Manufacturing Industry Sector Combined Action Team

Thursday, August 20, 2026

Meeting Summary

- **Company and Personnel Updates:** Ed, John, Clint, and Tonya shared updates on organizational performance, hiring, staffing challenges, and program launches, while Roscoe and Kevin supported discussion and connected participants for follow-up collaboration.
    - **Record Company Performance:** Ed reported that July was the strongest month in the company's history, with performance remaining high despite industry concerns and increased competition from international fabricators avoiding tariffs.
    - **Personnel Management and Department Changes:** Ed discussed possible department closures and efforts to retain strong employees by moving them into other roles where staffing needs remain.
    - **Hiring and Internship Outcomes:** John noted that TI is increasing hiring for entry-level and experienced technicians, and that its recent micro-internship program led three students to pursue employment, showing the value of the talent pipeline.
    - **Educational Pipeline Challenges:** Clint and John discussed the difficulty of steering students toward skilled trades and manufacturing careers, noting that many still choose four-year colleges despite available hands-on training. They also explored ways to better identify and guide students into industry roles.
    - **Program Rollouts and Commuting Challenges:** Tonya shared progress on launching the FAME program with Dallas College and noted that recruiting remains difficult because the Forney location creates commute barriers for candidates.
- **Education and Workforce Development Initiatives:** Terrence, Sibusisiwe, Earl, and others highlighted current and upcoming workforce programs, including STEM outreach, leadership development, internships, and student-industry connections, with coordination from Roscoe, Dr. Tealer, and John.
    - **STEM and Robotics Outreach:** Terrence reported that Illuminate STEM served more than 250 students through Dallas College and UTD partnerships, offering certifications in robotics, drones, additive

manufacturing, Python, and AI while seeing strong growth in student interest and skills.

- **Internship and Program Participation:** Sibusisiwe shared that Dallas ISD offered more than 1,000 summer internship opportunities and is focused on sustaining engagement in programs such as FAME to connect students with industry pathways.
- **Leadership and Soft Skills Training:** Earl noted that Ecolab is prioritizing frontline and inclusive leadership training through the DCMA Leadership Academy and internal coaching to strengthen organizational culture.
- **Collaboration and Communication:** Roscoe and Dr. Tealer encouraged continued communication between education and industry partners to align training with workforce needs and expand opportunities for students and employers.

- **DCMA Human Resource Subcommittee and Best Practice Sharing:** Kevin updated the group on the DCMA Human Resource Subcommittee, emphasizing its monthly forum for HR professionals and others to share best practices, discuss retention, and identify workforce development resources.
  - **Subcommittee Purpose and Activities:** Kevin explained that the subcommittee gives HR professionals a space to exchange best practices, learn about resources, and discuss retention and pipeline strategies, with guest speakers from groups such as the Ascend Institute and potential future speakers like the Veterans Commission.
  - **Logistics and Participation:** The subcommittee meets monthly at the Garland Chamber for about an hour and is open to anyone interested in HR or workforce development, not only HR professionals.
  - **Impact and Outcomes:** Kevin and Roscoe noted that sharing best practices has improved retention and talent acquisition, and that broader participation would further strengthen the group's impact.
- **Capstone Projects and Industry Collaboration:** Roscoe reviewed recent capstone projects with University of Texas at Dallas and North Texas students, including a mold lift assist system and energy audits, and emphasized the value of these partnerships for student learning and company innovation.
  - **Mold Lift Assist Capstone Project:** Roscoe explained that UTD engineering students partnered with Plastipak to design and build a mold lift assist system, completing site visits, problem definition, AutoCAD drawings, simulations, and final construction. The device is now in use at the plant.

