



**Mercer County  
Workforce Development Board**



**Advanced Manufacturing Committee  
Mercer County Community College  
Administration Building Room 234-A**

**September 11, 2017 at 2:00 p.m.**

**Present:** Members: Scott Needham, Chair (Princeton Air Conditioning, Inc.), John Hagemann (Express Employment Professionals), Michael Marchetti (NJIT & Advanced Manufacturing Talent Network), Richard Vanderbilt (MCCC/NJIT)

Guests: Dr. Jianping Wang (MCCC President), Ed Gwazda (MCCC VP College Advancement)

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

**Welcome – Scott Needham, Chair**

Scott Needham opened the meeting at 2:16 pm and introductions were made around the room.

**Review/Approval of July 17, 2017 Meeting Minutes**

Scott asked for any corrections or additions to the July 17, 2017 meeting minutes and hearing none asked for an approval of the minutes.

1<sup>st</sup> Motion to approve: Scott Needham,

2<sup>nd</sup> Motion to approve: Rich Vanderbilt

Motion carried and minutes were approved with no opposition.

**Update – MCCC Advanced Manufacturing Lab**

Dr. Wang and Ed Gwazda from Mercer County Community College were in attendance to give an update on the Advanced Manufacturing Lab Open House to be held on Friday, October 6, 2017.

*Handout: High-Technology Workforce Development Ribbon Cutting & Open House Flyer*

Dr. Wang said the focus of the Open House changed from just Advanced Manufacturing to High–Technology Workforce Development to encompass the new programming partnerships that MCCC has developed. Some of the programs that will be highlighted at the Open House:

- ABJ Drone Academy developed in partnership with ABJ Drones located in Cranbury NJ. MCCC will apply their existing FAA Pilot licensing program for students to become certified drone operators. This program has industrial and agricultural applications and students will graduate not only as certified drone operators but will also have knowledge of how to build, program and repair the drones.
- Domain Tech Academy of Mercer, developed in partnership with Domain Computer Services, is a computer technology start up academy for training qualified IT people. MCCC outfitted the space at the College to the Domain's specifications and hired a director who was an MCCC graduate. This is a "learn and earn" program that offers students an internship (\$14.00 an hour) at Domain while attending MCCC for computer technology. At graduation they will be offered a job at Domain.
- Smart Homes Demonstration developed in partnership with Security Industry Association (SIA) the students learn technology for installing, monitoring, repairing and generating data for home security and breach vulnerability's. SIA has invested their own instructors at MCCC to train the students.
- Mobile Digital Productions and Broadcast Studio will showcase the Open House event through demonstrations and by recording and live streaming the event. MCCC received a \$100,000 grant from Dow-Jones who donated the vehicle that will be used at this event.

## Discussion

- Invitees to the Open House will include dignitaries, businesses, a congressional leader and a senatorial representative.
- Ed asked the committee members to help them get the message out and to give MCCC relevant contact information.
- The Talent Network and Targeted Industry Partnership offered to help get the message out.
- MCCC has marketing materials targeted to high schools.
- Programs can be developed for the incumbent worker employee who needs retraining and for employers who have employees that need up to upgrade skills.
- Dr. Wang said that Community Colleges must change what they do - they need to listen to businesses to see what their needs are and work with them to supply it. The colleges can customize training to what the employer needs even if it is only 1 or 2 courses.
- Virgen added that WIOA has funding to serve the incumbent workers.
- More businesses need to hear the message of Mr. Rashad (Domain) has had and experience the quality of education offered by MCCC.

## Out-of-School Youth & Adult Career Awareness Event – Employer Involvement

Virgen gave the committee an update on the Career Awareness Event is being planned with the Youth Investment Council (YIC). Initially the event was to focus on Construction Trades but is now including Advanced Manufacturing and Industrial as well. The event is designed to showcase employment opportunities available to youth/ adults and a path for obtaining the goal. Everyone who wants information can get it. If the youth are not ready for entry into training programs they can be referred to the One-Stop OSY vendors for a high school equivalency and job readiness skills.

