



ACCOUNTABILITY

TRANSPARENCY

SIMPLICITY

South Central Coast Regional Consortium (SCCRC)

October 2nd, 2018
 at Embassy Suites
 39375 5th Street, Palmdale, CA

SCCRC MICRO-REGIONAL STAKEHOLDER MEETING—MINUTES

9:00 – 9:30 AM **Breakfast**

9:30 – 9:45 AM **Welcome, Introductions and Overview of Meeting**
 (Luann Swanberg, Director/Chair SCCRC)

SEE ATTENDEE LIST ATTACHED

9:45 – 10:15 AM **Spotlight on Antelope Valley College and College of the Canyons**
 (Laureano Flores, Dean of Career Technical Education and
 Harriet Happel, Dean of Career and Technical Education)

- Luann provided a short PPT overview (attached)
- Harriet presented about COC offerings and new initiatives
 - Parents want their children to be engineer, doctor, nurse or teacher
 - Out of more than 1,000 students who apply for nursing, the college can only take 50 per year. The Strong Workforce Program allows those students to explore other options in the Healthcare field. How do we communicate that to parents? This is an image issue. The jobs that we need to build today to meet demand, do not require a 4-year degree.
 - What makes the student ready?.....Experiential learning. If a student had some form of work-based learning, they were more likely to become and stay employed and more likely to promote and move up in the company. We need to embed experiential learning in our postsecondary curriculum.
 - COC is using SWP funds to establish a solid framework for experiential learning that begins in kindergarten. We must begin to do career awareness as soon as they enter into the school system. There are key skills to be captured in K12.
 - COC is asking their industry partners into the classroom. Commitment which is under 20 hours with K12 students. In postsecondary, students begin a Guided Pathway.
 - Civic engagement—helping the student find their voice to be a good corporate citizen. Communication skills are critical.





- Community-based learning, work-based learning, internships – 60 to 75 hours (or work experience), apprenticeships.
- COC strong workforce funds will be used to embed experiential learning into the curriculum.
- Feedback to the above from an attendee who teaches in a master’s program, that his students—with bachelor’s degrees—can’t write.
 - COC is embedding professional skills into their experiential learning.
- Laureano Flores presented about Antelope Valley College:
 - Harriet’s presentation provided the background of today’s meeting—how to make our programs better.
 - AVC provided a handout of PPT slides (attached)
 - AFAB is Airframe manufacturing—about 400 students in the program with almost all placed in jobs.
 - AVC is one of the 15 colleges in the state to offer a bachelor’s degree—currently, 13 students who will soon graduate.
 - Wants to put emphasis on K12 partners. We need to reach out to build the pipeline of students.
- Feedback from industry—we need to create a “**full-demand system**”—need to work closer to create the pipeline. Edwards AFB suggested that industry get together to work on creating this system. Industry has a “lapse rate” which he says is “his problem.” Wants to mentor and grow down into the school district.
 - Millennials don’t think like other generations. Employers need to look at how to cultivate this talent pool and how to work with them.
 - Diane Walker mentioned that K12 is embedding into many classes.

10:15 – 10:25 AM Transition into Table Groups
 (Adele Hermann, Director, South Central Coast Regional Center of Excellence)

10:25 – 11:00 AM Table Top Discussions

1. What are the top technical skills needed in your industry?
2. What are the top professional skills needed in your industry?
 - a. Which skills do you see graduates being prepared for?
 - b. Which skills are graduates lacking?
3. Are there occupations/roles you struggle hiring for/finding qualified candidates for?
4. What programs/courses/training experiences are needed to fill the gaps?
 - a. What trends do you know are coming that graduates need to be prepared for?
 - b. How can the K12 partnerships be leveraged to meet demand?
5. Work Based Learning – Industry - What do you need to host Work Based Learning at your site?
 Colleges - What do you need to facilitate Work Based Learning?
 - a. Are there career technical student organizations that can be partnered with?

