



Center for Workforce Development

F A L L W I N T E R N E W S L E T T E R 2 0 0 5 - 2 0 0 6

The U.S. Department of Labor Awards Regional Bio-Manufacturing Partnership Top National Honor

In ceremonies at the national *Workforce Innovations Conference* in Philadelphia, Pennsylvania, the U. S. Department of Labor Employment & Training Administration awarded **Recognition of Excellence** to *The Bay Area Biotech Consortium Career Pathway Project*.

The Assistant Secretary of the Employment & Training Administration (ETA), Emily DeRocco, initiated a Recognition of Excellence (ROE) process in 2004 to honor programs of the nation's workforce investment system that demonstrated admirable performance.

Administered by the Office of Policy Development and Research (OPDR), the awards recognize State and local programs, projects and initiatives that demonstrate innovation, collaboration, quality performance, and link-

ages to business, education and community needs, and replicability in the following five categories: 1) *Educating America's 21st Century Workforce*, 2) *Building an Industry Driven Workforce Investment System*, 3) *E3 Partnerships*, 4) *Recognizing Special Populations in the Workforce*, 5) *Serving Out-of-School Youth*.

Recognized for "**Building an Industry Driven Workforce Investment System**" *The Bay Area Biotech Consortium Career Pathway Project* includes: California Employment Development Department, Alameda Workforce Investment Board, Skyline College, Ohlone College, Gruber and Pereira Associates, San Mateo County Workforce Investment Board, Career Ladders Project, and Genentech, Inc. ■



PICTURED L TO R / PAM LEUNG, DENNIS PETRIE, DAVID GRUBER, CAZ PEREIRA, EDUARDO KIRYCZUN, MONICA POINDEXTER, REGINA STANBACK-STROUD, LINDA COLLINS, ROB GAMBLE, WILLIAM WATSON, PAIGE LLOYD



*California Assembly
Member Gene Mullin,
Chair of the Select
Committee on
Biotechnology*

Assembly Member Gene Mullin Addresses Overflow Crowd at Biotech Industry Breakfast

The San Mateo County (SMC) Biotech Workforce Project hosted a press conference - breakfast on Friday, September 16, 2005 at the Westin San Francisco Airport Hotel. The event gathered industry leaders, educators and elected officials together to examine ways in which local educational institutions can partner with biotech companies to expand local education and employment opportunities. Assembly member Gene Mullin, Chair of the State Assembly Select Committee on Biotechnology, served as the keynote speaker for an overflow crowd. Additional speakers, included: Victoria P. Morrow, President of Skyline College; Monica Poindexter, Genentech; Bob Edson, Bayer; Mark Church, Supervisor; and Mike Neven, BayBIO. The event showcased the SMC Biotech Workforce Project Biotech Company Survey which is facilitated by Price Waterhouse Coopers. The SMC Biotech Workforce Project community partners include: Office of Supervisor Mark Church, San Mateo County Central Labor Council, San Mateo County Workforce Investment Board, Peninsula Coalition, Skyline College, Quinton Partners, Gruber & Pereira, BayBio, Price Waterhouse Coopers Biotech Practice, Biotech Workforce Network, United Way of the Bay Area, and the William and Flora Hewlett Foundation. The event was funded by the Center for Workforce Development at Skyline College with "Industry Driven Regional Collaborative" funding from the Chancellor's Office, California Community Colleges.

Skyline College Hosts The National Economic Development & Law Center's NNSP "Skills Academy"

Three well-known organizations in the sectoral workforce development field, The Aspen Institute Workforce Strategies Initiative, the National Network of Sector Partners, and Public/Private Ventures, created the Sector Skills Academy. Major funding is provided by the Charles Stewart Mott Foundation. The Academy provides emerging leaders throughout the United States with an opportunity for experiential learning with practical application for present and future work in the sector field. The Academy consists of four workshops between June 2005 and July 2006, designed for participants to acquire new skills, engage in peer exchange and benefit from relationships with mentors. The Bio-manufacturing Certificate Program partnership at Skyline College was selected by NNSP to host one of the workshops on September 20, 2005 from 11:00 a.m. - 3:00 p.m. Presenters included: Regina Stanback-Stroud, Vice President of Instruction, Skyline College; Linda Collins, Director, CCC Board of Governor's Career Ladders Project; Paige Lloyd, Senior College Programs Consultant, Genentech, Inc.; Emma Gonzalez, San Mateo County Workforce Development; William Watson, Director, Center for Workforce Development, Skyline College; Michael Williamson, Dean, Science, Math, Technology, Skyline College. The seminar was funded by NNSP and the Center for Workforce Development at Skyline College with "Industry Driven Regional Collaborative" funding from the Chancellor's Office, California Community Colleges.



