



**Mercer County
Workforce Development Board**



**Advanced Manufacturing Committee
Mercer County Community College
Business Building Room BS-128A**

July 17, 2017 at 2:00 p.m.

Present: Members: Scott Needham (Princeton Air Conditioning, Inc.), Chair, Anthony Carabelli (Mercer County Economic Development), Mary Smith-Jones (MCTS), Sally Nadler (Adv. Manufacturing Talent Network), Richard Vanderbilt (MCCC/NJIT)

Staff: Virgen Velez (Acting WDB Director), Maribel Duarte (WDB), Cathe Doolan (One-Stop)

Welcome – Scott Needham, Chair

Scott Needham opened the meeting at 2:09 pm and introductions were made around the room.

Review/Approval of March 13, 2017 Meeting Minutes

Scott asked for any corrections or additions to the March 13, 2017 meeting minutes and hearing none asked for an approval of the minutes.

1st Motion to approve: Anthony Carabelli,

2nd Motion to approve: Sally Nadler

Motion carried and minutes were approved with no opposition.

Update of TIP & Talent Network Events - June 22, 2017

Scott: the TIP meeting held on June 22, 2017 was a good meeting with good attendance and included a team building exercise.

- The 2 chairs of the Outreach Committee stepped down and the committee is actively seeking replacements.
- They are still having difficulty in building the committee with employers because manufactures are not able to take much time off from their businesses.
- For the next meeting all members will invite 2 manufactures to attend.

Sally: A regional challenge has been identified; a need for a supply of qualified workers for manufacturing programs. Benefits of these manufacturing programs include comparatively higher salaries and some programs can lead into Apprenticeships. NJ MechaFORCE Registered Internship Manufacturing (M-RIM) can assist companies with implementing training of employees through working with incumbent workers and new hires.

Sally: Does the Mercer County Technical School Adult program have connections to employers?

Mary: Because the majority of adults are already working in the field the school doesn't do job placement. If any adults do inquire about employment the school has the names of local area companies and manufactures they will recommend.

Sally said the RIM Apprentice programs offered have a dual learning track and the curriculum is based on job titles. A portion of the training is done online with a conceptual classroom learning portion. LWD has a list of over 100 job titles. The RIM Program is in the process of implementing the 1st job titles with employers. This is a flexible program for the training of incumbent workers in what the company needs by utilizing the on-line "Tool in U" in constructing the RTI curriculum.

Questions and Discussion

Could the interview with the employer be akin to an open shop training program?

Yes, they are using this to formalize training programs.

What is the cost to employer?

The employer can get help to pay for outside training if they have a tuition reimbursement program and there is other funding that will help offset cost and also to pay for On-the-Job Training.

Virgen: The State also has a lot of money available for these programs and especially for incumbent worker training dollars. What do we need to do to get the word out that these funds are available?

Anthony: The Unions have their own apprenticeships, are these Apprenticeships supplemental programs?

The Unions have Apprenticeships focused on the construction trades. These Apprenticeships are in manufacturing and most are in non-union shops.

Funding can be leveraged over a number of programs. The Talent Development Centers receive money for training dollars for the seven industry sectors. Funding usually ends in July but there is a question as to whether they received an extension.

Rich: Bucks County Community College offers a 12-week manufacturing training program to students. When they finish training they are ready to directly enter the workforce. BCCC has over 100 manufacturers who will hire them immediately. They also recruit through the Bucks County One-Stop. The program also includes Job Readiness Soft Skills, 30 hours of OSHA training and Forklift certification.

Virgen: Committee should look into LWD National Grant Opportunity (NGO) for funding. Also she will contact her counterpart in Bucks to get more information that we may apply in Mercer County.

Scott: The next Talent Network Summit will be held on August 23, 2017 at the NJIT Campus Center on Bleeker Street in Newark, NJ. The Summit will begin with an open session in the morning on Building a Talent Pipeline with a speaker from the manufacturing industry. There an Expo Area for exhibitors to participate. The afternoon session is closed and only for employers on the topic of Apprenticeship Curriculum. The speaker will talk about the federal government release of money for the National Institute of Metalworking Skills (NIMS), a certifying body, and Jobs for the Future and incubator of apprenticeship programs.

