



**WDB Advanced Manufacturing Committee
Mercer County Technical School
Healthcareer Building
March 13, 2017 at 2:00 pm.**



MEETING

Present

Virgen Velez (One-Stop/WDB), Scott Needham (Princeton Windsor Industrial Park), Anthony Carabelli (Mercer County), Keith Seacrest (Kinetics Industries, Inc.), Mary Smith-Jones (MCTS), Michael Marchetti (Manufacturing Talent Network), Sally Nadler (NJ Institute of Technology), Cathe Doolan (One-Stop) and Guest Dr. Jianping Wang (MCCC)

1. Welcome – Scott Needham, Chair

Scott opened the meeting at 2:05 pm and introductions were made around the room.

2. Update of TIP Event - February 2, 2017

Sally Nadler gave an update on the Targeted Industry Partnership (TIP) meeting held on February 2nd at Raritan County Community College. The meeting is structured into three committees and all members participate in one of the three Committees; Industry Needs, Career Pathways and Outreach. Sally is on the Career Pathways Committee and reported on some of the programs on the horizon in NJ.

- Raritan County metal shop program
- Mercer County Community College is on track to open their Advanced Manufacturing Lab
- Monmouth County Community College and High School are partnering with Festo Didactic, located in Eatontown, with Technical Simulator Training.

Questions

1. Does the Talent Development Center in Camden allow access to its Mobil Training Trailers?
Yes, they do but the challenge is finding the trainers.
2. How are the committees doing?
 - Outreach has been challenging because very few employers in small businesses can get away from their businesses to attend.
 - Needs Assessment is also having difficulty attracting employers. They sent out a survey and there was less than 1% response. Now the committee is trying to reach out to employers through ancillary means and contacts.
3. How many of the TIP meeting attendees are employers?
 - Approximately one third of attendees are employers.

3. Upcoming TIP Events/Partnership with other WDB's

TIP meetings are held quarterly and the next meeting will be held in June. When the date is finalized Sally will let the committee know. Dr. Wang offered to host the June meeting as the Advanced Manufacturing Lab is slated to open in May.

Questions

1. Is there anything specific you can report on how the TIP works with other WDB's?
 - Many of the other WDB's attend the meetings and the TIP will usually reach out to the WDB's Business Representative.
2. Is there an agenda item of communication between WDB's Business Reps?
 - The State is looking at "Salesforce.com" a portal of employers with contact information. This is promising because it will attempt to cut down on the redundancy in contacting of employers.

4. MCCC Advanced Manufacturing Lab Update – Dr. Wang

Handout: *Information on Degree A.A.S. Advanced Manufacturing Technology (2-Year program) and AMT Certificate Curriculum (1-year program)*

Dr. Wang gave a comprehensive update on the new lab. The Lab is expected to open in mid-May and is on schedule and on budget. The college has finalized the essential heavy metal equipment bid but will need additional \$100,000 to purchase additional equipment that is not in the same category, i.e. OSHA certification software packages and simulators.

The Lab will be located in the Engineering Building. Engineering is at one end of the hall and Advanced Manufacturing at the other and in between will be the 3D Printer Lab. The layout is designed to enhance the synergy between the departments from designing in the Engineering Department, passing into the 3D Printer Lab and finally into production in Advanced Manufacturing Lab.

Dr. Wang spoke on the Handout explaining that a 2-year Associates Degree will be offered with the AM program. The proposed curriculum offers a general education foundation and an introduction to machine shop techniques and linear circuitry.

The school is developing collaborations with area employers and reaching out to businesses for internship positions stressing the importance of connecting with businesses and developing partnerships to help with investing in keeping the Lab equipment current and up to date. Examples of current partnerships:

- National Security Association located across the street from the James Kerney Campus.
 - They are trying a program where one day per week an expert will come in to give students hands on training.
 - They will also find employers of security guards who do not have the newer skill sets necessary and will develop a program for the to help them update their skills.
- Domain Computers is adding a state of the art program on campus.
 - This program will allow salaried employees to gain the associate's degree necessary to guarantee employment.
 - The program allows them to work a paid internship while studying.

Questions

1. Where do the students for these programs come from?
Hopefully from the employers who have a need for workers to upgrade their skills.
2. Could this technical program be considered a pathway for students coming out of the high schools?
MCCC will help every learner who wishes to get a degree and who cannot afford it. They will look into funding help over the next 5-years to help raise 500,000 to 1,000,000 for scholarships.

Virgen: The State has money available through WIOA Incumbent Worker Training.

Keith: In Mercer there is a core consortium of companies/businesses that provide Apprenticeship training and the college may want to look at employers who are already doing it. The infrastructure already exists and the group has been working together over the past number of years.

