of the middle schools, high schools and technical schools to speak with the students, counselors and principals about the availability of internship programs and employment opportunities in industry and advanced manufacturing. They would like to make more connections in Mercer County. Through Job Fairs and other events they can spread awareness and information about advanced manufacturing to potential employers and job seekers.

How can the WDB and One-Stop help push the advanced manufacturing agenda?

The Talent Network TIPs and MechaFORCE need to make more connections with employers in Mercer County. Although the Talent Network staff gives their time to developing the programs without the state grant they may need to depend on employers to contribute to funding. Discussion followed about the difficulty of getting lists of employers that includes contact information. Ray will send Anthony the list he has developed of companies in Mercer County with contact information.

The focus of the Talent Network TIP Program has changed with the passage of WIOA. Where they used to work primarily with job seekers they are now driven to develop High Quality Employer Driven Partnerships. They hear directly from manufacturers about their needs, about developing career pathways and developing industry recognized credentials. The targeted partnerships are developed by region, i.e. North Jersey, Central Jersey and South Jersey. Ray primarily focuses on Central Jersey but is developing a new category of Food Processing Manufacturers in South Jersey.

The Advanced Manufacturing Talent Network TIP holds quarterly meetings. Meetings are made up of three (3) committees headed and run by members who are in the manufacturing industry:

1. Outreach: recruiting more employers to join, fundraise, and develop ways to outreach to youth.
2. Career Pathways: highlighting manufacturing, apprenticeship programs and industry valued credentials.
3. Needs Assessments, Marketing and Branding: getting the message out to the public.

LWD would like the majority of committee members to be in manufacturing because there is a concern that when too many schools are involved they tend to push for their own agenda. The eventual role of the TIP is to evolve into a 501(C)(3) organization. The goal of TIP is to assist in getting the organizations together not run them. Ray will continue to get feedback from the meetings and will report to the committee.

Have you considered holding a TIP event in Mercer County?

Yes, it may be possible to host the next event at Mercer County Community College.

Who develops the Agenda for the Meetings?

At present Ray does but the Chair will take over.

How do you work with the Community Colleges?

We expect that coming out of the TIP meetings the manufacturers will ask to meet with Community Colleges. Employers will need to pull them into the process but the Colleges should not drive it. LWD states that the TIPs lead the changes that lead to the Community Colleges.

Will we see some kind of action Plan?

Yes, at every meeting there is an action plan.

For the next WDB meeting can you give an update on what was discussed and what the TIPs are doing with other WDB's, Community Colleges, etc?

Yes, Ray will have Carol McCormick from Camden County Community College give a report.

How are the TIPs funded?

They receive \$300,000.00 grant from NJ LWD that pays for salaries, marketing and limited refreshments for meetings.

How many years is the grant?

The program started in 2012 and Ray has been on board for 4-years.

How do the TDC (Talent Development Centers) fit in?

This is a separate entity from TIP. They receive \$900,000.00 per year and are charged with program and/or curricula development to serve half incumbent worker and half dislocated workers.

4. WDB Draft Plan Discussion – Continuation

Virgen brought the committee up to date on the status of the Local Area Plan. The WDB will vote on the Local Area Plan at the next full board meeting on January 24th at the Sypek Center. The 30-day comment period ends on January 15th and the Plan is slated to be approved by the Freeholders on the 24th. It will be submitted to the SETC on January 31st.

Handout: of Mercer County WDB Local Plan Excerpts: WDB Strategic Vision & Goals

Discussion was focused on the Core Values that will make up the Strategic Vision and Goals for the Workforce Development Board over the next 4-years. Virgen went through the 4 Core Values and the following is a recap of discussion and questions that arose.

Would ultimate coordination come from the TIP?

As long as everyone involved knows the players. We need to work in collaboration with the Talent Networks and bring in County Colleges and Technical Schools as participating partners. An issue identified during the process of writing the plan was the need to coordinate partnerships. The WDB needs to be a part of the conversation during the planning process. Too often we have only found out about programs and grants after they are already in place.

Over the next 2-years we need to concentrate on how to outreach to youth and guidance counselors and schools.

Ray said the TN is developing a Webinar for release in late March. They will target teachers and counselors to introduce them to the jobs that are available in industry and advanced manufacturing. He will give more information on the announcement to the WDB.

Who is the TN working with on this project?

The Department of Education is setting up the meetings with superintendents of middle and high schools. The Webinar will be recorded for any one cannot make the meeting. Virgen suggested that the One-Stop Counselors be involved because they need to be educated about the programs available. There is a need to change the current mindset that only pushes youth to go to college and explore other options and criteria for career placement.

The next committee meeting and subsequent meeting will include more of the Talent Network representatives.

- There was discussion about the need of developing a list of all manufacturers in Mercer County.
- *O Net lists all occupations and all apprenticeship programs but it is difficult to print out.
- Career Connection also has a list available in an Excel File that can be downloaded (also difficult to access).
- Ray said that he will print out a list for the committee.
- Anthony said that Vin Samuel at LWD sends him a CD with manufacturers listed by NAICS Categories.
- It was suggest the committee outreach to various Associations and Chambers to ask for contact information.

5. Committee PY 2016 Goals – Continuation.

Hand Out: WDB Advanced Manufacturing Committee PY 2016 Goals; Excerpts from 11/14/2016 Meeting.

- Need to present opportunities to youth of other career paths available if they choose not to attend college.
- The Boston Study Group states as fact that manufacturing is coming back from China to the U.S.A. over the next 10-years.
- Ray stated his idea for future: A reverse H-IB Visa Program. This program imports trained workers in tech industries from overseas to the U.S. Instead people can come to the U.S. to train workers for industry and manufacturing jobs.
- Continue to identify as many advanced manufacturing jobs in Mercer and then figure out the next move.
- To this end, it was suggested the committee develop a short survey (10-questions or less) to attract businesses to participate.
- Some of these goals are a part of what the Needs Assessment Committee of TIP are looking into.

6. Next Meeting Date

It was established that in 2017 the Advanced Manufacturing Company will meet bi-monthly on the 2nd Monday of the month.

The next scheduled meeting will be: March 13, 2017 at 2:00 – 3:30 at the Health Career Building of the technical School. It is located at 1070 Klockner Road, Hamilton NJ 08619. Mary Smith-Jones will confirm prior to the meeting.

Adjournment

The meeting ended at 3:05 pm