Faculty Spotlight: Nick Kapp

Nick Kapp, Ph.D., grew up in a large family on the south side of Chicago. After completing an undergraduate degree in Biology from Western Illinois University, Dr. Kapp earned a doctorate in Cellular and Molecular Biology from the University of Illinois at Chicago. His doctoral thesis focused on the regulation of genetic expression in *Bacillus subtilis* by environmental phosphate concentrations. Dr. Kapp completed a postdoctoral fellowship at the Scripps Research Institute, which had an arrangement with Johnson and Johnson for commercializing ideas from the laboratory. While at Scripps, Dr. Kapp worked on a model for a new antibiotic. He then spent 2 two years at the University of New Mexico Medical School researching the environmental signal pathways in rat tissue culture cells.

In 1996, Dr. Kapp joined the faculty at Skyline College in the Science Math and Technology Division. In 2002, Dr. Kapp collaborated with other Skyline faculty, including a Genentech scientist, to develop an intensive twelve-week Bio-manufacturing Certificate Program to meet increased industry demand. In addition, Dr. Kapp works at Genentech completing Genentech's Faculty Internship Program. This hands-on experience with Bio-manufacturing gives Dr. Kapp highly valued industry expertise which he brings to Skyline students.

Dr. Kapp recently completed service as Skyline's Academic Senate President and now serves as Academic Senate President for the San Mateo County Community College District, which includes: Skyline College, Cañada College, and College of San Mateo.

Faculty Spotlight: Mousa Ghanma

Mousa Ghanma finished high school in Jordan where he earned matriculation honors among the top ten students in the entire Kingdom. Mr. Ghanma moved to Beirut, Lebanon to seek a degree in medicine at the American University of Beirut (AUB). He completed his B.S. degree in biology at AUB, but the civil war in Lebanon prevented further studies in medicine.

Mr. Ghanma moved to Long Island, NY and earned an M.S. degree in Medical Biology at the C. W. Post Campus of Long Island University (LIU). Mr. Ghanma held the following positions at LIU: laboratory manager at the Chemistry Department, Chemical Hygiene Officer of the campus, and Adjunct instructor for chemistry laboratory courses. After earning an M.B.A. from LIU in 2000, Mr. Ghanma began working in the Skyline College Science, Math, and Technology Division. In 2003, Mr. Ghanma started teaching the chemistry component of the award winning Bio-Manufacturing Certificate Program. Recently, students from this program recognized Mr. Ghanma with an award for **Excellence in Teaching**.



Nick Kapp

Biology Instructor

*Science Math and
Technology Division*



Mousa Ghanma

Chemistry Instructor

*Science Math and
Technology Division*

Skyline Hosts Regional Bio-Manufacturing Seminar for Community College Faculty

The Skyline College Center for Workforce Development hosted a seminar for bay area community colleges called "Developing the Biotechnology Workforce: Sharing Strategies and Developing Partnerships" on Friday, September 16, 2005 from 10:00 a.m. to 2 p.m., at the Westin San Francisco Airport Hotel. Designed for faculty, administrators, and economic & workforce development specialists from the Bay Area's Community Colleges, the seminar featured biotechnology industry representatives and education specialists who addressed how community colleges are meeting the biotechnology workforce challenge and what more is needed.



GENENTECH'S PAT MCKAY SPEAKS TO SEMINAR PARTICIPANTS

The seminar showcased award winning bay area bio-manufacturing workforce partnerships and the role of community college biotechnology partnerships on a state & national level. The seminar fosters regional college collaboration to build a regional career ladders approach to bio-manufacturing that is articulated with and recognized by industry. Seventeen community colleges attended.

