

Manufacturing Industry Sector Combined Action Team

Thursday, October 15, 2026

Meeting Summary

Eddie Tealer welcomed everyone and noted that Roscoe Davis would join shortly. When Roscoe joined, he thanked the attendees, reviewed the agenda, and asked each participant to provide an update on their organization.

- **Student Recruitment and Early-Career Pathways:** Tonya Council, Julie Parsons, Marisa Hettinger, Ken Woodfork, Liza Ceniceros, and Roscoe outlined efforts to connect CTE students, FAME participants, veterans, and other early-career candidates with manufacturing opportunities, including supervised part-time roles and future internships.
    - **CTE Hiring Initiative:** Tonya is developing a policy with local CTE programs, especially Vanguard and Mesquite ISD, to create part-time opportunities for students who are 18 but have not yet graduated. Potential schedules include before-school or weekend work because Hithium operates around the clock; Tonya noted that Vanguard is near the facility and that robotics students have shown interest.
    - **Internship And FAME Programs:** Ken reported that one candidate is progressing through the FAME initiative and that the team is documenting the experience to prepare future participants. Julie said General Dynamics began its FAME internship in September with three participants, is considering an internal maintenance apprenticeship with Simona, plans to send newer hires to FAME next year, and expects to restart a broader internship program in May for post-high-school candidates, including 18-year-olds.
    - **Employer Engagement:** Marisa said Epiroc hosted students during Garland and Mesquite Manufacturing Days, hired two Vanguard graduates into assembler roles through FAME, and will remain open to candidates from all local CTE schools. Liza reported that approximately 50 students toured Plastipak, Epiroc, Mapei, and Kirchoff Automotive, and that recruitment for next year's FAME cohort is beginning.



- **Safety And Eligibility:** Roscoe explained that manufacturers need practical ways to involve 17- and 18-year-olds while preserving safety and supervision. Plastipak does not allow anyone under 18 to work unchaperoned on the floor, and the group discussed the need for schools, employers, and policymakers to design compliant apprenticeship and training arrangements.

- **Workforce Development and Industry Events:** Steven, Roscoe, Liza, and Nahum highlighted recent and upcoming workforce events, including Texas Career Day, Hiring Red, White & You, the Higher Edge Conference, and other manufacturing-focused conferences and meetups.

  - **Texas Career Day:** Steven reported that the fourth annual Texas Career Day held at the Curtis Culwell Center on September 24th served 2,103 students and 204 educators from 31 schools across nine school districts, with approximately 81 participating employers and training providers. The event connected students with employers and education providers so they could understand career pathways and entry requirements.

  - **Upcoming Events:** The group referenced the Make It in America Summit and Build Freedom Summit/Career Expo in Galveston on or around October 20-22, a manufacturing meetup later in October, the Texas Skills in Demand and Tech-Labs Open House on October 30, and Automation Stars of Texas on November 3. Steven noted that the Galveston events may overlap or be combined, so participants should verify the details through the shared registration information.

  - **Veterans Hiring Event:** Steven announced Hiring Red, White & You on November 4 at Gilley's Dallas. The event is open to the public but is designed to support veterans transitioning into employment; approximately 130 to 150 employers are expected, and the organizers are considering a veteran's breakfast to increase veteran participation. Julie and Marisa also said their organizations plan to attend.

  - **Higher Edge Conference:** Nahum invited participants to the Texas Higher Edge Conference in Austin on December 8-9. A breakout session will highlight this group's postsecondary-employer partnership work after it received attention from the commissioner, and participants may join the panel or attend as audience members.



