

# Regional Advisory & Industry Skills Panel



## Advanced Transportation & Logistics Regional Advisory Recap Report

In partnership with:



May 15, 2019

Ontario International Airport (Administration Office)

1923 East Avion Street Ontario, CA 91761

## Table of Contents

Background / Objective / Goal	3
Panelists	4
Panelist Questions	5
Panel Notes	6 - 8
Labor Market Data	9 - 10
Attendance	11
Photos	12

## **- Background -**

The Inland Empire Economic Partnership (IEEP) is a regional business organization dedicated to improving the business climate and quality of life in Riverside and San Bernardino Counties.

The goal of this project is to align Career Technical Education (CTE) outcomes with regional employers to produce a highly qualified workforce that meets industry needs. IEEP is committed to aligning economic development strategies with promising regional education initiatives helping youth succeed in college and career.

## **- Objective -**

IEEP in collaboration with the Alliance for Education, will convene and facilitate industry lead meetings with the aim of creating an employer engagement model that serves the purpose of influencing, improving, and advancing CTE pathways in San Bernardino K-12 school districts.

## **- Goal -**

The overarching goal of this project is to enhance career education and to meet the demands of the economy and the labor market; to evaluate, strengthen, and revise curriculum to ensure alignment from education to employment. Preparing a highly-skilled workforce, meeting today's new and ever-changing industry needs, is at the core. More students will possess valuable skills, earn meaningful certificates, and participate in internship opportunities, leading to living-wage employment in their chosen field of study. Ultimately, career pathways will be improved and jobs will be filled.

# Advanced Transportation & Logistics

1. **Michael Burrows**, *Executive Director*, SBD International Airport
2. **Lupe Valdez**, *Director of Public Affairs*, Union Pacific Railroad
3. **Kevin Meredith**, *Co-Founder*, The WESEE Collective
4. **Monique Reza-Arellano**, *Council of Governments Administrator*, San Bernardino County Transportation Authority
5. **Joanne Avelar**, *Marketing & Communications*, Phoenix Motor Cars
6. **TSA Cargo inspector**, Ontario International Airport
7. **TSA Cargo inspector**, Ontario International Airport
8. **TSA Cargo inspector**, Ontario International Airport

# Moderated Panel Questions

**Question 1**

What types of training, education, certifications, or credentials are desirable for entry level positions in your field?

**Question 2**

Is the changing technology teachable to the new generation?

**Question 3**

Will more freeways be built? Is there a future of self-driving vehicles?

**Question 4**

Phoenix Motorcars, who buys your products?

**Question 5**

What are some soft skills applicable for entry level positions in your field?

**Question 6**

What new technology and/or equipment should we be focused on?

**Question 7**

Does your company offer Internships? If so, what are the technical/non-technical skills needed? Also, what type of work do interns participate in?

**Question 8**

Any important last words?

# Moderated Panel Notes

## **Question 1**

**What types of training, education, certifications, or credentials are desirable for entry level positions in your field?**

**SBD Airport:** seeking someone with some type of college degree

**ONT TSA:** require a high school diploma and 18 year old or 17 with a work permit, military experience is also accepted, as well as aviation experience

**Union Pacific:** applicant must pass drug test, have no felony's, and able to fill out an online application.

The breakdown for the applicants that do not successfully receive the job offer are because, 25% fail their drug test, 50% are not capable of filling out the online application, 10% lack reading and comprehension skills, and 10% other.

**Phoenix Motorcars:** seek certified mechanics with bachelor's degree, and the ability to problem solve

**SBCTA:** seek engineers (transportation engineers) who are proficient in CAD and GIS

## **Question 2**

**Is the changing technology teachable to the new generation?**

**ONT TSA:** due to the rapid change in technology there are other safety measures that are taught, in particular the use of K-9's. Also, if the applicant has had some experience with the gaming industry, the advanced technology may become easier to adapt.