11:00 – 11:20 AM Report Outs
 (Diane Hollems, Co-Chair SCCRC)





Table 1

- Professional Skills – improper use of cell phones and texting
- How do we equip elementary and middle school teachers to know about careers and inform their students
- Industry looking for entry-level and some middle management
- Don't necessarily need a 4-year degree. Do need experienced technicians for General Avionics, but other aerospace need entry-level positions. How do you get students interested in these positions?

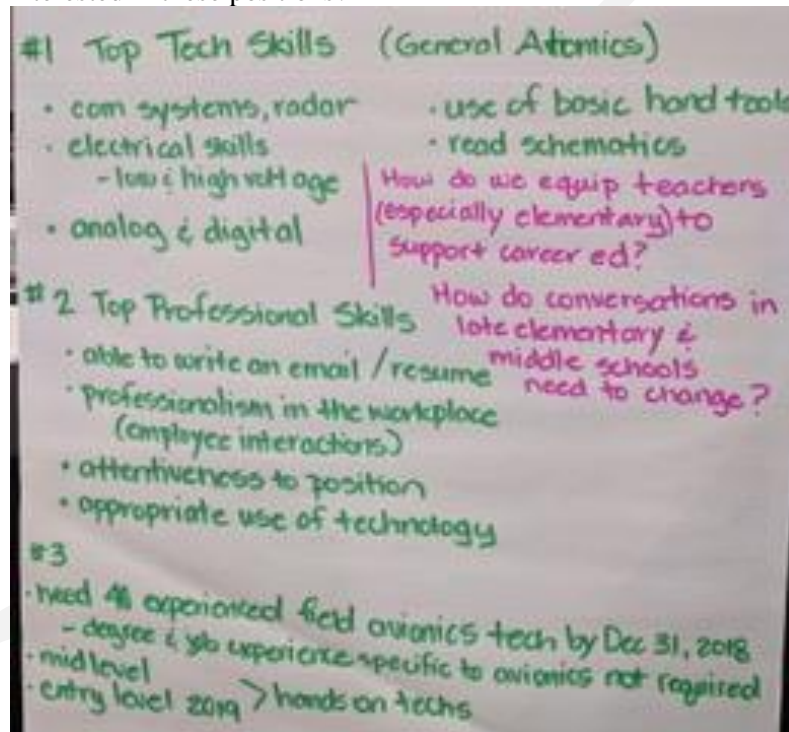


Table 2:

- Computer skills---internet, keyboarding, software, loading & programming, measuring, metrics, promethean software,
- Top professional skills—lacking in communication—interviewing, relationships, problem-solving, diversity, critical thinking, respect and courtesy, entitlement, not asking the right questions, combative vs. productive mindset, professional dress code and leadership skills
- What skills graduates are being prepared for: social responsibility, multi-tasking, outspoken, challenging the status quo, innovative, and an emerging entrepreneurial spirit.
- Electronics, techs, and mechanics, theory, composite tech, and IT—some also cross-over into soft skills,
- To fill the gaps—apprenticeship, work-based learning, teamwork, magnet academy, teamwork mindset, community partnerships needed to fill gaps.
- Industry agreed that work-based learning can be challenging (worker's comp issues), need to align with academia
- K12 pathways needed



