Manufacturing Roundtable of Ventura County

August 17, 2012
7:30 a.m.-10:30 a.m.

Haas Automation, Inc.
2800 Sturgis Road, Oxnard, CA

AGENDA

7:30 a.m.
Registration and Breakfast
Host: Economic Development Collaborative-Ventura County

8:00 a.m.
Welcome and Introductions
Bill Pratt

3:15 a.m.
Framework for a Competitive Manufacturing Workforce
Alex Rivera

8:30 a.m.
Workforce Development: A Smart Investment
Tavi Udrea

9:15 a.m.
Discussion: Opportunities and Next Steps
Bill Pratt
- Manufacturing Roundtable Organization
- Manufacturing Roundtable Meetings
- LinkedIn Communications

9:45 a.m.
Next Meeting: October 5, 2012
Tavi Udrea

9:50 a.m.
Networking

10:30 a.m.
Adjournment

The Manufacturing Roundtable of Ventura County is a professional forum for collaboration on regional manufacturing strategies to retain and grow local businesses in a competitive global market. Areas of focus include workforce skills development, market identification, resources, and regulatory environment. For more information, please visit the Manufacturing Roundtable on LinkedIn or call (805) 477-5306.
MANUFACTURING IN VENTURA COUNTY: COMPETING IN TODAY'S GLOBAL MARKET

Date:
Friday June 8, 2012

Sponsored By:
Ventura County Community College District

Hosted By:
Haas Automation, Inc.
2800 Sturgis Road
Oxnard, CA 93030

Registration:
7:30 a.m. - 8:00 a.m.

Program:
8:00 a.m. - 10:00 a.m.

R.S.V.P.
by June 4, 2012
Kelly Noble
EDC-VC
(805) 384-1800 x21
Kelly.noble@edc-vc.com

Please Join Us in an Executive Round Table To Discuss:

- Workforce Skills Development
- Market Identification
- Resources
- Regulatory Environment

Breakfast Provided
MANUFACTURING ROUNDTABLE
June 8, 2012
Haas Automation, Inc., Oxnard

 Participating Manufacturers
- Alcoa Fastening Systems
- Amgen, Inc.
- Applied Powdercoat, Inc.
- Clean Diesel Technologies, Inc.
- Cosmetic Specialties International
- Crime Point
- ECA Medical Instruments
- Gold Coast Erectors
- Haas Automation
- HHG Manufacturing
- Jaxx Manufacturing
- Kinamed, Inc.
- Makino
- Meissner Filtration
- PBS Biotech
- Pentair Water Pool & Spa
- Performance Materials Corporation
- Roklin Systems, Inc.
- Sessa Manufacturing
- Transonic Combustion, Inc.

 Maria Calderas, Kristin March, Ali Motamedi
 Jerod Price
 Vic Anselmo
 Jimmy Blanchette, Alex Rivera
 Chris Gedwed
 Dan McLeod
 Jim Schultz
 Patrick Gallagher
 Tavi Udrea, Peter Zierhut, Kim Reed
 Erik Hughes
 Gregory Liu
 Bill Pratt
 Rob Wood
 Chris Meissner
 Brian Lee
 Jimmy Fitzpatrick, Michelle Newbury
 Anil Sharma
 Tamar Swan
 Michael Sessa
 Wolfgang Bullmer

 Other Participants
- Economic Development Collaborative–Ventura County
- Ventura County Civic Alliance
- Ventura County Community College District
- Workforce Investment Board of Ventura County
- Ventura County Office of Education

 Bruce Stenslie
 Jerry Beckerman, Kay Faulconer Boger, Tracy Perez
 Sharon Dwyer
 Cheryl Moore, Theresa Salazar Vital
 Peggy Velarde

 Presentation: Overview of Manufacturing in Ventura County
- Bruce Stenslie

 Panel: Manufacturing Workforce Challenges and Opportunities
- Patrick Gallagher
- Ali Motamedi
- Peter Zierhut

 Facilitated Discussion: Manufacturing Workforce Issues in Ventura County
- Alex Rivera (Chair, Workforce Investment Board)
Discussion Notes

- Hard-to-Fill Jobs in Manufacturing
  - Dimensional Inspector
  - CNC Programmer
    - Conventional machines
    - Specific machines
    - Fabrication
  - Leaders of front-line people
    - Supervisors
    - Mentors
    - Developing the next generation of leaders
  - Automation technicians
  - Product inspectors
  - Clean room
  - Code of ethics
  - Lean manufacturing principles
  - High tonnage tool and dye
  - Process technicians

- Basic Skills Needed in Manufacturing
  - Basic math, reading, alphabetical filing
  - Personal hygiene
  - Critical thinking
  - Work ethics
  - Common sense
  - Pro-active/initiative/self-actualizing
  - Interested in learning
  - Continuous process improvement
  - 6-Sigma principles/practices
  - Basic computer skills
  - Computer works systems

- Workforce Challenges in Manufacturing
  - Experienced/mature people in the job market who lack new technology skills
  - Inexperienced/less mature people with new technology skills
  - Change in structure of running the business: fewer middle managers, resulting in a shift of problem-solving responsibilities from middle management to shop floor
  - People not trained (or rewarded) for problem avoidance (vs. problem solving)
  - General misperception of manufacturing—attracting talent in a “misunderstood” industry: developing an awareness that people from different disciplines and with multiple skills can have a rewarding career

- What Manufacturers Can Do to Attract and Retain Talent
  - Develop a positive corporate environment/culture
  - Develop talent (once they have the basics)
  - Train and apply lean manufacturing principles to mitigate risk
  - Access local economic and workforce development resources
  - Engage/grain all levels in problem solving and problem avoidance
Ideas for Next Steps

- Summarize today’s ideas.
- Reconvene as a group to continue the discussion and decide how to proceed.
- Look at how to raise manufacturing career awareness with youth, job seekers, and other members of the community.
- Post information about manufacturing internships online. (Haas volunteered to coordinate the list.)
- Set up a group on LinkedIn.
- Participate in grant proposal being developed by Ventura County Community College District.

Feedback on the Meeting

- Enjoyed learning about other businesses and would like to hear more
- Good investment of our time today—shows that we’re committed
- Need to create awareness of manufacturing opportunities in our community—and do it effectively/efficiently
- Need more time to network