Sector Partnership First Quarterly Meeting

An industry-driven regional partnership of business leaders within the industry, who work together with public partners to address the shared workforce and broader competitive needs of the industry.

For any additional information or questions.

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PARTICIPANTS

FACILITATOR/NEXT GENERATION COACH

ERIN SPARKS | SPARKS POLICY GROUP

INDUSTRY LEADERS (CHAMPIONS)

LAUREN ALDER | TEXAS INSTRUMENTS
EVAN BUELL | DOT IT/NCCO GROUP
ROSCOE DAVIS | PLASTIPAK
MARK KING | MICROPAC

INDUSTRY LEADERS

JACOB CLARK | PLASTIPAK
TONYA COUNCIL | HITHIUM
MAREYKA ESTRADA | AITHER SYSTEMS
CALEB JOHNSON | PLASTIPAK
ROB SCHROEDER | GREEN BAY PACKAGING
KEVIN TOLLY | PLASTIPAK
ANDREA WEBB | AITHER SYSTEMS
ED WILLIAMS | TEXTON

SECTOR CONVENERS

EDDIE TEALER (SECTOR LEAD) | DALLAS COLLEGE
PAUL MAYER | DALLAS COLLEGE TRUSTEE, GARLAND CHAMBER AND DCMA
STEVEN BRIDGES | WORKFORCE SOLUTIONS GREATER DALLAS

PUBLIC PARTNERS

DEBBIE ANDERSON | CITY OF MESQUITE
MICHELE BENNETT | GARLAND CHAMBER
CARMEN BLAKEY | GARLAND ISD
SHARON COOK | DALLAS COLLEGE
CLINT ELSASSER | MESQUITE ISD
KIMBERLY FLANDERS | DALLAS COLLEGE
ALEXANDER HELGAR | MESQUITE CHAMBER OF COMMERCE
GLORIA JOHNSON | DALLAS COLLEGE
SHAY JOHNSON | DALLAS COLLEGE
CHANTEL JONES BIGBY | DALLAS COLLEGE
CLIFF KEHELEY | CITY OF MESQUITE
NAHUM PACHECO-SALAZAR | TEXAS HIGHER EDUCATION COORDINATING BOARD
ALBERTO RIVERA | CITY OF MESQUITE
ANGEL RIVERA | MESQUITE ISD
SIBU MCNEIL | DALLAS ISD
WAYMOND STEWART | DALLAS COLLEGE
VERONIQUE TRAN | DALLAS COLLEGE

Manufacturing Industry Sector Partnership
First Quarterly Meeting
February 28, 2025

OVERVIEW

Welcome and Introductions

Review of Manufacturing Industry Sector Partnership's purpose and its initial priorities.

- Sector Lead – Dr. Eddie Tealer, Eastfield Campus
  - Convened the group; 33–Participants
    - 4-Champions | 8-Industry Partners | 8-Core Team | 13-Public Partners

- Next Gen Coach - Erin Sparks, Sparks Policy Group
  - Facilitator

- Industry Champion – Roscoe Davis, Plastipak Packaging, Inc.
  - Welcomed and introduced industry partners

- Industry Champion – Mark King, CEO Emeritus, Micropac Industries, Inc.
  - Interested in adding Advanced Manufacturing Technologies as Priority 3
    - Critical thinking, technical skills, and productivity – Call to Action

Priority 1 Discussion: Training Creation and Development

Action team members will share the initial steps needed to capitalize on training creation and development opportunities. An open discussion will define near-term objectives and deliverables.

Industry Champion – Evan Buell, Dot It/NCCO Group

Training and Education is needed that is…

- Foundational – Builds core knowledge and skills, allowing future advancement and specialization.
- Flexible – Adapts to different schedules, timelines, needs, and career stages.
- Accessible – Available and broadly applicable to all, without excessive specialization.
- Connected – Easy to find, understand, and connect with for both employers and employees.

