

Sponsors

- Bay Area Community Colleges
- Association of Manufacturers Bay Area (AMBayArea)
- East Bay Workforce Development Boards
- OMW
- Insperity
- CA Employment Training Panel

Welcome

- Dr. Lori Silverman

- Mark Martin

Thanks to Liz Whalley & Shannon Banta!

Agenda



OHLONE
COLLEGE



Start	End	Event	Speakers	Room #
9:00	10:00 AM	Check-in, Breakfast & Networking		Room 1302 (Bldg 1) Dining Hall (Bldg 5)
10:00 AM	10:10 AM	Opening Remarks / Welcome	Dr. Lori Silverman (Ohlone College, Dean)	Room 1302
10:10 AM	10:30 AM	Overview to the Day - What is an "unconference"? - Quick mfg update	Dr. Mark Martin (BACC, RD-Adv Mfg)	Room 1302
10:30 AM	10:55 AM	Seed (Lightning) Talks (4 min each) - Getting more women into mfg education pathways - On-ramps that convert (are hands-on art and hobbies a gateway to manufacturing careers?) - Barriers and Services for Successful Entry into Skilled Trades - How can we increase hiring & retention for women in the trades? - Mentorships - how important are they to getting more women into (and stay in) the trades? - How can we get more women to go from entry-level mfg to skilled trades jobs?	Rose-Margaret Itua Lisa Pine Schoonmaker Suzanne Dedeaux	Room 1302
10:55 AM	11:10 AM	Session Proposals - Attendees can provide session topics (30 seconds max)	Attendees	Room 1302
11:10 AM	11:30 AM	Coffee Break / Session Scheduling		Room 1302
11:30 AM	12:30 PM	Breakout Sessions 1 - 3-4 parallel sessions		Rooms 3307 3309 3311 3312
12:30 PM	1:30 PM	Lunch		Dining Hall (Bldg 5)
1:30 PM	2:30 PM	Breakout Sessions 2 - 3-4 parallel sessions (different from session 1)		Rooms 3307 3309 3311 3312
2:30 PM	3:00 PM	Share-outs & Next Steps		Room 1302
3:00 PM	3:00 PM	Symposium Concludes		
3:00 PM	3:30 PM	Ohlone College Lab Tours		Meet outside 1302

What is an "unconference"?

- At an unconference, the agenda is created by the attendees at the beginning of the meeting.
- We'll have a few "lightning" talks to seed potential breakout sessions, then..
- Anyone who wants to pitch a topic will have some time in a little bit (30 seconds to pitch)
- We'll vote on which topics people are interested in.
- Then we'll set up the sessions.
- Our unconference sessions will be open discussions of the session topic.

CC & Manufacturing Update

Bay Area Community Colleges

- Bay Region CC's (28)



BayAreaManufacturingCareers.com



Bay Area Manufacturing Careers

Home

Education

Jobs

Mfg Info

NEWSLETTER

Events

Search



A collaboration between Bay Area community colleges and local manufacturing companies

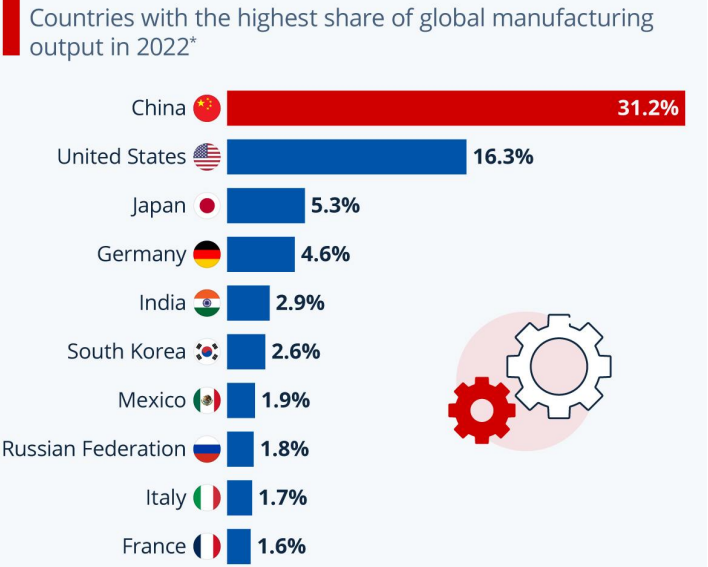
[SIGN-UP for NEWSLETTER to receive updates](#)

