

SOUTH CAROLINA'S COMPETITIVE

# EDGE

A close-up photograph of a woman with blonde hair, wearing a white lab coat and clear safety glasses. She is looking intently at a blue, textured mold or object. The background is slightly blurred, showing what appears to be a laboratory or industrial setting.

PLASTICS AND SYNTHETICS

## MOLDING THE WORKFORCE OF SOUTH CAROLINA

ECONOMIC DEVELOPMENT *and* GROWTH *through* EDUCATION





# ADDING VALUE TO YOUR WORKFORCE

## *The ROI of Military Hires*

Today's armed forces are a highly trained, motivated workforce. They bring leadership and management skills to the table — soft skills that are hardest to grow. Employers can teach business and industry skills, but service members arrive with the talent and proficiencies needed to take any organization to the next level.

Active duty or retired, most veterans and service members embody certain core values unique to military service: attributes like discipline, battle-tested leadership, a solid work ethic, trainability, adaptability and the ability to thrive under pressure.

Employers and hiring managers can access this desirable workforce through Operation Palmetto Employment (OPE), South Carolina's military hiring initiative. At no cost, OPE supports business owners and hiring managers by providing pre-screened military applicants based on your qualifications. There are many opportunities to participate in military-specific job fairs and hiring events statewide. Companies that pledge to hire and retain South Carolina's transitioning service members can also receive special recognition and training by applying to become a certified Palmetto Military Employer (PME).

To learn more about how OPE can help increase your human capital, visit [OperationPalmettoEmployment.sc.gov](http://OperationPalmettoEmployment.sc.gov) or call (803) 299-1713.



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# SONOCO SHAPES ITS FUTURE with Apprenticeship

**S**onoco's roots in South Carolina run so deep, they stretch back more than a century. Since its founding in 1899 in Hartsville, Sonoco has evolved into one of the largest diversified packaging companies in the world. As part of that evolution, Sonoco became one of the first to venture into the revolutionary technology of injection molding when it was first introduced more than 50 years ago. Today, Sonoco maintains a focus on innovation, making 95 percent of its products with custom injection molds, including the new TruVue® clear can, a revolutionary alternative to the traditional metal can.

To create the products of tomorrow, Sonoco's continued success will rely on a pipeline of highly skilled workers. Roger Schrum, vice president of investor relations and corporate affairs, and Andrea White, manager of global maintenance excellence, discuss the importance of using apprenticeships to mold and grow Sonoco's future workforce.

*EDGE: Tell us about your workforce – what unique skills are needed by your industry?*

**Andrea White:** We are seeking skilled trade workers, particularly mechanical

and electrical maintenance workers. Annually, we expect to hire approximately 100 skilled maintenance workers in our operations across the U.S. However, with 29 percent of our current hourly skilled population 55 years or older, our needs could increase to nearly 200 a year.

In addition to certified trade skills, we are also looking for individuals with solid soft skills, such as teamwork, punctuality, a good attitude, reliability and strong communications skills, among others.

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**“Apprenticeship Carolina has been incredibly helpful and informative as we move through establishing Sonoco’s apprenticeship program.”**

— ANDREA WHITE, MANAGER OF GLOBAL MAINTENANCE EXCELLENCE AT SONOCO

**EDGE:** *How did your company decide to become involved with Apprenticeship Carolina™?*

**ROGER SCHRUM:** Like many companies across the U.S., we want to create a pipeline of well-trained, skilled workers to grow with us. South Carolina’s apprenticeship program is a model for the rest of the nation, so it’s a win-win for Sonoco. We receive counsel from the best minds in the apprenticeship business while ensuring our company proactively grows our workforce. We needed to start from scratch, so we reached out to Apprenticeship Carolina.

**EDGE:** *How has Apprenticeship Carolina helped to design your program?*

**AW:** Apprenticeship Carolina has been incredibly helpful and informative as we move through establishing Sonoco’s apprenticeship program. Their team listened to our needs and offered us skilled suggestions based on their experience. They also arranged for us to meet with other companies that were well down the path of either establishing or running successful programs. These introductions proved extremely helpful as we navigated the process.