- **Plastipak Signalo Process-Improvement Pilot:** Jacob Clark presented Plastipak's Signalo pilot, which analyzes mold-change execution in detail, establishes standardized work, and uses dashboards to reduce scrap, delays, overtime, and quality issues.
    - **Mold Change Analysis:** Jacob said Plastipak has completed seven startup executions, expanding analysis from total mold-change downtime to specific activities and delays within each changeover. The need is increasing because annual mold changes are projected to rise from roughly 75 historically to about 153 in 2027 as product and SKU complexity grows.
    - **Workflow And KPIs:** The pilot use tablets to record removal and installation activities, startup events, quality defects, corrections, waiting time, and related issues. Jacob and Paul Herman review the results weekly and track measures such as time to machine stability, startup duration, time to quality confirmation, startup scrap, corrections, defects, and full stops.
    - **Leadership Dashboard:** Paul built a dashboard that allows Jacob and Roscoe to review individual changeovers, including why scrap exceeded expectations, which issues occurred on a line, how long quality approval took, and what corrections were required. The dashboard is intended to transfer detailed floor knowledge to leadership and support consistent training for future maintenance personnel.
    - **Operational Value:** The team is evaluating four expected benefits: less startup scrap and reprocessing, more predictable startups and less overtime, lower cost and volume associated with waiting for quality approval, and less material affected by quality problems. Jacob emphasized that success must include quality, safety, material loss, employee workload, and knowledge retention, not only faster changeovers.
    - **Rollout Planning:** Plastipak and Signalo are preparing training, software adoption, role assignments, data connections, and an agreed rollout scope covering lines, products, users, and responsibilities. Signalo will provide technology, integration, and technical support; Plastipak will lead onboarding and training; the next decision is to confirm scope, contributors, and a schedule and cost review.
- **Retention, Engagement, and Advancement Metrics:** Roscoe, Marisa, Ken, Eddie, Julie, Liza, and Nahum discussed measuring retention and employee advancement



alongside recruitment and placement. HR partners will develop common indicators and data-sharing methods.

- **Retention Outcomes:** Roscoe said Plastipak's annual turnover historically reached approximately 30-40% but is expected to close the current year by around 10-12%, which they attribute in part to leadership engagement, skill pathways, work-life balance, and development opportunities. Plastipak has also shifted from seven-day operations toward primarily Monday-Friday production where demand allows.
- **Engagement Practices:** Marisa said retention depends on what happens after hiring, including manageable overtime, tuition reimbursement, learning and development, and a workplace where employees feel connected. Ken reported that engagement and visible advancement—from operator to team lead to supervisor—have strengthened retention, although attendance requirements remain a source of employee loss, particularly for people managing school transportation for children.
- **Common Scorecard:** Eddie restated four proposed measures for the sector: industry engagement, workforce pipeline and hiring, retention and engagement, and advancement. The group wants employer HR data after students leave schools or Dallas College so the partnership can track whether participants remain employed and progress.
- **Data Collection:** Roscoe and Kevin are considering how the HR Council can gather comparable, non-sensitive outcomes without requiring companies to disclose compensation or proprietary information. Julie suggested a shared KPI template supported by HR data analysts and dashboards such as Power BI; Marisa suggested combining employer data with follow-up surveys from colleges and universities.
- **HR Council Follow-Up:** Liza clarified that the Garland Chamber HR Council is composed of manufacturing-industry HR participants and offered to add Julie, Tonya, and other interested members. Meetings are expected to resume in February, and Eddie asked Liza to include development of a retention and outcome data framework in the council's future discussion.
- **State Workforce Context:** Nahum said the Texas Workforce Commission and the governor's Jobs Council are addressing strategic upskilling and stronger industry pipelines. Their discussions emphasize maintaining safety



and reasonable qualification standards while improving public awareness that manufacturing can provide purposeful careers and economic mobility; Nahum will relay relevant data requirements back to the group.

- **Manufacturing Growth and Talent Needs:** Roscoe, Ken, Julie, and other employers shared expansion plans, maintenance and leadership-development needs, and examples of employees advancing through technical training and cross-site assignments.
    - **Plastipak Expansion:** Roscoe said Plastipak moved a production line to Houston and is evaluating a new line and technology to diversify beyond food packaging into liquor, industrial cleaners, and potential Ecolab-related applications. Funding and project completion would create additional roles and require further hiring.
    - **Maintenance Capability:** Ken reported that changes in the customer and product mix are driving equipment overhauls and a continued need for strong maintenance personnel and training. Their site is also documenting FAME participation and working with the Garland Chamber on leadership development.
    - **Leadership Development:** Julie is developing an Inspiring Leader program for supervisors and future leaders, while Roscoe said approximately 30-40 frontline leaders or backups have completed Plastipak's Leadership Academy. Training covers communication, problem solving, root-cause analysis, and avoiding premature conclusions.
    - **Career Mobility:** Roscoe described newer employees traveling to plants in Atlanta, Maryland, Massachusetts, Ohio, and other locations to build technical capability. They also described a 19-year-old technician using tuition reimbursement and community-college electrical classes while gaining experience at multiple facilities.

