Meeting Minutes – 23 Oct. 2018

2. Overview of Manufacturing Task Force
   - Mila stated the reason for the subcommittee is to develop a strategy to highlight manufacturing as “Alive and Well in St. Charles County” and to improve its talent attraction.

3. Local Economic Trends Report
   - Scott stated the County is experiencing a strong population increase, which is helping the labor pool but is not enough to keep up with the number of jobs and skills needed in the labor force. Mila stated the number of multi-family housing units has seen an overwhelming 40% increase in St. Peters from last year offsetting diversity in housing and workforce. An uptick in commercial building permits coincide thanks to Amazon and FedEx.

4. Review Status of Manufacturing Task Force Recommendations
   - Mila explained the format of Recommendations and how each group was targeted based on feedback from survey. Mila summarized all of the recommendations as well underway.

5. EdgeFactor Presentation – Faye Ambrosius, Associate Dean, St. Charles Community College
   - Faye presented an EdgeFactor video summarizing how stories are told, using technology, and manufacturing in an innovative way to build a bridge between schools and business to inspire millennials into manufacturing. EdgeFactor is available to businesses for a monthly fee of $500 or $1000 for a year. Some members suggested incorporating it into local schools’ curricula.

6. Manufacturing Day 2018 Results – Look to Ahead 2019
   - Faye stated about 100 middle and high school students attended the event and was a large success. Students were able to tour 15 manufacturing booths in the area and 15 manufacturing sites were available for tours. The next Manufacturing Day event will be held on October 13, 2019 at St. Charles Community College. Faye announced she is officially retiring, August 2019.

   - The Manufacturing Task Force Survey was reviewed. Members expressed a desire to do it again to gather fresh data. Scott will send out the original survey including questions and answers to the committee.

8. Program Resources Update
   - Regional Apprenticeship Grant Funds – Of the $250,000 grant, only 30% have been filled. $8,000 is available for wages and training in other sectors besides manufacturing.
   - Show Me Bonus Grant Funds – Training dollars are available to help students (within last 5 years) discharge service members or their spouses attain employment.
   - Community Training Grant Funds
   - High School and College Internship Opportunities – Please contact or Lori Myers if you have any PPL/CT or summer high school or college internships to post on County website to increase labor pool.

9. Updates from Task Force Attendees
   - The Women from Fort Zumwalt School District – Start Education Career Night is scheduled for Tuesday, November 13th showcasing high school courses. Everyone is invited.
   - Lori Myers’ Professional and Technical Career Expo will be held Monday, October 29th at Spouts Road Branch Library from 5 – 7pm.
   - An Apprenticeship Breakfast Forum will be held at Missouri Job Center of St. Charles County on November 14th.

10. 2019 Meeting Schedule
    - The 2019 meeting schedule was announced. Future meetings will be held on February 23, May 22, August 28 and November 27 at a luncheon and presentation format.

11. Adjournment
Economic Development Trends
Local Unemployment Comparison Dec. 2018

- St. Peters: 2.3%
- O'Fallon: 2.4%
- St. Charles County: 2.4%
- Wentzville: 2.6%
- St. Charles City: 2.6%
- Missouri*: 3.1%
- USA*: 3.9%
St. Charles County 3-Year Unemployment Rates
December 2015 - December 2018

[Bar chart showing unemployment rates for each month from December 2015 to December 2018]
Multi-Family Housing Unit Permits in St. Charles County
2007 - 2018
Nearly 133,000 new jobs created in St. Louis region from June to December 2018

– Missouri Department of Economic Development
Workforce Discussion with DC Delegation
Promoting Technical Training in 9-12 Education

Patrick Brown, PhD
Fort Zumwalt School District
Overview

- Computer Maintenance Pathway
- Engineering and Industrial Technology Pathway
Instructional Technologies Career Pathway

- **Current:**
  - Computer Maintenance and Hardware Technology (year long, 1 credit)
    - CompTIA A+ certification
    - Credit by assessment Ranken
    - Credit for completion with St. Louis Community College
  - Introduction to Networks (year long, 1 credit)

