

Region 1 Economic Development Meeting Panel Discussion Notes

Panel Moderator: Matthew Gambill, Executive Director, Georgia Association of Career and Technical Educators

Panel Members:

Mario Arzate, Georgia Northwest Region Work-Based Learning Student of the Year

Charlie Bringardner, GAIEF, Senior National Account Manager, HD Supply Facilities Maintenance

Brian Cooksey, Shaw Industries, Director of Operations, Training, and Development

Mike Dunham, Chief Executive Officer, Associated General Contractors of Georgia, Inc.

Mitch Harrison, GAIEF, Chief Operating Officer, First Communities

Jill Schauer, Lake Region Medical, Director of Operations

Mario Arzate

- **Can you share your Work-Based Learning story?**

Sophomore – Captain D’s – dressed nice and caused him to have a job. 1 ½ years working there – heard about WBL – wanted to be a dental hygienist – shadow dental hygienist, but actually didn’t want to do that. Decided during Sr. year while still working in Captain Ds. Interview with Dalton Utilities internship – turned it down at first – motivated by teacher and still working there.

Experience in WBL provided tools – CAD technician used while in high school. Majoring in Physics – Civil Engineering. Resume included AutoCAD experience and he said “I WILL DO IT, when asked if I could do the job.

- **Can you find Qualified Candidates for your Jobs?**

Jill Schauer – She finds qualified candidates – soft skills are extremely important.

Mike Dunham – let students, parents, etc. know about the construction jobs that are available – address great need for people in construction. Good Workforce Development is good Economic Development

- **What are your hardest positions to Fill?**

Brian Cooksey – Hardest positions to fill? – diverse needs for Shaw – import and exporting around the world. Challenges: 5-8 years – 25% retirement age from exec. Leadership all the way down. Industrial maintenance and industrial engineers. Truck drivers needed IT professionals – call center and hardware software and programming – Customer Service jobs – Engineering jobs at all levels. Mechatronics was implemented at the Technical Colleges –

Brian's Quick story: Tifton- pork rind business started and grew – home grown to automation and needed to hire someone to run the automation. Need skilled workers – figure out to obtain workers

- **Can you provide information regarding the issue of students under 18 years of age working in your companies?**

Mitch Harrison - issue of under 18 years of age in the Apt. Industry for WBL programs. HS graduates or almost HS graduates – but this is changing. Continue to work on connectivity – Debbie Phillips is the mouthpiece – DOE and educators – immediate needs – not everyone should go to college – soft skills needed – specific Need to work on connectivity with education

Charlie Bringardner– message to parents and students – Apt Industry – 35 years ago – he wanted to work for IBM in Sales. No sales degree – but biggest challenge today – never before has the need been so great to have people with jobs not taught in schools. Warehouses, truck drivers, -

“Got some great advice from IBM – believe in yourself – YES I WANT THE JOB AND START TOMORROW!” Technical College – very important – How many of you are under 40 years of age – only 20 – how many will be retiring – 100!

3 skill sets: 1. HVAC – so important 2. Electrical – 3. Plumbing

Useful in many areas – optimistic that the next 5 years will be good – now is the best time to decide what to do. Doesn't have to be a College Degree – Technical Degrees are JUST as important.

Brian Cooksey – person that started with an internship – been promoted several times in the electrical field and wants to go to Ga Tech or southern Poly – with paid for college courses. Take advantage of tuition reimbursements available during working. Start in Manufacturing.

Matthew Gambill– taking CTAE courses help them to have more options and opportunities.

- **Could you provide what you did before you started working for Dalton Utilities?**

Mario Arzate – before you worked at Dalton Utilities – fast food prepare? – Never a leader at school, but a leader on the job – 15 minutes early every day – and stay longer, if possible.

