

AUBURN TRAINING CONNECTION

MINUTES

April 12, 2007

The Auburn Training Connection met Thursday, April 12, 2007, at 11:30 AM in the Auburn Training Connection facility on Pumphrey Avenue.

Board members present were Henry Burdg, Tim Dennis, Titus Lindsey, Tami Poe, Dibba Spears, and Kim Couch. Board member absent was Gene Dulaney.

Others present were: Cary Cox, Rhonda Peterson, Diana Green, Blake Arrington, Dr. Mary J. White, Alison Conti, Debbie Sullivan, Renato Gross, Geoffrey Bennett, and Les Davis.

Minutes of the March 8, 2007 meeting were approved as written.

Financial Report

The checking account balance is \$42,465.88. Cary Cox stated \$32,000 is a grant from the State Department of Workforce Development, \$30,000 is earmarked for the apprenticeship program, and \$2,000 for the Christian Women's Job Corps of Lee County. He noted that this figure does not include deductions for April expenditures and that those expenditures will be presented in the next monthly balance. Mr. Cox reiterated anyone interested may obtain a full report of expenditures and deposits made since the inception of ATC.

Training Center Operations

Briggs & Stratton conducted a Six Sigma Black Belt class March 12-16 with 6 participants. Nikki held interviews March 13, 15, 20, 22, 27 and 28 with 136 participants. Horbiger has interviews scheduled for April 24-25. AIDT Leadership Skills I is scheduled for April 24-25 with 32 participants registered.

Cary Cox stated that statistics of 2006 classes, participants and participating industries have been emailed to ATC members. He noted that the total individual training seats was 377 which did not include interviews, meetings, or Donaldson's welding training and that 25 total individual partners received or conducted training or used space. He stated that the statistics for 2007 would be provided quarterly via email. Mr. Cox handed out a calendar of scheduled events at ACDI for 2007 to all present.

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Training Center Operations (cont). Mr. Burdug reiterated that the ACDI facility is for the industries use and if space is needed for off site classes to please make use of it.

Committee & Special Reports

Youth-at-Risk Summit. Cary Cox noted that the Youth-at-Risk Summit was held Saturday, March 10th at Boykin Community Center, between 11:00 AM and 2:00 PM. The program is to assist youth-at-risk and to determine the best way to acclimate these youth into the workforce. Mr. Cox noted that he hopes that this can become a joint venture with Greater Peace Baptist Church in Opelika who is providing GED training, job skill classes, and work etiquette classes. He noted that he would be meeting this afternoon with representatives from Greater Peace Baptist Church and would like to secure funding for the program through Workforce funds and the State.

Mr. Cox stated regarding the Youth Summit in general; a group is looking at a program called "Cincinnati Works" which is similar to the "Fit Program." He noted that this program is one week in length, consists of drug screening and interviews up front, workplace readiness skills, and work ethic classes, i.e. being present at work every day, being at work on time, and calling when absent, problems industries have been experiencing. Mr. Cox stated that this will provide companies with the knowledge that the potential employees are hireable, a pre-pre hire program. He also noted that participants in the one week program may qualify to feed into the ten week program at Southern Union.

Incumbent Worker Training Program. Henry Burdug stated that this program is a State program; ADECA oriented using State Department of Labor funds with an allocation of one million dollars dispersed in \$50,000 portions to businesses that demonstrate a need for training. Mr. Burdug noted that there is a requirement of a one-to-one match, so that if the draw is \$50,000 then the company has to make an in-kind contribution and most of that would include wages of the participants in the training courses, so that there is no out-of-pocket expense to the company. Companies may specify instructors and course of training. The company pays the training agent and the invoice is submitted to ADECA who reimburses the company. Applications can be made through the ATN office.

TEAM-Math. Henry Burdug stated that this an Auburn University based grant focused on changing the curriculum of math to meet the needs of industry. He noted that industry needs will be accessed to match real world job related applications. Mr. Burdug stated that PhD students in math or education will go out to industries to access their needs. The contact for this program is: Chris Scharnagle, AU Math Department, mail@TEAM-Math.net.

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TEAM-Math (cont). Dibber Spears stated that there is a real need to incorporate lower math with higher math in high schools noting that the students are taught fractions and ruler reading at the 6th grade level and then may not encounter that again in their high school math. She stated that both of these math situations would be used in an industry environment.