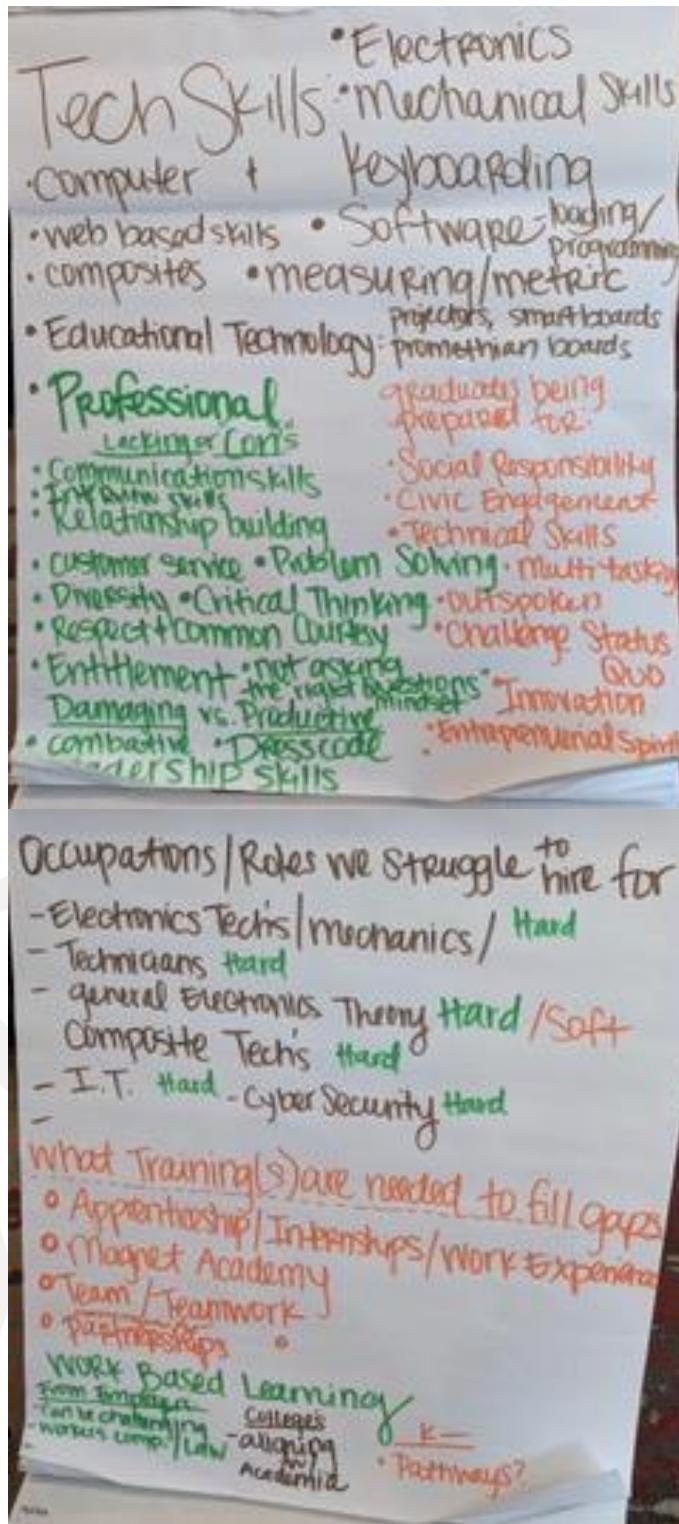




Table 3

- Hard skills in construction and certifications needed. Ways students can get these skills. Need to teach life-long learning from an early age.
- Another gap is when an employee transitions to management—communication, supervision, business writing, etc.
- Career awareness and exploration needs to be made available – teacher externships are needed, more cross-segmental communication (parents, students, education, employers). Everyone needs to understand challenges
- Artificial intelligence challenges moving forward and how to prepare
- Work-based learning (worker’s comp can be covered, but maybe employers don’t know that)
- Student organizations exist at both secondary and postsecondary levels and students get skills there
- Students need to understand that they can graduate without debt, etc. Guided pathways will help with this.
- Must change our mindset beginning at K12 to focus students that all colleges are focused on careers!! Must be communicated to parents—how to educate parents.