  - **Student Engagement and Outcomes:** The project gave students practical experience with real-world engineering challenges, and Plastipak received resumes from participating students for possible hiring at other company locations.
  - **Energy Audit Collaboration:** North Texas students completed an energy audit at Plastipak and developed a portfolio of energy projects that supported the company's national energy team initiatives.
  - **Future Projects and Costs:** Roscoe mentioned upcoming capstone projects, including a shrink wrap automation system, and noted that the mold lift assist project cost about $13,000 using off-the-shelf components selected for safety and functionality.
- **Upcoming Events and Sector Engagement:** Steven, Eddie, and Roscoe reviewed upcoming events, including Texas Career Day, Manufacturing Day, the Make It in America Summit, and networking opportunities, and encouraged industry and education partners to participate and strengthen sector representation.
  - **Texas Career Day Planning:** Steven reported that Texas Career Day will take place September 24 at the Curtis-Colwell Center, with more than 18,000 students registered. He encouraged more manufacturers to participate as sectors such as healthcare, and IT expand their presence.
  - **Manufacturing Day and Other Events:** Manufacturing Day is scheduled for October 2 at Dallas College, with Garland ISD students attending. Additional October events include the Make It in America Summit and a manufacturing meetup at UTD.
  - **Event Promotion and Participation:** Eddie and Steven discussed promoting events through social media, sector websites, and direct outreach, and encouraged partners to register, share videos, and take part in panels and showcases.
  - **Sector Website Enhancements:** Eddie announced updates to the Dallas College Edge website, including an events calendar, industry engagement tab, partner welcome section, and branded presentation materials to support sector communication and recognition.
- **Action Items and Meeting Scheduling:** Roscoe discussed the next meeting date.
  - **Meeting Date Conflict:** Gloria noted that the proposed next meeting date overlaps with Texas Career Day, so the group agreed to reschedule and share the new date to support participation.

Follow-up Tasks:

- **Garland Feedback for Sean Cash:** Provide Sean Cash with the requested feedback on Garland. (Ed)
- **Teacher Training Program Updates:** Prepare and share a future readout on the recent micro-internships and teacher training rollout. (John)
- **Program Collaboration Opportunities:** Share relevant education program information with John to support awareness and potential collaboration. (Clint)
- **Transit Solutions for Forney Site:** Work with the City of Mesquite and DART to explore transit options for the Forney site and reduce candidate commute barriers. (Tonya)
- **Manufacturing Day Event Details:** Share DISD's Manufacturing Day plans with Eddie so the information can be posted and distributed to the group. (Sibusisiwe)
- **Workforce Solutions Presentation:** Coordinate with Steven to schedule an HR subcommittee presentation on Workforce Solutions services for businesses. (Kevin, Steven)
- **Robotics Competition Collaboration:** Connect with Steven about the robotics competition component of the Caterpillar Grant for possible collaboration. (Terrence)
- **Company Information Sharing:** Send Earl information about Illuminate STEM as requested. (Terrence)
- **Internship Partnership Outreach:** Contact the group by the end of Q3 to discuss student internship partnership opportunities with Aither Systems organization. (Mareyka)

Combined Action Team Meeting

Training, Creation & Development / Recruitment & Promotion

AGENDA

Date: August 20, 2026

MS-Teams Virtual Meeting **8:30 a.m. – 9:30 a.m.**

Action Item

Welcome – Roscoe Davis

- Company updates, needs and sharing
- Training needs
- Recruitment

Update from DCMA Human Resource Sub-Committee Counsel– Kevin Tolly

- Best practice sharing
- Graduating Student availability at High school and College levels
- Need for more business participants for placement
- Training
- Time commitment is 1hr once a month.

Partner program: UTD Richardson, Capstone program Engineering expo,

- Plastipak project, "Lift Assist System for Extrusion Molding.
- NCCO, “Shrink Wrap/Packaging Material Handling Automation.” Video

Discuss Upcoming Area Manufacturing Events

- Society of Manufacturing Engineers SME offers 30 minute sessions for Manufacturers. Topics below:
  - Post-Processing in AM - **August 25 | 2-2:30 pm ET**
  - Future-Proof Your Chapter: Succession Planning for Sustainable Leadership - **August 25 | 5-6 p.m. ET**
  - Designing for Efficiency: Strategic Approaches to Facility Planning - **August 26 | 2-3 p.m. ET**
- TechFW/MADE and TMAC Thursday, August 20th, 5 – 7 pm UTA Fort Worth, free parking to industry leaders to talk shop and building the future in DFW. **This is a casual but exclusive, invite-only event with limited capacity: Register HERE, enter code MADE for access.**
- State of the District Luncheon 11-1pm, August 31st, Dallas College Center 675 W. Walnut, Garland
- MFG Quarterly Meeting September 4th, 7:30 -10:00Vanguard High School, 4201 Faithon P Lucas Sr Blvd. Mesquite, Tx

