

GBRIA

Contractor Workforce Development Committee

2021 Goals

Join the Committee!

Mission: To ensure access to a competitive and skilled contract and company workforce

- **Committee Chairs:** Steve Welch, Site Manager, OxyChem Convent; Theo Webre, Operations Leader, Dow
- **Committee members:**
 - Josh Callegan, AmSty
 - Jeff Carkuff, Westlake
 - Bryan Cook, Dow
 - Sarah Haneline, BASF
 - Celeste Jefferson, Shell Catalyst
 - Chad Naquin, Olin
 - Kalep Rambin, Shell
 - Baraynia Robillard, ExxonMobil
 - Chet Peterson, Shintech
 - Jason Zeringue, Dow
- Committee meets on the third Tuesday of every month at 2:00 p.m. at GBRIA's office and remote attendance is available.
- Questions about the committee?
 - Contact Jessica Pranjic, at Jessica@gbria.org or 225-769-0596 Ext. 17



2021 Workforce Development Focus Areas

1. Baton Rouge Area Workforce Report
2. Streamline education into workforce
3. Foreman development
4. Continuing GBRIA efforts:
 1. Participation on High School Millwright Advisory Panel
 2. Evaluation of advanced millwright training course
 3. Conduct craft workforce development awards program
 4. Conduct labor forecast semi-annual survey to report to GBRIA members

2021 Goal No. 1

Industry Workforce Report

- **Mission:** Improve community support and industry workforce diversity by effectively communicating demographics and economic impact to communities, business owners and local government from owners and contractors.
 - **Objectives:**
 - Develop a template of this report by end of Q1 2021
 - Implement elements of this report into the CWD Awards program (initiate data gathering questions into CWD awards application by Q3 2021)
 - Develop a final report and presentation/communication plan by Q4 2021
- **Leadership:**
 - **Taskforce Leaders:** Bryan Cook & Jason Zeringue, Dow
 - **Other members:** Ron Williams, ExxonMobil
 - **Open for more members**

2021 Goal No. 2

Industry Career Path

- **Mission:** To educate the community and local government on contractor and plant career opportunities with a detailed career path showing an individual's progression from high school and other various entry points through craft professionals and qualified operators.
 - **Objectives:**
 - Develop a road map document illustrating pathway from education to workforce (owners and contractor careers)
 - Build communication plan for road map
 - Host brainstorm session with high schools, LCTCS, contractors, etc. to identify any existing gaps between education and workforce
- **Leadership:**
 - **Taskforce Leaders:** Steve Welch, OxyChem Convent
 - **Open for more members**

2021 Goal No. 3

Foreman Development Training

- **Mission:** To bridge knowledge and skill gaps of both entry-level and experienced foremen to strengthen work quality and safety performance.
 - **End Goal:** Recommended best practices and resources training guide for industry foremen
 - **Objectives:**
 - Evaluate ABC, NCCER and others' current foreman training programs to include in guide and provide recommendations if needed
 - Survey contract workforce on current foreman developing training
 - Strengthen the evaluation material of foreman training in GBRIA CWD Awards
 - Initiate a training guide (what do owners expect and what's available)
- **Leadership:**
 - **Task force members:** Celeste Jefferson, shell Catalyst; Chad Naquin, Olin; Ron Williams, ExxonMobil; Jason Zeringue, Dow
 - **Open for more participants**