<u>General Manufacturing Training</u>

1. Manufacturing Core Knowledge (Fundamentals of safety, quality, training, and SOPs)

- Safety Culture & Personal Protective Equipment (PPE) – Importance of workplace safety and proper PPE use.
- Incident Reporting & Investigation – Documenting and investigating safety, quality, and productivity incidents.
- Quality Assurance & Quality Control – Ensuring product consistency and reducing defects.
- Manufacturing Team Communication – Effective shift handovers and communication across teams.
- Standard Operating Procedures (SOPs) & Training Programs – Creating and maintaining structured processes.
- Process Improvement & Lean Manufacturing – Strategies for improving efficiency and reducing waste.
- Digital Literacy & Data Fundamentals – Use of Microsoft 365, SharePoint, and data-driven decision-making.

2. Technical Operations (Technical knowledge for operating and troubleshooting)

- Basic Tools, Hardware, and Materials – Understanding common tools and materials.
- Machinery & Automation Fundamentals – Overview of manufacturing automation and control systems.
- Technical Drawing, Blueprint, and Electrical Schematic Reading – Reading and interpreting engineering documents.
- System Troubleshooting – How to diagnose and fix machine issues.
- Basic Overview of PLCs – Understanding PLCs for troubleshooting and control.
- Introduction to Robotics in Manufacturing – Basics of robotic systems and integration.
- Machine Adjustments – Making adjustments while ensuring safety and proper documentation.
- Licensed Industrial Vehicles (Forklifts, Scissor Lifts, Electric Pallet Jacks) – Safe operation and certification of industrial vehicles.

3. Maintenance & Reliability (Ensuring equipment uptime and long-term performance)

- Preventive Maintenance & Reliability Practices – Importance of maintenance and record-keeping.
- Electromechanical Troubleshooting – Diagnosing and repairing mechanical and electrical issues.
- Electrical Safety & Best Practices – Handling electrical systems safely and recognizing hazards.

Further Specialization & Advanced Training Opportunities

- Many additional advanced training programs exist and can be developed to build upon these fundamental skills.
- Expanding skills in advanced PLCs, automation, welding, soldering, and others.

Core Team Member - Dr. Veronique Tran - Skills Crosswalk – Mechatronics

1. Manufacturing Core Knowledge (Fundamentals of safety, quality, training, and SOPs)	
Skill	Course
Safety Culture & Personal Protective Equipment (PPE)	ELPT 1441 – Motor Control (3-phase power)
Incident Reporting & Investigation	TBD
Quality Assurance & Quality Control	TBD
Manufacturing Team Communication	EECT 1191 Special Topics/ TBD
Standard Operating Procedures (SOPs) & Training Programs	EECT 1191 Special Topics
Process Improvement & Lean Manufacturing	TBD
Digital Literacy & Data Fundamentals	TBD

2. Technical Operations (Technical knowledge for operating and troubleshooting)	
Skill	Course
Basic Tools, Hardware, and Materials	MFGT 1406 – Mechanical Principles
Machinery & Automation Fundamentals	MFGT 1404 – Automated Manufacturing
Technical Drawing, Blueprint, and Electrical Schematic Reading	ELPT 1441 Motor Control and ELMT 1405 – Basic Fluid Power
System Troubleshooting	All Courses in Mechatronics
Basic Overview of PLCs	ELPT 2419 Programmable Logic Controllers I
Introduction to Robotics in Manufacturing	RBTC 1401 Programmable Logic Controllers
Machine Adjustments	MFGT 1406 – Mechanical Principles
Licensed Industrial Vehicles (Forklifts, Scissor Lifts, Electric Pallet Jacks)	Logistics offerings

3. Maintenance & Reliability (Ensuring equipment uptime and long-term performance)	
Skill	Course
Preventative Maintenance & Reliability Practices	All Courses in Mechatronics
Electromechanical Troubleshooting	All Courses in Mechatronics
Electrical Safety & Best Practices	All Courses in Mechatronics

Public Partner – Clint Elsasser – High School Curriculum

1. **Integrating Employability Skills Throughout School Curriculum**

    - Show up on time
    - Complete Assignments
    - Professionalism (wear appropriate attire for work/interviews)
    - Collaboration
    - Personal Behaviors (Cell Phone usage should be limited)