They also helped with developing the competencies needed for our apprenticeship program and connected us with local technical colleges that can teach these skills. The Apprenticeship Carolina network has been both local and far-reaching and has driven us to establish apprenticeship programs in other states as well. We would not have progressed with this program so quickly without Apprenticeship Carolina.

**EDGE:** *What are some of the challenges that you’ve faced while starting your apprenticeship program, and how has Apprenticeship Carolina helped to overcome them?*

**AW:** Establishing a strong apprenticeship program the right way can be a daunting task. We first brought all parties to the table: Apprenticeship Carolina, our human resources leaders, plant managers, communications professionals – everyone we could think of who would have a stake in developing, communicating and making the program a success.

Just like any huge change in the way a company works, we had to consider all scenarios from our standpoint and from the apprentices’ view, which was challenging. We relied on best practices to mold our program. Staying on track with action items was very important for our working group as well. Each team member had specific responsibilities in their area of expertise, and we met regularly to address action items.

**EDGE:** *Tell us about your plans for the first year of your apprenticeship program.*

**AW:** We are working to develop an apprenticeship program for

our skilled multi-craft position – Industrial Maintenance Reliability Technician. We are in the process of developing the list of competencies needed to work with mechanical and electrical components, hydraulics, pneumatics, robotics, PLCs, welding, TPM and reliability.

We are currently working with Florence-Darlington Technical College, the Southeastern Institute of Manufacturing Technology and Spartanburg Community College to determine which programs and courses will be required to fit our specific needs. We hope to have at least one apprentice at each of our South Carolina focus sites by the Fall of 2017 to work a 20/20 model – 20 hours of on-the-job training and 20 hours of course training to work toward an associate degree in Industrial Maintenance or Mechatronics.

**EDGE:** *Once the apprenticeship program is fully established, what are some of the long-term goals of your program?*

**RS:** Just like with any global company, our long-term goal is to fill our workforce pipeline with dedicated professionals who want to have a long career at Sonoco. Workforce development, specifically these types of positions, is a challenge for every manufacturing company right now. We spend a great amount of time trying to fill these types of positions, so if we can fill the pipeline, we can be assured we are hiring already trained, dedicated employees.

**EDGE:** *How do you think your company will benefit from an apprenticeship program?*

**RS:** First, if we can recruit the best

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## Sonoco’s Sustained Growth

Sonoco is a global provider of a variety of consumer packaging, industrial products, protective packaging and display and packaging supply chain services.

With annualized net sales of approximately \$4.8 billion, Sonoco has 20,000 employees working in more than 300 facilities in 33 countries, serving many of the world’s best-known brands in some 85 nations.

In the past year, Sonoco spent approximately \$315 million to acquire three consumer packaging companies. Sonoco acquired Peninsula Packaging Company – a leading manufacturer of thermoformed packaging for fresh fruit and vegetables – and Plastic Packaging, Inc. – a Hickory, North Carolina-based flexible packaging company. These businesses will add approximately \$230 million in annual sales and add approximately 1,000 associates. Late last year, the company also expanded its Protective Solutions segment, acquiring the assets and operations of Laminar Medica, a specialty medical products company in the United Kingdom and Czech Republic, as well as another company that enters Sonoco into the active temperature-controlled cargo containers market.

In early 2017, Sonoco launched the TruVue® clear can, a revolutionary alternative to the traditional metal can, alongside its first corporate partner, McCall Farms. New Glory Farms Slow-Cooked vegetables were introduced by McCall Farms exclusively in more than 400 Harris Teeter and Ingles stores in the Southeast and Mid-Atlantic States.





**“South Carolina’s apprenticeship program is a model for the rest of the nation, so it’s a win-win for Sonoco.”**

— ROGER SCHRUM, VICE PRESIDENT OF INVESTOR RELATIONS AND CORPORATE AFFAIRS



apprentices, we will have the best talent. I also think associates who move through apprenticeship programs are likely to be your long-term employees who rise through positions at the company. They are invested. They know what to expect, and they excel in their professions more often than not.