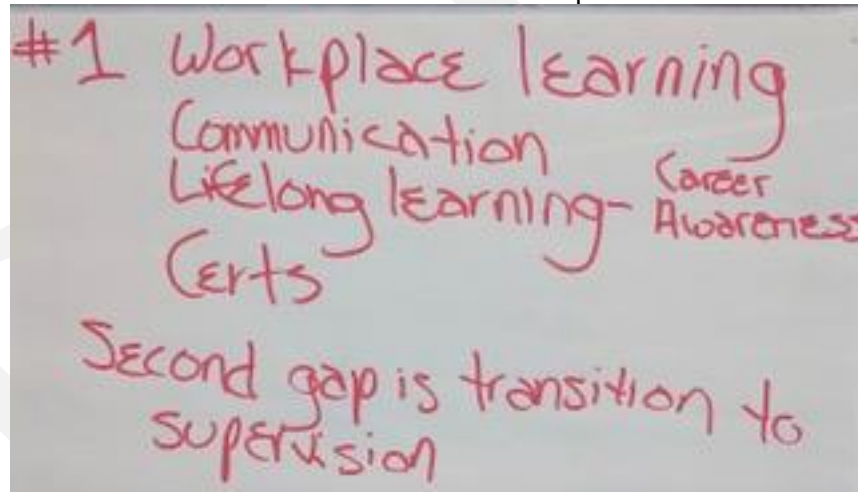


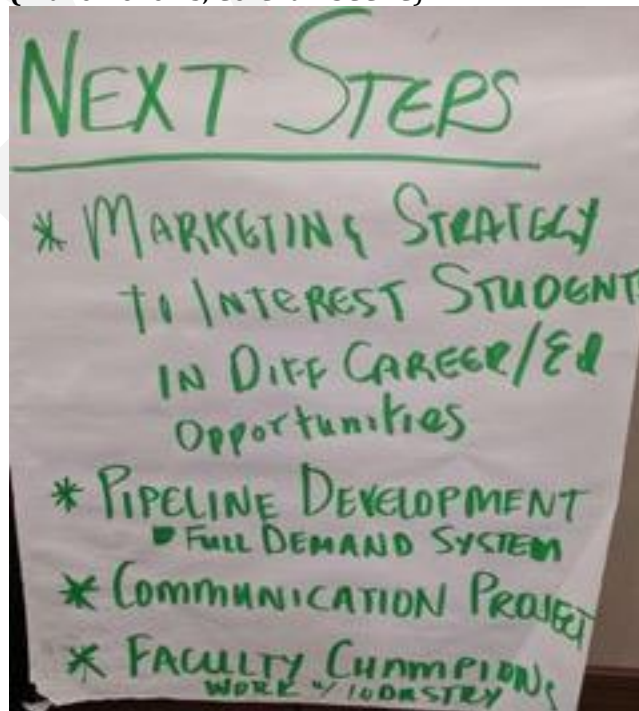
Table 4:

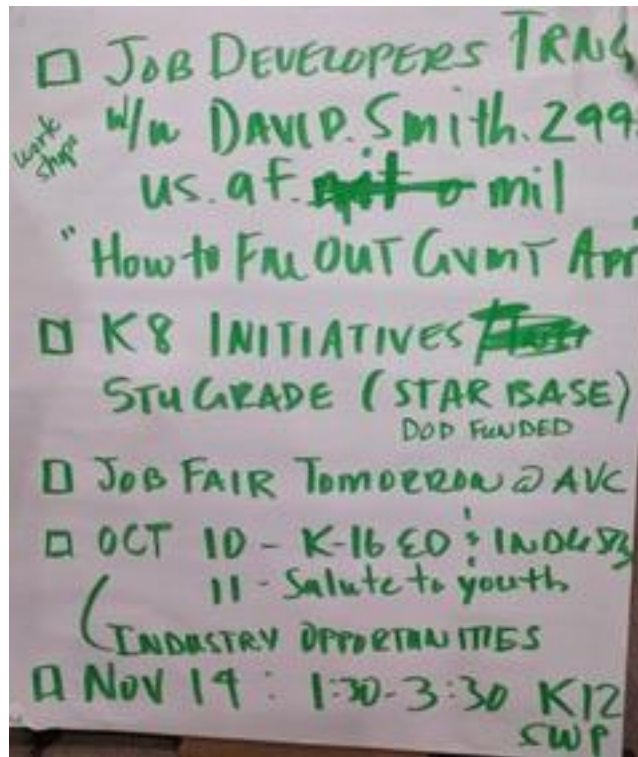
- Understanding of basic science and technical writing
- Time management, networking, dress, etc
- Ownership of job, team-oriented, drug-testing (consequences)
- Engineers hard to hire, support services and technicians hard to hire
- To fill the gap—work-based learning and partnerships and certifications
- College advisory committees meet once a year—in aeronautical program at AVC, she meets with her partners once a month and asks “what works—what’s not working” then adjust the curriculum. Faculty members must be willing to be flexible. Need an industry and a faculty member champion in order to respond to change.





