

Process Control Technology Planning Committee Minutes			
Committee	Process Control Talent Task Force	Date	12/3/15
Facilitator	Greater Memphis Alliance for a Competitive Workforce (GMACW)	Time	8:00 a.m. – 9:30 a.m.
Location	Greater Memphis Chamber of Commerce		
Members Present	Roger Fields, Valero; Bob Hachtel, Chemours Co.; Jeff Moorer; BASF		
Staff	Pauline Vernon, Vice President Workforce Systems Alignment GMACW; Latanyua Robinson, Business Services Manager, GMACW; Anita Brackin, Director, Workforce Development & Education, Greater Memphis Chamber; Pete Selden, Associate Vice Chancellor, Workforce Education, ASU Mid-South;		
Guests	Brent Weil, Sr. Vice President, Manufacturing Institute/NAM Katherine McClelland, Director of Education & Workforce Initiatives, Manufacturing Institute/NAM;		

Welcome and Introductions

Pauline Vernon, welcomed the group and provided background information on the Greater Memphis Alliance for a Competitive Workforce (GMACW) and its role in convening educational institutions and employers to help solve Greater Memphis’ skills gap. A copy of the GMACW Mission, Vision, and Guiding Principles was provided (attached).

The proposed goals of this committee are to review information on the current and projected needs for process technology in the region and provide input into the standards and competencies for training.

Introduction of the Manufacturing Institute – Role with Sector Councils

Brent Weil discussed the Manufacturing Institute / National Association of Manufacturers (NAM)’s focus on closing the skills gap in manufacturing. Key to this effort is the need to understand competencies through employer-led efforts and workforce intermediaries. The goal is to meet 80% of the common skills needs of manufacturers in the specific sector. Ensuring potential employees are well-trained ultimately results in major returns on investments for employers.

Summarize Previous Findings in Process Technology

Katherine McClelland and Brent Weil shared information from two previously published reports by the Manufacturing Institute prepared for Mid-South Community College, West Memphis, AR: “Mid-South Community College Right Skills Now – Bridge to Employment Process Technology Certifications”, (2015), and Mid-south Community College right Skills Now – Bridge to Employment Apprenticeships in Process Technology, (2015) (attached).

MI addressed the employment shortage gap for 2015 – 2015 encompassing replacement and expansions will be 3.4 million workers. 1.4 million workers have been identified leaving a 2 million shortage gap. This can be addressed through supporting a regional approach to best prac-

tices around labor and trying to positively impact the image of manufacturing through activities such as NAM's "Dream It, Do It". The 3.4 million deficit represents all jobs which require post-secondary training certification such as operators, technicians, engineers and sales staff.

Regional manufacturers should be further engaged to confirm the types of entry level positions that are available at each step of the Process Technology pathway, and the minimum or desired competencies required for these positions. This will provide the colleges the opportunity to develop, modify and align their programs to meet immediate entry-level employment needs.

Validate Trends in the Region for the Industry

Pete Selden shared that the ASU Mid-South (formerly Mid-South Community College) Process Technology Certificate of Proficiency has been approved by the Arkansas Department of Higher Education and they are awaiting approval for the two-year Associates degree.

- What we know:
 - ASU Mid-South has revamped its training to meet industry needs and now leads to NAPTA certification.
 - The Mid-South program is under-enrolled.
 - It is hard to explain the career pathways and get people excited about enrolling in training.
 - Capacity and enrollment are far below the numbers needed to meet future demand, assuming we are looking for more than a High School diploma as an entry
 - The need extends from chemical and biofuels to food processing and other process-heavy production.
 - Workplace skills and applied mathematics are likely key barriers even at entry level.
- What we don't know:
 - What are typical career paths in the region taking people from entry level to higher jobs such as quality engineers?
 - What the opportunities are for OEMs to engage customers and suppliers in a broader solution
 - Interest from companies in work-based learning, internships, and apprenticeship.

Training Needs / Activities Discussion

General discussion took place with all attendees on current needs and activities. Regionally, ASU Mid-South is approved for PTEC I. Southwest has developed a Technical Certificate that is awaiting approval at the Tennessee Board of Regents. Training programs started with Industrial Maintenance then needs for more instrumentation were expressed. Since occupations are called different things by every company, it's hard to quantify demand.

Roger Fields, Valero, expressed employee needs from valve turners to instrumentation and maintenance as a result of an aging workforce regionally. He also voiced a concern regarding bridging the gap between the training pipeline vs. hiring depends on the supply and demand of the employer. Valero will hire a small class during 2016, post-internal testing. Valero tested some candidates in 2013, but did not hire until 2015 – what happens to trained individuals who do not get jobs?

Bob Hachtel, Chemours, discussed how his company used to select operators based on seniority from their internal E & I, maintenance and process control positions. When they stopped re-

placing retirees, they had no one to do internal training so they went to doing qualification testing and trying to hire experienced workers from other companies. Now, they need technicians who can troubleshoot using computers, PLC, and transformers. He hopes to get back to having a pipeline coming through as an apprentice-type program

Jeff Moorer, BASF, indicated that he is dealing with retirements and wants to put incumbents into the program. He needs the alliance power of companies as a recruitment tool to begin a class. Roger Fields (Valero) is also looking for opportunities to promote incumbent workers and a place for them to go to get certificates to bid on job opportunities. All agreed that a joint effort would benefit their industry sector.

Additional discussion ensued with the following comments from them employers present:

- Noticing trends in Process Control changing and becoming more computer based and more aligned to engineering
- Would like to get to a place where they are building a talent pipeline, but currently are filling 1-2 jobs at a time, not enough to hire an entire class or get classes to fill based on their needs.
- Would like opportunities for incumbent workers to build their skills or get further qualification development while still on the job
- See value in having classes at the GMACW consortium colleges based on companies' needs through collective recruitment efforts
 - o Could exist within or outside of the degree program with alternative times (outside of normal class hours)

Proposed Structure of the Talent Task Force

All individuals confirmed the value of developing a Process Control Technology Talent Task Force. (BASF indicated that they could use the alliance power as a recruitment tool to begin a new training class).

The company representatives were interested in meetings quarterly rather than monthly. They were willing to assist in inviting other companies, however contacts may be limited given that they each met each other for the first time at the meeting.

Action for GMACW, the Chamber and the Manufacturing Institute to recruit additional members and plan for a full Talent Task Force kick-off meeting in February.

The meeting adjourned at 9:40 a.m.