Presenters included: Linda Collins, Director, CCC Board of Governor's Career Ladders Project; Jim DeKloe, Professor, Solano College and Bio-Link Southwest Regional Director; Mary Pat Huxley, Director, State Biological Technologies Initiative, CCC Economic & Workforce Development Program; Elaine Johnson, Ph.D., Director, Bio-Link (National Science Foundation Advanced Technological Education Center for Biotechnology); Nick Kapp, Ph.D., Professor, Skyline College; Edie Leonhardt, Ph.D., Director, Northern CA Biotechnology Center, and Professor, City College of San Francisco; Monica Poindexter, Senior Staffing Manager, Genentech, Inc.; William Watson, Director, Center for Workforce Development, Skyline College; Michael Williamson, Dean, Science, Math, technology, Skyline College. The seminar was funded by The Center for Workforce Development at Skyline College with "Industry Driven Regional Collaborative" funding from the Chancellor's Office, California Community Colleges. ■

Skyline College Wins San Mateo County Community Partnership Award

In ceremonies held on September 21, 2005 in Foster City, California, The San Mateo County Human Services Agency (SMCHSA) announced that Skyline College has been selected to receive the 2005 Success Award in the Community Partner Category. Citing excellence in commitment to helping San Mateo County residents achieve economic self-sufficiency, the award acknowledges the Skyline College Bio-manufacturing Certificate Program partnership with the San Mateo County Workforce Investment Board and Genentech, Inc.

The award includes: 1) commendation from the San Mateo County Board of Supervisors; and 2) Recognition from the California Legislature including certificates from Assembly Members Gene Mullin, District 19, Ira Ruskin, District 21, and Leland Y.Yee, Ph.D., Speaker pro Tempore; 3) Recognition from the California Senate including certificates from Senator Jackie Speier, District 8, and S. Joseph Simitian, District 11; and 4) Certificate of Appreciation from Tom Lantos, member of U.S. House of Representatives. ■

SMCHSA
SUCCESS AWARDS 2005
SKYLINE COLLEGE
COMMUNITY
PARTNER
CHAMPION

San Mateo County Human Services Agency Wins National Association of Counties Top Award for Gateway and Bio-Manufacturing Program Partnership

Citing *Innovation in Human Services*, The National Association of Counties recognizes San Mateo County Human Services Agency for the top program in the nation for its collaboration with Skyline's Biotech Certificate Program and for Skyline and Cañada's Gateway



Program. The awards ceremony is slated for November 18, 2005 at the Association's national conference, held this year in San Francisco.

The National Association of Counties (NACO) was created in 1935 when county officials wanted to have a strong voice in the nation's capital. More than six decades later, NACO continues to ensure that the nation's 3066 counties are heard and understood in the White House and the halls of Congress. NACO's membership totals more than 2,000 counties, representing over 80 percent of the nation's population. ■

Genentech Named No. 1 Employer by Science Magazine

In September 2005, Genentech was named by Science magazine as "the top employer and most admired company in the biotechnology and pharmaceutical industries." The company has placed first in each of the four years that Science has carried out this survey. The honor is the result of a survey sponsored by Science magazine and the American Association for the Advancement of Science. The survey, involving Science readers and subscribers from the biotechnology and pharmaceutical industries, academia and consulting, was aimed at determining the companies in the life science industries with the best reputations as employers and why. Respondents were asked to rate companies on a list of specific attributes. Similar to the previous three years, Genentech was cited for the characteristics of: being an innovative leader in the industry, having a clear vision toward the future, and being a company where work and personal values are aligned. As in previous years, the survey's rankings placed the top ten employers in three readily identifiable tiers of achievement. This year, for the first time, Genentech alone occupies the first tier, with a ranking score of more than 90 out of 100. ■



Skyline Business Division and the Daly City Enterprise Center Prepare Entrepreneurs

The Skyline College Business Division and the Daly City Enterprise Center present a college credit course that teaches students the essentials of starting a business. The Business Division of Skyline College delivers a comprehensive array of high quality instruction that prepares students with skills, certificates, and degrees to grow professionally and contribute to the regional economy. The Daly City Enterprise Center provides business counseling, technical assistance and referral services in the areas of planning, finance, marketing and management to small business owners and prospective business owners.