Next Meeting and Follow-Up:

- Roscoe closed the meeting by assigning follow-up communications and scheduling the next combined action team meeting.
    - **Materials And Outreach:** The President’s Office team will circulate the notes, agenda, and event flyers from today’s meeting. Participants were



encouraged to invite additional employers or partners to expand industry participation.

- **Meeting Schedule:** The next combined meeting is scheduled for November 19, 2026, at 8:30 a.m. via Microsoft Teams. Gloria will send a meeting calendar invitation out to all participants.





Combined Action Team Meeting
Training, Creation & Development / Recruitment & Promotion

AGENDA

Date: October 15, 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 The US Conference of Mayors Workforce Development Council– Roscoe Davis • Share apprenticeship program best practices to support the placement of 1,000,000 students. • Job placement for graduating high school and college students**.** • Need more business partners to provide placement opportunities. • Discuss what companies would need to hire and train 17- and 18-year-olds for part-time work. • Track placement and retention numbers.
Partner program: ○ Texas Career Day: 2,103 Students, 204 Educators, 31 Schools from 9 School Districts, 81 Employers/Training Providers https://www.wfsdallas.com/texas-career-day-connecting-students-with-tomorrows-opportunities/**Steven Bridges Workforce Solutions Greater Dallas** ○ UTD Capstone update on NCCO, "Shrink Wrap/Packaging Material Handling Automation." - Evan Buell ○ Plastipak Signalo – Jacob Clark/ Paul Herman Mold Setup Pilot Improvement
Discuss Upcoming Area Manufacturing Events ○ Manufacturing Day, October 2nd 7:30 - 9:30 Dallas College Center 675 W. Walnut, Garland ○ Online Workforce Readiness Assessment – a five-minute survey to help identify your current workforce challenges: Workforce Readiness Assessment ○ Build Freedom Summit & Career Expo | Galveston | Oct 20-21 ○ National conference focused on strengthening America's manufacturing, defense, and skilled workforce pipelines. Explore practical strategies, proven models, new partnerships**,** and solutions. ○ For employers, educators, workforce professionals, economic development leaders, and public-sector stakeholders. Manufacturers can use code SMM25 for 25% off registration (Thanks A&M TEES!) ○ Make It in America Summit October 20 – 22, Galveston Island Convention Center, Galveston, Texas. sbridges@wfsdallas.com ○ UT Dallas Manufacturing Meetup | October 28, 2026**,** to show case their nearly completed engineering projects – Contact: Don Proeschel, Director of Corporate Relations, University of Texas at Dallas **don.proeschel@utdallas.edu**; M. 214.923.7350 ○ Texas Skills in Demand & Tech-Labs Open House | Richardson | Oct 30 @ 9am – 2pm ○ Explore hands-on training technologies for manufacturing, robotics, welding, HVAC, data centers, etc. ○ Network with industry and education leaders. ○ 10:00 am presentation and discussion on the future of mfg. in DFW.



Free, Includes Tacos, Come & Go, Open to All, register here. Rosenberg, Brittany brittany.rosenberg@tmac.org (817)272-5864

- **Automation Stars of Texas | Fort Worth | Nov 3 @ 8am – 5pm** Rosenberg, Brittany brittany.rosenberg@tmac.org (817)272-5864
- Explore cutting edge robotics, cost-effective automation solutions for small/medium shops, and more**.**
- For manufacturing, engineering, robotics, automation, education, economic and workforce development professionals.
- Tours of the UTA Research Institute labs and drone facility on request.
  Free, Open to All, must register here to attend or submit a session proposal.
- Dept of War and SBA established Smaller War Plants Commission and announced efforts to deploy more capital for small and mid-size mfrs. Rosenberg, Brittany brittany.rosenberg@tmac.org (817)272-5864
- Dept of War asks US manufacturers not currently in the defense supply chain to register as part of the Civil Reserve Manufacturing Network (CRMN). Rosenberg, Brittany brittany.rosenberg@tmac.org (817)272-5864

Discuss the Next Combined Action Team Meeting Date

- ✓ **November 19, 2026 | MS-Teams at 8:30AM | Confirmed**

Adjourn

DALLAS COLLEGE



PREVIEW Days

Explore your future. Discover opportunities. Start your next step.