**EDGE:** *How do you think your employees will benefit from apprenticeship?*

**AW:** The apprenticeship program will offer our associates an added opportunity to learn new skills and then directly apply them in operations where they are already a valuable team member. It will also create another advancement opportunity for current employees who have a desire to improve the reliability of our equipment.

**EDGE:** *What advice would you give to another company that is considering starting an apprenticeship program?*

**AW:** Start early. First and foremost, bring everyone to the table. Make certain you have clear action items. We used software that sends reminders and tracks progress on items so teams could work from the same page. Study best practices, and most importantly, ask Apprenticeship Carolina for advice early on. ■



## Midlands Tech Makes the Mold for Smithsonian Museum Event



**“It’s really important for people to see how these skills can turn into a great career with the right kind of training.”**

— Alan Clayton, MTC department chair for industrial technology



When faced with a shortfall of educational parts for an exhibit in the 2016 National Week of Making, the Smithsonian Museum turned to **Midlands Technical College (MTC)** for a solution.

“The Smithsonian needed several parts that were reverse engineered from famous inventions,” said Alan Grier, MTC program coordinator for machine tool and mechatronics. “One was a solenoid (electromagnet) that was used in many inventions, including the Morse telegraph.”

MTC machine tool students designed and made the mold for the solenoid spool to be used in the event. “We are lucky. Our shop has all the advanced equipment to make complex tooling like injection molds,” Grier said.

After the mold was complete, MTC students produced 2,000 of these parts on MTC’s 75-ton plastic injection molding machine. Grier drove the parts to Washington, D.C. just in time for the Smithsonian event, which was developed to celebrate makers across the U.S. and empower

participants of diverse ages and backgrounds to explore opportunities to innovate, create and build.

“The event was amazing,” said Grier. “There were hundreds of students learning, having fun and building inventions using what MTC provided.”

In addition to students and educational officials, about 2,000 members of the public attended the museum event and viewed the exhibits MTC helped create.

“Opportunities like this show young people how valuable industrial skills can be and the broad variety of career options that are available,” said Alan Clayton, MTC department chair for industrial technology. “They get interested in the hands-on nature of the technologies, and it’s really important for people to see how these skills can turn into a great career with the right kind of training.”

To learn more about the diverse programs within the MTC Industrial Technology department, visit [www.midlandstech.edu](http://www.midlandstech.edu).



# FULL-SERVICE SUPPORT:

## Baxter Enterprises and Hi-Tech Mold & Engineering Start-up Operations with Help from readySC



**A**s automotive manufacturers continue to grow in South Carolina, so does the need for local suppliers to support them, and readySC™ is here to help.

Baxter Enterprises and Hi-Tech Mold & Engineering, recognized as leaders in the plastics and tooling industries, are establishing operations in Oconee County. The firms are investing \$20.7 million in the project and creating 87 new jobs over the next five years. A new 87,000 square-foot facility within the Oconee Industry and Technology

Park will house both enterprises, with Hi-Tech Mold & Engineering's operations expected to comprise 17,500 square-feet of the new facility.

Owned by the Schulte family, the companies are full-service suppliers for the plastics industry that specialize



"From the very beginning, readySC stood beside us, providing invaluable resources in training and employee development, local and regional workforce information, recruiting efforts and advertisement, and so much more."

— GINGER HILL, DIRECTOR OF HUMAN RESOURCES FOR HI TECH MOLD & ENGINEERING/BAXTER ENTERPRISES



in single-point management from conception to launch. The two operations complement one another. Hi-Tech Mold & Engineering, founded in 1982, designs, builds and repairs molds and provides mold services; while Baxter Enterprises, founded in 1997, manufactures injection-molded parts.

Echoing both companies' full-service approach, readySC is helping to meet their workforce recruitment and training needs as they get ready to start production in South Carolina. Ginger Hill, director of human resources for Hi Tech Mold & Engineering/Baxter Enterprises, appreciates the assistance during this critical period: "When the decision was made to expand Baxter Manufacturing and Hi-Tech Mold Carolina into Oconee County, we knew we had a big task ahead of us. From the very beginning, readySC stood beside us, providing invaluable resources in training and employee development, local and regional

workforce information, recruiting efforts and advertisement, and so much more."

