

BUTLER COUNTY MANUFACTURING CONSORTIUM

Minutes for July 23, 2008

Jim Ferguson welcomed everyone, immediately followed by introductions.
Copies of the June '08 minutes were emailed prior and approved as written.

Doug Bartosh reported we have \$2751.00 remaining in the Treasury.

Previous Business

1. Training -

- A. Shared training has been completed. Feedback on the classes ranged from too much information or needing more depth in other subject areas.
- B. Tuition Reimbursement – 13 companies submitted for tuition reimbursement monies. Budget was overspent by \$481. Examples of the trainings that were submitted ranged from fire fighting to executive leadership and strategic planning. Cost for courses were from \$900 - \$24,000. Employers received 75% of the total training cost.
- C. Total training dollars for 2007-2008 grant year was \$104,981.03
- D. New grant request has not been submitted yet as Lori is still working on the budget part of the grant now. Expect 25% of the total training will be shared training; 75% of total training will be reimbursement. Anticipate requesting approximately \$100,000 for training for 2007- 2008. Approximately \$200,000 will be requested for all of Tri-County training.

2. 2008 Planning

- A. Northwest Region is looking to write a grant for Industry partnerships for education/industry partnerships relating to STEM centers.
- B. Jim is now on the Work Force Investment Board and the Youth Council. Will try to use his positions on the boards to continue to advocate for the BCMC.
- C. College in the High School – Jim has been in touch with Mike King who provided an update on the pilot Manufacturing course planned for Knoch H.S. Mike said that at this time, they really don't have enough kids. Need to market new class more. The program is ready to go, just need to get invitations out to the kids to make them aware. They could do an assembly to the kids as soon as they get back in school. The class could then "catch up" by having classes run 5 minutes extra.
* Textbooks and Scholarships – no report until we get more students involved.
- D. Educator in the Workplace
 - 1) 100 teachers were initially interested.
 - 2) IU4 - Jim wants to talk to the IU4 to check into teachers being able to get Act 48 credits for participating in the Educator in the Workplace program.
 - 3) Manufacturers – need to be willing to host teachers, have them shadow on site.
 - 4) September BCMC Meeting – would like to invite educators again to gear up for new school year, to discuss Educator in the Workplace as well as Career Days.
- E. Career Cruising –
 - 1) All schools have received RCEP monies to review "Career Cruising" for career planning. If anyone would like to play with it, Jim can share password and link.
 - 2) They have found they need to localize Career Cruising, so they are rolling out a new program called "Career Cruising Connect". Once students identify what careers they are interested in, then they can get connected with local companies providing those jobs.
 - 3) A rep. from Career Cruising Connect will be at our next BCMC meeting in September (along with the educators).

F. Career Awareness / Job Shadow (Feb. 2nd) – “FulPhil” your future. Would be nice to get in Butler Business Matters to get other business participating as well.

G. BC3 Kids on Campus:

a) Bill O’Brien shared a report and PowerPoint presentation on the Kids on Camps camps that the BCMC sponsored in July 30, 2008

* Get Wired – ran from 7/7/08 through 7/11/08. 6 students participated. Each student was given their own kit. Worked on electrical circuits and motors.

* Gadgets and Gizmos – ran from 7/14/08 through 7/18/08. 7 students participated. Projects included building bridges from pop-sickle sticks to learn about forces and stresses. Developed a business plan, costs, assembly and did the design & build for terrariums. Students were given K’nex kits and also designed and built roller coasters using the kits.

H. Manufacturing Career Fair – continued discussion if members and resource partners would be interested in hosting our own Manufacturing Career Fair.

a) Estimated Costs to hold the event :

1) Location (room rental) – Days Inn has a 3500 sq. foot room they would rent to us for \$300/day.

2) Food – lunch could be provided for representatives for \$12 / plate

3) Advertising – Mary McFarland presented a proposal for advertising to other companies who might be interested in participating as well as general Butler Eagle advertising.