Explore What's Next

Whether you're planning for college after high school, looking to advance your career, or ready to return to school, Dallas College Preview Days can help you take the next step.

Dallas College Preview Days are free events where you can:

- Explore academic and workforce programs and learn how they connect to in-demand careers
- Talk with program experts who can answer your questions

Learn about admissions, paying for college and the first steps to apply and enroll at Dallas College.

Who Should Attend?

- High school students
- Parents and families
- Adult learners
- Working professionals
- Military-connected students and veterans
- Former students interested in returning
- Anyone exploring college or career opportunities

Your Future. Your Goals. Your Dallas College.

Register Today

Scan to Register

DallasCollege.edu/PreviewDays

@DallasCollege_Admissions

PREVIEW *Days*

Fall 2026

Brookhaven Campus | Oct. 20, 2026

Eastfield Campus | Oct. 28, 2026

Mountain View Campus | Nov. 5, 2026

Choose the Session That Works for You

Day Session

10 a.m. - 2 p.m.

Perfect for high school students, dual credit students and families.

Evening Session

5 - 7 p.m.

Ideal for adult learners, working professionals, military-connected students, veterans and returning students.

Meals are provided at all sessions.

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DallasCollege.edu/PreviewDays

@DallasCollege_Admissions

Hiring Red, White & You!

WORKFORCESOLUTIONS GREATER DALLAS

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ATTENTION ALL JOB SEEKERS

STATEWIDE HIRING EVENT

WEDNESDAY
NOVEMBER 4, 2026
10:00A.M. - 2:00 P.M. CST

GILLEY'S DALLAS
1135 Botham Jean Blvd.,
Dallas, TX 75215



Join the Texas Workforce Commission, Workforce Solutions Greater Dallas, The Texas Medical Center, and Texas Veterans Commission for the 15th Annual Hiring Red, White & You! **THIS VETERAN JOB FAIR IS OPEN TO THE PUBLIC**. Multiple employers from various industries will be attending and ready to connect with you. RSVP to this event so that you can receive future updates.

*Remember to get registered on www.workintexas.com (WIT) prior to the event or if you already have a WIT, make sure it is updated and active.

**If you need assistance getting registered in WIT, contact your nearest Workforce Center, https://www.wfsdallas.com/find-center.

REGISTER

through the link or scan the QR code

https://wfsdallas.jotform.com/form/HRWY26-job-seeker

TEXAS WORKFORCE COMMISSION | TEXAS WORKFORCE SOLUTIONS | TMC TEXAS MEDICAL CENTER | TEXAS VETERANS COMMISSION

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Workforce Solutions Greater Dallas is an equal opportunity employer program. Auxiliary aids and services are available upon request to individuals with disabilities. Relay Texas: 711 | TDD: 1-800-735-2989, voice: 1-800-735-2988.

Important Notice To Customers

This document contains vital information about requirements, rights, determinations, and/or responsibilities for accessing workforce system services. Language services, including the interpretation/translation of this document, are available free of charge upon request.

Este documento contiene información importante sobre los requisitos, los derechos, las determinaciones y las responsabilidades del acceso a los servicios del sistema de la fuerza laboral. Hay disponibles servicios de idioma, incluida la interpretación y la traducción de documentos, sin ningún costo y a solicitud.

Tài liệu này có thông tin quan trọng về các yêu cầu, quyền hạn, quyết định, và/hoặc trách nhiệm để sử dụng các dịch vụ của hệ thống nhân lực. Các dịch vụ trợ giúp ngôn ngữ, bao gồm thông dịch/chuyển ngữ tài liệu này, có sẵn miễn phí khi quý vị yêu cầu.

WORKFORCESOLUTIONS GREATER DALLAS

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100% of funding received from the Texas Workforce Commission, including Federal Funds through the US Departments of Labor, Health and Human Services, Education, and Agriculture, and non-governmental resources.

DALLAS COLLEGE | PARSONS

PARSONS HIRING EVENT



Parsons is looking to hire about 100 Dallas College students

Date: November 10, 2026

Time: 10:00 a.m. – 2:00 p.m.