Hill believes that readySC is not "just another agency." She explains, "I have found the readySC staff to be committed to us as employers and to the people who make up the local workforce. Their dedication to ensuring that training needs are identified and met is second to none."

Impressed by the comprehensive level of support, Hill says, "This is a win-win situation for our companies, and for the employees who are gaining new opportunities from training and personal development. We are extremely fortunate to have such a resource as readySC available to us as we settle in to South Carolina, and we look forward to a long and prosperous relationship with the wonderful people who make up the readySC staff!" ■

## About Baxter Enterprises

Founded in 1998, Baxter Enterprises is a family-owned and operated company. The company is a full-service Tier 1 and Tier 2 supplier to the plastics industry which offers product design and development, production molding, assembly and warehousing. For more information on Baxter Enterprises, visit [www.baxterent.com](http://www.baxterent.com).

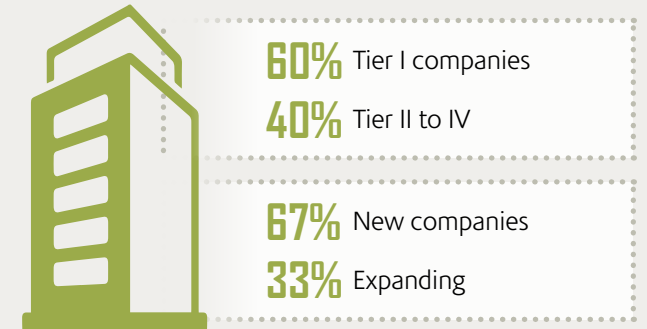
## About Hi-Tech Mold & Engineering

Hi-Tech Mold & Engineering is a family-owned and operated business that values its team members' service, dedication and commitment to superior quality engineering and mold making. From concept to launch, small tool packages to entire vehicle platforms, Hi-Tech Mold & Engineering possesses the vision, leadership, experience and resources necessary to make your program a success. Hi-Tech Mold & Engineering maintains strategic alliances with multiple global partners providing its customers cost effective solutions and single-point management for major programs. Recognized as an industry leader and a full-service supplier for the plastics and tooling industries, the company executes the most challenging programs with continuous innovation. For more information on Hi-Tech Mold & Engineering, visit [www.hitechmold.com](http://www.hitechmold.com).

# SOUTH CAROLINA: PROVEN EXPERIENCE with *Plastics and Synthetics*



## 5 YEAR TREND readySC Training and Recruitment for Plastics and Synthetics Companies



### COMPANIES SERVED



### FOREIGN PLASTICS & SYNTHETICS INVESTMENT IN SOUTH CAROLINA



readySC™ trains and recruits the skilled workforce for a diverse range of Plastics and Synthetics companies across the state of South Carolina, as it has done for over 55 years. From Tupperware to DuPont, readySC has been there to help companies successfully start-up and expand business in the Palmetto State.

Today, the recent strong growth of the automotive sector is bringing a new batch of injection molding facilities in the form of Tier I suppliers, plastics processors, recyclers and distributors. readySC has proven results that demonstrate its ability to deliver the training for this new workforce.



# South Carolina Trains BLUESTAR SILICONES' INNOVATIVE WORKFORCE



**B**luestar Silicones sees innovation as part of its DNA and a key to the company's profitable growth. Lisa Wheeler, human resources director with Bluestar Silicones, describes how readySC™, Apprenticeship Carolina™ and York Technical College helped provide the workforce that powers this culture of innovation at its facility in York, South Carolina.

**EDGE:** Tell us about your workforce – what unique skills are needed by your industry?

**Lisa Wheeler:** Operators who have worked in manufacturing, especially those who have worked with silicones or chemicals are very desirable to us. Our employees must also have excellent communication skills, attention to detail and a strong customer orientation, aiming to produce quality work regardless of the position they are in.

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## Bluestar Silicones Worldwide

Bluestar Silicones, an Elkem company, is one of the world's leading fully integrated silicone suppliers, with more than 60 years of silicones expertise.