The Center acts as a central linking point for a variety of resources and services of the federal, state and local governments with those of the private sector. The Center strengthens existing small businesses and fosters the development of new business. Starting a business is risky. You can improve your chances of success with good planning and preparation. You get to be your own boss. You can claim the rewards of your



hard work and long hours. "Business 153", Planning a Business Startup, provides you with valuable preparation to determine your fit for business ownership. Focusing on practical procedures for opening a business, topics in this course will include:

- Career Fit for Business Ownership
- Capital Budget Construction
- Funding
- Accounting
- Cash Flows
- Profit Analysis
- Market Research

Ken Aslanian-Williams serves as an adjunct professor at Skyline College in addition to his work with the Daly City Enterprise Center. Earning a B.A. from Harvard University and an M.B.A. from Stanford University, Ken brings twenty years of banking experience and six years of business consulting to the classroom. Noted for his presentation skills and wealth

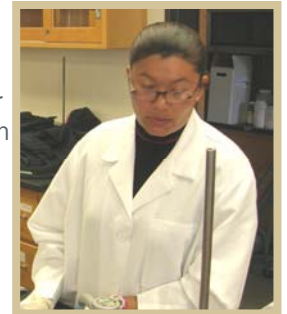


of knowledge, Ken's love of teaching consistently earns high praise from his students. Ken's outstanding preparation and dedication to students' success typify Skyline's commitment to instructional excellence. ■

Skyline's Child Development Center Proves Essential for Biomanufacturing Student Patti Ramirez

Skyline College Gateway and Biomanufacturing student, Martha (Patti) Ramirez, counts The Child Development Center at Skyline College as a vital part of her biotechnology career preparation. Patti's daughter, Esmeralda, enjoys the Children's Center everyday and Patti enjoys knowing that her daughter is in good hands nearby. Despite an intensive level of study, Patti volunteers at the Child Development Center a few hours every week.

Patti completed Skyline's Gateway to College and Careers Program in August 2005 and then competed successfully for admission to Skyline's Award winning Biomanufacturing Certificate Program. Patti is slated to complete her certificate in November 2005 and start an internship at a local biotechnology company.



The Child Development Center provides a comprehensive child development program as a service to students who have young children. Children eligible for the preschool program are from 2 through 5 years of age and for the toddler program, from 18 to 30 months. The program is subsidized by the California Department of Education and fees are based on a sliding scale.

The Child Development Center is located at the Loma Chica School across the street from campus. The Toddler Room serves children ages 18 to 30 months. The Preschool Room serves children ages 2 - 5 years. The curriculum for both age groups is developmentally appropriate and based on the model that children learn through play. For information, call Judy Heldberg at (650) 359-8637. For more information about the Skyline College Early Childhood Education Program, contact Valerie Goines at 650-738-4148. ■

Skyline's Career Center Hosts Annual Career Holiday Job Fair

The Skyline College Career Center hosts the Annual Career Holiday Job Fair on Wednesday, November 16th, 2005 from 9:30 am to 1:00 pm. The Career Holiday Job Fair will



VIRGINIA PADRÓN

provide local industry representatives and Skyline College students the opportunity to network and become more familiar with available employment and training opportunities.

The Career Center and the Center for Workforce Development first partnered in 2002 to provide services to dislocated air transportation workers. Funding for that initial program launched the Center for Workforce Development and Skyline's award winning bio-manufacturing certificate program. The Career Center provides a comprehensive array of services for both employers and students to create personalized career success plans. For more information, contact: **Virginia Padrón** Skyline College Career Center, 3300 College Drive, San Bruno, CA 94066. padron@smccd.net 650-738-4314: ■

Gateway Cohorts Graduate at Cañada and Skyline

The Gateway Program is a learning community of instruction and support prepares students for success in college and careers. Designed to bridge gaps in college readiness, students develop their abilities in English, math, and career planning. Gateway students create plans for successful transition to the next college and career experience. Gateway is coordinated by the Center for Workforce Development in partnership with the Walter S. Johnson Foundation, The William and Flora Hewlett Foundation, The San Mateo County Workforce Investment Board, Skyline College and Cañada College, Gruber & Pereira Associates, LLC., CA School Age Consortium, and the California Community College Board of Governors' Career Ladders Project.

