



# 2023 WORKFORCE EXCELLENCE AWARD NOMINATION FORM

## NOMINATION FORM

APPLICANT:

**San Angelo Chamber of Commerce**

Name of Community or Workforce Board

**Michael Berry, Economic Development Manager, Research & Intelligence**

Contact Name and Title

[mikeberry@sanangelo.org](mailto:mikeberry@sanangelo.org)

**(325) 655-4136**

Email Address

Telephone Number

**122,344 (San Angelo, TX MSA)**

Community Population (as of the most recent census or as officially marketed)

**Michael Looney, Vice President of Economic Development**

TEDC Member Name (must be individual TEDC member, not organization)

## SUMMARY:

### **San Angelo, Texas – San Angelo Chamber of Commerce San Angelo Regional Workforce Development Innovation Program**

The San Angelo Chamber of Commerce Economic Development Department has deployed and or sustained four direct workforce development, recruitment and training programs throughout 2022. A total of four (4) workforce development programs under the **San Angelo Regional Workforce Development Innovation Program** are designed to support local industry and the students of our community at San Angelo Independent School District (SAISD), Howard College, and Angelo State University (ASU).

#### **1) SME PRIME Program**

The Society of Manufacturing Engineers (SME) Education Foundation Partnership in Response in Manufacturing Education (PRIME) program builds cost-effective, tailored manufacturing and engineering programs in high schools across the country, providing equipment, curriculum, professional development scholarships and STEM-focused activities to students and teachers. PRIME students receive hands-on training on modern equipment and learn about technology and processes through industry-informed curriculum that is tailored to meet the needs of local manufacturers. PRIME programs are completely funded by engaged industry donors. The schools bear no cost. The entire process is done in partnership with donors and educators. The PRIME approach is collaboration with the school and the manufacturing partners to help the school build a

highly tailored program designed with direct input from the company(ies). It provides a gateway for students to be recruited into the skilled trades, and support highly skilled positions at global companies. The SME Education Foundation maintains a strategic partnership with **Tooling U-SME** <https://learn.toolingu.com/> to develop customized four-year curriculum plans for each SME PRIME school utilizing public data from numerous sources, artificial intelligence, local workforce assessment surveys and face-to-face workshops with donors, which the Foundation references for equipment procurement decisions and in-classroom consultation. The curriculum plans align with state standards and provide a wealth of information for instructors in the classroom.

The San Angelo Chamber of Commerce, Economic Development Department, through Mike Berry, spearheaded the creation of this partnership in San Angelo with four donor-partners: Ethicon, Inc., Principal LED, City of San Angelo Development Corporation (COSADC), San Angelo Chamber of Commerce. The program is a three-year build program, that started in 2021. San Angelo, Texas is only the *second* location in the State of Texas to have PRIME-designated high schools. Internally the effectiveness of the program is measured by the following deliverables: (1) Equipment, Materials and Supplies (2) Curriculum and Certifications, (3) Professional Development, (4) Scholarships. The overall success of the program is dependent upon the ongoing partnership between the school and the local employers/donors. The program began in 2021, and is slated to be complete by 2023, with the first cohort of students to have graduated from the PRIME Program by 2026. The information that follows reflects results through CY 2022.

San Angelo ISD:	Central and Lakeview HS, West Texas Training Center
Program Budget:	\$330,000
Program Donors:	Ethicon, Inc. .... \$75,000
	Principal LED..... \$75,000
	COSADC..... \$150,000
	San Angelo Chamber of Commerce..... \$30,000
Total Spent ('21-'22)	\$200,000 (\$123,000 on equipment)
Program Pathways:	Industrial Maintenance Mechatronics/Robotics
Equipment Procured:	Snap-on Precision Measurement Instrumentation kit, a Stratasys 3D Printer, 6 x Tetrax Multi-Student classroom project packs for Robotics, a FESTO Mechanical Drives Trainer, two FESTO MechLabs and 2 x FESTO AC/DC Trainers. Additionally, students were provided a subscription to EDGE Factor educational videos, over 200 local student subscriptions for TOOLING-U SME online courses.