With \$575 million in sales globally, the company has manufacturing operations throughout the world, combining upstream silicon operations and capacity with downstream silicone market and application development expertise.

Bluestar Silicones offers a full range of silicone technologies, including:

- Liquid Silicone Rubber (LSR)
- Heat Cured Rubber (HCR)
- Room Temperature Vulcanized (RTV) Rubber
- Gels
- Greases & Compounds
- Emulsions
- Foam Control Additives
- Functionalized Fluids and Resins
- UV/EB and Thermal Cure Release Coatings

Bluestar Silicones supports a diverse range of specialty markets with its silicone technologies and customized solutions, including oil and gas, paper release, textile coatings, healthcare, moldmaking, rubber fabrication, automotive, aerospace and personal care.

Bluestar Silicones is a division of Elkem, a world-leading producer of silicon, ferrosilicon, special alloys for the foundry industry, carbon products, microsilica and integrated silicone manufacturing. Elkem has annual sales of \$1.7 billion and employs 3,600 people around the world.







*"The team from readySC was there to help! They worked to understand our needs and to help us customize and deliver training."*

— LISA WHEELER,  
HUMAN RESOURCES DIRECTOR  
AT BLUESTAR SILICONES



**EDGE:** *Over the years, how have readySC, Apprenticeship Carolina and York Tech helped to recruit and train your skilled workforce? Are there any challenges that this training has helped you overcome?*

**LW:** When we opened the York facility in 2011, we had to combine our existing workforce with new hires to staff the site. We found that we had a lot of training to do.

We had to overcome the challenge of developing our leaders and creating standardized training for key positions in our operations. The team from readySC was there to help! They worked to understand our needs and to help us customize and deliver training. They provided us with training in areas such as leadership, train-the-trainer and forklift safety, just to give a few examples.

Additionally, we worked with Apprenticeship Carolina to develop an apprenticeship program for our chemical operators. The apprenticeship program allowed us to develop a skilled team that makes quality products to help our customers realize their potential. We are currently developing additional apprenticeship programs for quality and maintenance positions. We've also had supplemental training provided by York Technical College and we advertise our open positions on campus as well.

**EDGE:** *What are the benefits of registered apprenticeship to your company?*

**LW:** A positive result from the apprenticeship program for our company is being able to provide consistent training for our operators. This consistency helps us to maintain a safe environment, and it also has resulted in the retention of employees. We are excited to have our first group of apprentices graduating from the program in early 2018.

**EDGE:** *How do you think apprenticeship will help your company's long-term workforce needs?*

**LW:** We see our workforce changing. We must plan for our long-term employees retiring and ensure that we have a competent workforce in place to meet our continued growth. We will continue to hire talent to support our customers and sourcing this talent will be key. Graduates that understand a manufacturing environment, basic chemistry and solid math skills, along with a continued desire to learn and a positive can-do attitude are extremely valuable to us.

**EDGE:** *If you were to recommend readySC, Apprenticeship Carolina and the SC Technical College System to another company, what would you say?*

**LW:** The team connected with each of these programs is a great resource. Building a partnership with them is critical to the success of each offering. They keep us current on what's available to help meet our needs, and they guide us through each process. They make things clear and simple to follow so that our team and business benefit with ease. They are very customer-focused and supportive of business growth within the community.

**EDGE:** *Is there anything else you'd like to add?*

**LW:** It is Bluestar's aim to provide silicone solutions with a personal touch...the people we have worked with in South Carolina have demonstrated by their actions that they too believe in providing solutions with a personal touch. We have had very positive experiences with them and look forward to continuing to work together to meet our future workforce and training needs. ■

## Bluestar Silicones in North America

Under the leadership of President J. Christopher York, Bluestar Silicones North America is poised for growth with market and product line expansions supported by its manufacturing facility located in York, South Carolina.



According to Christopher York, "Our goal is to be the most responsive partner in the marketplace. We are

investing in people, products and our workshop, building a functional expertise that our customers can appreciate and trust."