- Manufacturing Facts & Trends
- Women in the Workforce

Manufacturing

- Global
- US
- California
- Bay Area

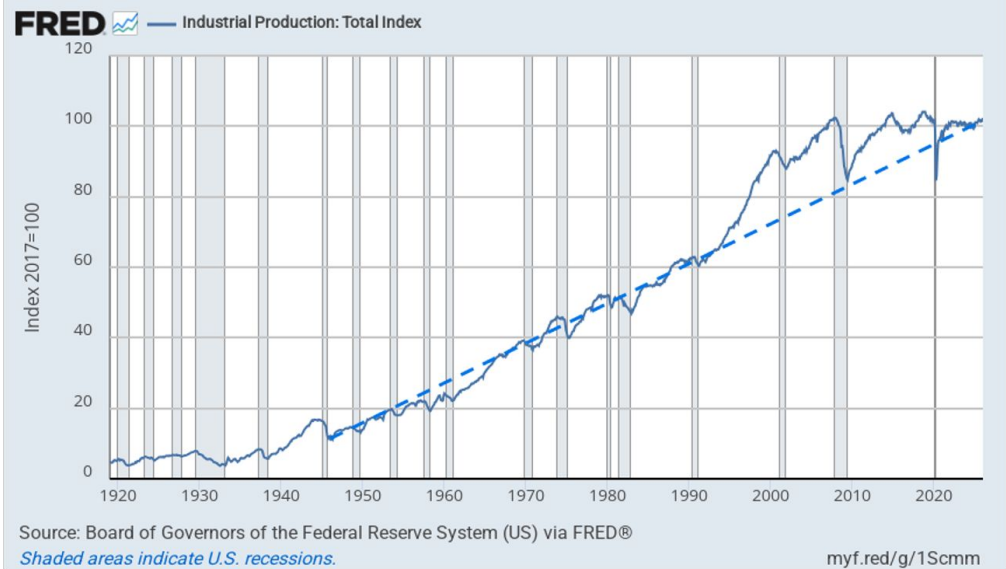
2022 Global MFG



* Output measured on a value-added basis in current U.S. dollars
Source: United Nations Statistics Division



US Manufacturing (1919 – 2026)

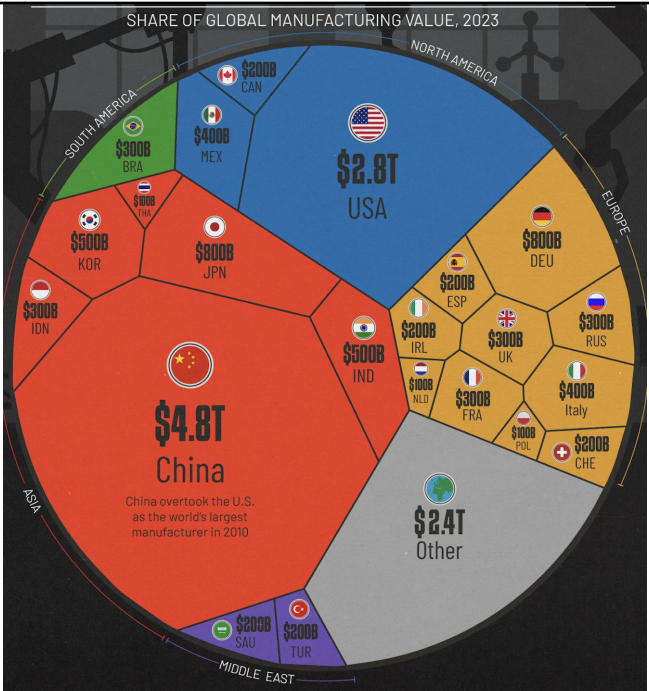


Top Manufacturing Countries

1. China \$4.8 T
2. US \$2.8 T
3. Japan \$0.8 T
4. Germany \$0.8 T

Total Country GDP (2025)