Dr. Wang volunteered **Savada Verdoloma** to attend the next YIC planning meeting. The college would like to participate as they also offer a high school equivalency program and are able to do on-site registration at the event. She stated that there is a need to change the way things are done with Higher Education. It has to be able to serve the economy and the needs of businesses. A college education has to be relevant and not just about receiving a credential. Dr. Wang went on to describe innovative partnerships that MCCC has developed:

- MCCC had a need for student housing and Rider University offered housing with meals and a shuttle service to Quakerbridge Mall for the bus connection to MCCC at a cost of \$10,000.
- MCCC just teamed up with Piermont Airlines and will send up to 100 veterans who are Helicopter Pilots to be retrained and certified as pilots and all costs are covered by Piermont.
- **Hamilton GBG** offers a Medical Billing and Coding program with paid student internships.
- The college will be meeting with PSE&G who has a need to replace aging gas pipe infrastructure with newer technology and the college will work with them.

## Update of TIP & Talent Network Events – August 23, 2017

Michael Marchetti gave an update on the Talent Network Summit held on August 23, 2017 at the NJIT Campus Center in Newark, NJ. He said it was a good program and there were about 300 people who attended and some of the highlights were:

- Virtual CNC Machinist learning software program that can be productive right off the terminal.
- Legislative group trying to improve NJ's position in manufacturing and they will hold town hall meetings throughout the state.
- Manufacturers will get together with lobbying groups to address needs.
- Sally Nadler gave a workshop on Apprenticeship programs.

*Handout: NJ MechaFORCE Innovative Apprenticeship Program Flyer*

## TIP Discussion

- There been much uptake on the Apprenticeship programs and the TIP will be working on that next week.
- They have all of the program pieces but have to work on developing and presenting a cohesive plan.
- The apprenticeship programs will be nationally recognized.
- The TIP's are able to create new apprenticeship programs as they are needed and are able to craft new program off of the existing formats.
- The Trade Unions may be threatened by these apprenticeship programs but this is a necessary and positive change.

## Other Discussion

- Michael said he has a concern that High School Guidance Counselors are only pushing their own agenda and not offering youth any vocational alternatives. He said the TIP offered a Webinar to DOE that could have upwards of 1,000 attendees. The Webinar highlighted the thousands of manufacturing jobs that need to be filled. Only 32 people showed up because they were not allowed to market the event to DOE.
- Virgen suggested that the change has to happen at the Department of Education. They have to be made aware that the economy and employer needs are changing. The schools are graded on a Metric based on how many students go to college with no follow up on how many get employed. She said that Mercer County's Career Awareness Event was initially only focused on youth in Trenton. The YIC decided to expand throughout Mercer County with more focus on Hi-Tech industries, Advanced Manufacturing along with the Construction Trades.
- Scott offered that a large problem is that there is still a stigma attached to manufacturing job by parents.
- Rich suggested that MCCC could offer a Hospitality Group Luncheon for all guidance counselors and Superintendents with a sales pitch for Advanced Manufacturing along with a tour of school and classes offered.
- Scott suggested that changes need to be made to the White Pages document that guides the schools and counselors.

## Bucks County Community College Meeting/Visit

Virgen had contacted her counterpart in Bucks County. They are working on a connection for the 2<sup>nd</sup> week of October Workforce Development Board meeting. She asked Rich what was the WDB's role in developing this program and how did they go from 16 the employers to 100?

Rich said that the school did all of the initial coordination. They held quarterly Open House Sessions for students and employers and recruited for the next semester. From there it spread by word of mouth and ongoing recruitment efforts and by working with employers built an employer's list.

## Points of Discussion to Explore Developing a Program in Mercer County

- Students have taken the course and will do hands on things. Reading and Math levels measured from basic skills test at a certain level they should be able to.
- Soft skills issue is the biggest need from employers.
- Youth need to develop interpersonal skills as well because so much is done on-line they don't know how to interact with people.
- Developing a special course for Job Readiness and Basic Skill would be valuable to an employer.
- Virgen asked how would we get the program started and Rich suggested that she talk to someone in the non-credit program and also speak with Leah Pontani.
- The BCCC program offers basic skills with an OSHA certification and students can come back for more training as needed.
- Virgen said the State offers National Grant Opportunities (NGO) and we could get a consortium of employers together and come to college for help to design.

## Announcements – Events – Next Steps

Committee involvement in marketing of MCCC Open House Event on October 6, 2017 and MCCC needs to send image to committee members so they can send the announcements to their contact lists.

Next Committee Meeting will include Bucks County Workforce Development Board Director.

## Next Meeting Date

The next scheduled meeting will be: November 13, 2017 at 2:00 – 3:30 at MCCC with room number TBD.

## Adjournment

The meeting ended at 3:13 pm