The company's strategic plan is to position Bluestar Silicones as a significant silicones player in the North American market. In December 2013, Bluestar Silicones York facility achieved certification under the Responsible Care® Management System (RCMS). The site also is ISO 9001 certified.

Bluestar Silicones has been in South Carolina for over 30 years, having started business here in 1984. The company has steadily grown its business and its employee population since then. Currently, 160 employees are employed in North America, with approximately 115 based out of the York site.



Apprentice Zachary Brownlee is trained by mentor Jeff Jacobs.



# ENVIRONMENTAL EXPRESS

## Champions Youth Apprenticeship

**K**athy King, human resources manager with Environmental Express, describes the evolution of the company's youth apprenticeship program, from initial discussion with Apprenticeship Carolina™ to implementation through Trident Technical College's Industrial Mechanics Program.

**EDGE:** How did your company choose to become involved with youth apprenticeship?

**Kathy King:** As a South Carolina manufacturer, we understand the need to ensure a future workforce that is equipped with the skill set and desire to make an impact within a manufacturing environment. Our leadership is also very passionate about giving back to our community, and partnering with the youth division of Apprenticeship Carolina provided us just that opportunity. We understand the value of being able to train a future workforce today to ensure a successful tomorrow.

**EDGE:** Is there anything unique about your program that you'd like to highlight?

**KK:** We are one of the few injection molding operations in the Charleston area. This

is a niche skill set that requires a great deal of training as well as specialized equipment. In addition to injection molding, we have a robotics division, machine shop, welding & fabrication shop, and general manufacturing areas that include production, assembly and packaging. We look forward to providing our apprentices with a broad on-the-job work and learning experience to help them develop their natural skills and talents, as well as uncover new skill sets.

**EDGE:** What word or phrase do you think best describes youth apprenticeship?

**KK:** Ready and willing. Our first apprentice hit the ground ready and willing to take on new challenges and to learn new skills. He is completely dialed in to his

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**"We're excited to be a part of the youth apprenticeship program, because we see it as an investment in the future success of our organization."**

— KATHY KING, HUMAN RESOURCES MANAGER, ENVIRONMENTAL EXPRESS



## Environmental Express, Inc.

Environmental Express, Inc., a Cole-Parmer company, is the leading developer, manufacturer and distributor of environmental laboratory equipment and consumable supplies for commercial, governmental, industrial and academic laboratories worldwide.

Established in 1988 in the Charleston area, Environmental Express provides an entire range of laboratory products used in applications such as water/wastewater analysis, oil and grease analysis, metals analysis and hazardous waste analysis. The company's products are sold throughout the world through a strong network of international dealers.

Environmental Express is a rapidly growing business with around 70 team members in the Charleston area. As with most growing businesses who hold an international footprint, future initiatives are built around continued expansion through acquisition as well as through organic growth.

mentors and is making the most of this opportunity.

**EDGE:** *How do you think youth apprenticeship will impact the workforce in your community?*

**KK:** We have confidence knowing that regardless of the career path or future employer that our apprentices choose, they will be equipped with the job and life skills they need to make a positive difference in their communities. Not only are they learning about equipment, processes and business operations; they are also learning important life skills from their mentors and fellow teammates.

The apprentices learn effective communication and team building skills, leadership and project management skills, as well as how important it is to be on time and to meet and/or exceed established goals. They learn that whether a team wins or loses, they do it together and all share the responsibility for the outcome. It is our hope that our apprentices will have such a positive experience that they will in turn want to give back in the same way to their communities.

