

**Process Technology Talent Sector Council**

**Meeting Summary**

**Southwest Tennessee Community College**

**August 2, 2016**

**Attendees**

***Companies***

- o Buckman – Shawn King
- o GP Memphis Cellulose – James Barnes
- o Hershey Memphis – Billy Thomen
- o Ideal Chemical – Kelly McCabe
- o KTG – Fred Ceruti
- o KTG – Abraham Adkins
- o Lucite – Kevin McDougall
- o Penn A Kem – Amy Cook
- o Riviana Foods – Ray Ogle
- o Tetra Technologies – Jeff Meier
- o Valero – Roger Fields
- o WM Barr – Shelly Kovach

***Staff***

- Greater Memphis Alliance for a Competitive Workforce
- o Latanyua Robinson
  - o Pauline Vernon

- Greater Memphis Chamber
- o Anita Brackin

***Workforce Resources***

- Arkansas State University Mid-South
- o Charles Hull
  - o Pete Selden
  - o Emilee Sides
- Southwest Tennessee Community College
- o Lisa Bly
  - o Willie Burley
  - o Chris Ezell
  - o Charlie Hale
  - o Antonio Jenkins
  - o Chris Rogers
- Workforce Development Board of Eastern Arkansas
- o Angela Robinson
- Workforce Investment Network
- o Henry Lewis
  - o Melanie Winfield

**Welcome and Introductions**

- Dr. Chris Ezell, Vice President of Academic Affairs for Southwest Tennessee Community College welcomed the council members to the Macon Cove campus of Southwest and indicated that he and his staff look forward to supporting the companies in meeting their training and employment needs. Lisa Bly, Associate Vice President, Workforce Development for Southwest Tennessee Community College reiterated Dr. Ezell’s welcome and explained that her team could support the companies in any customized training needs they may have.

- Pauline Vernon (Greater Memphis Alliance for a Competitive Workforce) provided an overview of the purpose of sector councils, including the Process Technology Talent Council, and the goal to better align area partner colleges to meet the needs of the high demand regional sectors. She then asked for all attendees to introduce themselves to the group.

## **Meeting Overview**

- Roger Fields (Valero) welcomed the group and explained the importance of a united sector voice to meeting the talent needs at Valero and in the community and thanked the group for their participation, and noted his work with the schools in the GMACW consortium on curriculum.
- Billy Thomen (Hershey) added comments around the success he has had in upskilling current employees at his plant through individualized training with Southwest in the AIIT program.
- The previous meeting, held at ASU Mid-South on 5/17/2016, was briefly recapped. At that meeting, the Process Technology skills ladder was presented with employers present confirming that entry-level workers needed approximately 1 year of college work to be successful.
- Employers also commented that they would like to see additional training on root cause analysis, reading comprehension, and mechanical aptitude.

## **Overview of the Southwest PTEC and AIIT Program**

- Antonio Jenkins, DOL TAACCCT 3 Solutions Grant Coordinator for Southwest briefly described the Southwest Process Technology program and referenced the brochure provided to each attendee. Southwest just had its Technical Certificate and Associate of Applied Science degree in Process Technology approved.
- Charlie Hale, AIIT Instructor provided additional information on the Process Technology program and the AIIT program at Southwest.
- There was discussion that Southwest was currently recruiting for a Process Technology instructor and asked the council to refer any potential candidates.

## **Tour of the Southwest Process Technician and Industrial Maintenance Programs**

- Charlie Hale and Chris Rogers then provided group tours of the Process Technology and Industrial Maintenance labs.

## **Employer Discussion**

- As a follow-up to the previous employer concern about trouble-shooting training, Southwest responded that they are using Amatrol equipment which has built-in fault codes for students to identify.
- Employers agreed that the council or team would provide a great opportunity to better assess the fundamentals of process technology and have these translated into the academic programs and competencies students are gaining coming out of the process technology programs. Several of the items discussed for future review in the curriculum included:
  - Mechatronics
  - ISA Certifications
  - Batch Operations, and
  - Recruitment and Outreach

## **Recruitment Discussion**

- Further discussion on recruitment took place to include recruiting both new operators into companies and new students into the Southwest and ASU Mid-South Programs
- MemphisWorks
  - Latanyua Robinson, GMACW, provided an overview of MemphisWorks.com, an on-line career pathway exploration and outreach tool. She demonstrated how employers could post job openings that were connected to video job cards showing applicants detailed information about the job classification. MemphisWorks also connects individuals with the college training programs and helps prepare them with free on-line customizable courses.
- Billy Thomen expressed what a great opportunity all the companies now have with 2 training programs in place when none existed a year ago. He indicated that Hershey has utilized Southwest for customized training for their operators and they also encouraged their personnel to use their on-line courses for credit as a way to advance in pay and position at their company.
- Roger Fields indicated that Valero was going to recruit a new group of process operators in November. He mentioned that the colleges may be able to recruit from those applicants that do not pass the Valero entrance exam. He said he would look into coordinating this opportunity with his management.

## **Next Steps**

Pauline Vernon indicated that the next scheduled Council meeting would be in November. Following the extensive discussion on student outreach and recruitment, she asked the companies if they would support having a combination meeting in November with a Process Technology Career Fair taking place during a couple of hours in the morning followed by the regular council meeting. Members agreed that this was a good idea and it was also agreed that Southwest would be the best venue for the activities. Pauline indicated that she would work with Anita Brackin, Memphis Chamber, to coordinate the details.

## **Adjournment**

Roger Fields thanked the members for attending and adjourned the meeting at 9:45.