**4<sup>th</sup> Sector Innovation:** technology is an enabler and making organizations aware of the rapid change in technology is highly suggested.

**SBD Airport:** having basic computer skills, GIS capabilities, and drone capabilities.

**Union Pacific:** self-driving trains is not practiced due to the requirement of having two captains for each mile and a half long train. For technology purposes, employees need to have good analytical skills, especially when performing a Positive Train Control (PTC), which allows the controller ability to handle emergencies from a control center.

**Phoenix Motorcars:** Highly skills techs needed for Electric, however, still need to know diesel, tires, engines and hands-on skills.

### **Question 3**

#### **Will more freeways be built? Is there a future of self-driving vehicles?**

**SBCTA:** an example to mitigate for transportation is the Vehicle Miles Traveled, which is what the state is requesting.

### **Question 4**

#### **Phoenix Motorcars, who buys your products?**

**Phoenix Motorcars:** the electric vehicles are purchased by college and universities, city utility trucks, airports, and anyone who has a short drive range.

### **Question 5**

#### **What are some soft skills applicable for entry level positions in your field?**

**SBCTA:** seeking applicants/employees who are great team players and trainable.

**Union Pacific:** analytical skills, responsible, safety skills, people skills, respectful, considerable with diverse cultures and professional.

**ONT TSA:** patient, have common sense, capable of working in a team.

**4<sup>th</sup> Sector Innovation:** conflict management skills.

**SBD Airport:** have a good judgment and communication skills.

### **Question 6**

#### **What new technology and/or equipment should we be focused on?**

**Union Pacific:** dashboards and cameras on train wheels to avoid derailment of trains. Drones are used for inspection purposes, such as inspecting bridges and areas that are dangerous to reach.

**SBD Airport:** safety/security technology, 3D printing for aircraft, and robot technology used in hangars.

### **Question 7**

#### **Does your company offer Internships? If so, what are the technical/non-technical skills needed? Also, what type of work do interns participate in?**

**SB Airport:** Yes, and there is currently a pathway program being created between the San Bernardino County Superintendent of Schools and San Bernardino Airport for students to apply for internships, especially to those who are interested in aviation.

**WESEE:** Yes, Generation Go Program and Pilot Training.

**Union Pacific:** Yes, however, mostly out-of-state. For example, Welder Helper pays \$27 per hour, but it's in Texas.

## **Question 8**

### **Any important last words?**

**ONT TSA:** employer is flexible with students that are attending college.

**SBCTA:** emphasis on communication and soft skills.

**Phoenix Motorcars:** emphasis on communication and soft skills, as well as mechanic certifications.

**SBD Airport:** innovation creates an understanding the workforce.

**4<sup>th</sup> Sector Innovation:** creating solving skills.

**Union Pacific:** highly encourage high school students to fill out online applications by themselves, as practice.



# Labor Market Data



The advanced transportation and logistics sector includes industries providing transportation of passengers and cargo, logistics, and support activities related to modes of transportation. The modes of transportation are air, rail, water, and road. Support activities include the routine repair and maintenance of transportation equipment, such as aircraft, railroad rolling stock, cars, trucks, and water craft. Many establishments in this sector often operate on networks with physical facilities, labor forces, and equipment spread over an extensive geographic area.

**157,618** 2018 Industry Jobs      **+19%** Industry Growth 2018-23      **\$50k** Average Earning per Job

Advanced Transportation and Logistics Industries in the Inland Empire	Jobs 2018	5-Year Jobs Change	Average Earnings Per Job
Logistics Industries	88,457	30%	\$46,472
Ground Transportation Industries	61,174	6%	\$51,036
Rail Transportation Industries	4,246	-2%	\$92,691
Air Transportation Industries	3,642	4%	\$50,171
Water Transportation Industries	100	25%	\$59,906