11:20 - 11:30 AM **Wrap Up and Next Steps**
 (Diane Holles, Co-Chair SCCRC)





Next steps:

Laureano—three micro-regions. Working with specific industry sectors. At this meeting the theme is manufacturing. Both colleges working with K12s.

How can we combine efforts to inform constituent groups?

David Smith - Don't put leaders in the room, convene the middle management to solve the problem, rather than go to them and tell what to do, let them come to us. Consider google sprint

Harriet - Train job developers in how to complete a government application – Work with David Smith – david.smith.299@us.af.mil

K-12 needs to be held accountable, we do have a role in preparing them. Love to hear how you are working with K-8, not just K-12. Need to get K-8 on board with this, career education.

David Smith – Star Base program powerful tool bring 5th grade class to AFB, during the school year, augments their education, fully DOD funded.

Job Fair at AVC tomorrow– invited David Smith to the job fair, focus on support with Federal Applications. He is going to be there.

Diane Walker – October 10th – bimonthly meeting of career prep council. EOM, board of trade committee as well in Lancaster. Get K-16 educators and industry to





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discuss workforce development issues. Next day is the Salute to Youth event, career readiness - industry provides interactive activities, etc. Cross-sector communication at these meetings as well as industry tours.

Luann shared about K-14 SWP event on November 14 in Santa Clarita – exact location TBD.

Diane Hollems – Parent understanding and counselor understanding of what we are doing, it all leads to a career. Changing the mindset is very important.

Amanda took notes on workgroup interest (see list of workgroup volunteers attached).

Noon

Box Lunch Available



Doing What MATTERS for Jobs and the Economy, California Community Colleges
www.doingwhatmatters.cccco.edu

www.sccrcolleges.org



SCCRC Palmdale Micro-regional Stakeholders Meeting

October 2, 2018

Sign-in Sheet

	Name	X	Job Title	Agency Name	Email
1	Bastine, Mike	X	DSN Advanced Manufacturing	College of the Canyons	michael.bastine@canyons.edu
2	Baumann, Joe	X	Director, Institutional Research	Antelope Valley College	jbaumann1@avc.edu
3	Blasberg, Regina	X	CTE Liaison/ Faculty	College of the Canyons	regina.blasberg@canyons.edu
4	Bormann, Greg	X	Dean, Heath and Safety Sciences	Antelope Valley College	gbormann@avc.edu
5	Buehn, Anna Lee	X	Antelope Valley Board of Trade	Executive Director	anna@avbot.org
6	Clinton, Maria	X	Department Chair Aeronautical Sciences & Technology	Antelope Valley College	mclinton@avc.edu
7	Cotti, Nadia	X	Program Specialist	William S. Hart Union HSD	ncotti@harddistrict.org
8	Dibbini, Sally	X	Coordinator	Antelope Valley Adult Education	sdibbini@avhdsd.org
9	Dunagan, Jeffrey	X	Program Manager - Avionics	General Atomics ASI	Jeffrey.Dunagan@ga-asi.com
10	Emery, Jennifer	X	Human Resources Director	Palmdale Water District	jemery@palmdalewater.org
11	Flores, Laureano	X	CTE Dean	Antelope Valley College	laflores@avc.edu
12	Gaines, Barbara	X	Director of Curr & Inst, Middle Grades	Palmdale School District	begaines@palmdalesd.org
13	Happel, Harriet	X	Dean of Career Technical Education	College of the Canyons	harriet.happel@canyons.edu
14	Heasley, Rocio	X	Project Supervisor	Antelope Valley College	rheasley@avc.edu
15	Hemstreet, Mark	X	CEO	Lancaster Chamber of Commerce	mark.hemstreet@lancasterchamber.org
16	Hermann, Adele	X	Director	Center of Excellence	ahermann@vccd.edu
17	Hickling, Norm	X	Director Development Services	Antelope Valley Transit Authority	nhickling@avta.com
18	Hollems, Diane	X	Co-Chair	SCCRC	diane.hollems@gmail.com
19	Klein, Mitch	X	IBEW Local Union Representative	Building Trades	klein@IBEW11.org
20	Lake, Amanda	X	Consultant	SCCRC	amanda.j58@gmail.com

