OSHA Compliance Certification
To assist businesses in satisfying OSHA requirements, College of the Sequoias CACT is offering OSHA 10 and NFPA 75e (Arc Flash) training. Call Ray Rawn at 559-737-4884 or email raymondr@cos.edu to learn more.

Food Lab Skills Training starts in June
Dairy Quality Assurance Food Lab Skills Training is open to multiple employers and starts June 20. For information, contact Louann Waldner at 559-737-4884 or louannw@cos.edu.

Tailored Staff Training
The College of the Sequoias Business & Industry Services and Center for Applied Competitive Technologies (CACT) offer customized training taught by industry experts in project management, customer service, communication and many other topics.

By partnering with the Workforce Investment Board (WIB) of Tulare County, training can often be supported with Employment Training Panel funding. To meet the needs of employers, COS coordinates with other colleges and organizations. Learn more by contacting Louann Waldner at 559-737-4884 or louannw@cos.edu.

Employers Share Troubleshooting Training
Businesses in the Tulare County Advanced Manufacturing Committee had a mutual need for employee training in troubleshooting programmable logic controllers (PLC). These skills are needed to maintain automated assembly equipment. College of the Sequoias (COS) Business & Industry Services – Center for Applied Competitive Technologies (CACT), and Workforce Investment Board of Tulare County (WIB) worked with the companies to devise a cost effective solution.

To pay for the training, the WIB obtained a multi-employer Employment Training Panel (ETP) contract. The college designed an assessment tool to gauge workers’ skills. Manufacturers reviewed the assessment results to identify common skills gaps and agreed on curriculum that covered the most critical skills. The customized training was held twice per week in the evenings and ranged from 24 to 36 hours. As a result, employees from eight companies benefited; there were 17 introductory, 14 intermediate and 10 advanced participants.

Stephanie Thiessen, Regional Human Resources Manager, Saputo Cheese USA Inc. (www.saputo.com) in Tulare, has been very involved in the Manufacturing Committee and several Saputo employees participated in the training. “I appreciated that the CACT and the WIB staff took the time to understand our business and our training needs,” said Thiessen. “They were quick to respond by designing multiple courses targeted at various skill levels. The PLC training filled a technical training gap for three of our plants in Tulare.”

To learn more about how to become involved in the Advanced Manufacturing Committee training, contact Louann Waldner at 559-737-4884 or louannw@cos.edu.
City of Visalia Supervisory Academy

Seeking ways to do more with less and increase operational efficiency, the City of Visalia (www.ci.visalia.ca.us) established a Supervisory Academy, explained Diane Davis, Human Resources Manager. “Managers and supervisors make a tremendous difference in how effective our operations are and how employees feel about their work,” said Davis. “The training provided by the College of the Sequoias Business & Industry Services gave them tools to improve their leadership skills and provided insight into effective supervisory practices.”

The city of 535 full time employees plus hourly staff has held three academies attended by 60 supervisors and managers. “Not only has the training provided guidance on dealing with specific employee issues, it has given participants insight into how their own working styles impact the workplace,” said Davis. “They’ve also learned how best to approach employees to be most effective.”

Davis explained that she worked with the college to determine needs and then COS staff developed a customized program. “They made the process painless,” said Davis. “The presenters were knowledgeable and fun, and we’ve received very good feedback from our participants.”

Supervisory Training Provided to Manufacturers

In response to the Advanced Manufacturing Committee’s request for supervisory training, College of the Sequoias developed a 24 hour course held over eight weeks. It was attended by 19 people from International Paper Co., JM Eagle™, Mozzarella Fresca™, Provisions Food Co.™, Saputo Cheese USA Inc. and Warren and Baerg Manufacturing, Inc. Participants reported that the most important aspects of the training were “self-awareness,” “understanding different personalities” and “how to effectively improve on your communicative style to get better results.”