Sample Middle-skill Advanced Transportation Occupations	2018 Jobs	Annual Job Openings 2018 through 2023	Median Hourly Earnings
Maintenance and Repair Workers, General	13,678	1,638	\$18.55
Automotive Service Technicians and Mechanics	10,479	1,124	\$16.88
Bus and Truck Mechanics and Diesel Engine Specialists	4,299	472	\$24.49
Mobile Heavy Equipment Mechanics, Except Engines	2,111	237	\$28.63
Aircraft Mechanics and Service Technicians	1,894	172	\$35.52
Automotive Body and Related Repairers	1,437	181	\$15.77
Transportation Inspectors	320	35	\$27.04
Rail Car Repairers	310	32	\$27.72

**Employers**  
Posting Jobs Ads in the Advanced Transportation Industry (2018)

- United Parcel Service (n=559)
- FedEx (n=484)
- C.R. England, Inc. (n=474)
- Heartland Express (n=277)
- Schneider (n=265)
- CRST International (n=251)

**Advanced Transportation Community College Training Programs in the Inland Empire**

- Alternative Fuels and Advanced Transportation Technology
- Automotive Collision Repair
- Automotive Technology
- Aviation Airframe Mechanics
- Aviation Powerplant Mechanics
- Diesel Technology
- Logistics and Materials Transportation
- Upholstery Repair—Automotive

Inland Empire/ Desert Region	Strong Workforce Program Metrics (Data from most recent year available)	California Median
7,184	Course Enrollments (2016-17)	682
256	Students Who Earned a Certificate and/or Degree (2016-17)	31
83	Student Who Transferred to a Four Year University (2015-16)	14
76%	Job Closely Related to Field of Study (2014-15)	71%
63%	Employed in the 4th Quarter After Exit (2015-16)	72%
\$22,231	Median Annual Earnings (2015-16)	\$25,784
41%	Attained Living Wage (\$12.39/hour) (2015-16)	47%

Transportation and Logistics include the following NAICS industries: Logistics (NAICS): 4885, 4889, 4921, 4922, 4931, 8113. Ground: 4841, 4842, 4851, 4852, 4853, 4854, 4855, 4859, 4884, 5321, 8111. Rail: 4821, 4882. Air: 4811, 4812, 4881. Water: 4831, 4832



Michael Goss, IEDR Center of Excellence  
michael.goss@chaffey.edu

Sources: COCI 2.0, Burning Glass, LaunchBoard, EMSI 2019.2, EDD Industry Cluster Studies

# Attendance

**FINAL ATTENDANCE - Advanced Transportation & Logistics Regional Advisory  
Ontario Airport Administration Office - Ontario, CA - 5.15.2019**

**COMMUNITY COLLEGE / 4-YEAR**

Charlotte	Allen	charlotte.allen@vvc.edu	Education	Job Developer	Valley	18422 Bea	Victorville	CA	92392	7602454271
Lori	Benson	lbenson@sbccd.org	Education	Project Manager	Bernardin					
Kimberly	Collins	KIMBERLY@CSUSB.EDU	Education	Executive Director	Transport	5500 Unive	San Bernard	CA	92407	9095375094
Aitsa	Contreras	aconto13@ucr.edu	Student							
Nikki	Cook	nikki.cook@mvc.edu	Education	Employment Placement Coordinator	alley	16130 Lase	Loma Linda	CA	92551	9512055008
Frank	Lin	flin@csusb.edu	Education	Professor	State	JB-539	San Bernard	CA	92407	909.537.5787
Kenny	Melancon	bmelancon@sbccd.cc.ca.us	Education	Faculty, Chair	Bernardin					
Robert	Pensiero	rpensiero@msjc.edu	Education	Automotive Instructor	Jacinto	1400 North	San Jacinto	CA	92583	9514873513
Jennifer	Poe McDaniel	jennifer.poe@chaffey.edu	Education	Grant and Project Coordinator	College /	9400 Cherr	Fontana	CA	92335	9096528477
Jay	Varzandeh	Jvarzand@csusb.edu	Education	Professor & Chair	B	5500 Unive	San Bernard	CA	92407	909-537-5723
Peggy	Weber	pweber@valleycollege.edu	Education	Job Developer	Bernardin	701 S. Mt.	San Bernard	CA	92509	909-384-8292

