

## Source for Training Your Trainers

Affymetrix, a bio-tech company specializing in genetics, recently engaged Sierra Training & Development to provide a second 16 hour course to train their in-house trainers. The purpose was to convey tips on adult learning, improve communication skills and recommend techniques to enhance course development. Participants reported that they'll be able to apply their new skills by "adjusting presentation to learning styles," "using more questions during the training- ask don't tell," and "becoming active listeners." For information, call (916) 781-6245.

## Recruit Employees from Sierra College

When you are recruiting, take advantage of the free job posting available at Sierra College. Just submit your job announcement by going to [www.sierracollege.edu/sierrajoblink](http://www.sierracollege.edu/sierrajoblink). By registering, employers can also look at student resumes online. If you are looking for a student intern, the career center can help you recruit a qualified student. For more information, call Career Connections at (916) 789-2617 or email [careerconnections@sierracollege.edu](mailto:careerconnections@sierracollege.edu).

## United Natural Foods Trains Managers

When United Natural Foods was looking for management training, the company turned to Sierra College Training & Development. United Natural Foods is the nation's largest publicly traded wholesale distributor to the natural and organic foods industry. Carrying more than 40,000 products, the company supplies over 20,000 customers nationwide and services a wide variety of retailers and conventional supermarkets. Three groups of managers are going through 16 hours of training covering topics such as the role of the supervisor, performance management, effective communication and coaching. Participants in the initial training reported: "It was fast paced and very interesting," "The course promoted 'thinking outside the box,'" and "It opened my eyes to be a better leader and handle things differently."

## Business Outreach to High Schools

To address local companies' concerns that young employees are not prepared with basic business skills and are not being attracted to technical careers, Sandra Scott, Sierra College Economic Development Director, is reaching out to local high schools. "We've participated in several career fairs and have started plans for a 'Manufacturing Boot Camp' for next summer," said Scott. In addition, Sierra College Training & Development offers basic business math and communication training.



## Top Machinist Skills Identified in Survey

In Placer and Nevada counties, 41% of the manufacturers that responded to a survey conducted by the Sierra College Center for Applied Competitive Technologies (CACT) reported that they needed skilled machinists, and the most commonly requested training for employees was in measuring, reading plans and using hand tools. The survey results have been shared with Sierra College instructors so the required real-world skills will be emphasized in coursework.

To meet the identified need for machining skills, CACT is planning a digital manufacturing training program. Digital manufacturing is the transaction of producing physical products from digital information. In digital manufacturing, parts and products are made from a computer-developed digital description. This process started with CNC machining and is dramatically transforming the way we make products. Sierra College is considering a mobile lab for digital manufacturing training that can go to employer sites.

## Lean Manufacturing Demonstration

What do an aerospace/defense contractor specializing in missile and space propulsion, a high quality, low density polyethylene bag manufacturer, and an industrial ceramic component manufacturer have in common? They all share an interest in using Lean Manufacturing principles to improve their operations and their bottom line. The



Sierra College Center for Applied Competitive Technologies (CACT) recently facilitated a Lean Manufacturing tour at Oroville-based Roplast Industries.

During the shop floor demonstration, Aerojet and Carpenter Ceramics staff saw first-hand how applying Lean principles to everyday operations has increased capacity at Roplast.



## CACT Trains Bureau of Reclamation

When the Bureau of Reclamation in Folsom needed to develop a training program for its machinists, Robert Adair, maintenance operations supervisor, called on Sierra College Training & Development. "This training course was a great success," said Adair. "The instructor did an outstanding job, and our employees learned a lot and really enjoyed the course." The training is part of the agency's apprenticeship program.

## Employer Survey Reports Basic Skills Needed

A recent survey of 145 Sacramento businesses reported the most important job skills they look for when hiring, according to the *Sacramento Bee* on May 23, 2005.

The highest ranked skills were:

- 54% Soft skills
- 50% Clerical skills
- 46% Customer Service skills
- 42% Computer skills
- 39% Math skills
- 39% Physical skills
- 23% Mechanical skills

Sierra College Training & Development offers training in all of these areas. For more information, go to [www.sierracollegegetraining.com](http://www.sierracollegegetraining.com) or call (916)781-6245.

## Retiring a Rapid Prototyping Machine?

If you are aware of a company that is replacing a rapid prototyping machine, Sierra College would appreciate a donation of the old system to use for training. Contact Sandra Scott, Sierra College Training & Development at (916) 781-6245.