1. US \$27 T
2. China \$18 T

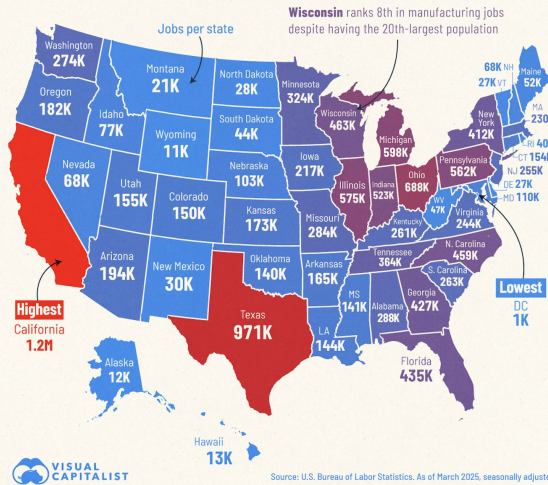


Source: United Nations Statistics Division, Statista

VISUAL CAPITALIST

MADE IN U.S.A. | MANUFACTURING JOBS BY STATE

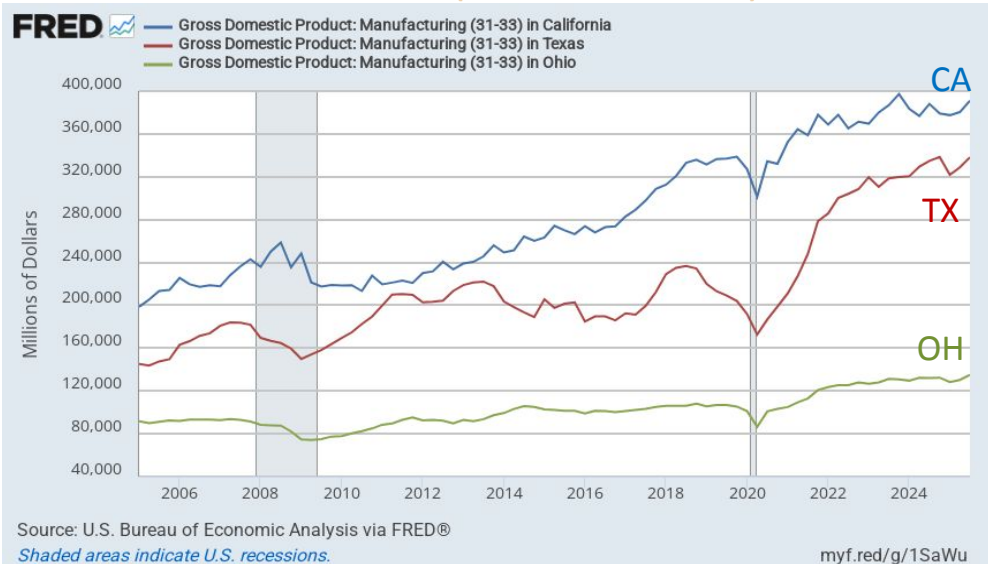
Lowest | 1.2K Highest | 1.2M



April 2025 data



CA vs. TX vs. OH (2007-2025, \$B)



St Louis Fed

Bay Area Skilled Trades Jobs (12 counties)

	2023	2028
•Total Bay Area Jobs	4.8 M	5.2 M
•Skilled Trades* (incl. auto/construct.)	489,000	513,000
•Skilled Trades (mfg-related)	188,000	200,000 (mfg,
•Engineers	92,000	99,000
•Nurses	121,000	135,000

10 Hardest Jobs to Fill (2011)

1. **Skilled Trades**
2. Sales Representatives
3. **Engineers**
4. Drivers
5. Accounting and finance Staff
6. IT Staff
7. Management / Executives
8. Teachers
9. Administrative Staff
10. **Machinist**

10 Hardest Jobs to Fill (2014)



Manpower Survey - <http://us.manpower.com>

10 Hardest Jobs to Fill (2018)

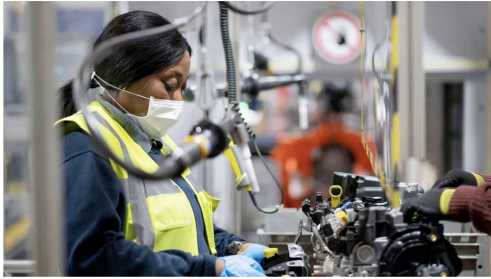


Manpower Survey - <http://us.manpower.com>

Shortage of Mfg Employees (2022)

2.1 Million Manufacturing Jobs Could Go Unfilled by 2030

By NAM News Room | May 4, 2021 1:27pm



Get the Latest News

SIGN UP HERE

The New York Times

Factory Jobs Are Booming Like It's the 1970s

U.S. manufacturing is experiencing a rebound, with companies adding workers amid high consumer demand for products.

