



Iowa Sector Connect – Advanced Manufacturing Group Call Notes

Dial-In Number: 1-866-685-1580, Conference Code: 5152813866

Thursday, December 14th 8:30 AM – 9:30 AM

Purpose: Opportunity for Advanced Manufacturing sector partnership teams from across the state to network and share updates about their programs, offer recommendations/best practices, and ask questions of one another so that each program continues to grow and thrive.

Attendance: Kim Didier (DMACC), Pamela Wright (HCC), Shelly Blunk (ICCC), Scott Rettey (Spencer High School), Sandy Supianoski (IVCC), Erica Bergfeld-Reed (KCC), Paula Arrends (EICC), Heather Wright (NIACC), Sue Gibbons (IDOE), Joe Collins (IDOE).

Guest Speaker(s) Information/Overview

Topic #1: Summer youth Advanced Manufacturing internship program

Steve Martin – Director of Human Resources, Emerson Automation Solutions

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Emerson Automation Solutions creates large control valves for industries like nuclear power and oil refining. Safety has always been extremely important on the production floor when working with such large and heavy parts. As a way to help combat shortages in machinists and skilled labor, Steve began visiting local high schools to talk about careers in manufacturing and started a summer youth internship program approximately three years ago. Participants would shadow staff from various departments (shipping, matching, custodial, etc.) with some minor hands-on interactions. They only recently began allowing participants to actually work on the production floor, due to concerns with child safety and labor laws. Previously they would only allow participants under the age of 18 to observe adults creating the control valves. This might sound exciting, but they soon found that participants would get bored just sitting and watching, which was having a negative impact on the students.

Steve began working with their HR and Legal teams to determine what, if any, machines the students could work on during the internship that would keep them excited and engaged. They found that their students could work on certain machines, as noted in the USDOL's Child Labor Provisions for Nonagricultural Occupations Under the Fair Labor Standards Act (https://www.dol.gov/whd/regs/compliance/childlabor101_text.htm). The types of machinery used on their production floor is specifically mentioned or omitted in the Hazardous Occupations section referencing specific restrictions for 16-17 year old "student learners", under "HO 8 - Power-Driven Metal Forming, Punching, and Shearing Machine Occupations". This means that their students are able to effectively use some of the larger milling and grinding machines, but another section outlines that they are not able to use hoist and lifting machines to move the heavy raw materials needed to create the product. Adult workers are still necessary to operate those machines and to offer supervisory guidance to the students. Since all rules and regulations are being followed closely, there was not a need to add any extra insurance or liability coverage for youth workers.

Students generally work a 40-hour work week, like the adult workers, with a shift of 7:30 AM - 4:30 PM, 5 days per week. Since the program is run over the summer, the DOL has relaxed rules on when students can work. It would be more difficult to accomplish something similar during the school year. Students are paid \$10 per hour, while working and creating actual products that will be sold to clients. Each group has a special project to create a miniature version of some of the larger valves to keep as a memento of their time spent on the floor. A \$500 scholarship is offered for students wishing to continue their studies in Advanced Manufacturing programs at Marshalltown Community College.

Something else that students enjoy about the program is that they were able to observe multiple departments within the building. The Shipping and Receiving area is always a bit hit. Some areas are largely off limits to young workers, such as working on electrical systems, but they are still invited to observe and assist adult supervisors work in these areas. The program has been a big success and Steve looks forward to expanding it to more students in the future. Currently they only market the program to specific high schools. Most of the internships participants have been males, but seeing a larger number of female job applicants. Another surprise has been the work ethic of the students. There were concerns about timeliness/attendance specifically, but that has not been an issue yet.

(The Iowa Department of Education is looking at providing forms, templates, etc.... outlining the necessary steps and considerations to implement similar programs with other employers across the state)

Topic #2: Elevate Iowa initiative and available resources/support opportunities

Michelle Farrell - Elevate Advanced Manufacturing Program Manager

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Alexandra Monaghan - Elevate Advanced Manufacturing Program Coordinator

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The Elevate Iowa initiative offers a wide range of free support options for promoting careers in Advanced Manufacturing in Iowa. One popular marketing and outreach effort is to train employers and support partners to become Elevate Ambassadors, who can then travel to meet with students, job seekers, parents, and others interested in learning more about careers in manufacturing. Steve Martin from Emerson is an example of an Ambassador from the program, with around 135 others spread throughout the state. There was recently a training session held in November in Cedar Rapids. Additional training events are currently being scheduled, likely to be held in one of the Northern regions in the spring.

The group also holds "parent's night" events across the state in an effort to better educate parents and other community members about careers in manufacturing. There is unfortunately a lot of confusion and stereotypes about careers in manufacturing. There is one in the Des Moines area scheduled for January/February time frame. They have a goal of holding an event in each of Iowa's 15 community college regions, ideally at a local employer's site.

It is recommended that everyone join their email newsletter online at www.elevateiowa.com. Be sure to check the "News and Events" section often to stay updated on upcoming events and industry-related news. If a team has something they wish to have posted or highlighted on the site, please contact Michelle and Alex directly. They are also open to traveling to conduct any of their training or promotional events throughout Iowa. Reach out to them directly with any questions and to coordinate an event. The goal of their program is strongly aligned with those of many sector partnerships to promote and advocate for careers in Advanced Manufacturing. They are a great ally to have and should be leveraged often.

Check out their site for additional videos and promotional materials!

Team/Program Updates

*The two guest speakers took up most of the time for the call, so there was no time left for groups to provide updates. A few provided the below updates by email afterwards.

North Iowa Area –Began discussing group’s vision, purpose, and goals for 2018 in November. They will be sending out a survey to the members to gather more feedback and ideas. December was taken off, with plans to begin work and planning for 2018 again in January.

Eastern Iowa – Region 9 completed a successful Super Sector Event in November. They had an excellent panel with representatives from Unity Point Health (Des Moines, IA), Caterpillar (Peoria, IL), and Hall and Hall Engineering (Cedar Rapids, IA). They shared some great ideas about sector projects that they had been involved in. This event was also used to spread the word about sector boards to a wider audience. All four boards will meet in January, February, and March of 2018 to take action on some short term goals. They will then share results at an April 2018 Lumina meeting.

General/State/Misc Updates

Department of Education: The IDOE is planning to partner with Elevate Iowa, the Iowa Association of Business and Industry (ABI), and Advanced Manufacturing sector partnerships to develop an in-depth view of the careers in Advanced Manufacturing, to include career pathways, occupation profiles, and industry outlook. This work will be similar to those produced for the IT and Energy/Utilities industries in 2017. More information to come as the project progresses. It is likely to include finished paper/hands-on documentation for counselors, parents, etc... to use, but also an online/interactive aspect.

2017/2018 Call Schedule

*All calls are scheduled for 8:30 AM – 9:30 AM, unless otherwise noted

2017 - 10/05, 12/14

2018 - 02/08, 04/12, 06/14, 08/09, 10/11, 12/06