

**Process Technology Talent Sector Council  
Meeting Summary  
May 17, 2016**

**Attendees**

***Companies***

- Chemours – Bob Hachtel
- Hershey Memphis – Billy Thomen
- Lallemand – Gary Clancy
- Penn A Kem – Joe Rohr
- Sonoco – Jeff Hemingway
- Tetra Technologies – Jeff Meier
- Valero – Roger Fields

***Staff***

Greater Memphis Alliance for a Competitive Workforce

- Pauline Vernon – Vice President
- Latanyua Robinson – Business Services Manager

Greater Memphis Chamber

- Anita Brackin – Director, Workforce Development & Education

The Manufacturing Institute, NAM

- Katherine McClelland – Director of Education & Workforce Initiatives

***Workforce Resources***

Arkansas State University Mid-South

- Pete Selden – Associate Vice Chancellor
- Alexander Lamm – Employee Engagement
- Charles Hull – Lead Faculty
- Emilee Sides – Grant Manager
- Cortez Washington – Career Services Coordinator

Southwest Tennessee Community College

- Antonio Jenkins – Grant Coordinator

Workforce Development Board of Eastern Arkansas

- Angela Robinson – Business Services
- David Barch – Director of Programs

Workforce Investment Network

- Henry Lewis – Program Manager

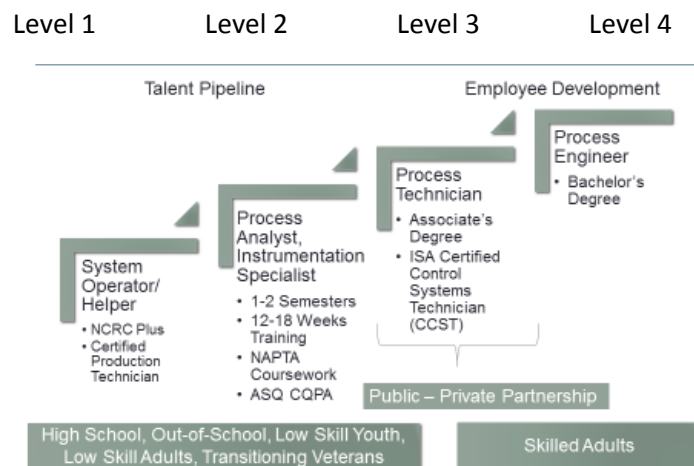
**ASU Mid-South Course Offerings & Curriculum**

- Process Technology Certificate of Proficiency: 13 week course with classes Monday- Friday, 8 am – 3 pm for morning and afternoon training. The goal is to simulate the workday.
  - The curriculum also includes focus on employability or “soft” skills
  - They will also be installing a conference call line to be able to troubleshoot issues with employers as they arise to give additional training to students
  - The class will graduate being able to write procedures, process units, and explain the process flows
- Incumbent workers looking for additional training are able to join specific modules of the curriculum throughout the program if they are interested in additional training, and instructors are able to waive course prerequisites based on work history.
- Mid-South is able to address employers needs for short term training by determining the exact requirements of the incumbent workers needs and build a focused course accordingly
  - They are also able to do this with a mix of employers to build a course that is tailored to the needs of the talent council so that incumbent workers from multiple employers can complete the course together. This will defray the costs for any single employer.

- GMACW is developing an online Bachelor of Applied Science with University of Arkansas – Fort Smith so that student moving through the program are able to earn a full degree if they are interested
- ASU Mid-South is currently recruiting students from high school campuses around the area, but would like employer support in bringing more students into the programs

### Employer Feedback

- Employers would like to see additional training on root cause analysis, reading comprehension, and mechanical aptitude related courses for incumbent workers as well as students coming out of the program
- They are looking for potential hires to have mechatronics training, as the technology is changing
- Employers asked for opportunities for work study or internships for students without any actual work experience
- Based on the feedback regarding the Process Technology Pipeline, employers are looking for new hires that are at Level 2, or Level 2-3
- They are looking for people with ISA Certifications and have difficulty finding that talent in the region or especially in the industry and must bring people in from other industries then train in process technology through non-credit supplemental courses



- Employers are also looking for opportunities to engage earlier in the talent pipeline, at the high school and middle school levels to get students interested in process technology. They also realize they must target the parents so that they see the value in these career paths.
- Employers are interested in the opportunity to hold a process technology specific career fair

### Moving Forward

- Valero's Roger Fields was elected as Chair of the Talent Council and Billy Thomen of Hershey's was elected as Vice Chair. They will serve in their roles for a year
- The next meeting will be held on Tuesday, August 2<sup>nd</sup> at 7:30 am
- Employers are invited to reach out to Latanyua Robinson from GMACW if they're interested in their companies and positions on the Memphis Works site