Give this article



561



A furniture factory in Hickory, N.C. Data suggest the rebound is largely a product of the pandemic recession and recovery. Travis Dove for The New York Times

Shortage of Mfg Employees (2025)

BUSINESS > MANUFACTURING

When 400,000 Manufacturing Jobs Go Unfilled, It's Time To Rethink The Blueprint

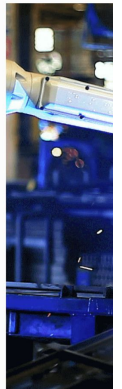
By [Natan Linder](#), Contributor. © Building the human future of manufacturing.

Follow Author

Published Sep 22, 2025 at 03:21pm EDT, Updated Oct 09, 2025 at 01:54pm EDT

< 28

Add Us On Google



We need more employees in skilled trades manufacturing careers

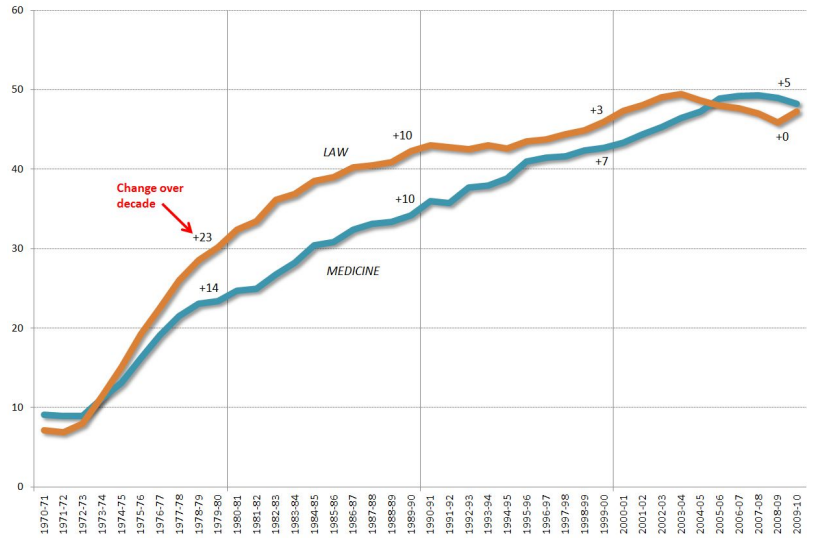
Hmmm, I wonder if there's a potential untapped pool somewhere

% Women in Mfg Related Careers



Women in other careers (1971-2010)

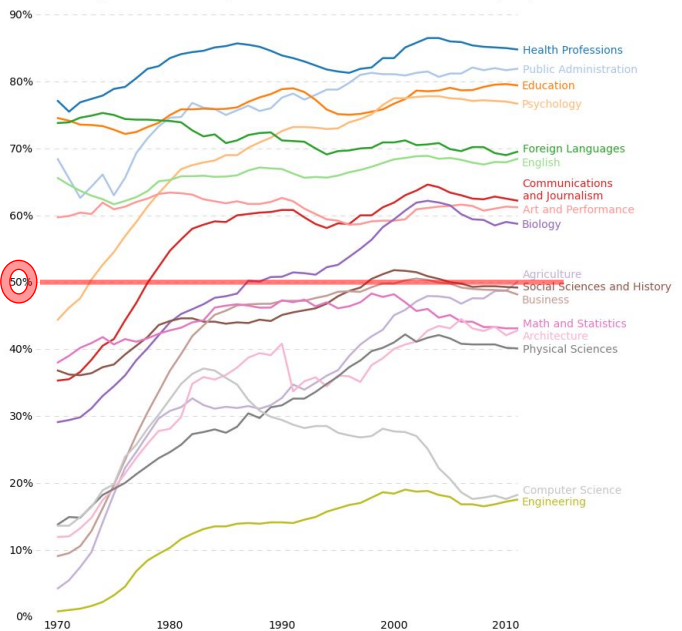
Women as percentage of law and medical degree earners, 1971-2010