**EDGE:** *What do you think will*

*be the top positive outcome of having a youth apprenticeship program?*

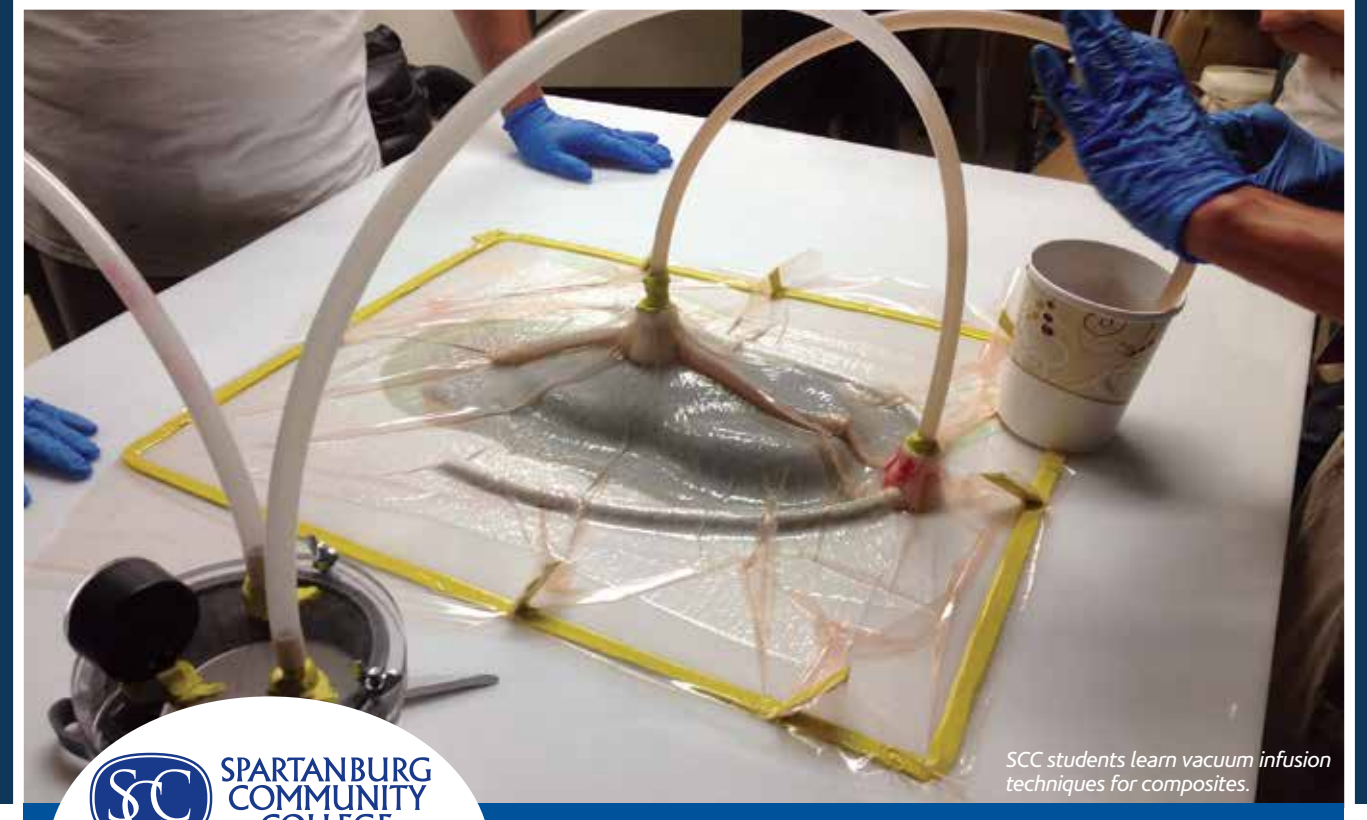
**KK:** I feel confident that if you asked our mentors, they would tell you they are getting just as much benefit, if not more, from the apprenticeship experience as our youth apprentices. The opportunity to give back to a young person by investing in their future success is engaging and rewarding at a personal level and has proven to be a very positive opportunity for members of our mentor team. From a company perspective, we get the benefit of having an engaged and invested young person with fresh ideas contributing to our operations. The win here is for both the company and for the youth apprentice.

**EDGE:** *If you had the opportunity to talk to another company that was considering youth apprenticeship, what would you say?*

**KK:** I would highly recommend youth apprenticeship. The benefits far exceed expectations, and the rewards are many. We're excited to be a part of the youth apprenticeship program, because we see it as an investment in the future success of our organization. ■

## Filling Workforce Needs

Spartanburg Community College Develops New Programs for Process Control and Composites Technicians



SCC students learn vacuum infusion techniques for composites.