2. **Specialized Programs in Area High Schools**

    Garland ISD
    - Robotics
    - Advanced Manufacturing
    - Fabrication and Engineering
    - Automotive
    - Welding

    Mesquite ISD
    - Robotics
    - Engineering
    - Automotive
    - Welding at 3 schools

3. **Advocacy**

    - Need industry partners to advocate on behalf of public-school career and technical programs.
    - Local and state legislators need to understand the funding for such industry programs taught in high schools.
    - If high schools are to build industry pipelines, we need support from local, state and industry to promote, fund and build.

Discussion Question One:

What are your company's top two priorities? List either skills to address or programs you would like to see improved/expanded.

Industry Partner Responses

1. Workforce Development & Hiring

- Hiring for key roles: engineering, supply chain, maintenance, finance, planning, and more.
- Localizing candidates in Dallas County and Mesquite.
- Ensuring new hires are trained quickly and effectively in technical skills.
- Upskilling employees in process improvement and root cause analysis.
- Expanding expertise in renewable energy and BMS.

2. Technical & Specialized Skills

- Advanced troubleshooting and innovation.
- Electromechanical maintenance and PLC programming.
- Expertise in new and emerging technologies.
- Strong technical skills in manufacturing processes.

3. Operational Efficiency & Process Improvement

- Time management and prioritization based on business impact.
- Thought leadership on KPIs and AI-driven business improvements.
- Driving production line investments with clear ROI justification.
- Improving data utilization for better decision-making.

4. Expansion & Infrastructure Investments

- Expanding fabrication space (square footage).
- Investing in new technologies to enhance production capabilities.
- Strengthening manufacturing infrastructure for long-term growth.

5. Quality, Safety & Cost Effectiveness

- Maintaining high-quality standards in production.
- Ensuring workplace safety through training and compliance.
- Enhancing cost-effectiveness and optimizing resources.

Discussion Question Two:

What skills or programs are missing from this list?

Industry Partner Responses

1. Technical & Emerging Technology Skills

- Troubleshooting and problem-solving.
- Robotics and automation (including "Why Robotics" module).
- EMS and BMS expertise.
- Software development for manufacturing applications.

2. Critical Thinking & Decision-Making

- Critical thinking and analytical skills.
- Decision-making based on data and KPIs.
- Problem-solving strategies for complex manufacturing challenges.

3. Workforce Training & Education

- Opportunities for non-degree, flexible learning programs.
- Quick certifications for entry-level technical roles (e.g., mechatronics certification Level 0.25 to 0.5).
- Math prerequisite courses for adult learners entering technical fields.
- Breaking learning into smaller, modular segments for accessibility.

4. Safety & Compliance

- OSHA training and compliance knowledge.
- Quality mindset and adherence to industry standards.
- Understanding risk management in a manufacturing environment.

5. Soft Skills & Communication

- Effective communication for collaboration and leadership.
- Emotional intelligence for teamwork and adaptability.
- Ability to translate technical knowledge into actionable insights.

Priority 2 Discussion: Recruitment and Promotion

Action team members will share the initial steps needed to capitalize on recruitment and promotion opportunities. An open discussion will define near-term objectives and deliverables.

Industry Champion – Roscoe Davis, Plastipak Packaging, Inc.

- We want to develop a unified message for all – "Stay away from company or industry specifics, "The only industry is Manufacturing." Target audience is students, parents, former military, colleges, or any potential candidates wanting career opportunities in manufacturing.

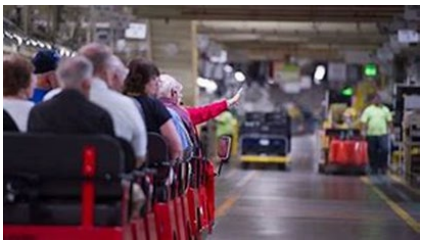
- We need to promote what we offer on all levels. Schools, College, and Industry.