Cañada's first Gateway class graduated in June 2005. Skyline's first Gateway Class graduated in August 2005. Students benefited from the learning community design of the program which offers great support throughout the experience in both instruction and student services.

Susan Andrien, Skyline College Learning Center; Linda Collins, Career Ladders Project; Adolfo Leiva, Skyline College; and William Watson, Skyline College, presented the program model at the Fall 2005 conference of the California Community College Association for Occupational Education in San Diego in October 2005. With coordination from



ADOLFO LEIVA, SKYLINE WORKFORCE DEVELOPMENT & ELENA FARINAS, SAN MATEO COUNTY WORKFORCE DEVELOPMENT UNIT, PROVIDED KEY STUDENT CONTACT AND SUPPORT FOR SKYLINE'S GATEWAY PROGRAM.

the Career Ladders Project and Gruber & Pereira Associates, the Walter S. Johnson Foundation and others are working to replicate the program in five additional counties throughout California. Additional cohorts are planned for Spring 2006. For students interested in the program, please contact 650-802-6476 or send contact information to gateway@smchsa.org. For all other inquiries, please contact the Director of the Center for Workforce Development, William Watson, at: 650-738-7035 William.Watson@smccd.edu. ■

The Career Ladders Project, The Walter S. Johnson Foundation and The Stuart Foundation Convene Regional Gateway Programs

The Career Ladders Project, the Walter S. Johnson Foundation, and the Stuart Foundation will convene the collective Gateway programs being developed in Northern California counties. Gateway is a learning community of instruction and support that prepares students for success in college and careers. This one-day event convenes key participants from

across the multiple agencies, organizations and community colleges involved in delivering this innovative program. The event encourages networking among Gateway practitioners, analyzes successes and challenges, and engages in collective problem solving in order to enhance and improve Gateway programs. Counties already engaged in offering cohorts as well as those in planning stages will be invited to participate. Co-sponsored by the Center for Workforce Development, the Career Ladders Project will host the event at Preservation Park in Oakland, California on Friday, February 3, 2006. For more information, contact Linda Collins, Director of the Career Ladders Project at 510-268-0567. ■

Skyline President Featured at California Labor Federation Conference Roundtable

Skyline President, Dr. Victoria Morrow, served as an invited roundtable participant for the closing session of the California Labor Federation Conference "Building Workforce Partnerships" in Monterey, CA. Other participants in the closing session in-



RAYNA LEHMAN, SMC CENTRAL LABOR COUNCIL; DR. VICTORIA MORROW, SKYLINE COLLEGE PRESIDENT; RICH HEDGES, SMC CENTRAL LABOR COUNCIL

cluded: Dave Sickler, Southern Director, State Building Trades; Pat Henning, Director, California Employment Development Department; Mike Logeuy, US Department of Labor Region 6; and Terri Feeley, Executive Director of SF Works. The Roundtable was titled, "Labor, Community, State and Federal Government Working in Partnership." Skyline's Bio-manufacturing Partnership with Genentech, The San Mateo County Workforce Investment Board and the San Mateo County Central Labor Council was featured as a model program at the conference's "High Road Hall of Fame" poster session. ■

Skyline College Joins BayBio

BayBio, Northern California's life science association, supports the regional bioscience community through advocacy, enterprise support, best practice dissemination and the enhancement of research col-



laboration. Members include organizations engaged in, or supportive of, research, development and commercialization of life science technologies.

BayBio's service to the industry includes: Enterprise Development, Collective Power, Advocacy, and Original Content. For more information on BayBio, please see their website at www.baybio.org. ■

Skyline Develops Quality Control Curriculum

In response to industry need, Skyline has developed an introductory course to prepare students for entry into quality control measurement in biomanufacturing. The course places emphasis on providing basic knowledge and skills in quality control to complement those acquired in biomanufacturing classes. The course targets students with a background in biomanufacturing or quality control in related industries.