- **Future:**
  - Routing and Switching (year long, 1 credit)
    - CCENT Certification
    - Credit by assessment Ranken
    - Credit for completion with St. Louis Community College
  - Advanced Computer Maintenance and Hardware Technology (Semester, 0.5 credits)
    - Chromebook Repair
# Engineering and Industrial Technology Pathway

## Career Pathways

<table>
<thead>
<tr>
<th>Engineering and Industrial Technology</th>
<th>Engineering Drafting and Architecture</th>
<th>Media Technology</th>
<th>Engineering Metals</th>
<th>Engineering Woods</th>
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<td>• Basic Media Tech (.5)</td>
<td>• Metals 1-Intro (.5)</td>
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<td>• Metals 2-Intro (.5)</td>
<td>• Drafting 3-Eng (.5)</td>
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<td>• Intro to art</td>
<td>• Woods 1 – Intro (.5)</td>
<td>• Metals 1 – Intro (.5)</td>
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<td>• Graphic design</td>
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<td>• Word Processing</td>
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<td>• Computer Applications</td>
<td>• Intro to art</td>
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<td>• Photography 1&amp;2</td>
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<td>• Computer Applications</td>
<td>• Film Studies 1&amp;2</td>
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### Career and Technical Student Organization
- TSA Educators Rising
- TSA Educators Rising
- TSA Educators Rising
- TSA Educators Rising

### Industry Recognized Certificates
- SolidWorks Certification

### College credit - Articulation agreements*
- Dual Credit Mid State Tech Articulation agreement (SCCC)
- Dual Credit (Mid State Tech) Credit by Assessment (Ranken) Articulation agreement (SCCC)
- Articulation agreement (SCCC)

### Career Paths
- Engineering, Architect, Draftsman, Design engineer, 3D Modeling Designer/Drafter, Manufacturing

- Photography, Graphic design, Film/Video production, Technical animation, Video game design

- Machinist, Welder, Sheet metal/HVAC, fabricator, Plumber/Pipe fitter, Manufacturing

- Carpenter, cabinetmaker, Construction manager, Contractor, Manufacturing
Postsecondary Connections

- Junior Apprenticeship Program
- Industry Recognized Credentials
  - Solid Works Certification
- Articulations
  - Ranken
  - St. Charles Community College
  - State Technical College
- College Credit
  - Rolla (PLTW Engineering)
Elementary School

• Offer STEM activities Kindergarten through 5th
• STEM camps over the summer introduce students to Engineering practices
Middle School

- Engineering by Design offered 6th-8th
- Industrial Tech offered 6th-8th
  - Primarily woods- design and build clocks, lamps, shelves, etc
  - 6th and 7th is hands tools, 8th uses some power tools
  - Some buildings do incorporate basic metal work in 1 or 2 projects
High School: Woods Curriculum

• Full year courses- Level 1 and 2
• Focus on reading design plans
• Begin with hand tool and move onto power tools
• Do independent and group projects
• Can be a path that leads students to taking Construction at Lewis and Clark
High School: CAD I and II

• Full year courses
• Use industry standard software to create design plans
• Dual credit opportunities with SCC if both courses and completed
High School: Project Lead the Way, Engineering Track

- Offer 4 levels of courses
- Intro to Engineering Design
- Principles of Engineering
- Digital Electronics
- Engineering Design and Development
- *4th year is a Capstone course where students create and build their own design to fit a need or solve a problem
PLTW Showcase

• May 1, 2019, 8:00 a.m. to 5 p.m.
• Schneider Electric
• Engineering and BioMed students will have their projects set up for Gallery Walk
• Will present a 15 minute TED-talk style presentation to a panel of judges
• We need business professionals to come to the Gallery Walk and give feedback
The Skills Center is a first-of-its-kind vocational training facility specifically for people with disabilities. The Skills Center is a division of Boone Center, Inc. (BCI) and the newest part of the organization’s Employment Continuum. The Skills Center is a nonprofit entity.
CURRENT VOCATIONAL PROGRAMS

SALESFORCE

MANUFACTURING
TRUE MANUFACTURING TRAINING PROGRAM

• Students receive replicated hands-on training for True’s cleaning line
• Tasks include:
  • Cleaning inside and outside units
  • Preparing units for final inspection
  • Calking
  • Touch-up painting
  • Sanding
  • Decaling
• Class is half-semester (2 months)
• 2 hours per day Monday-Thursday + 1 hour soft skills (3 hours total)
• Students will be on-site at True on Fridays
WHY TRUE?