- Actions:

  Dallas College Digital/Video Production Team will assist with focus groups and marketing video.

Student focus groups middle and high school/college levels

Promote opportunities through parents/teachers/instructors, counselors



Career days/Fairs - New hire/future hire development

Offer tours and create social media advertisements

Discussion Question Three:

To develop shared, consistent messaging about manufacturing careers: What are the key messages to communicate to middle school and high school students about manufacturing careers?

Industry Partner Responses

1. Career Growth & Advancement

- High-tech careers offer strong growth potential.
- Manufacturing jobs provide upward mobility, from entry-level to management.
- Success stories should highlight individuals who advanced through community college and into high-tech roles.
- Many career pathways exist, including safety, quality, R&D, sales, and leadership.
- Continuous learning is more valuable than just having a degree.

2. Financial Benefits & Job Security

- Manufacturing jobs pay well and include benefits like health, dental, and 401K.
- Tuition reimbursement, scholarships, and financial aid make education accessible.
- STEM careers are attainable without the burden of student debt.
- Clear value proposition of Dallas College's affordability and career outcomes.

3. Workplace Environment & Technology

- Safe, clean, and high-tech work environments.
- Jobs involve cutting-edge technology and innovation.
- Companies should host site visits to showcase real-world operations and culture.
- Manufacturing careers should be marketed as dynamic, tech-driven, and future-proof.

4. Accessibility & Alternative Education Paths

- STEM isn't just for four-year university students.
- Community colleges offer a viable and cost-effective entry into high-tech careers.
- Short-term certifications provide quick entry into manufacturing roles.
- There is a wide variety of jobs available, requiring different education levels.

5. Sustainability & Industry Impact

- Companies focus on resource reduction (electricity, water, etc.).
- Skills in rebuilding, servicing, and repairing are critical for long-term industry success.
- Continuous improvement drives efficiency and innovation in manufacturing.
- Businesses should emphasize their role in sustainability and future-focused manufacturing.

Industry Conveners:

Dallas County Manufacturers' Association

WORKFORCESOLUTIONS GREATER DALLAS

DALLAS COLLEGE

Manufacturing Industry Sector Partnership – Action Teams

ACTION TEAM - Priority 1: Training Creation and Development
Champion: Evan Buell
Industry: Chateau Briand, Matthew Bruemmer, Bryson Carter, Jacob Clark, Roscoe Davis, Sam Delagi, Jason Eberstein, Ryan Elkins, Caleb Johnson, Chris Rivas, Rob Schroeder, Kevin Tolly, Cesar Varelas
Next Gen Coach: Erin Sparks
Facilitator: Tim Samuels
Core Team: Steven Bridges, Sharon Cook, Paul Mayer, Nahum Pacheco-Salazar, Waymond Stewart, Eddie Tealer, Veronique Tran
Public: Carmen Blakey, Clint Elsasser
ACTION TEAM – Priority 2: Recruitment and Promotion
Champion: Roscoe Davis, Lauren Alder, Kristina Lawson, Mark King
Industry: Chateau Briand, Tonya Council, Mareyka Estrada, Todd Flashnick, Caleb Johnson, Kevin Tolly, Andrea Webb, Tom Zibton
Next Gen Coach: Erin Sparks
Facilitator: Steven Bridges
Core Team: Sharon Cook, Paul Mayer, Nahum Pacheco-Salazar, Tim Samuels, Waymond Stewart, Eddie Tealer, Veronique Tran
Public: Carmen Blakey

Next Steps for Manufacturing Industry Sector Partnership

- **Second Quarterly Meeting (In-Person/Tentative)**
  May 23, 2025, 8:00AM-10:00AM
  Dallas College Garland Center
  675 W Walnut St
  Garland, TX 75040

- Action Team Commitments

    - Action Team Priority 1 Meeting (Virtual) – partners to determine based on scheduling poll results

    - Action Team Priority 2 Meeting (Virtual) – partners to determine based on scheduling poll results
        - Dallas College sector video team will speak to the group
        - CTE Advisory Groups to attend future meetings