The Atlantic

Women in other careers (1971-2010)

Percentage of Bachelor's degrees conferred to women in the U.S.A., by major (1970-2012)



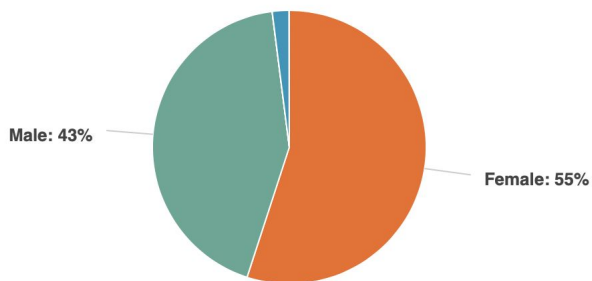
Data source: nces.ed.gov/programs/ipeds/2013/menu_tables.asp
 Author: Randy Olson (randalolson.com / @randal_olson)
 Note: Some majors are missing because the historical data is not available for them

Community Colleges & Women

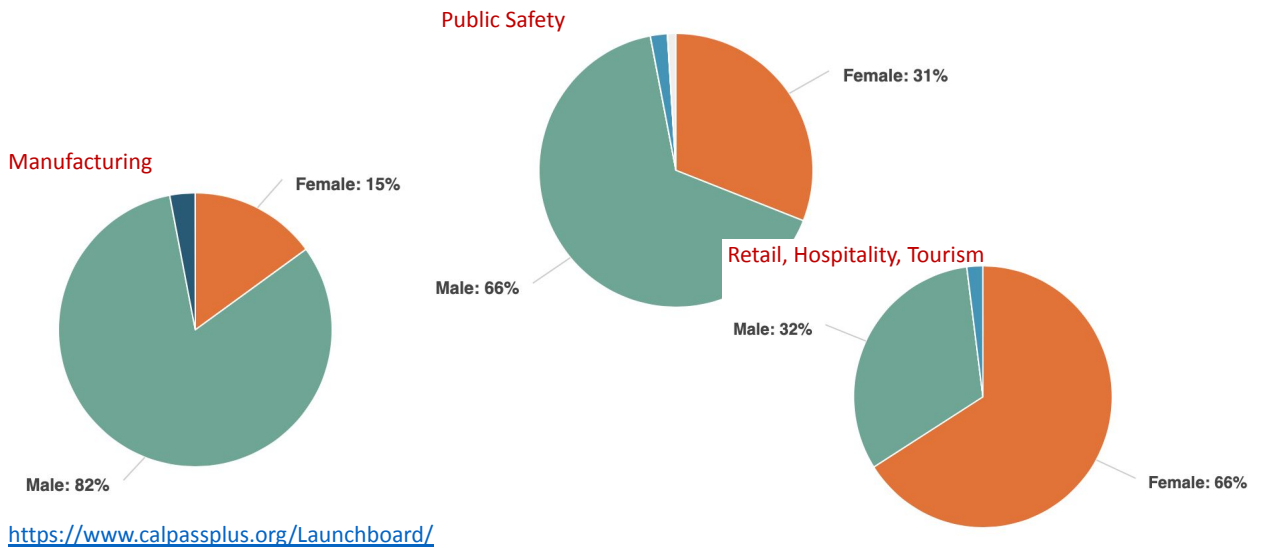
Bay Area Community College Enrollment (2021)

• All Programs

• CTE Programs



Community College Enrollment - Bay Area Programs (2021)



Women in Mfg Skilled Trades

What can we do to attract, and retain, more women into these careers?

That's why we're here today.