SME PRIME: Preparing the Next Generation of Manufacturing and Engineering Talent <https://www.youtube.com/watch?v=gPSNGIwJiAs>

SME Education Foundation and San Angelo Independent School District Join Forces to Create STEM Opportunities for Students <https://www.smeef.org/about-smeef/newsroom/press-releases/2021/sme-education-foundation-and-san-angelo-independent-school-district-join-forces-to-create-stem-opportunities-for-students/>

## 2) Fabricator’s Recruitment Day

The San Angelo Chamber of Commerce Economic Development Department, through the San Angelo Regional Manufacturers Alliance (SARMA) and Mike Berry took a big step toward our efforts in bolstering San Angelo ISD’s partnerships with local businesses, by launching the inaugural Fabricator’s Recruitment Day was held on May 19, 2022 for graduating SAISD Seniors who completed their two-year welding certification program.

Thanks to our partnership with San Angelo ISD Director of Career & Technical Education, Roxanne Fentress, the recruiting event hosted 5 local fabricators and 19 welding students resulting in the execution of 80 interviews, all in 4 hours at the Howard College West Texas Training Center. A lot of credit goes to our business stakeholders who participated yesterday (Dragon Products Ltd, ALNC Inc. Steel Fabrication, Long Industries Inc., Pitts Oilfield Products and Services, and TriCor Steel Manufacturing LLC.). It is hard to spend that much time off the production line, but they are committed to being a source of career guidance, mentorship, and role models for the students, helping increase awareness within the district of workforce needs of businesses, enhancing the visibility and credibility of their own business, and building an organic pipeline of future employees.

Why welding? The U.S. welding industry has been facing a shortage of entry-level and skilled workers for several years. The American Welding Society, an organization supporting the welding industry and its workers, predicts that our country's workforce will need 400,000 welders by 2024. In the San Angelo MSA the welding workforce currently sits right at 231. The projected annual growth in demand is to be at least 26 welders annually. In our region the Average Welding Salary is \$45,100; over 50% of that workforce with a high school education, and just over 30% with some college or two-year college. In 2021, Fabricated Metal Product Manufacturing produced \$72.5 million in GDP for the San Angelo, TX MSA.

#### CLASS OF '22: SAISD CTE WELDING STUDENTS INTERVIEW FOR POST-GRAD JOBS

<https://www.saisd.org/news-item/~board/news/post/class-of-22-saisd-cte-welding-students-interview-for-post-grad-jobs>

This annual event continued into 2023 which doubled in student participants from the previous year, with students from San Angelo ISD, Texas Leadership Charter Academy - San Angelo, and Robert Lee ISD. There were a total of six employers present - ALNC Inc. Steel Fabrication, Dragon Products PES, Inc, Heare Services, Long Industries Inc., Wendland Manufacturing and Western Towers.

#### SAISD SENIOR, JUNIOR WELDING STUDENTS PARTICIPATE IN 2ND ANNUAL FABRICATOR'S RECRUITMENT DAY

<https://www.saisd.org/news-item/~board/news/post/saisd-senior-junior-welding-students-participate-in-2nd-annual-fabricators-recruitment-day>

### 3) **Manufacturing Days**

Mike Berry, through the San Angelo Regional Manufacturers Alliance (SARMA), organized a full month of events throughout October 2022 and beyond to promote Manufacturing Day and modern manufacturing in our local area, to help inspire the next generation, positively shift perceptions about the manufacturing industry, and build the foundation for the manufacturing workforce of the future. MFG Day is manufacturing's biggest annual opportunity to come together to address their collective challenges so they can help their communities and future generations thrive. The inaugural San Angelo Manufacturing Days was a registered event through the Manufacturing Institute [www.themanufacturinginstitute.org](http://www.themanufacturinginstitute.org), the only one in West Texas, and included workforce training, student manufacturing plant tours, a manufacturing supply-chain technology presentation, and a student engineering and manufacturing pathway symposium.

- **PROBLEM:** Manufacturers need to hire 4 million workers by 2030. There are now 860,000 manufacturing jobs open.
- **SOLUTION:** Increasing awareness and changing misperceptions of manufacturing among the emerging and existing workforce (including reskilling and upskilling), veterans and transitioning servicemembers, women, and students.

