

MANUFACTURING

# PATHWAYS

*for Career and Business Success*

## Director's Report ●

The Workforce Strategy Center, with whom the WCOMC is connected via KnowledgeWorks Foundation, recently released Employers, Low-Income Young Adults, and Postsecondary Credentials: A Practical Typology for Business, Education, and Community Leaders on workforce training programs across the United States. These programs were created to meet employers' needs and help bring up living standards to low-income persons. Depending on the program, students had access to support services, financial assistance and job-placement services.

The short-term employment picture for Ohio and the United States has been brutal, with unemployment rates in the double digits in Ohio and approaching double-digits nationally. The U.S. Department of Labor, however, continues to forecast a labor shortage of more than 35 million skilled and educated workers over the next 30 years, creating a need for creation and promotion of workforce training programs. The report does not give any outlook for unskilled workers. In short, the report indicated that there will be job opportunities for persons with the training and skills of an advanced skilled workforce.



The report focused on 14 model programs covering health care, education, service sector, shipbuilding, IT and manufacturing. The manufacturing program featured was at Gateway Technical College, serving southeastern Wisconsin. Its story is very similar to the one involving the formation of the WCOMC: declining numbers of manufacturing jobs in the region, manufacturers staying in the region are being transformed by technology that



**Doug Durliat ●**  
**Director,**  
*Manufacturing Pathways*

WCOMC welcomes its newest members:  
**Chemtrade Logistics,  
 Cairo**  
**Linde Gas North  
 America, Lima**

requires new work skills for employees. Despite a significant drop in manufacturing jobs in recent years, it still accounts for 25 percent of the jobs in Racine, 19 percent in Kenosha and 23 percent in Walworth.

Based on input from local manufacturers and job demand for the region, Gateway developed a "boot camp" program for computer numerical control (CNC) operators. Later, they added welding and machine repair programs. Employers shaped the curriculum and students were referred to participating employers for interviews and employment consideration. Since its 2005 inception, 81% of the 177 enrollees completed the program and 64% obtained employment in their field.

Technology, communication and teamwork skills will continue to require a major investment to retrain this nation's workforce to meet the needs of employers. The report concludes that employer and community interaction in such programs are vital in order to maintain this nation's competitiveness in the global market.

The complete report can be found at:

<http://www.workforcestrategy.org/publications/bysection/all/publications.php>

West Central Ohio  
**WCOMC**  
 Manufacturing Consortium

## WCOMC Member Strong on Community, Safety and Mission ●

Helping feed the world while supporting the local community are two of the trademarks of WCOMC member Potash Corporation of Lima.

Annual production at the Lima plant totals 0.59 million metric tons (2200 lbs/ton) ammonia, 0.35 million tons urea, 0.23 million tons nitrogen and 0.12 million tons nitric acid for its agricultural and industrial customers. These are products used for increasing crop production. "There's no way this Earth could sustain 6 billion people without fertilizer," commented Lima plant operations manager Timothy Kearns. Potash Corporation products also have industrial uses, including production of stainless steel, building products, insulin and explosives.

In addition, the company has a long involvement in local community support activities, including:

1. Ottawa River and Adopt-A-Highway cleanups;
2. Contributions to local organizations including the local food bank, United Way, Toys for Tots, Literacy Council, livestock judging at local fairs and 4-H;
3. Sponsor local community festivals and activities;
4. Various education outreach programs, including presentations for science classes at local schools and sponsorship and judging at science fairs;
5. Donation of company products to community agencies;
6. Providing use of training equipment to the local fire department; and
7. Refurbishing offices of local agencies.

Potash Corporation Human Resources Manager Danielle Good said community service is strongly encouraged from the corporate level. "We have some autonomy. It's not just some monetary donations."

The company is in the process of enhancing its long-term involvement in the community, as it is undergoing a multi-million dollar investment that includes construction of a new central control room, administration building, and a 50,000 square foot warehouse. Another upgrade includes construction of field modules, including labs to enable employees to "get out of the weather and give them a break," Good said.

In addition to employing nearly 125 people, the Lima plant is a major consumer of natural gas, used for ammonia production. Its annual consumption of natural gas is comparable to the entire city of Dayton, Kearns said.

All of this activity while maintaining a safe workplace, as Good noted. The facility has logged four million employee-hours spanning nine years without an accident, which includes contractors.



## Potash Corp to invest \$26 million in Lima plant ●

WCOMC member Potash Corporation announced it will invest \$26 million in new construction, improvements and new equipment for its Lima facility. The move is expected to add seven new jobs for the plant over the next two-to-three years. The investment is expected to ripple to other local businesses.

New construction includes labs, administration buildings and control houses.