• True Manufacturing is a world-class industry leader in commercial refrigeration
• Manufacturing is among the top in-demand employment sectors for Missouri and St. Charles County according to MERIC
• True has a regular need for workers
TRUE JOB OPPORTUNITIES

• Students are prepared for Production Team Member positions
• True is currently in need of 40+ employees weekly
• Current starting wage is $13.50/hour
• Upon successful completion, True Manufacturing graduates are ready to work full-time at True
WHAT IS SALESFORCE?

• Salesforce is the world’s #1 customer relationship management (CRM) platform
• Cloud-based
• Over 150,000 companies use Salesforce CRM
• CRM helps companies understand their customers’ needs by managing customer information and interactions
SALESFORCE JOB OPPORTUNITIES

- Students are prepared for Salesforce Administrator jobs
- Current estimated salary for System Administrator in STL region is $40,000-$60,000
- Upon successful completion, Salesforce graduates can pursue competitive employment or enter apprenticeship program through LaunchCode

https://trailhead.salesforce.com/en/career-path/admin
STUDENT ELIGIBILITY FOR THE SKILLS CENTER

• Individuals with disabilities
• High school 4th or 5th year seniors – age 70+
• True Manufacturing students must be able to meet physical requirements for Production Team Member jobs
• Salesforce students must demonstrate basic computer proficiency in order to start the program
• $2,000/month ($500/week)
• Developmental Disabilities Resource Board (DDRB) – *not an option for students enrolled in high school*
• Department of Mental Health (DMH) funds
• Individuals who qualify for SkillUP funds (Food Stamp recipient ages 16-59)
• Skills Center scholarship funds
• Out of pocket
State Tech - The Employers' Choice

APPLY TODAY!

https://www.statetechmo.edu
The Employer’s Choice

97% Placement Rate within 6 months of Graduation
75% On-time Completion Rate

350+ Industry Partners
42 Programs of Study in 27 vocational areas
39 Associate Degrees - 3 Certificate only Programs

Ranked #3, nation-wide, for 2-year Trade Schools in 2018 by Forbes Magazine
Programs

Automation & Robotics
Automotive Collision
Automotive Technology
Aviation Maintenance
Business Administration
Civil Engineering
Commercial Grounds Management
Computer Technology
Dental Assisting
Drafting & Design
Electrical Power Generation
Electrical Distribution
Electronics Engineering

HVAC
Heavy Equipment Operations
Heavy Equipment Technology
Industrial Electricity
Medical Radiology
Medium/Heavy Truck Technology
Network Systems
Nuclear Technology
Power & Sports Technology
Physical Therapist
Practical Nursing
Precision Machining
Utility Systems
Welding Technology
Advanced Manufacturing Technician Program

• A unique work-study program sponsored by the Missouri Federation for Advanced Manufacturing Education (MOFAME) to produce world-class multi-skilled manufacturing technicians for U.S. manufacturers

• Currently over 60,000 open positions throughout the U.S.

• State Tech was selected as the “Educational Partner” for the AMT Program.

• Core courses are taught in State Tech satellite campus at Lewis & Clark Career Center in St. Charles, Mo. GenEd courses are completed online.
AMT PROGRAM - Details

• Students attend classes 2 days per week and work the other 3 days
• Paid to work. Guaranteed a minimum of 24 hours per week @ $14-16.50/hr
• Technical, Professional, and Manufacturing specific training
• Upon graduation students receive:
  • Associate of Applied Science Degree in Automation & Robotics
  • Documentation of 1976+ hours of actual manufacturing experience
  • Certificate of Completion - 5 manufacturing core exercises
• Starting annual salaries for manufacturing technicians in Missouri  $58-68K
Benefit to Employers

• A 5-semester (450 hours +) observation/interview period before offering full-time employment to program participants.