- **What role do you see telemedicine in workforce issues?**

Jill Schauer– telemedicine –What is available for students? Option for our employees – Johnson and Johnson – medical devices used in surgery. Research Lake Region Medical – STEM certification – Job Shadowing, mentoring, engineering – HR Manager, skills sets to help – Ga Tech

Mike Dunham – HS Construction Teacher Mentor Program – HVAC, welding (metals) – missing is the engagement in the industry – shake the hands of an instructor! Students need to know what jobs are out there and how much they make. Go into high school construction programs and explain how much you make and what jobs are available. HS classrooms need 2x4 – masons, etc. Some students will catch hold of the passion and great work ethic. Work with HS and provide with career path as mentors and materials. Need pipeline of skilled workers.

At GACTE conference this past summer – Mike Dunham 50 HS instructors to the new Braves stadium – Home base pin and look at the construction to say “I was there when the stadium was being built”

Math teachers and how role it plays with construction industry. IPADS are used every day – show instructors

Apt. Industry History – major players

Brian Cooksey – dispel manufacturing stigma – exciting place to be – surveyed HS students 6 years ago – results were not good – bad image – shift work, sweaty, dirty. Further from the truth – more than carpet – many types of floorcovering – sports turf, laminate – lounge chair covers – plastic bottle recycling for floor covering – jobs that didn’t exist before. Now it is clean – great opportunities and more than manufacturing – product, sales, accountants, nurses, training folks, HR, Robotics, maintenance technician – using their minds as well as their hands. Tell the story better – realize this and recognize that opening the doors to teacher externships, student interns, etc. Totally understand the diversity of careers – people business – not just making carpet. We can’t do enough to make sure students, counselors and parents know that MANUFACTURING is not a bad word. Everything in your pocket or pocketbook was manufactured – US needs to continue

Ga Association of Manufacturing – exciting to see – DOE under Barbara Wall – stakeholders and new campaign to get the message out regarding great career opportunities in manufacturing. GPB – public service announcements and radio spots – site/APP for educator tools and resources. In the past – we can work together and have sustainable programs.

- **What has contributed to growth in the Ga. Apartment Industry?**

Mitch Harrison – Ga Apt Industry – what has contributed to growth? The Great Recession – home ownership is down 63% and dropping. People used to buy homes – and this may evolve – Millennial – Apt Industry – Rental by choice – Georgia attracts people to Atlanta/METRO area – big driver in apt. industry.

- **Are there skills that are transferrable from job to job?**

Charlie Bringardner – transferrable skills – important? Yes, critical – as people do not stay in one job – avg. person changes job 6 times. Every company is different – I have been in three different industries – but skill sets – LISTEN and OBSERVE –

During HS – typing class – was important – but IPAD – learn it – SOCIAL MEDIA – EMBRACE THE new ways – to be more marketable and obtain more satisfaction.

Matthew Gambill - TYPING – said that was so important.

- **Questions from the audience?**

1. **James Cantrell** – Trenton Georgia

“What about getting 16 year old students to job shadow – are there insurance problems with this?”

Through WBL Coordinator – insurance through the school system may be able to job shadow

Brian Cooksey – concern is there – safety – Legislation is being proposed that will help with this liability. Struggling with talent – hiring practices – middle school students to tour – just need the right people in the room and it was successful. HON and SOUTHWIRE – Great Promise and 12 for Life.

Job Shadowing programs – ways to do it but have to get the right persons in the room

PLANNING is important first

Mike Dunham – construction is hard –but nationally accredited program – then can come OSHA has rules but new legislation may help.

Brian Cooksey – 16-18 year olds being hired – can't even apply if under 18. Direct Deposit – some students don't have a checking account so can't get direct deposit. Challenges – business has to figure it out. WBL streamlined by legislation last year. Eddie Lumsford – small percentage credit to businesses at the end of the year – for hiring under 18 year olds. 2nd year of the legislation on the table. Dept of Insurance may work this out rather than having legislation. Incentivize employers to work around procedures.

Final Comments from the Panel

Mike Dunham – MOWR and Dual Enrollment. Average age of 28 at Technical College – with a degree from a college. Set up work ethic and dual enrollment long before age 28 – earning capacity increases and college paid for – with HOPE, etc.

Brian Cooksey – both parents were teachers – thanks to educators. Keep pushing business and industry to help students