



Minutes

~~Workforce Training & Education~~ Talent Committee Meeting | March 8, 2017

9:30 – 11:30 CST

UWF, Ft Walton Bch Campus

Bldg 1, Room 126

1170 Martin Luther King Jr Blvd, Fort Walton Beach, FL 32547

Welcome: Cindy Anderson welcomed the following people:

Therese Baker, FGNW
April Branscome, OCSB
John Digiacomio, UWF SBDC
Rob Henderson, Henderson Consulting
Rod Jaeger, Jaeger Education
Kristie Kelley, Gulf Power
Jade Kelly, Eastman Chemical
Charlin Knight, SRCSB
John McDaniel, ECSB
Debbie Mc Mullian, CareerSource FL
Edwin Mills, BCSB
Barbara Mitchell, AEM
Dennis Sherwood, NWFSC
Byron Stokes, Landrum HR
Daniel Krug, UWF
Steve Harrell, ECSB
Darwin Gilmore, Chipola College
Ben Shuman, OCSB
Zachary Riffell, Southern Regional Education Board

Cindy reminded everyone that we were gathered to build the pipeline of skilled manufacturing in NWFL. There are now secondary programs up and running to development secondary students with either the MSSC CPT or the NCCER Core certifications, as well as teaser courses in middle school to get students interested in manufacturing related programs. This has been successful thus far and we now hope to tie the post-secondary to the secondary and work with the post-secondary to assist them in their manufacturing related programs.

There was also the reminder of the newly updated strategic plan and these committees being developed to ensure the success of the plan. This group was originally labelled the Workforce Training and Education Committee, however as we have moved forward the term "talent" is being used throughout the region and rolls off the tongue so much easier, consequently, with no objection, this group will be called the Talent Committee. The Talent Committee will be made up of sub-committees which take on the various specific initiatives, report back to the Talent Committee relative to ideas and funding needs, and the chair of the Talent Committee, Kristie Kelley, will then report to the NWFMC BOD for potential approvals and funds.

Kristie Kelley then provided an overview of the NWFL Forward initiatives, since so many of the attendees with the Talent Committee also participated with the NWFL Forward meeting. She explained the NWFL FORWARD group was focusing on those five characteristics of a strong economy: Talent, Infrastructure, Quality of Place, Vitality, and Innovation & Entrepreneurship and, five target industries: Advanced Manufacturing, Cyber, Finance, Water and A&D. With this in mind, the NWFL Forward group would like to integrate what the NWFMC Talent Committee plans into the NWFL Forward's Talent Committee to eliminate duplication of time and efforts and to strengthen both committees (NWFL Forward and NWFMC). There was



discussion relative to the fact that FGNW and the local economic development organization were more focused on ensuring the assets needed for new and expanding manufacturing (i.e., Talent) were available to potential new and expanding manufacturers, and the NWFMC was more focused on the Talent needed to strengthen existing manufacturers, where, if fact, the tools are the same.

Therese Baker (FGNW) discussed the fact that manufacturing was already one of their primary focus' for the region. She briefed the group on the concept of the I10 corridor (Pensacola to Jacksonville) relative to manufacturing, distribution and logistics and the marketing they were developing relative to manufacturing. They will keep the committee in the loop as they move forward ensuring all potential synergies are utilized.

Kristie then noted the papers on the wall labeled with the various initiatives already identified from the strategic planning process and blank sheets where new ideas, hopefully BIG picture ideas – more strategic than tactical. She asked for input on the initiatives relative to accomplishing the initiatives, for someone to take ownership of the initiative and those who are willing to give time to getting the work done. These will then be the Sub-Committees. She outlined what she hoped the sub-committees' steps would be: Research, Asset Map, Funding Opportunities Identification, Implementation, Evaluation (this was added at a subsequent meeting relative to marketing).

Cindy reminded the group of the flow of information and ultimately flow of funding: Sub-Committees report ideas/funding needs to the Talent Committee, Kristie, as chair of the Talent Committee, then takes these requests to the NWFMC Board of Directors who then potentially approve concepts and funding.

Kristie then began the discussion with the group to brainstorm on the initiatives. The following are the results of discussions.

Career Changers

Sub-Committee Chair: Kristie Kelley
Sub-Committee Members: John Digiacomo, UWF SBDC
Kelly Jordon, CSOW
Ideas: Veterans Florida
CareerSource
Skill Bridge
SME – Retirement to Classroom
Pension

Continuous Review of Programs through Employers:

No Sub-Committee Chair/Members were identified at this time due to fact that there are just now students entering the workforce to be evaluated. This Sub-Committee will be identified as the pipeline of students grows and enters our manufacturing facilities.

Ideas:
Survey employers annually
Continuous review of manufacturing programs through Advisory Committees
Curriculum Adjustments, as needed

Career Pathways:

Sub-Committee Chair: Cindy Anderson, NWFMC
Sub-Committee Members: Charlin Knight, SRCSB
Jade Kelly, Eastman Chemical
Darwin Gilmore, Chipola State College
Rod Jaeger, Jaeger Education
Ideas: Develop School vs Industry
Update annually
Forecast



Competitions

Sub-Committee Chair: Ben Shuman, Okaloosa County School Board
Sub-Committee Members: Sam Russell, UWF
Wilson Rook, PSC
Robert Henderson, Henderson Consulting

Ideas: Robotics
3-D Printing
Machining
Process Improvement
Stipend/extra pay for extra-curricular activities

Educator Recruitment and Retention

Sub-Committee Chair: April Branscome, OCSB
Sub-Committee Members: Byron Stokes, Landrum HR
Eddie Mills, BCSB
John McDaniel, ECSB
Debbie McMullian, CS FL

Ideas: Professional Development
Externships (teachers to industry)
Summer Bootcamp for recruitment
New recruits should substitute first
Additional pay (look at Dr. Hsu's foundation)

Scholarships

Sub-Committee Chair: Caroline Dauzat, Rex Lumber
Sub-Committee Members: BJ Mitchell, AEM
Dennis Sherwood, NWFSC

Ideas: Allowing to continue to the post-secondary path
Funding (amounts and identification of funding)

Students: Growing our own and Retaining

This was the only new idea and will be addressed at future committee meeting

- III. **Next Meeting:** Cindy will convene the individual sub-committees (in-person or by phone) to initiate the research and asset mapping steps and the Talent Committee will reconvene June 7, 9:30 with the sub-committee chairs. Cindy will ensure we can hold meeting at same place.