**HIGH SCHOOL / ROP**

Ahmad	Boone	ahmad_boone@cry-rop.org	Education	Automotive General Service Technician	CRYROP	1214 India	Redlands	CA	92374	909-307-5500 ext. 30
Kermit	Boyd	kermit_boyd@bvrop.org	Education	Logistics Instructor	View ROP	2890 Inlan	Ontario	CA	91764	9099806490
John	Bruestle	jbruestle@rcoe.us	Education	Instructional Specialist	County	3939 Thirt	Riverside	CA	92501	714-624-7365
Lucy	Centeno	lucy_centeno@jusd.k12.ca.us	Education	CTE - Distribution & Logistics	County of	6836 34th	Riverside	CA	92509	951-360-2802
Shawneece	Coyle	shawneece_coyle@bvrop.org	Education	Program Specialist	View ROP	2890 Inlan	Ontario	CA	91764	9099806490
James	Hattar	james_hattar@cry-rop.org	Education	Community Recruiter	Redlands-	1214 India	Redlands	CA	92374	9095577043
Lozano	Lozano	damian.lozano@sbcsud.k12.ca.us	Education	Teacher	Valley	1881 W Ba	San Bernard	CA	92411	9093814295
Garth	Masik	masigd@fUSD.net	Education	Director	Unified	9680 Citrus	Fontana	CA	92334	3575000
George	Mendoza	mendge@fUSD.net	Education	Automotive instructor	FUSD	6821 Olear	Fontana	CA	92336	909-357-5800
Marcos	Meza	marcos_meza@cry-rop.org	Education	Automotive General Service Technician	CRYROP	1214 India	Redlands	CA	92374	9094302420
Mike	Rosano	mike_rosano@cry-rop.org	Education	Automotive General Service Technician	CRYROP	1214 India	Redlands	CA	92374	909-797-0106 ext. 13
Joshua	Santin	jsantin@tvUSD.k12.ca.us	Education	Teacher	Valley	31350 Ran	Temecula	CA	92592	951.695.7300
Richard	Slocum	rslocum@murrieta.k12.ca.us	Education	Instructor	rrieta	42200 Nigh	Murrieta	CA	92562	951-757-5423
Robert	Velasquez	robert_velasquez@cry-rop.org	Education	Automotive General Service Technician	CRYROP	1214 India	Redlands	CA	92374	9097933115