Sally: In regard to businesses developing apprenticeship programs, the TIP would be able to serve as an intermediary broker between the businesses, the apprenticeship coordinator, on the job trainer, and develop outside related instruction working with the schools and finding employment. She can also implement programs and assist with finding grants usually for a nominal amount to cover costs.

Dr. Wang: The College can tell you the size of the program, the capacity and internship opportunities. We now have something concrete to start with, the AAS Degree, and we can develop a degree program that can branch into different tracks. They can develop a Meta Major of 5-6 classes everyone must take then you have a little more clarity and idea of where you want to go and to have your input moving forward. Sally added that the Northern region TIP did a basic skills Assessment that could be utilized.

Dr. Wang is encouraging other companies to work with the college. The companies can go to college web site to get more information. She is willing to give an orientation to those who may want more information. The college worked with Amazon. They gave 3 classes to a total of 40 people with the result that more that 50% attained the license.

Discussion

- Most students who attend already have a college degree and are looking for new skills. Not as many students come straight from high school.
- The number 1 complaint among manufactures is the lack of soft skills in new employees, how would the college address this issue? The best way to teach is to put the person in the real world and Dr. Wang believes that an internship that treats you like a real employee is the best way to help someone learn the skills.
- Only 56% of Employers offer education and upgrade programs but 87% said that investing in education is important to growth.

Dr. Wang gave another example of expectations for valued employer partnerships. If an employer is buying 40 machines they can donate 1 to MCCC. The use of this 1 machine can be available for developing a curriculum around the customer service training equipment; employees/students can receive training on this piece of equipment and will have the knowledge when they return to work/or become employed. The employers in turn can offer the students internships and mentorships.

Discussion followed on the problem of schools pushing students into 4-year colleges and not into technical school program. Unfortunately it is an established and important metric is for High Schools to send as many students to 4-year colleges. High School guidance counselors will get a credit for each student sent to a 4-year college. Schools are assessed and measured depending on how many are sent to a 4-year college. If 50% of students are going to a 4-year college and 35% of students will attend MCCC the 35% don't count in the metric because MCCC is a 2-year school.

MCCC offers a Summer Camp to give the youth early exposure to the community colleg. This summer the school is hosting international High School students to attend a Medical Lab. This is designed to expose students to various medical fields; they will receive one course in medical terminology and will attend practical lectures and tours of hospitals. MCCC could develop a new program to include a tour of the Advanced Manufacturing Lab and build in a trip to Liberty Science Center.

Other points of discussion:

- The WDB committees have been talking about holding a Carrier Expo/Fair for the youth in Mercer County.
- MCCC worked with Robert Wood to develop a curriculum for Medical Terminology.
- Last month the Core Consortium of Companies (15 manufacturing companies) in Mercer County worked with parents and educators on the problem of choice after high school and to broaden the definition for Advanced Manufacturing programs.
- In the past if you had attained a 4-year college degree you could count on making a certain salary over your life time but this metric no longer is true.
- What are the choices for students who don't expect to go to college and do not look at what comes after 4-years?
- In 2024 there is expected to be a 38% surge into Advanced Manufacturing programs and Customer Service Skills.

5. Discussion – Technical Service Organization

Handout: *Technical Service Organization*

Keith and Scott have been developing a list of the many skills that accompany employment positions in advanced manufacturing. This list outlined the different areas of employment and basic skill and training opportunities. This is a work in progress and they are seeking input from the college to tweak the information.

6. Review of Minutes

Minutes from the January 9, 2017 meeting were reviewed:

1st motion to approve: Anthony Carabelli, 2nd: Mary Smith-Jones, all in favor and minutes were approved.

7. Announcements/Events/Next Steps

- On March 21, 2017 the NJ Business and Industry Association is hosting a Business Education Summit. Dr. Wang is on the panel "*The Education Equation – Strategies for Retaining New Jersey's Future Workforce*". The location is the National Conference Center in East Windsor NJ.
- [Virgen will look into State funding for Mercer County Community College.](#)
 - [Incumbent Workers](#)
 - [Operating for Jersey](#)
 - [College of Consortium of Employers](#)
- Dr. Wang will assign Dean Winston Maddox to the TIP committee.
- Anthony will reach out to Hutchinson and other manufactures that he has contact with to participate in the AM Committee.
- There was a question about reaching across Mercer County borders to outreach to employers and Virgen said if they have employees from Mercer it would be permissible.

Next Meeting Date

The next scheduled meeting will be: May 8, 2017 at 2:00 – 3:30 at Health Career Building on 1070 Klockner Road, Hamilton NJ 08619. Mary Smith-Jones will confirm prior to the meeting.

Adjournment

The meeting ended at 3:30 pm