- **STUDENTS:** Student engagement requires outreach to youth, parents, and teachers, by collaborating with schools, communities, and our manufacturing community to create compelling content and experiences.
- a. **Supply Chain Technology Presentation:** A presentation from Michael Morford about Sustainment ([www.sustainment.tech](http://www.sustainment.tech)) was given to the San Angelo Regional Manufacturers Alliance (SARMA). Our manufacturers have already begun adopting the platform, and the gathering generated some pioneering discussions about our future partnership endeavors.
  - b. **Manufacturing Plant Tours:** We hosted 130 San Angelo ISD welding students at Long Industries Inc., Principal LED and Dragon PES.
    - Long Industries is one of the Nation’s leading providers of storage tanks and surface equipment to the Oil & Gas industry. Brandon O’Neill, Plant Manager, did a superb job showing 130 of these future welders his facility, explaining how they operate, and offering them insight into a career as a welder. Brandon stressed the importance of doing well in math in school and learning to read blueprints, if they wanted to come work for him.
    - 60 x STEM-endorsed San Angelo ISD students, with an Engineering focus, toured the San Angelo, Texas Principal LED plant. Principal LED is a leading innovator in LED lighting systems and the leader in manufacturing and delivering quality LED products to the commercial signage industry. Principal LED employees toured the groups of students throughout their manufacturing process from Sales, Orders and Resource Planning to the Manufacturing Floor and Assembly Operations, from Warehousing and Distribution to Engineering and Testing.
    - Dragon Products Ltd of San Angelo, Texas also opened their doors to San Angelo ISD welding students. Dragon is a leading manufacturer of mission critical products serving the energy and industrial industries. About 130 welding students got an inside look of the 19-acre production tank manufacturing plant. Plant Manager, Nicholas Vigeo, and API Coordinator, Ted Childers, showed these future welders their operation and offered them insight into a career at Dragon.
    - These tours were possible because of the strong partnership we have with Roxanne Fentress (SAISD CTE Director), and Welding Instructors, Hunter Smith and Stephanie Seal, and their commitment to building partnerships with our business community.
  - c. **Engineering Symposium:** Beginning in September 2022, Mike Berry and the San Angelo Chamber of Commerce Economic Development Department facilitated a deeper partnership between San Angelo ISD and Ethicon Inc. a Johnson & Johnson Company and a leading medical device manufacturer located here in San Angelo, to offer an opportunity for high school seniors to explore careers in the STEM2D pathway. STEM2D is an acronym for Science, Technology, Engineering, Mathematics, Manufacturing, and Design. There are many exciting sectors within these fields. Industrial, mechanical, civil, chemical, manufacturing, computer science, and biomedical are all different and exciting areas to pursue a study and/or career. The manufacturing industry not only employs nearly 10 percent of the country, but it is also a leader in technology and innovation.

Ethicon is part of the Johnson & Johnson family of companies, has pioneered advances in wound closure that enable users to maximize operating room efficiency, optimize healing, and improve patient outcomes. Johnson & Johnson is committed to helping people be healthier by supporting good works, charities, and improving health and education in the community in which they live and work. Moreover, Johnson & Johnson seeks to cultivate interest in STEM2D at an early age and help young people continue to grow and develop in these areas,

preparing and positioning them to pursue higher education and careers in STEM2D. With this foundation, J&J is primed to make valuable contributions to their communities.

The partnership between Ethicon & SAISD demonstrates the desire to educate students, parents, and the community about career opportunities in the STEM2D pathway. Furthermore, this partnership is sponsored by WiSTEM2D, a Johnson and Johnson resource group that has the vision of igniting the talent and passion of the next generation of inventors and creators. In collaboration, the organizations are looking forward to inspiring career paths on San Angelo high school seniors and help them with their growth and provide them with the opportunities to make an impact in their community and the trajectory of health for humanity.

During the symposiums, students learn more about Ethicon, Johnson & Johnson, and career fields they support. Additionally, Angelo State University and Howard College will present educational opportunities available that closely align with those supported career fields. By the end of the four-part symposiums, students will have a better visualization of the pathway they can pursue if they are interested in any of the STEM2D study and career fields. Students interested in this pathway will have opportunities to pursue careers at Ethicon and Johnson & Johnson upon graduation, and the opportunity to apply for a scholarship to support their bachelor's degree.

This first symposium series was finalized in April 2023. At the conclusion of the final session Ethicon announced students who completed the STEM2D symposium series could apply for a \$20,000 scholarship and internships at Ethicon. The pool of scholarship applicants was so strong, the selection team ended up recommending two winners. One from Central High School and one from Lake View High School – each will be awarded \$20,000.