**BUSINESS PARTNERS**

Stephanie	Amato	samato@learn4life.org	Education	Community Liaison	Learn4Life	12100 Palm	Adelanto	CA	92301	760-669-6743
Joann	Avelar	joannea@phoenixmotorcars.ca	Industry	Marketing & Communication	Motor					
Tom	Brenneman	tom_brenneman@ca.rr.com	Education	ASE Education Foundation Manager	Education	1856 Elba	Costa Mesa	CA	92626	714-469-7835
Michael	Burrows	mburrows@sbdairport.com	Industry	Executive Director	Internatio					
Josh	Candelaria	jcandelaria@cao.sbcounty.gov	Other	Director of Government and Legislative Affairs	Bernardin o County	385 N. Arr	San Bernard	CA	92315	9093974821
Erin	Cello	ecello@flyontario.com	Industry	Communication	Internatio					
Curtis	Compton	ccompton@wdd.sbcounty.gov	Other	Business Services Supervisor	San	9650 9th S	Rancho Cuc	CA	91730	9099486605
Jason	Cordova	jcordova@ieep.com	Other		IEEP					
Crystal	Flores	CFlores@goodwillsocal.org	Industry	Business Services Representative.	Southern	1325 Spruc	Riverside	CA	92507	9519665857
Paul	Granillo	pgranillo@ieep.com	Other		IEEP					
Dennis	Gutierrez	DENNIS@IEHLC.ORG	Industry	Government Relations	IEHLC					
Maral	Hernandez	maral.hernandez@cao.sbcounty.gov	Other	Legislative Analyst II	San	385 N arro	san bernard	CA	92415	9093874777
Jaime	Hurtado	jhurtado@rivco.org	Other	Manager Of Trade Delegations And IBM	County	1325 Spruc	Riverside	CA	92507	951-955-1308
Christina	Ly	cly@goodwillsocal.org	Other	Career Pathways Coordinator	Social	8120 Palm	San Bernard	CA	92410	9096304064
Thoams	McDaniel	tmcdaniel@goodwillsocal.org	Industry	Program Manager	Southern	1325 Spruc	Riverside	CA	92507	9512057588
Jackie	Melendez	jackiem@moval.org	Industry	Program Manager	Moreno	14177 Fred	Moreno Vall	CA	92552	9514133454
Kevin	Meredith	kevin@4thsi.com	Industry	Co-founder	Innovatio	1815 n win	Orange	CA	92865	3108661442
Sarina	Muhammad	smuhammad@goodwillsocal.org	Other	Business Service Representative	Southern	16934 Bea	Victorville	CA	92395	7608857491
Henry	Nickel	henry.nickel@wdd.sbcounty.gov	Other	Analyst	Workforc					
Deana	Olivares-Lambert	deanalambert2020@gmail.com	Other	Communications Consultant	network /	1808 Albrig	Upland	CA	91784	9098517527
John	Orta	jorta@ieep.com	Other	Ed & Workforce Dev. Manager	IEEP					
Marcelino	Pena	mp.marcelinopena@gmail.com	Education	Logistics Engineer	Penske	Riverside	Riverside	CA	92506-1305	9524035730
Dia	Poole	Carl@DameronCommunications.com	Industry	Vice President	Communi	2407 w Vic	San Bernard	CA	92410	9095349500
Catherine	Pritchett	cpritchett@sbdairport.com	Industry	Director of Administrative Services	Bernardin	1601 E. Th	San Bernard	CA	92408	9093824100
Juan	Ramos	jramos00@hotmail.com	Industry	Logistics Operations manager	Bottling	4232 Solon	Jurupa Valle	CA	92509	909-731-6333
Monique	Reza	mreza-arellano@gosbcta.com	Other	Council of Governments Administrator	COG	3707 Jurup	Riverside	CA	92506	9095615166
Crystal	Richardson	crystal@4thsi.com	Industry	Director	Innovatio	1815 n win	Orange	CA	92865	3108661442
Michael	Salam	michael.abdus-salam@baml.ca	Industry	Vice President - Commercial Banking	America	901 Via Pie	Ontario	CA	91764	909-942-4049
Ivory	Sharpe	ivory.sharpe@tsa.dhs.gov	Industry	place??)	TSA					
Tom	Somers	tom_somers@pacificadvisors.com	Other	Financial Advisor	Advisors	1555 Tioga	Fallbrook	CA	92028	7606729272
Lupe	Valdez	lvaldez@up.com	Industry	Sr. Director, Public Affairs	Pacific					
Krisell	Valenzuela	krisanncan@gmail.com	Other	Relationship manager	America	501 Via Pie	Ontario	CA	91764	9099424037
Joseph	Williams	joseph.williams@sce.com	Industry	Public Affairs Manager	California	1515 Waln	Rosemead	CA	91770	9097541068
Analisa	Wurm	awurm@ieep.com	Other		IEEP					

Panelist  
Moderator  
LMI

## Photos



View all of the photos here: <https://photos.app.goo.gl/AxmppV8sWYfbmaTy8>