



**Shoreline Community College**  
16101 Greenwood Avenue North  
Shoreline, WA 98133

## **Manufacturing Advisory Committee Meeting Minutes**

Wednesday, May 4, 2016  
Room 2501C, Building 2500  
11:30 a.m. – 1:00 p.m.

- Advisors Present:** Tom Stephenson, Royell Manufacturing, Chair  
Don Blem, Firland  
John Cournoyer, Horizon Manufacturing  
Peter Eells, Esterline  
John Goes, Ellison Technolgoes  
Joe Hauth, Aerospace Joint Apprenticeship Committee (AJAC)  
Binh Mach, RB Enterprises, Inc.  
Dan Nowlin, Boeing  
Mike Oleson, Crane Aerospace  
Rick Rudnick, Boeing Commercial Airplanes  
Thomas Van Acker, Electroimpact
- Guest:** Teri Reade, Center of Excellence Aerospace and Advanced Manufacturing
- Staff Present:** Kim Cambern, Program Specialist, Opportunity Grant  
Micheline Felker, Career Navigator  
Lauren Hadley, Acting Director Manufacturing Grant Programs  
Guy Hamilton, Science Division Dean  
Brain Keever, Part-Time Instructor  
Chris Lindberg, Part-Time Instructor  
Alex Osenar, Career Navigator  
Keith Smith, Faculty

**Welcome and Introductions:** Tom Stephenson called the meeting to order at 11:35 and invited attendees to introduce themselves.

### **Updates from Shoreline:**

- Save the date for the Manufacturing Open House, June 2 from 2 – 5 p.m. Advisory members were invited to host a table. Tom shared the Royell has made great contacts with students when they have participated this way.
- New Classes, Keith updated the committee on the two new classes that were added this quarter training in the FANUC Robotic Arm and the 5-axis CNC Machine. He continued to discuss the history of the program with the one-year manufacturing certification and the second year classes offering limited time in the shop, specifically the programming

classes. He has been reviewing the master course outlines for the programming class and would like advisory committee feedback on if more time on the shop floor should be added to this class. Later in the meeting the advisory committee voted unanimously to adopt this model by a show of hands.

- Incumbent worker training survey results, Lauren shared with the committee the survey results for incumbent worker training needs. Five responses were gathered. Quality assurance, preventative maintenance and 5-axis CNC training were the most requested courses. The most popular time for classes was from 3 – 6 p.m.
- Additive manufacturing skills panel, Lauren confirmed there is still a need to conduct an additive manufacturing skills panel. Tom, John Goes, and Sean Blechschmidt are still the most interested advisors for this panel. Lauren will coordinate with them on best timing for this event.
- A model for internships, Tom shared with the committee Royell Manufacturing's history of offering internships. Looking back 2001-12 was the highest flow of interns coming in. During that time 82% were hired into the company and 36% are still employed. This employed figure is typical of the standard length of time an entry level employee stays with the company. Of those who did not hire on, they chose a different company that was a better fit or close to home. One of these interns is still with the company and has now become a CNC programmer.

Since this time of more internships Royell has made changes in their practice of bringing on and training employees. Every new hire has at ITP for the first six months of employment. They also track movement on the machines and for an employee that wants to move up, they implement a cell to cell ITP.

Additional comments on employment/internships were:

- Employees are not staying because they move on to a different company to grow their skills.
- Several recently interviewed students were not taken on due to a lack of soft skills
- Recently took on a maintenance intern, but need to make sure there was an employee willing to take on the assignment of overseeing the intern.

**National Career Readiness Certificate (NCRC):** Teri Reade from the Center of Excellence for Aerospace and Advanced Manufacturing attend the meeting to present the NCRC. The NCRC assess students in three areas: 1) Applied Mathematics, 2) Reading for Information, and 3) Locating Information. Students can earn a bronze, silver, gold or platinum levels on these certifications. As part of the Washington Integrated Sector Employment (WISE) our students have the opportunity to take this assessment twice. Currently Shoreline is offering this as an option.

A discussion followed regarding the value of this certificate and what it means to employers. Some felt it was of value, other felt it took away from time in the shop. While the NCRC is more widely used on the east coast, Washington employers haven't yet adopted it. Teri will follow-up with the advisory committee members individually to answer any questions and provide more information.

**Update from Workforce:** Kim Cambern asked for a few minutes on the agenda to address the advisory committee. She shared with the committee that Workforce wants to be more involved in Prof Tech. The state is changing their requirements for Professional Technical programs and will be requiring that their focus is on high demand jobs and addresses the high skills deficit to directly meet the needs of employers. Kim explained that Workforce provides funding for students that qualify in four areas:

1. Worker retraining – for those who have been laid off
2. Opportunity Grant – for low income students who do not have a degree
3. BFET – for student who are receiving food benefits
4. TANF – temporary assistance for needy families

The committee asked questions about the definition of “skills gap” and other definitions around funding and training requirements. Tom S. suggested that Kim return to the fall meeting and give the committee an update on funding and to continue the discussion on skills gap.

**Next meetings:** Lauren suggested to the committee that future meetings be in November, February, and May. She asked if this time was convenient (11:30 a.m. – 1 p.m.), the committee agreed.

Meeting adjourned at 1:10 p.m.