Manufacturing Sector Action Teams Combined
May 20, 2026 | Meeting Notes

Meeting Summary

- **Combining Action Teams and Industry-Education Collaboration:** Roscoe Davis led a discussion with participants in the meeting about combining the two action teams meetings to streamline efforts in identifying training opportunities, engaging industry partners, and aligning with educational institutions for student placement and curriculum adjustments.
    - **Rationale for Team Combination:** Roscoe explained that the two action teams were combined to better coordinate efforts around training opportunities and resource allocation, noting that both secondary and collegiate partners are ready to adjust curricula based on industry needs to improve student placement.
    - **Industry and Education Alignment:** Roscoe highlighted that community partners from both secondary and collegiate levels are awaiting industry input to tailor their programs, emphasizing the importance of clear communication from industry about workforce needs to facilitate curriculum changes and student placement.
    - **Recruitment and Industry Engagement:** The group discussed the challenge of recruiting both students and industry partners, with Roscoe noting the need to increase industry participation and address the issue of unplaced graduates, referencing the recent graduation of thousands of students and ongoing personnel shortages.
    - **Current Industry Challenges:** Roscoe shared that energy price fluctuations and curtailments are impacting operations at Plastipak, requiring product shipments across the country, and underscored the importance of industry collaboration to address workforce and operational challenges.
- **Virtual Facility Tours and Website Enhancements:** Roscoe, with input from Julie Parsons, Ken Woodfork, Steven Bridges, Cynthia Gant, and others, discussed implementing virtual tours and company links on the Edge North Texas website to

promote industry partners, facilitate student and parent engagement, and provide accessible information about manufacturing careers.

- **Virtual Tour Implementation:** Roscoe described the creation of virtual tours and company hyperlinks on the Edge North Texas website, allowing students, parents, and job seekers to explore manufacturing facilities and career opportunities online, with the goal of increasing visibility for all participating companies.
- **Feedback on Virtual Tours:** Julie and Ken supported the virtual tour initiative, noting its value in attracting early-career individuals and sharing best practices among companies, while Steven suggested listing all partners with both website and video links for maximum flexibility.
- **Technical and Accessibility Considerations:** Cynthia clarified that linking to external company websites or videos is permissible under accessibility laws, as long as the content is hosted externally, and Eddie Tealer agreed to coordinate with a website consultant to ensure compliance and ease of updates.
- **Student Perspective and Access:** Max Regalado emphasized that virtual tours provide students with more access points to learn about companies, streamline exposure to multiple employers, and offer a comprehensive view of the manufacturing sector without the need for multiple physical visits.

- **Teacher Externship Program and Industry Participation:** Roscoe and Steven outlined the teacher externship program funded by a TWC grant, encouraging manufacturers to host educators for short-term summer placements to enhance classroom instruction and industry understanding, with Max and others discussing participation and scheduling.

Externship Program Structure: Steven explained that the teacher externship program offers CTE teachers a two-week, part-time summer placement with manufacturers, providing a $2,000 stipend and an additional $500 for classroom supplies if teachers develop a lesson based on their experience. Our teacher has the following dates available to participate: 6/22-6/26, or 6/29 – 7/3, or 7/6-7/10, or 7/13-7/17, or 7/20-7/24. Here is the link to Register: **Hosting Teacher Externs Summer 2026**

- **Industry Involvement and Scheduling:** Roscoe and Steven encouraged more manufacturers to participate, noting that only one spot remained for

the current cycle and providing specific date ranges for the externship sessions, with flexibility for employers to host teachers for one or two weeks.

- **Benefits for Educators and Employers:** The program aims to equip teachers with firsthand industry knowledge, enabling them to better guide students toward suitable career paths, while employers benefit from increased visibility and the opportunity to influence classroom instruction.
- **Registration and Communication:** Steven shared that registration links are available and posted in event calendars, and he offered to provide additional information in the meeting chat to facilitate sign-ups and ensure timely matching of teachers with industry hosts.

- **Tracking Success Metrics and Building a Talent Pipeline:** Roscoe, Max, Steven, and others discussed the importance of tracking student placement, retention, and wage data to measure the effectiveness of industry-education partnerships, proposing the use of the WorkInTexas system and forming a subgroup to develop robust tracking processes.
  - **Defining Success Metrics:** Roscoe initiated a discussion on what data should be tracked to measure team success, including student placement rates, retention, and satisfaction for companies, students, and schools, referencing existing data collection by school districts and companies.
  - **Talent Pipeline and Placement Goals:** Max emphasized the goal of creating a direct talent pipeline from education to manufacturing, aiming for strategic placement of graduates in relevant industry roles and minimizing mismatches such as placing manufacturing students in unrelated jobs.
  - **Data Tracking Mechanisms:** Steven proposed leveraging the WorkInTexas system to track job postings, applicant referrals, and wage data, explaining that employers' quarterly wage reports to TWC can be cross-referenced with student placements to provide detailed outcome data.
  - **Formation of a Data Tracking Subgroup:** Max volunteered to join a committee with Steven to develop and implement the tracking model, with the intention of sharing the process and results across other sector partnerships once established.

