

# Quarterly Newsletter

# Instructor Connections

Summer 2007

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## TDS Awarded Multiple Grants for 2007-08

### Grant Awarded to Create Workplace Learning Resource Center to Support Bay Area Employers

The Economic Development and Contract Education department, also known as Training and Development Solutions (TDS), has received a grant from the California Community Colleges Chancellor's Office to implement a new Workplace Learning Resource Center. The department was awarded this competitive grant based on its solid reputation as a regional leader.

The grant provides \$205,000 annually for five years to support Bay Area employers by providing occupational needs assessments and customized skills training. "We are thrilled to be recognized by our state chancellor's office, but we're even more excited to have the opportunity to work in partnership with business and industry to help assist their employees and contribute to a strong, healthy workforce in the Bay Area," said Julia Dozier, Director of Economic Development and Contract Education for the District.

The Center will serve a portion of the Bay Area comprised of Alameda, Contra Costa, Marin, Napa, San Francisco, Solano and Sonoma Counties. Additionally, the project will have a strong emphasis on technical assistance for community college economic development and contract education personnel. The grant is part of a statewide initiative to build long-term, sustained relationships between community colleges, labor and industry.

The project also features partnerships with Napa Valley and Solano Colleges, the Bay Area Painting and Decorating Joint Apprenticeship Training Committee, the East Bay Economic Development Alliance, the Tri-Valley One-Stop Career Center, the Alameda County Workforce Investment Board, the Workforce Development Board of Contra Costa County, the City of Dublin and several manufacturing employers.

### Responsive Training Fund for Incumbent Workers Grant Awarded

Training and Development Solutions has also been awarded \$229,230 in funding to provide short-term, high-impact training for incumbent workers in the Bay Area's advanced manufacturing sector. The goal is to enhance industry competitiveness through performance improvement training tailored to the needs of our manufacturing partners.

In partnership with at three major East Bay manufacturers, TDS will implement an intensive high-impact six-month training program for electrical and maintenance mechanic workers. The curriculum is designed to upgrade the technical skills of junior-level electrical and maintenance mechanic workers. Trainers will utilize customized curriculum to address the specific needs of each employer. Coupled with the Workplace Learning Resource Center program, these grants will enable TDS to continue to create and deliver customized training services to fit the needs of our clients.

## The DiSC Profile – Incorporating it into your training

Personality profiles are self-assessments utilized as a learning tool to describe behavior patterns, styles or personality types. These assessments are not “pass” or “fail”, with right or wrong answers, but they are an inventory of behavioral patterns or preferences that provide insight into our strengths, challenges and skills. With this information, we can describe our behaviors and the behaviors of others, often providing clues that lead to clearer and better understanding, improved relationships or communication.

One of these inventory instruments is the DiSC profile, based upon the behavior models of the work of William Moulton Marston, an early 20<sup>th</sup> Century psychologist. The DiSC has four types or styles – Dominance, Influence, Steadiness, and Conscientiousness. Each type serves as a basis to describe one’s tendencies, needs, preferred environment and strategies for effectiveness. The results reflect the unique responses of each person, as well as provide an opportunity for increased self-awareness and personal effectiveness.

Tools such as the DiSC profile are excellent complements for soft skills training, especially courses in teambuilding, management or supervision, customer service, interpersonal relationships or employee development. Both Louanne Klein and Christine Bennett, subject matter experts with TDS, are skilled in administering and interpreting the DiSC profile. If you would like to learn more about incorporating DiSC into your training, please let us know.

### SME Profile: Al Roth



Since 2005, Al Roth has been involved in the development and delivery of a Maintenance Mechanic apprenticeship program for TDS manufacturing clients. In addition to his work in manufacturing, Al has taught a wide variety of courses in both the technical field of electronics/electrical theory, as well as business leadership, productivity improvement, and management-type courses.

Al began his career by obtaining an Associate’s degree in Electronics Technology at Chabot College, during which time he made the decision to become a teacher. In 1985, he was hired as an adjunct Electronics Technology instructor at Chabot. Over the years, Al has continued to develop curriculum and deliver courses for Bay Area community colleges.

Al has earned a Bachelor’s degree in Business Management and a Master’s degree in Business Administration, both from the University of Phoenix. He is currently enrolled at the University of San Francisco’s School of Education, and hopes to complete his Ed.D. in Organization and Leadership in 2009.

## News you Need to Know

- ✓ **New Assistant Program Coordinator, Naida Connery** – As the Contract Education Assistant Program Coordinator, Naida will provide a wide variety of administrative and support activities for our Title IV-E and apprenticeship training programs. She comes to us with over 15 years of business experience. Her previous position was working in the Vice Chancellor of Business Services’ department at the Chabot-Las Positas Community College District Office.
- ✓ **Annual Survey Mailing** – Training & Development Solutions will be sending out our annual survey by e-mail. Take a look at your training topics, work on your biography and strike a pose. We will be requesting a current list of training topics, an up-to-date biography and a recent “head-shot” photograph of yourself. For independent contractors, there is an additional I-9 form that must be filled out and returned. The e-mail will go out towards the end of July.

## Contact Info for TDS

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