* also – Armstrong may be able to run a promotion for us as well.

b) Suggested costs to participate: \$50 for members & resource partners / \$100 for non-members or non-partners of the BCMC.

c) Concern was raised that are we tapping an already dried up market (ie. extremely difficult to locate quality candidates). A suggestion was made to extend hours of the career fair to later in the day, such as 6:30 or 7:00 pm. This way we could allow the already employed (but perhaps underemployed) to come to the event.

d) Jim also suggested having an evening networking event for job seekers and companies that could include a jazz band (i.e. Penn United has employees who also play in a very good jazz band on the side and would be willing to play for our event).

e) Those in attendance agreed it was worth trying. Once the date and time are set, we will send invitations to our members & partners for the first availability to participate and then expand invitations out from there to other manufacturers.

Image

1. **BCMC Website** – members and participating resource partners all agreed it is important to hit marketing and outreach from various medias. Although there are no designated grant monies from the state, Jim wants to pursue seeing if there is some money that can be targeted to website improvements. Internet sites are an important communication vehicle and it seems that we would be taking steps backward if we did not pursue using and improving this tool.

* We would like to include the logos of all members and resource partners on the site. Please send your corporate logo to Veronica at MediaFrogg at : veronicak@mediafrogg.com

* It was also suggested to have some form of a website blog (for members/ partners only) to share comments, thoughts, etc.. about various HR, Training, manufacturing issues.

2. **Video** – “Go for the Gold” video is the Tri-County video that is now completed. It is 20 minutes long and talks about the new “gold collar” careers in manufacturing. Jim will look into seeing if Armstrong can run this video along with the Career Gates video on a regular basis.

3. **Clearview Mall Manufacturing Connection/Café** – just have not received enough interest in establishing a manufacturing presence at the mall. It could be a real showcase for our industries, however efforts to proceed are on hold at this point.

Growth

1. Non profit status – members again discussed the idea of making the BCMC non-profit status.

Discussed pros & cons including:

* would need 4 individuals to sign as officers.

President: Jim Ferguson

Vice President : needed a volunteer. Anita Orozco volunteered to serve.

Treasurer: Doug Bartosh

Secretary: Kristen Bastaja

* If the BCMC dissolves at some point in the future, would just need to write a letter to the state stating such and make sure all monies remaining at that time are properly accounted for.

* As a pro, becoming non-profit allows companies to donate to us and serve as a tax right off.

* Another pro, being non-profit also opens up other grant monies for us.

* Becoming non-profit is a significant step towards our group becoming self-sufficient – and being able to have greater influence (like the Chamber of Commerce).

Current / New Business

1. Discussion of how current gas prices may be affecting recruitment and retention. Jim shared that Penn United has lost some employees due to them finding jobs closer to their homes. Are others experiencing the same? Penn United, where possible is allowing condensed 4 day work weeks. What are others doing to try to help employees?

Brandi, from IDL shared some ideas including:

a) Condensed work weeks of three 12 hour days, paid for 40.

b) Gas cards as prizes for various things.

c) Providing car pooling links, such as www.commuteinfo.org to pair people up w/ others working near them

d) Van pooling (not using own vehicles)

e) Work from home / virtual offices

f) Busing (ie. Traco has been doing this)

2. Would like to have some guest speakers from time to time at BCMC meetings. What topics would you like addressed? Suggestions included: More information regarding training; helping with purchase of capital expenditures; and more information on various government regulations.
3. Buddy system – a suggestion was made to see if “older” members of the BCMC would be interested in paring up with the newer members to help get them familiar with the consortium and encourage them to attend.

What's In It For Manufacturing

1. Robotics Conference at BC3- August 7 & 8: The Director of National Robotics Engineering Center will present.
2. Hershey Conference next week – it is a conference primarily for educators to discuss STEM initiatives and programs. Jim may be attending. Anyone interested in the conference, please see Jim.
3. Karma Edwards has accepted a new position with Pitt, at the Institute of Entrepreneurial Excellence. We have not heard yet who her replacement is for MAC.

**Next meeting will be *Wednesday August 27th* at IDL Worldwide.
Luncheon meeting starts at 11:30 am. Immediately following the meeting, IDL
will host a tour of their facility. Details and directions will follow soon.**