• Employers can withdraw a sponsorship at any time for a student’s failure to follow prescribed safety, attendance, or performance standards.

• Employers and School instructional staff work close together to monitor student performance and provide additional training opportunities as needed.

• Little to no cost for employers to enter the partnership with MOFAME

• Active participation in changing longstanding attitudes and misconceptions about the state of modern U.S. Manufacturing.

• Opportunity to “raise the bar” on employee performance, professionalism and personal achievement.
Current Members

TOYOTA
Reckitt Benckiser
ALPLA
TRUE®
AZ™
SunEdison® SEMICONDUCTOR
MODINEER
NIKE®
Air Innovations
QUESTIONS?
Lewis & Clark Career Center:

One of the largest and most successful career & technical education (CTE) schools in the State of Missouri is available right here in St. Charles County!

- Approx. 450 students are served each semester from county high schools.
- CTE is foundational in helping students transition from academics to the workplace.
- Last year almost 80% of our graduating students pursued a post-secondary education or employment in something related to the field they studied at L&C.
L&C Career Training Programs

➢ Advanced Manufacturing
   Precision Manufacturing Technology
   Welding

➢ Automotive & Mechanical Technology
   Auto Collision Repair
   Auto Service Technology
   Power Equipment Technology

➢ Construction Trades
   Brick & Stone Masonry
   Building Trades
   Electrical Trades
   HVAC

➢ Education
   Early Childhood Careers

➢ Health Sciences
   Health/Health Related Occupations

➢ Information Technology
   Computer Maintenance & Networking
   Computer Software Development 1 & 2

➢ Hospitality
   Applied Retail & Business Skills
SkillsUSA Framework

SkillsUSA has an impact on the lives of America’s future workforce through the development of personal, workplace, and technical skills that are grounded in academics.

**Personal Skills Component:** Integrity, Work Ethic, Professionalism, Responsibility, Adaptability/Flexibility, and Self Motivation

**Workplace Skills Component:** Communication, Decision Making, Teamwork, Multicultural Sensitivity and Awareness, Planning, Organizing, and Management and Leadership

**Technical Skills Component:** Computer and Technology Literacy, Job-Specific Skills, Safety and Health, Service Orientation, and Professional Development
In 2018, we celebrated 75 years of offering career education and lifelong learning courses.

Meets the advanced training needs of industry workers as well as provides enrichment opportunities for the community.

Many of our career education classes are WIOA approved.

Focus shifted to career education training courses to better meet the needs of our local workforce.
AE Career Training Programs

➢ **Advanced Manufacturing**
  Precision Machining Technology
  Arc Welding I, II
  TIG Welding
  MIG and Flux-Cored Welding

➢ **Electrical**
  Basic Electronics Maintenance
  National Electrical Code 2017

➢ **HVAC**
  Heating & Air Conditioning Technology Program

➢ **Automotive Technology**
  Auto Collision Plastic Repair
  Intro to Custom Airbrushing
  Auto Service Technology
  Two & Four Cycle Engine

➢ **Healthcare**
  Emergency Medical Technician (EMT)
  Phlebotomy

➢ **Information Technology**
  Intro to Programming Using Python
  Intro to Java and Mobile Development
Workforce Development

Contract Training:
- Supervisory/Leadership
- Technical Writing
- Lean Implementation/Quality Improvement
- Technical Skills including Welding, HVAC, Precision Machining, Electrical, and more.