Location: Building B (Room 149)
Dallas College Mountain View Campus
4849 W. Illinois Ave., Dallas, TX 75211



Dallas College Students & Alumni — Register and Attend.

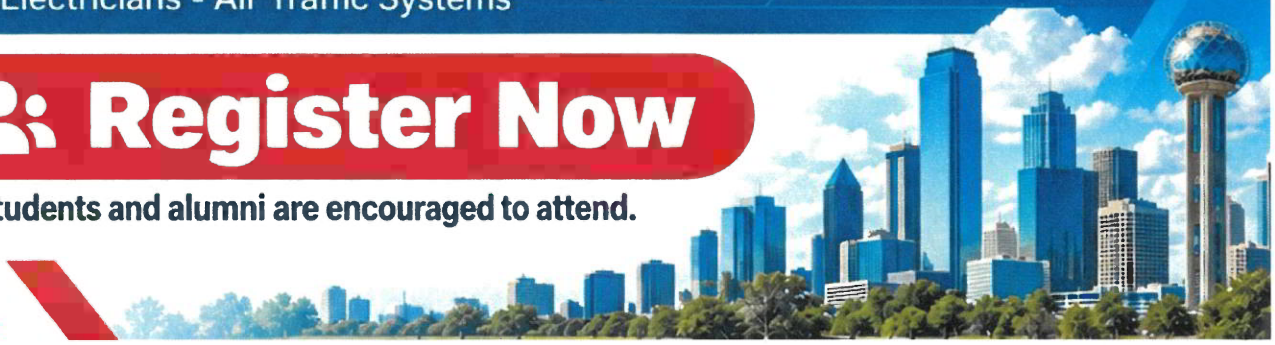
Explore exciting career opportunities with Parsons. Connect with recruiters, learn about in-demand technical careers, and take the next step toward your future.

Now Hiring For Roles Such As:

- SCA Electronics Technicians
- Electronics Tech - Fiber Optics Radio Control Systems
- Telecommunications Installation Technicians
- Data Systems Technicians
- Electricians - Air Traffic Systems

Register Now

Students and alumni are encouraged to attend.



DALLAS COLLEGE

PEOPLE | OPPORTUNITY | BRIGHTER FUTURES

CONSTRUCTION TRADES EVENT



Dallas College Students & Alumni Get Ready to Interview & Get Hired!

MEET HIRING EMPLOYERS

Skilled trades careers start here.

Meet employers ready to hire Dallas College completers, graduates, students, and alumni.



DATE: November 12

TIME: 11:00 AM – 2:00 PM

LOCATION:
Bill J. Priest Hoblitzelle Auditorium
1402 Corinth St, Dallas, TX 75215

WHY YOU SHOULD ATTEND

- Connect with top construction employers
- Explore career opportunities in the trades
- Interview on-site in one place
- Get hired on the spot

STUDENT & ALUMNI REGISTRATION OPEN NOW

RESERVE YOUR SPOT TODAY

PRESENTED BY DALLAS COLLEGE

LOCAL TALENT. BRIGHTER COMMUNITIES.

DALLAS COLLEGE

DALLAS COLLEGE STUDENTS AND ALUMNI

REGISTER, ATTEND & GET HIRED!

Advanced Manufacturing, Mechatronics, Aviation & Construction HIRING EVENT

MEET EMPLOYERS | INTERVIEW ON SITE | LAUNCH YOUR CAREER





Location:
Dallas College Workforce Center at Red Bird
3662 W. Camp Wisdom Rd Suite 2065
Dallas, TX 75237

Date:
Tuesday, November 17, 2026

Time:
11:00 AM – 2:00 PM

Student and Alumni Talent Pipeline

Programs represented:

- Industrial Maintenance Technician (NC3)
- Mechatronics-related pathways
- Electrical Technician I
- Aviation Maintenance and Aviation-related pathways
- Construction Trade students completing employability and technical training



Connect with Employers!

REGISTER, ATTEND & GET HIRED! >

https://forms.cloud.microsoft/r/JXuMxAQs6Q

Connect with employers.

Explore opportunities.

Launch your career.

SKILLS TODAY. BRIGHTER TOMORROWS.