Agenda



Start	End	Event	Spee	Room #
9:00	10:00 AM	Check-in, Breakfast & Networking		Room 1302 (Bldg 1) Dining Hall (Bldg 5)
10:00 AM	10:10 AM	Opening Remarks / Welcome	Dr. Lori Silverman (Ohlone College, Dean)	Room 1302
10:10 AM	10:30 AM	Overview to the Day - What is an "unconference"? - Quick mfg update	Dr. Mark Martin (BACC, RD-Adv Mfg)	Room 1302
10:30 AM	10:55 AM	Seed (Lightning) Talks (4 min each) - Getting more women into mfg education pathways - On-ramps that convert (are hands-on art and hobbies a gateway to manufacturing careers?) - Barriers and Services for Successful Entry into Skilled Trades - How can we increase hiring & retention for women in the trades? - Mentorships - how important are they to getting more women into (and stay in) the trades? - How can we get more women to go from entry-level mfg to skilled trades jobs?	Rose-Margaret Itua Lisaa Pine Schoonmaker Suzanne Dedeaux	Room 1302
10:55 AM	11:10 AM	Session Proposals - Attendees can provide session topics (30 seconds max)	Attendees	Room 1302
11:10 AM	11:30 AM	Coffee Break / Session Scheduling		Room 1302
11:30 AM	12:30 PM	Breakout Sessions 1 - 3-4 parallel sessions		Rooms 3307 3309 3311 3312
12:30 PM	1:30 PM	Lunch		Dining Hall (Bldg 5)
1:30 PM	2:30 PM	Breakout Sessions 2 - 3-4 parallel sessions (different from session 1)		Rooms 3307 3309 3311 3312
2:30 PM	3:00 PM	Share-outs & Next Steps		Room 1302
3:00 PM	3:00 PM	Symposium Concludes		
3:00 PM	3:30 PM	Ohlone College Lab Tours		Meet outside 1302



OHLONE
COLLEGE



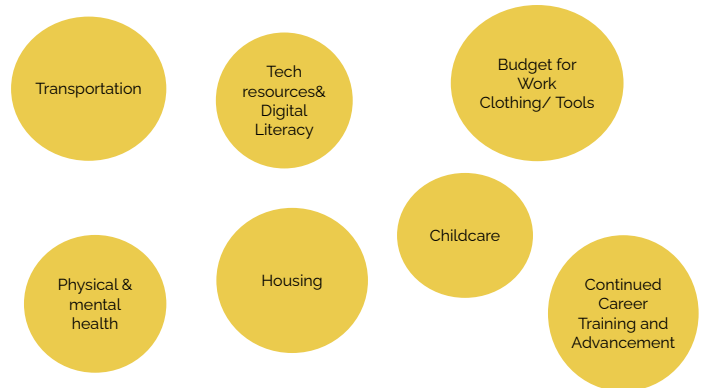
Proposed Topics from Attendees

1. How do we get the community rather industry to define the needs for manufacturing and training? - EMMA (Skilled tradeswoman)
2. How do we break the old-boy network to get more WiMST? - TERRY (Rainin recruiter)
3. How to improve points of physical access to pique interest - Kim (enrg / skilled tradeswoman)
4. How do we increase perception / visibility for women/girls into the mfg skilled trades? - Bret (EBMUD)
5. How / when do we CHANGE perception of jobs as being "male" (or "female")? - Esther (CoA Aviation instructor)
6. How can apprenticeships help achieve more WiMST? - Darlene (WDB)
7. How can we "deprogram" K-12 about university being the only pathway? - Oscar (SRJC)
8. How do we get older women into the trades? - Bettina ()
9. How can small start-ups let more women know about their opportunities? - Blancka (Pyka recruiter)
10. How do you approach mentorship in an existing role when you don't feel part of the community? Joel (Fuse Energy)

- A grassroots organization out of the Civil Rights movement.
- We are a workforce development organization that serves the entire Bay Area
 - Rapid Employment Services
 - Career Training Education (6 pathways)
 - HVAC/ Building Maintenance
 - Carpentry
 - Fast Track Training
 - Advanced Manufacturing



Multiple Barriers to Success



- Remove as many barriers within the first two weeks.
- Identify partners who can support needs not served by your school or organization.

- As a student, educator or employer, what barriers have you observed for women to enter the manufacturing skill trades successfully?
- What strategies worked to remove barriers?
- What barriers remain a challenge?



JobTrain transforms lives and communities in Silicon Valley. We prepare individuals for successful, sustainable careers in high-demand and emerging fields through Career Training, Employment Services, and Supportive Services.