Director's Report: Alabama Workforce Region 8 Update. Cary Cox stated that the Christian Women's Job Corp of Lee County is continuing to do a great job. They have just graduated the 1st class and mock interviews have been conducted. He noted that two interns need to be placed into manufacturing to work two days a week. Kim Couch, MasterBrand Cabinets, Inc. and Tim Dennis, J&S North America, Inc. offered their plants' services. Mr. Cox noted that Dr. Mary White, Southern Union, will speak later on a \$100,000 grant for free college training and that he will represent Alabama on the WIRED grant for any funds that can be designated for regional training.

Mr. Cox announced the Mayor's Memorial Day Breakfast to be held Monday, May 28th 8:00 AM at The Hotel at Auburn University Hotel and Dixon Conference Center. Tickets are available at \$20 for individual tickets and \$200 to sponsor a table with 10 seats. Mr. Cox encouraged all to attend.

Industrial Technology Certification (ITC). Dr. Mary White stated that the ITC is still underway and will be over in May. She noted that because the class meets only once a week, it takes two semesters to complete the certification. Therefore those students having completed only one semester will receive an "I" (incomplete) grade until the second semester is completed. Dr. White said that supervisors can call at any time to be given an up-to-date grade on their participating students and that transcripts do explain the "incomplete" status on any recruiter request. Dr. White stated that new students can begin with the summer semester and will complete certification the end of the fall term.

Industrial Technology (Career Tech / AHS). Dibba Spears noted that classes are full for the next school year. She noted that 3-4 students have been placed in industrial jobs, that this program began three years ago and that these will be the first graduates of the program. An email was sent to ATC members from Byron Williams with an update on the Hoover Craft. Everyone was welcomed to view the progress after the meeting.

Old Business. None

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New Business. Mr. Cox noted that the calendar of events at ACDI will now be handed out at each ATC meeting and also be recorded in the ATC minutes. He also noted that he had transmitted emails to members regarding a Kia update that came to him from Troup County, and Union related messages. He asked that everyone check for this mail as some mail was being returned to him, possibly from supervisors as spam. Mr. Cox noted that the Society of Human Resource Management (SHRM) meets the second Wednesday of each month and suggested moving the ATC meetings from the second Thursday to the third Thursday of each month so as to not conflict with those wanting to attend both monthly meetings. All present voted aye.

Mr. Cox stated that he can prepare an "Employee Moral Survey" for any companies interested. He noted that the survey would compare the requestor with other companies in the area and gives companies an idea of how happy their employees are for employee retention.

Henry Burdug noted that ATN has an existing program that could be utilized; it consists of management views versus employee views.

Mr. Cox stated another need that relates to employee retention is for child care in the Lee County area and he believes is worthy of investigating. He noted that more industries are equipping themselves with on-site child care for employees.

Dibba Spears stated that Columbus, GA has a program that seems to be working and that could be researched. She also noted that the area churches might want to rent space for child care during the work week hours.

Dr. Mary White suggested a partnership between business and education and to seek grants for monetary support. She noted that the classes at Southern Union for Child Development Accreditation (CDA), to be a child care provider, are always full.

Mr. Cox asked anyone interested to let him know for a meeting in area child care options.

Dr. White stated that Southern Union received a \$100,000 grant for short term training courses in automotive and maintenance classes. She passed out a list of courses that will be available. The participants are not required to have a high school diploma or GED. These are courses that can be completed in 26 weeks or less, they are open entry/open exit courses, no course credit is given although the participant gets training at no cost to the company or the participant with a fast turn around. The State Employment Agency will be sending participants to this training and industries can be provided contacts for those individuals with the training for hiring.

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New Business (cont). Dr. White noted that this program is for training and hiring purposes, not necessarily for existing employees. This grant was to be originally written to offer free training and books to existing company personnel but not enough companies showed interest to make it feasible.

Mr. Cox reiterated that ATC can provide training for existing employees; companies need to let ATC know what their needs are.

Next meeting date is May 17, 2007, 11:30 AM (THIRD Thursday).

Adjourn: 12:58 PM

Henry Burdgd, Chairman, ATC

Mariele C. Fischer, Secretary, ATC