Spartanburg Community College (SCC) is pleased to announce the start of a new certificate in process control technology provided through its Center for Advanced Manufacturing and Industrial Technologies (CAMIT). This program serves as a complement to the high-demand mechatronics program. It offers students a different set of skills opening them up to new opportunities in automated manufacturing not previously addressed by other programs.

Process control technicians have a different skillset related to the control of pressure, flow, temperature, level, pH, humidity, conductivity and chemical reactions. Demand for people with these skills in South Carolina is greater than ever. This need has become even more evident as manufacturers like Toray Carbon Fibers America Inc. move into the area.

SCC is working to meet the need in this critical area with the development of this new certificate program inspired by local experts in chemical processing as well as the many training groups along the gulf coast that serve the petroleum industry. In fact, these groups have written most of the books on the topic. The program will tap new instructors along with the latest technologies based on current best practices in the industry. It is set to

launch in Fall 2017 with a goal of growing into a complete associate degree offering.

Additionally, the inclusion of process technology into SCC's programs of study has generated a great opportunity to begin the first coursework at the college centered on composite materials manufacturing. SCC is presently working on facility renovations that will provide for instruction in both process technology and composite manufacturing with emphasis on carbonization and vacuum infusion processes. They are also coordinating with the American Composite Manufacturers Association (ACMA) to offer student certifications in vacuum infusion and basic composite competencies as part of their Certified Composites Technicians (CCT) program.

ACMA has already provided SCC with training materials and other resources to ensure instructors are up-to-date with the full breadth of local composite manufacturing practices. "ACMA's CCT program addresses our industry's clear need for uniform training and technical skills," said Tom Dobbins, president of ACMA. "By partnering with Spartanburg Community College, we hope our CCT program will give students the tools they need to succeed in vacuum infusion jobs all throughout South Carolina and beyond."



# Michelin Manufacturing Scholars Program: Designing Tomorrow's Workforce, Today



Mr. Bib (left) joins announcement ceremony of Michelin North America Manufacturing Scholars Program along with Melanie McLane (middle), facility personnel manager at Michelin, and Tri-County President Ronnie L. Booth.



Tri-County Technical College (TCTC) and Michelin North America are launching a pilot Manufacturing Scholars Program designed to build and grow a highly skilled workforce.

**“Ultimately, we have a simple goal: we want to develop the workforce of the future.”**

— Melanie McLane, facility personnel manager at Michelin

“We are excited to launch our pilot of the Michelin Manufacturing Scholar program alongside our Tri-County Technical College partners,” said Melanie McLane, facility personnel manager for Michelin’s manufacturing facilities in Anderson County.

The new program is designed for entry-level manufacturing professionals and is a pathway leading to manufacturing careers with Michelin North America. The

one-semester program is completely customized to meet the needs Michelin has for qualified entry-level manufacturing professionals at their two plants in TCTC’s service area. It includes a nine-credit-hour certificate in manufacturing and paid work hours each week at Michelin for hands-on experience. The program will begin Fall 2017.

“It is about broadening the concept of our current Michelin Technical Scholar program - expanding it by doing something new and different for manufacturing professionals while building our community and ensuring our growth,” explained McLane.

“Michelin’s ambition is to establish similar programs at other technical colleges in proximity to our sites around the state,” she added. “The expansion and further deployment potential have been a part of the overall vision as we have worked to create a program that is sustainable and expandable.”

As for the long term prospects of the program, McLane said, “Ultimately, we have a simple goal: we want to develop the workforce of the future.”

readySC™ is ready to help with your recruitment needs:

**[www.sctechjobs.com](http://www.sctechjobs.com)**





## OUR **UNIQUE** SOLUTION

From your initial start-up and early production goals to your organization's long-term growth strategy, South Carolina offers a comprehensive workforce solution custom-designed to meet your needs. Our internationally renowned programs — **readySC™** and **Apprenticeship Carolina™** — along with our robust **technical college system** provide the training and education necessary to build a competitive workforce ready for today's demands and tomorrow's challenges. Learn more at [www.sctechsystem.edu](http://www.sctechsystem.edu).

