



# GREAT LAKES PROCESS TECHNOLOGY ALLIANCE

4520 E. Ashman – Suite H Midland, Michigan 48642 USA  
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## **AGENDA: GLPTA 02February 2007 Regional Meeting – Owens Community College Theme: Skill-Leveling of the Process Tech Workforce in the 21<sup>st</sup> Century**

- 7:45 – 8:00 am** Continental Breakfast and sign-in
- 8:00 – 8:25 am** Greeting from GLPTA President Don Carmody  
Welcome to new members and introduction of attendees
- 8:25 – 8:30 am** Welcome from President, Dr. Christa Adams, President Adams, identified GLPTA as being an emerging leader in the field of Process Tech. She spoke of Owens' commitment to the advancement of Process Tech. and her personal commitment to the success of their program. President Adams spoke of the need for funding, advanced equipment and enrollment.
- Introduction of all attendees.
- Don Carmody, provided a power point presentation on Skill Leveling : Concerns related to advancing the skills of incumbent workers addressing the issue of the senior employee. Example, Trouble Shooting Performance (Shift A)
- 8:30 – 8:45 am** Group Discussion: What issues do process technology employers face with respect to identifying gaps in the skill level of their 21<sup>st</sup> century workforce and attempts to upgrade the skills of their employees? What challenges do employers face as they struggle to retain manufacturing jobs by increasing the skill level of a workforce comprised of newly minted PTEC graduates, weathered veterans, and newcomers to the process industries?
- Low motivation for reskilling by pre-retirement employees
  - Bringing retired employees back as contractors to fill skill gaps
  - Late career employees reskilled in electronics by choice to permit starting own business after retirement
  - Utilize senior employees into incumbent worker updates to transfer skills
- 8:45 – 9:45 am** Presentations from the CAPT and the Dow Chemical Company on assessing the skills of process technicians and developing and administering programs to upgrade the skills of non-PTEC educated experienced technicians.  
Outcome: awareness of challenges facing skill assessment and skill leveling activities and how the CAPT and regional industry is addressing these challenges.
- Presentation by Dow Chemical Company, Dave Herrala: addressed the element of change: skills are an essential component of the Human Element. People are the ultimate competitive advantage.
- Trends and Realities: Post-secondary skills needed to perform in industry; potential employees competing with highly skilled professionals off shore.
- Skills Pyramid: Foundational Skills, Process Tech. Skills, Product / Process.
- Incumbent Assessment & Curriculum, Talent Supply Strategy, Plant Floor Training: all provide a highly skilled employee model; create a culture of lifelong learning; Operations Excellence tied to compensation with mandatory progression time; stated we must be mindful to begin with the End in Mind,



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Merv Treigle addressed the concern advancing the intellectual property of the Process Operator/Tech. CAPT, ACT (?), PTSA, Problem: industry said we need an exam, assessment tool, or some Certification Process: PTECH Exam, PTSA, developed through CAPT with the help of ACT; Skill assessment and exam committee.

Testing being developed for all disciplines, currently working with the Chemical Industry, proposed to work with refineries and oil and gas. Need for similar testing to be developed for refining, Refining industry questions about resources and funding to support the development of CAPT Testing.

Questions and Answers pertaining to the existing promotion processes.  
Training and Validation Process: Concern for external defensible Validation Process

Merv: [www.ProcessTechnology.org](http://www.ProcessTechnology.org) website for students to gain knowledge about Process Tech.

Textbooks, Critical Issues and Best Practices Conference Oct 3-5 07  
Professional Development, Program survey, Student Scholarships, Student Internships, Virtual chemical Plant, Shell Need Project.

9:45 – 10:00 am	Break
10:00 – 10:20 am	Break-out groups to brainstorm solutions to skill-leveling challenges
10:20 – 11:15 am	Break-out group reporting
11:15 – 11:30 am	CAPT update and PTEC developments; CAPT representative Outcome: awareness of CAPT activities and products and activities of other alliances
11:30 – 11:45 am	Owens CC Response to Regional Industry Needs – Dave Siravo Outcome: awareness of Owens CC relationship with Toledo employers, civic leaders, and the process industry
12:50 – 2:05 pm	Status of Process Technology Programs Program details and updates presented by program representatives Outcome: awareness of recent activities and developments at regional PTEC programs
2:05 – 2:55	Status of Process Technology Employers Employer needs and forecasts; hiring and skill development; presented by industry representatives Outcome: awareness of employer partner needs and areas for GLPTA can add value
2:55 - 3:00	Executive Committee Report 1. Approval of 13 October 2006 Minutes, minutes were approved 2. Treasurers Report: \$1,734.62 account balance 3. Staffing review
3:00 – 3:05 pm	Meeting evaluation and adjournment
3:30 – 5:00 pm	Libby U.S. Glassware Manufacturing, Toledo