

WORKFORCE DEVELOPMENT/ STEM

DESCRIPTION

The talent needs of local industry are constantly changing. In this panel you will hear how private industry and education leaders are collaborating to (1) expand regional student interest in manufacturing jobs/ occupations and (2) align educational curriculum to meet the rapidly changing needs of industry.

Moderator: Jerry Hight, *Director*, University Strategic Partnerships, CSU, Chico

Panelists:

- **Bill Gaines**, *Senior Engineer and Chairman*, Transfer Flow
- **Don Krysakowski**, *Director*, Work Training Center
- **Darren Gurney**, *Deputy Sector Navigator*, Small Business at Shasta College

MAJOR THEMES OF DISCUSSION:

1. Finding the people with the right skills for the right jobs is a challenge
2. There is a need to bridge the gap between the demand of certain jobs and education
 - a. Changing the curriculum with the career students are interested needs to take place.
 - b. For example, if a student wants to become a nurse, he/she needs to know APA citation style rather than the MLA citation style public schools teach all students.
3. There is a particular lack of skills in the North State to fulfill these jobs.
4. There needs to be a more proactive approach in strengthening our educational programs to get students interested in manufacturing/ STEM jobs
 - a. Increasing awareness (greater exposure) such as tours, job shadowing, and internships
 - b. Essentially, find a way for students to get some practical experience would be great
5. Training and educating students about manufacturing/ STEM jobs needs to start earlier

DARREN GURNEY, SMALL BUSINESS AT SHASTA COLLEGE

In particular, he believes getting high schools into a pathway into a career they are interested in is important in order for them to get the applied experience while they are still in high school.

- a. Making parents understand this is the challenge- there needs to be a greater marketing effort on this.
- b. When asked by the audience if certificates are becoming more important than four-year degrees, Darren stated it's not clear(depends on the industry)
- c. He stated there needs to be a communication breakdown to get Free Application for Federal Student Aid (FAFSA) and the administration to endorse certificates.
- d. Additionally, another challenge is to get high school teachers to inform/motivate students to get certificates.

DON KRYSAKOWSKI, WORK TRAINING CENTER

Under the Work Training Center he directs, Don helps create job training, fulfillment work, and vocational programs and workshops for any adults with a developmental disability.

- a. It's a \$12 million dollar non-profit organization that faces the challenge in department level services. The goal of the Work Training Center is to become a for-profit organization.

BILL GAINES, TRANSFER FLOW, INC.

At Transfer Flow, Inc. Bill states that after 33 years in existence, they continue to struggle finding people with the correct qualifications to fulfill their jobs.

- A. "To stay competitive and in business, we must stay up with the technology."
 - a. That is why Transfer flow Inc. has taken a proactive approach by going to high schools and community colleges to check the technology they are using to teach their students matches with what Transfer flow Inc. is using.
 - b. Bill mentioned one manufacturing job creates \$386,600.
 - i. This job needs a lot support, so more jobs open due to this one.
 - ii. There are 40 different jobs at Transfer Flow people can apply to.

All in all, the major problem is finding the people with the correct qualifications to fulfill the jobs in demand in the manufacturing/STEM fields.