21	Mitchell, Joanna	X	Career Development Program Specialist	LA County Office of Education	mitchell_joanna@laco.e.edu
22	Nolan Chavez, Holly	X	DSN, Ag, Water, Environmental Tech	Allan Hancock College	hchavez@hancockcollege.edu
23	Rivas, Sarah	X	Job Developer	Antelope Valley College	srivas7@avc.edu
24	Smith, David	X		Edwards AFB	david.smith.299@us.af.mil
25	Steinberg, Ann	X	Director of Job Placement	Antelope Valley College	Asteinberg@avc.edu
26	Swanberg, Luann	X	Chair	SCCRC	lrswanberg@pipeline.sbccc.edu
27	Teasdale, Dave	X	Prop 39 Dir./ DSN Energy, Constr, Utils	Kern CCD	dteasdal@kccd.edu
28	Vincent, Tara	X	Talent Acquisition Specialist	General Atomics	tara.vincent@ga.com
29	Walker, Diane	X	Dir., Industry Liaison & Post-Secondary Partnerships	Antelope Valley UHSD	dwalker@avhsd.org
30	Winheim, Matthew	X	Educational Services Coordinator	Eastside Union SD	mwinheim@eastsideusd.org
31	Yeseta, Sydney	X	Projects Assistant for Economic Development	City of Lancaster	syeseta@cityoflancasterca.org



SCCRC Palmdale Micro-regional Stakeholders Meeting
October 2, 2018
Work Group Sign-in

	Name	Job Title	Agency Name	Email
1	Bormann, Greg	Dean, Heath and Safety Sciences	Antelope Valley College	gbormann@avc.edu
2	Dunagan, Jeffrey	Program Manager - Avionics	General Atomics ASI	Jeffrey.Dunagan@ga-asi.com
3	Emery, Jennifer	Human Resources Director	Palmdale Water District	jemery@palmdalewater.org
4	Gaines, Barbara	Director of Curr & Inst, Middle Grades	Palmdale School District	begaines@palmdalesd.org
5	Happel, Harriet	Dean of Career Technical Education	College of the Canyons	harriet.happel@canyons.edu
6	Klein, Mitch	IBEW Local Union Representative	Building Trades	klein@IBEW11.org
7	Smith, David		Edwards AFB	david.smith.299@us.af.mil
8	Steinberg, Ann	Director of Job Placement	Antelope Valley College	Asteinberg@avc.edu
9	Vincent, Tara	Talent Acquisition Specialist	General Atomics	tara.vincent@ga.com
10	Walker, Diane	Dir., Industry Liaison & Post-Secondary Partnerships	Antelope Valley UHSD	dwalker@avhsd.org
11	Winheim, Matthew	Educational Services Coordinator	Eastside Union SD	mwinheim@eastsideusd.org
12	Cotti, Nadia	Program Specialist	William S. Hart UHSD	ncotti@hartdistrict.org