Company and local government officials stated that the move would secure the long-term future of the company in the area. Allen County commissioners approved a 10-year enterprise zone agreement that reduces the company's property taxes by 50 percent.

Potash Corporation produces nitric acid, urea, ammonia and ammonia nitrate for fertilizers and animal feed.

## City of Lima/Dept. of Commerce Grant Funds New Courses ●

The WCOMC, Rhodes State College and Apollo Career Center in 2009 were awarded a U.S. Department of Commerce Economic Development Administration (EDA) grant. Money from the grant upgraded the current chemical/process operator course offered at Apollo and helped create a stackable intermediate certificate at Rhodes State through the WCOMC. Two courses, Process Technology Equipment and Process Technology Instrumentation, were created with money from the grant. The courses each include several labs to provide hands-on training for students.



*Students in the newly-created instrumentation class work with thermocouples during a lab session.*

## Husky Announces 2010 Investments for Region, Ohio ●

Canadian-based Husky Energy announced it will invest \$465 million on its Ohio facilities in 2010, including its Lima refinery. It is part of a company-wide \$3.1 billion capital program, representing a 20% increase over 2009.

Husky also has a refinery in Toledo. The company did not give a breakdown on the amount to be spent for its Lima refinery. The amount is in addition to the more than \$2 billion the company announced in 2007 it would spend to convert the Lima facility to process heavier crude oil.

Husky Lima Refinery is a WCOMC member. More information on Husky's investment plans for 2010 can be found at: <http://www.huskyenergy.com/news/news-release.asp?ID=252>



## Pathway Student Spotlight – Erica Howze ●



A benefit offered to employees of WCOMC members has enabled at least one person to pursue a college degree and has been instrumental in helping her start up her own business.

Erica Howze, an employee of United States Plastic Corp. of Lima, incorporated the WCOMC's Endeavor program in her pursuit of an associate's degree in marketing and sales at Rhodes State College. Under Endeavor, employees may take up to three courses at Rhodes State for \$100 per class, plus books and lab fees. For a nominal fee, the courses can be converted to credit and applied toward a degree or certificate at Rhodes.

The program also applies to select classes in Apollo Career Center's adult education program. Under Endeavor, Apollo courses are half the regular price for employees of WCOMC members.

After completing the associate's degree last fall, Erica immediately applied her Rhodes degree toward a bachelor's degree in e-marketing and public relations through

Franklin University, under the Alliance program. She is scheduled to complete her bachelor's degree this spring. "I was looking to get my bachelor's degree when I was getting my associate's at Rhodes," she said.

Erica began employment at USP eight years ago as a part-time employee in the company's customer services department. As she was pursuing her associate's degree, she became a full-time employee and is now a marketing assistant, in charge of photography for the company's products displayed on its catalogs and website. She said her decision to seek a college degree led to her promotion, meaning increased job security and her own office.

Now, she is taking a shot at entrepreneurship. Using her training in photography and website creation from Rhodes State, Erica recently teamed up with colleague Monica Pughsley and established their own business, ME Images, in Lima, providing a variety of photography and picture retouching services. "I created the business' website ([www.TheMe-Image.com](http://www.TheMe-Image.com)), which saved us money," she said.



## Ametek Honored by Local Chamber ●

WCOMC member Ametek Westchester Plastics recently received a Progress Award from the Wapakoneta Area Chamber of Commerce for innovations it has incorporated in its operations.

Ametek engineers designed specialized equipment and processes to produce plastic compounds for applications in the production of solar roofing shingles and plastics used in biodegradable packaging, agricultural and consumer products.



*Ametek Production Manager Lew Modic (left) accepts the award from chamber director Dan Graf.*

## Upcoming Events ●

### Minorities in Engineering Technology Academy (META)

**June 14-25**

Rhodes State College

(For Allen County minorities approaching sophomore to senior years in high school)

Classes for 2010 are filled

For more information for 2011, contact:

Nanette Smith 419-995-8065

smith.n@rhodesstate.edu

### E-Camp

**June 14-16**

Rhodes State College

For more information, contact:

Marcey Godfrey 419-995-8875

godfrey.m@rhodesstate.edu



## Local Skills Bank Website Up and Running ●

Career pathway information for manufacturing/engineering, health care, distribution/logistics and business services is available on the website created for Ohio Skills Bank Economic Development Region-3 (EDR-3 - West Central Ohio).

The website provides information on the training required in any of the four career pathways and where the education in the region is available. Depending on the pathway and level of training pursued, the education institution may include ABLE-GED, career centers or colleges and universities in this economic development region. EDR-3 includes Allen, Auglaize, Hancock, Hardin, Mercer, Paulding, Putnam and Van Wert counties.

To access the Ohio Skills Bank EDR-3 website: [www.ohioskillsbank.com](http://www.ohioskillsbank.com)

