

Steel Fabricators Council Strategic Planning Meeting/Luncheon
Greater Memphis Chamber
June 20, 2017

Attendees

Anita Brackin, *Greater Memphis Chamber*

John Churchill, *GMAC Workforce*

Andy Cowan, *Rees-Memphis*

David Dingeldein, *Barnhart Crane*

Gerald Joyner, *GMAC Workforce*

Clay Keeler, *Keeler Iron Works*

Billy Potts, *Southern Systems Conveyors Inc.*

Rich Riegel, *Providential Fabricators*

Stan Rodgers, *Plant Maintenance Service Corp.*

Tim Smith, *GMW Inc.*

Jim Stafford, *Memphis Wire and Iron*

Pauline Vernon, *GMAC Workforce*

Delmus Woody, *Crystal Steel Memphis*

*Recruitment List and Agenda distributed and lunch served.

- Meeting was called to order by council Chair Andy Cowan (**Rees-Memphis**). Cowan gave a brief overview of the industry representatives that have been in regular attendance.
- Cowan mentioned that there is a need for a smaller group without the presence of representatives from the consortium/college partners to dialogue on where the council is going and where the council needs to focus.
- The council is in search of new industry input and must focus on what needs to be accomplished in the next 2-3 years.

- Cowan suggested that the council invite industry/companies to become members of The Greater Memphis Chamber.

Areas of Concentration

- Promotion of Industry as a Career Pathway
- Education/Training/Perpetration of Steel Fabricators
- Hiring; Defining qualified workers (**WIN, Jobs 4 TN**)

Ongoing connections with GMAC Workforce schools

Andy Cowan mentioned how touring the GMAC Workforce consortium schools' programs aided in informing industry on how schools are training fabricators.

Open Discussion

- Outreach and Placement is going well; Andy Cowan (**Rees- Memphis**) contacted three schools about needing welders and one was hired from TCAT
- Delmus Woody (**Crystal Steel Memphis**) spoke about how location of his company (Arlington, TN) hurts the hiring process. Woody also mentioned that potential candidates want more money than existing employees even though they lack the experience.
- Chair Andy Cowan is impressed with the Fitters Pathway that has been implemented at ASU Mid-South; ASU Mid-South has embedded fitters skills into curriculum and offers 2 courses beginning in Fall 2017—26 hrs=Technical Certification in Steel Fabrication Fitter Technology.\
- The group mentioned that co-ops were necessary in order to give students real-world experiences (**Stan Rogers**)
- The attendees agreed that the council needs to compose a master-list of employers and get with the GMAC Workforce schools to create co-op program.
- Welding electives are needed at the high schools so that students will have an interest in industry upon enrolling in a post-secondary program.
- Anita Brackin (**Greater Memphis Chamber**) addressed the need for marketing and suggested the council make a video/visual aid that showcases what the industry does and products that are made via Steel Fabrication/Welding

- Pauline Vernon (**GMAC Workforce**) suggested creating sub-committees for the following areas: Marketing/Promotion, Education, Hiring Process, Work-Based Learning (i.e. internships, apprenticeships).
- John Churchill (**GMAC Workforce**) wants two representatives from the council to meet with Carol Miller and Clark Knight of **Shelby County Schools** about the district's welding programs and courses.
- The group agreed that sub-committees should consist of 2-3 representatives.
- Andy Cowan wants to create a 2-page summary of plans, benefits, and accomplishments of the council in hopes to recruit more members to the existing council (**Council Membership Drive**).
- Andy also suggested that the attendees review the recruitment list and target 10 companies that they think should be contacted for council membership and participation. The current list needs to be refined per Andy Cowan.

Andy asked members what sub-committees they were interested in and the following attendees chose their respective sub-committees.

Apprenticeship/Internships : D. Woody, Clay, Stan, Jim

Marketing : Jim, Delmus, Jim, David

Recruitment : No attendees volunteered at the time.

*Meeting was adjourned by Chair Andy Cowan