**ETHICON HOSTS SAN ANGELO ISD SENIORS FOR FACILITY TOUR FOR FINAL SESSION OF STEM2D SYMPOSIUM**

<https://www.saisd.org/news-item/~board/news/post/ethicon-hosts-san-angelo-isd-seniors-for-facility-tour-for-final-session-of-stem2d-symposium>

**San Angelo Manufacturing Days:** <https://www.sanangelo.org/economic-development-md/>

#### **4) Aermotor Windmill School**

Aermotor Windmill Company, the San Angelo Chamber of Commerce Economic Development Department, Howard College, and SARMA collaborated to deliver the inaugural Aermotor Windmill Technical Certification Training in October 2022 in San Angelo. We had 18 students from all around Texas (Paint Rock, Mereta, Carlsbad, Sugarland, Bellville, Wills Point, Amarillo, Fort Davis, Sonora, Santa Elena) and even one from as far away as Sun Prairie, Wisconsin.

This training ended with a special ceremony to commemorate the hard work and connections built through this collaboration. Dr. Cheryl T. Sparks, President of Howard College said, “This windmill is representative of a lot of background and history that made West Texas what it is today.” Eighteen students completed the course, which was the first of its kind in San Angelo. The main purpose of the program is to introduce people to the trade in hopes of encouraging a career in the windmill industry and the collaborators hope to offer the class on a regular basis moving forward. Mike Berry, Economic Development Manager at San Angelo Chamber of Commerce, said “This is more than a training class, it is an effort to facilitate wealth creation and entrepreneurial liberty. It is an investment to secure the legacy and future of the windmill, San Angelo, Howard College, and Aermotor.”

**Inaugural Windmill Technical Certification Training Ceremony**



<https://www.conchovalleyhomepage.com/news/local-news/inaugural-windmill-technical-certification-training-ceremony/>

Windmill Training Program KLST News at 6:00 p.m.  
[https://www.youtube.com/watch?v=e\\_5FQuji2n4](https://www.youtube.com/watch?v=e_5FQuji2n4)

Recruitment Video  
<https://www.youtube.com/watch?v=jLiK0Y5qOmM>

The Spring 2023 class took place in April. Aermotor brought in learners from around Texas (Wills Point, Tulia, Childress, Cisco, Dripping Springs, Rio Grande City, Lampasas, Santa Elena, Odessa, Baytown, and Marfa), and even from way up in Edgemont, SD. A lot of time was spent getting hands-on and getting dirty servicing and building motors, assembling wheels, setting and climbing towers.

Please attach a brief description of the workforce development initiative. Within this description, address the award criteria of Innovativeness, Transferability, Community Commitment and Leverage, Measured Objectives and Secondary Benefits. Please provide the start date of the project and completion date, if applicable.

**The program or initiative is to be for the period of January 1 to December 31, 2022.** Please provide measurable results for that 12-month period. The workforce development initiative can be a long-term project, however, it must show measurable results within the award year. The nomination can be no longer than five conventionally formatted 8.5" x 11" pages (including the one-page nomination form).

**Please submit this completed nomination form and your project summary via email to Amy Swank at [amy@texasedc.org](mailto:amy@texasedc.org) on or before 5:00 PM, Friday, May 8, 2023.** You may also submit up to five (5) photographs of your workforce project as separate jpeg files.

Questions regarding the Workforce Excellence Award program or procedures should be directed to Amy Swank, Vice President, Texas Economic Development Council, [amy@texasedc.org](mailto:amy@texasedc.org), 512-480-8432.

TEDC 2023 Workforce Development Committee Chair  
Chester Jenke, Seguin Chamber of Commerce



## Workforce Excellence Award Criteria

### I. INNOVATIVENESS

The program or project demonstrates innovative approaches to institutional, financial, technical or legal aspects of workforce development, talent attraction and economic development.

## II. TRANSFERABILITY

The program or project shows potential use by other economic development agencies, workforce groups or practitioners for similar opportunities or solutions.

The program or project should be readily transferable to comparable situations in other communities.

## III. COMMUNITY COMMITMENT AND LEVERAGE

The program or project makes it possible for others to achieve a greater impact by joining public/private participation or by intergovernmental or state/local involvement to leverage resources.

## IV. MEASURED OBJECTIVES

Results demonstrate a specific objective that the program or project was able to achieve. Measures of the program's value can include:

- jobs created
- jobs retained or improved
- additional monetary investment in the community
- additions to the tax base created by the program or project
- individuals or employee trained, reskilled or upskilled

## V. SECONDARY BENEFITS

Produces ancillary benefits to other economic activities in the area.