Missouri Works Customized Training:
- Designed to assist eligible companies who apply for training funds.
- Training ranges from technical and quality-focused to soft skills needed to meet a company’s specific skill gaps.
Business Partnerships = Student Success

Job Shadows
Internships
Apprenticeships
Guest Speakers
Student Mentors
Company Tours
Presentations
Volunteer Opportunities
Project Work
Donations—In-Kind/Monetary
Cheryl Graber Young, M.Ed
Workforce Development Coordinator
St. Charles City School District

cgraber@stcharlessd.org
636-443-4020
CTE Program Offerings
Welding

- Industry Credential:
  - American Welding Society (AWS) - SENSE Institution (Schools Excelling through National Skills Education)
  - National Career Readiness Certificate (NCRC-ACT)
- Non Credit: Started Fall 2014
- Credit: Started Fall 2017

Offer the following Welding program options:
- Certification of Specialization – Welding
- Certificate of Achievement – Welding
- Associate of Applied Science – General Technology, Welding
Welding

Results:
Non-credit
• 262 Enrolled
• 71% Obtained AWS Industry Credential
Credit – Since Fall 2017
• 84 Enrolled
• 89% Obtained one or more AWS Industry Credential
• At capacity with a waiting list
The Program – Certified Logistics Technician (CLT)...

• Industry Credential:
  • Manufacturing Skill Standards Council (MSSC)
  • National Career Readiness Certificate (NCRC-ACT)
  • OSHA –10 General Industry Card

• Credit: Started Fall 2018

Offer the following program options:
• Two Certifications Pathways – Manufacturing Technology
• Supply Chain and Logistics Courses (prepare to take CLA/CLT Assessments)
• Associate of Applied Science – General Technology, Supply Chain Logistics and Manufacturing Technologies
The Process – Certified Logistics Technician (CLT)...

**Actions/Considerations:**
- Pilot Integrated Education and Training (IET) with Adult Education & Literacy (AEL) Department
- Collaborative with North East Correctional Facility and Missouri Department of Corrections (piloting Fall 2017/Spring 2018)
Career Pathways in Supply Chain Management

Supply Chain
- Supply Chain Analyst
- Supply Chain Coordinator
- Supply Chain Manager
- Supply Chain Consultant
- Supply Chain Director
- VP Supply Chain

Forecasting / Planning
- Expeditor
- Materials Planner
- Production Planner
- Sales Order Planner
- Master Scheduler
- Demand Planner
- Production Planner
- Demand Planning Manager
- Production Planning Manager

Purchasing / Procurement
- Assistant Buyer / Purchasing Assistant
- Buyer
- Senior Buyer
- Category Manager / Commodity Manager
- Purchasing Manager / Procurement Manager
- Purchasing Consultant / Procurement Consultant
- Purchasing Director / Procurement Director
- VP Purchasing / VP Procurement

Logistics
- Logistics Analyst
- Logistics Coordinator
- Logistics Engineer
- Logistics Manager
- Logistics Specialist
- Logistics Director
- VP Logistics

Transport
- Transport Coordinator
- Transport Planner / Scheduler
- Transport Supervisor
- Transport Manager
- Transport Planning / Scheduling Manager

Warehousing & Distribution
- Shift Manager
- Warehouse Supervisor
- Warehouse Manager
- Distribution Centre Manager
- Business Development Manager

Operations
- Operations Manager
- Manufacturing Manager
- Production Manager

Inventory Management
- Expeditor
- Inventory Planner
- Inventory Manager

Customer Service
- Customer Service Assistant
- Customer Service Manager
The Why & How – CLT...

- Create course work that is not overwhelming but prepares the student for the industry setting
- Learning AEL & HiSET
- Logistics and Why?
- Finding Good, Qualified, Willing Instructors (OSHA)
- Plan ahead and allow to be flexible
Contact Information

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Rich Waligurski
Program Specialist – Workforce Development
Office: 636.922.8315 / Email: rwaligurski@stchas.edu
Apprenticeships
Information for Employers

sccmo.org/Apprenticeship

SHOW-ME HEROES
On-the-Job-Training

your business! Show-Me Heroes offers On-the-Job Training (OJT) for your business save costs while preparing new hires for your vital jobs.
Some Upcoming Hiring Events