  - **Challenges and Considerations:** Roscoe noted potential challenges, such as reluctance to share wage data and the need for regular updates, especially for smaller organizations, and suggested engaging HR leadership committees to discuss and address these issues.

- **Upcoming Events and Workforce Development Initiatives:** Roscoe, Liza Ceniceros, Steven, and others reviewed a series of upcoming events and programs, including the DCMA Leadership Academy, Executive Edge, Texas Career Day, Make it in America Summit, and a workforce readiness assessment, encouraging participation and feedback from all members.

  - **Leadership Academy and Training Opportunities:** Liza provided details on the DCMA Leadership Academy 1.0 and 2.0, including start dates, available spots, and the curriculum, encouraging companies to enroll frontline leaders and take advantage of grant-supported training. Please contact Liza.Ceniceros@garlandchamber.com

  - **Executive Edge and Sector Alignment:** Roscoe described the Executive Edge event, which aligns with the group's sector initiatives and offers insight into workforce development on a broader scale, with information shared by Dr. Tealer.

  - **Texas Career Day and Student Engagement:** Steven announced Texas Career Day scheduled for September 24th at the Curtis Culwell Center, aiming to increase manufacturer participation and provide students with direct exposure to industry representatives and potential hiring opportunities.

  - **Workforce Readiness Assessment:** Roscoe and Liza encouraged members to complete an online workforce readiness assessment to identify challenges and inform future programming, with results to be shared in the next meeting.

  - **Childcare Program Promotion:** Steven and Roscoe discussed a Dallas ISD initiative offering free pre-K childcare to all students regardless of income, highlighting its potential to remove employment barriers and urging members to share the information with their employees.

- **Meeting Scheduling and Logistics:** Roscoe, Eddie, Steven, and others discussed preferences for future meeting times and dates, agreeing to send out a Doodle poll to determine the most convenient schedule for all participants.
    - **Scheduling Preferences:** Participants expressed varying preferences for meeting times, with some favoring earlier meetings and others noting conflicts with board meetings; Eddie agreed to send a poll to gather input and finalize the schedule.

Follow-up tasks:

- **Website Virtual Tours and Partner Links:** Coordinate with participating companies to collect information and links for virtual tours or company websites to be added to the Edge North Texas website, ensuring accessibility standards are met. (Eddie, Cynthia)
- **Talent Pipeline Data Tracking Committee:** Form a subgroup to develop and implement a process for tracking student placements and wage data using the Work in Texas system, including nominating Max to participate. (Steven, Vickey, Max)
- **Teacher Externship Participation:** Share the teacher externship opportunity link with manufacturers and encourage sign-up for available slots before they are filled. (Steven)
- **Leadership Academy Registration:** Send information about DCMA Leadership Academy 1.0 and 2.0 to interested parties and encourage registration for remaining spots. (Liza)
- **Workforce Readiness Assessment Feedback:** Distribute the online workforce readiness assessment to participants and compile feedback for discussion at the next meeting. (Liza)
- **Childcare Program Promotion:** Share information about Dallas ISD's free pre-K childcare program with employees and relevant contacts to help remove employment barriers.
- **Next Meeting Scheduling:** Send out a Doodle poll to all participants to determine preferred date and time for the next meeting, considering industry preferences and board meeting conflicts. (Eddie, Gloria)

Upcoming Area Manufacturing Events

- Workforce Solutions Greater Dallas, Tarrant County, North Central Texas. Summer's program is filling up quickly; no manufacturers have signed up. This is two weeks for a total of 40 hours with an externship teacher receiving a $2,500 stipend that is funded by the following workforce boards. sbridges@wfsdallas.com

- June 3 thru July 15 | Leadership Academy 2.0 | 9:00 AM-5:00 PM | Dallas College Garland Center | Contact Liza Ceniceros at liza.ceniceros@garlandchamber.com

- YTexas is heading to Fort Worth - Next regional event of 2026 is happening at Texas A&M Fort Worth on June 18th | 8:00am – 11:30am, Texas A&M – Fort Worth, 1515 Commerce Street, Fort Worth, TX 76102

- June 10 thru July 22 | Leadership Academy 1.0 | 9:00 AM-5:00 PM | Dallas College Garland Center | Contact Liza Ceniceros at liza.ceniceros@garlandchamber.com

- Executive Edge – designed for plant managers and CEOs: SME Executive Edge

- Online Workforce Readiness Assessment – a five-minute survey to help identify your current workforce challenges: Workforce Readiness Assessment

- Texas Career Day: September 24, Curtis Culwell Center (focus on manufacturing, contact Steven for details). sbridges@wfsdallas.com

- Make It in America Summit October 20 – 22, Galveston Island Convention Center, Galveston, Texas. sbridges@wfsdallas.com

- Dallas ISD Pre-K Registration flyer (attached)

Tentative Next Meeting June 17, 2026 | MS-Teams at 10:00AM

Gloria Johnson will send out a Doodle poll on Tuesday, May 26 for feedback on the proposed industry meeting dates/times below:

Wednesday, June 17 @ 8:30 am, 9:00 am, 9:30 am, or

Thursday, June 18 @ 8:30 am, 9:00 am, 9:30 am