AGENDA

-
- Break Time (11:20 - 11:50)
 -
- Return HERE by 11:50 (Rm 1302)



Lunch Time

- After session 1, go to lunch
 - - Please don't take unless you requested one
- Go to session 2 rooms by 1:30

Gourmet Sandwich Lunch Box w/ Fruit, Chips & Beverage	
BBQ Roast Beef & Cheddar	33
Chiptole Chicken	22
Garlic Chicken	22
Caprese (vegetarian)	8
Gluten Free/Vegan - Grilled Vegetables w/ Hummus	10
Cookie Upgrade - Assorted Cookies	95
WHOLE FRUIT on Platter	
Large Spa Water - included with Lunch Box	2
Coffee (Large Urn)	1
Assorted drinks (soda, iced tea, fruit juices)	95

AGENDA

- If you proposed an idea, be prepared to **start** the conversation, but generally the idea is that this is group-moderated (be aware of how much you're talking! :-)
- Please feel free to leave for another session!
- NEEDED: Volunteer in each room to record the conversation.

• Session 1 (11:30 - 12:30)

Room -->	3307	3309	3311	3312
Session 1 (12:00 - 12:45)	ON-RAMPS / PATHWAYS that get women into mfg careers, including older women and entry-level workers.	What are ways to increase hiring & retention for women in the trades?]	INCREASING AWARENESS of the Opportunities in manufacturing (K-12, community, etc.)	
LUNCH (12:45 - 1:30)	DINING HALL			
Room -->	3307	3309	3311	3312
Session 2 (1:30 - 2:30)	Getting more women into mfg education pathways	Mentorships - how important are they to getting more women into the trades?	[Barriers and Increasing Access for Successful Entry into Skilled Trades]	

Return HERE for Share-outs (2:30 - 3:00)

Agenda



Start	End	Event	Speakers	Room #
9:00	10:00 AM	Check-in, Breakfast & Networking		Room 1302 (Bldg 1) Dining Hall (Bldg 5)
10:00 AM	10:10 AM	Opening Remarks / Welcome	Dr. Lori Silverman (Ohlone College, Dean)	Room 1302
10:10 AM	10:30 AM	Overview to the Day - What is an "unconference"? - Quick mfg update	Dr. Mark Martin (BACC, RD-Adv Mfg)	Room 1302
10:30 AM	10:55 AM	Seed (Lightning) Talks (4 min each) - Getting more women into mfg education pathways - On-ramps that convert (are hands-on art and hobbies a gateway to manufacturing careers?) - Barriers and Services for Successful Entry into Skilled Trades - How can we increase hiring & retention for women in the trades? - Mentorships - how important are they to getting more women into (and stay in) the trades? - How can we get more women to go from entry-level mfg to skilled trades jobs?	Rose-Margaret Itua Liisa Pine Schoonmaker Suzanne Dedeaux	Room 1302
10:55 AM	11:10 AM	Session Proposals - Attendees can provide session topics (30 seconds max)	Attendees	Room 1302
11:10 AM	11:30 AM	Coffee Break / Session Scheduling		Room 1302
11:30 AM	12:30 PM	Breakout Sessions 1 - 3-4 parallel sessions		Rooms 3307 3309 3311 3312
12:30 PM	1:30 PM	Lunch		Dining Hall (Bldg 5)
1:30 PM	2:30 PM	Breakout Sessions 2 - 3-4 parallel sessions (different from session 1)		Rooms 3307 3309 3311 3312
2:30 PM	3:00 PM	Share-outs & Next Steps		Room 1302
3:00 PM	3:00 PM	Symposium Concludes		
3:00 PM	3:30 PM	Ohlone College Lab Tours		Meet outside 1302

Ohlone College

Women in Stem (March 13)



Shop Tour

- If interested in taking a tour of some of the Ohlone Mfg Labs meet outside 1302 after end of symposium

BayAreaManufacturingCareers.com



Bay Area Manufacturing Careers

Home

Education

Jobs

Mfg Info

NEWSLETTER

Events

Search



A collaboration between Bay Area community colleges and local manufacturing companies

SIGN-UP for NEWSLETTER to receive updates

Share Outs

What did you learn?

or

What should we do next?

or

??

Next Steps

- How do we continue to build community?
- WiMST Tours
- Mentor programs