



**MERCER COUNTY  
WORKFORCE DEVELOPMENT BOARD**

***Advanced Manufacturing Committee***  
May 14, 2018



**MCCC @ West Windsor  
Administration Building 234-A**

**Attendance**

**Members:** Scott Needham, Chair (Princeton Air), John Hagemann (Express Pros), Winston Maddox (MCCC), Leah Pontani (MCCC), Keith Secrest (Kinetics, Inc.), Charles Whalen (CWA Local 1036)

**Staff:** Virgen Velez, Maribel Duarte

**Welcome**

- Scott Needham welcomed the committee and roundtable introductions were made.

**Review/Approval of January 22, 2018 Meeting**

- Charles Whalen made 1<sup>st</sup> motion to approve; Leah Pontani made 2<sup>nd</sup> motion to approve

Scott carried the motions and minutes were approved

**Career Exploration Fair [April 4, 2018]**

- Scott was pleased with the turnout of unions and attendees at the event
- Charles has not received any follow-up from attendees; Scott received two contacts and was interviewing an individual this week
- Virgen estimated 150 were in attendance (no contact info was collected)
  - Event was a good introduction to One Stop services to employers and unions that were not aware of benefits available to them. It was also good to build relationship for possible WDB recruitment – Scott is following up with Lawrence Mold & Tool and Nothelfer Winding Lab to determine their interest in joining the committee
- Virgen asked Charles if a OS representative can attend a Union meeting to make a presentation; Charles will follow-up with Wayne D'Angelo (Assistant Business Manager, IBEW Local 269)

***Apprenticeship Discussion***

- Charles stated that an aptitude test is administered to potential students who must achieve a minimum score in order to move onto the interview phase. He will bring more information to the next meeting
  - The "Work Keys" is the tool used to measure an individual's reading and math comprehension
  - Aside from not meeting aptitude test requirements, additional barriers to entering an apprenticeship/union include not possessing a valid driver's license and not passing the drug test
- Virgen stated that the One Stop can assist potential students to prepare for the aptitude test by attending the OS Literacy Lab
- Currently, there are no plumbing or welding courses offered at the Mercer County Technical Schools. Virgen will reach out to Mary Jones, County Apprenticeship Coordinator to attend meetings to keep the group informed of what's going on at the vocational training school and with apprenticeships.

- At the next Youth Investment Council (YIC) meeting, suggestions will be taken as to how we can continue to expose youth, especially high school seniors to the advanced manufacturing field (i.e. evening events?) – Charles suggested Trades representatives continue to attend as many events as possible
  - Since no “dropout list” exists due to privacy issues, it is important that we build relationships with guidance counselors to give information packets (prepared by OS) to students whom they identify at possibly leaving school and/or those not on college track
    - A mechanism to recruit MCCC students who discontinue their studies should also be explored
  - Kendra Lee, OS Youth Manager, plans to attend an upcoming high school guidance roundtable meeting to share all the opportunities in the Advanced Manufacturing field; Virgen will share her experience at the next meeting
  - Keith suggested we utilize different marketing tactics to high schools; take the approach that exploring/entering Advanced Manufacturing industry can lead to college via an apprenticeship
    - Unfortunately, as per Leah, community colleges do not have the ability to offer apprenticeship programs; students would have to go through the technical school
- Middle school students need to be part of the equation to ensure they receive relevant information to make informed decisions about their high school majors/electives.
- Ultimately, the hope is that the NJ Commissioner of Education in conjunction with the NJ Department of Labor, will spearhead efforts to systematically infuse information into middle/high-schools regarding the Advanced Manufacturing field and its career ladders

#### **Update – MCCC Advanced Manufacturing Training**

- The college is in its 4<sup>th</sup> round search for an instructor for its 12-week/entry Level 1 Advanced Manufacturing program
  - Once a NIM certified instructor is hired, then MCCC will be evaluated to receive NIM certification status. The shortage of NIM certified instructors is a key barrier to offering courses/programs
- An off-site certification program for 10 students is slated to begin on June 4<sup>th</sup> at Amazon’s facility; it will end in Oct.
  - Dr. Maddox commented that obtaining raw materials for use in Advanced Manufacturing lab can be a challenge at times due to cost. Charles asked for list of desired materials for him to reach out to businesses/unions on the college’s behalf

#### **Discussion of Training – Certified Logistics Associate / Logistics Technician**

Combined training is 70-hours over 3 weeks; cost of \$3,000 pp. Graduates can earn upwards of \$16.75 per hour to start

- Training will result in an industry recognized credential (shipping/receiving field)
- Virgen and Leah will discuss creating a pipeline for graduates to obtain employment (in lieu of going thru temporary staffing agencies)

**NEXT MEETING DATES ♦ July 9, 2018 and September 10, 2018**

Time: 2:00 P.M. ♦ Location: MCCC (AD 234-A)