Biology 680 – Quality Control for Biomanufacturing earns 3.5 semester units for 48 lecture and 27 lab hours, plus one hour per week by arrangement. Students will be introduced to the techniques and methods for performing quality control measurements in the Biomanufacturing setting. This Curriculum is developed by the Science Math and Technology Division of Skyline College. ■

Skyline College Learning Center Serves Key Role in Gateway Program Development

In the Fall of 2003, the Center for Workforce Development (CWD) capitalized on an opportunity to partner with San Mateo County Workforce Investment Board and community based organizations to develop a program that would help people access education and career opportunities. Skyline College and Cañada College have now completed the first two cohorts of this "Gateway Program."

Skyline's Learning Center Director, Susan Andrien, and Dean of Language



SUSAN ANDRIEN & GUILLERMO VILLANUEVA

Arts, Anita Martinez, designed a learning community of contextualized basic skills instruction that bridges gaps in college readiness. The program features outstanding student support both within the college and from the community partnership that contributes funding and coordination. Susan Andrien provides content expertise for additional Gateway Programs that are being developed throughout the Bay Region. The Learning Center's Guillermo Villanueva (TRIO Counselor) made an invaluable contribution to the success of the first two Gateway cohorts delivered at both Skyline and Cañada College.

The TLC is a flexible learning environment providing academic support for students in all Skyline courses through workshops, instructional technology, tutoring, and lab-based courses. The goal of the TLC is to offer students opportunities to learn more quickly and effectively and with greater confidence. The TLC also offers a comprehensive program of individual and small group support for all levels of English, Reading, and Math, as well as for a variety of academic subject areas. ■

Sprint Nextel Wireless Hires Skyline Students

Sprint-Nextel Wireless recently hired two Skyline TCOM students before they were even finished with their programs. Kevin Xie and Yacub Totah begin working as Technicians testing and trouble shooting communications circuits at the Oakland Special Operations Site. Skyline TCOM graduate, Hussien Kadoura, who works as a communications specialist for Sprint-Nextel, will serve as the students' trainer for their new positions. Kevin was born in Macau, China and came to the U.S. in 1997. Kevin started studying Telecommunications, Wireless and Networking at Skyline during the summer of 2003. Kevin says "The program has



YACUB TOTAH & KEVIN XIE

helped me a lot to improve my knowledge and develop my skills. I have been working as a messenger and now I have found a job in the Telecommunications field with the help of the program." Yacub started his Skyline Telecommunications Program in the Spring of 2002. He started by taking network classes and recently started classes in installation and wiring as well as wireless communications. According to Yacub, "It was the Tele-



communications program that gave me the skills I needed to get a job doing contract work for Sprint-Nextel as a technician trouble shooting communications circuits." Both students plan to finish their TCOM program while starting their new jobs.

For more information on Skyline's TCOM Program, contact Omer Thompson at thompsono@smccd.net or 650-738-4341. ■



Center for Workforce Development

FALL WINTER NEWSLETTER 2005 - 2006

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VICTORIA P. MORROW, Ph.D.
PRESIDENT of SKYLINE COLLEGE

Skyline College opened in 1969 and is one of three community colleges in the San Mateo County Community College District. The 111-acre site, just west of Skyline Boulevard in San Bruno, CA is conveniently available to residents of South San Francisco, Daly City, San Bruno, Pacifica, and other North County communities.

Skyline College offers many cultural, education, and vocational opportunities for students of all ages. Many Skyline graduates transfer to the numerous colleges and universities in the area. The needs of these students who transfer to upper-division work are carefully provided for in the curriculum. Other Skyline college stu-

dents, having achieved the Associate in Arts (A.A.) or Associate in Science (A.S.) degree or a vocational certificate find either employment or advancement in business and industry. Serving the birthplace of biotechnology, Skyline is a good neighbor to the largest concentration of biotechnology companies in the world!

Skyline College is a comprehensive community college that provides learner-centered education in a culturally rich and socially responsible environment. The College is proud of its tradition of open access and its climate of innovation. Technology, community partnerships, and economic development are hallmarks of the College. Skyline offers an array of services and instructional programs to support students in achieving their educational goals and to prepare them for a rapidly changing world.

SAN MATEO COUNTY COMMUNITY COLLEGE BOARD OF TRUSTEES

Helen Hausman, Richard Holober, Dave Mandelkern, Karen Schwarz, Patricia Miljanich
Patrick Burns, *Student Trustee*, Ron Galatolo, *Chancellor*

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