- Texas Career Day: September 24, Curtis Colwell Center (focus on manufacturing, contact Steven Bridges for details). **sbridges@wfsdallas.com**
- Manufacturing Day, October 2nd 7:30 - 9:30 Dallas College Center 675 W. Walnut, Garland
- Make It in America Summit October 20 – 22, Galveston Island Convention Center, Galveston, Texas. **sbridges@wfsdallas.com**
- Manufacturing Meetup in October (27-29, date TBD) to showcase our nearly completed engineering projects
- Online Workforce Readiness Assessment – a five-minute survey to help identify your current workforce challenges: Workforce Readiness Assessment

Discuss the Next Combined Action Team Meeting Date

- ~~**September 24, 2026 | MS Teams at 8:30AM**~~ **| Texas Career Day will replace Sept. 24th Action Team Meeting**

Adjourn

DALLAS COLLEGE
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MADE

MANUFACTURING ACCELERATOR AND DEVELOPMENT ENGINE

WELCOME & JOIN US FOR A KICK OFF EVENT

Join MADE, TechFW, and TMAC for a networking event designed for you. Meet the newest members of MADE, snack on good food, drink cold cheap beer, and connect with manufacturers, entrepreneurs, innovators, and industry leaders. This is a casual but exclusive, invite-only event.

THURSDAY, AUGUST 20TH

5:00 – 7:00 PM

UTA FORT WORTH
1401 JONES ST
FORT WORTH, TX 76102

Be sure to scan the QR code to register the event;
Use code **MADE** for access

TECHFW

TMAC
Texas Manufacturing Assistance Center

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DCMA

Dallas County Manufacturers' Association

OPEN NETWORKING
for manufacturers
and Premium,
Investor &
Catalyst Members.

HAPPY HOUR

★ CONNECT. COLLABORATE. GROW. ★

TUESDAY,
AUGUST 25, 2026
5:00 – 6:30 PM

TEXAS COUNTER FITTERS
909 N. Bowser Rd.
Richardson, TX 75081

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Garland Chamber of Commerce

Join Us for the State of the District Luncheon

Beyond the Classroom: Garland ISD's Strategic Priorities & Workforce Development Showcase

Join us for the **State of the District Luncheon** where Superintendent **Dr. Ricardo Lopez** will provide an update on Garland ISD's strategic priorities and workforce development initiatives. **This year's luncheon will feature an interactive showcase giving area businesses the opportunity to connect directly with GISD departments and Career & Technical Education (CTE) program leaders.**

Discover how GISD is preparing students for careers in manufacturing, engineering, healthcare, technology, business, hospitality, and other high-demand industries.

Learn how your business can:

- Connect with future talent
- Explore internship and mentoring opportunities
- Build partnerships with GISD programs
- Gain insight into the workforce pipeline being developed in our community

Whether you're looking to recruit future employees, strengthen community partnerships, or simply stay informed about the district's impact on our local workforce, this is an event you won't want to miss.

Monday, August 31
11 am to 1 pm
Dallas College Garland Center
675 W. Walnut St.

Pricing
Chamber Members: $50

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WORKFORCESOLUTIONS GREATER DALLAS
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2026 TEXAS CAREER DAY

YOUR CAREER. YOUR STORY. JOBS Y'ALL

Explore Future Talent!

EMPLOYER OPPORTUNITIES:

MEET THE FUTURE WORKFORCE!
Students from middle school through highschool and college will be in attendance.This is a great opportunity to expose a younger generation to the benefits of your industry!

BUILD PARTNERSHIPS!
Education and Industry all under one roof! Connect with Educational Programs that are currently training students in the skills you need and develop a true talent pipeline for your company!

GROW YOUR BRAND!
Is your company a household name? It should be! Make your company stand out as the place where students want to work! Build affinity for your brand!

Curtis Culwell Center
4999 Naaman Forest Blvd, Garland, TX 75040

September 24th, 2026
9:30 am - 2:00 pm

FIND MORE INFORMATION & ACCESS TO REGISTRATION ON THE FOLLOWING PAGE!

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TEXAS CAREER DAY

SPONSORSHIP OPPORTUNITIES:

	BRONZE $1,000	SILVER $1,500	GOLD $2,500
Name on Concession Stand	✓		
Name/Logo on Website		✓	
Prime Location		✓	✓
Social Media Promotions		✓	✓
Sponsor Signage		✓	✓
Promotional Video Interviews			✓
Logo on Promotional Video			✓
First Calls for Marketing Interviews			✓

REGISTER NOW

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SCAN THE QR CODE OR USE THE LINK TO REGISTER!

Link:TXCareerDayEmployer

ANY QUESTIONS?
CONTACT US

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