"Dream It Do It" a statewide competition was held. This is geared to Middle and High school students and it was very successful in helping not only the students but also helping the administrators see that these programs are needed.

Mercer County Community College - Advanced Manufacturing Lab Update

Rich has been hired to replace Don who retired. The lab is still in a state of assembly. Some equipment was delivered on May 31st and more is expected the 1st week in August. They expect to finish assembly and testing of equipment in the Lab in the 2 and 3rd week in August. The plan is to have the Lab up and running by September 1st. MCCC will hold the Ground breaking Ceremony on October 6, 2017 which is the date that coincides with Manufacturing Day.

Right now all programs are for credit, two programs include a certification and there is a credit degree program. MCCC is in the process of setting up non-credit training. Noncredit programs will be held during the day and credit program will be in the evening. There is a lot of need for non-credit programs at the entry level. MCCC expects that people who take the non-credit will eventually come back to the school for the credit degree to advance in their programs.

The program will be set up as 12-week rolling enrollment. It will offset the training by offering training to employers who need skills in certain areas. The Talent Development Center offers funding for development of training, recruiting employers, and recruiting employees. MCCC could apply to TDC for funding if they wanted set up a program.

Rich was asked if the school is having trouble finding instructors and administrators. Right now Rich is the only person running the program at MCCC but he does not expect they will have any trouble.

Will the present space fill the needs to the future?

The Lab is good for starting the program but the college knows already that they will soon outgrow the space. They are already looking into future expansion of the program.

Discussion - Career Awareness Activities

Virgen asked for help getting the word out about the Career Awareness Day. The WDB's Youth Investment Council is planning on hosting a Career Awareness Day for out-of-school youth. The program will be combined with representation from the construction trades and hopes to include manufactures as well. The One Stop envisions showing the youth what programs and opportunities are available to them and the role of the One-Stop will be to let the youth know they can help them to get there. The YIC will focus on Out of school youth between the ages of 18 – 24 and is looking at September or October at a date and place yet to be determined. Virgen will prepare a calendar of Youth program activities for the committee.

There will be a separate Career Awareness day for youth who are still in school later in the fall. The One-Stop would like to find a way to reach out to Adults who are already in jobs and have no clue about what jobs or opportunities are available.

Questions/Discussion

Talent Development Center to Sally.

Question on TDC program status, did funding end in June or was there an extension? Not sure will find out for next meeting.

How many people can the classes accommodate? The TDC Class needs to have a minimum of 10 people.

For the next meeting; the State is putting out the TDC RFP and whoever gets the award will be invited to the next Advanced Manufacturing meeting.

General Discussion

BCCC Program to Rich

Maribel asked what background do youth need to enter the Bucks County College program.

- Student between ages 20 – 45 years old,
- Should have at minimum simple technical skills,
- Will need OSHA and Forklift training
- Must be ready to enter employment at the end of training.
- It is not unusual to start out with 50 recruits and after testing end up with 10
- Manufactures will give students a personal interview at the end of their training
- Aptitude test and drug test will be given prior to employment

Virgen added that if Mercer does start up this program the One-Stop could help by doing drug testing and raising of TABE levels. This may also help with the employer's probationary period.

Announcement/Events

- August 23, 2017 Talent Network Summit Meeting at NJIT in Newark
- Youth TBD on a Saturday October 7, 2017
- MCCC Advanced Manufacturing Lab Opening September 1, 2017

Next Steps

- Anthony has been in contact with Hutchinson and they are interested in finding out more about the committee
- Virgen is still trying to get a contact at KNF and is reaching out through Dana and Kim at the Technical School.
- Scott asked if manufactures whose business is in Burlington County can be invited to participate. Virgen said yes if he hires employers from Mercer.
- Sally said the Burlington County offers a Boot Camp for Soft Skill training and she will try to get the curriculum. It is 48 to 50 hours on-line training.

Next Meeting Date

The next scheduled meeting will be: September 11, 2017 at 2:00 – 3:30 at place TBD.

Adjournment

Rich took the committee on a tour of the Advanced Manufacturing Lab and classroom and the meeting ended at 3:25 pm