

MANUFACTURING MATTERS

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Women in Manufacturing Symposium

The 2020 Women in Manufacturing Symposium - A Regional Affair was held on Friday, March 6, 2020, at the Meadowview Marriott Conference Resort & Convention Center in Kingsport, TN. This year's Symposium was hosted by the Kingsport Chamber, Northeast State Community College, The Southwest Virginia Alliance for Manufacturing, and The SVAM Center of Excellence. The event was held to celebrate and recognize women's contributions, value and future in manufacturing and to promote the career opportunities available to women in the manufacturing industry.

AJ Jorgenson, Vice President of Strategic Program Engagement at The Manufacturing Institute, provided the keynote for the event. She talked to the audience about the latest statistics of manufacturing, why women are well suited for manufacturing careers, and told about the Manufacturing Institute's mission. The event also featured a panel comprised of women working and teaching in the manufacturing industry. The panelists included Lisa Greenway, Environmental Health and Safety Manager, General Dynamics Mission Systems; Michelle Caveness, Vice President of Manufacturing-Operations Transformation, Eastman; Jessica Savage, Marketing Manager, West River Conveyors and Machinery Co.; Treyana Hughes, Project and Training Specialist, Domtar. These women who hold high level positions within their companies, shared how their career pathways began in manufacturing, how their careers have progressed, about job opportunities which are available to women today, the qualities women possess that make them excel in manufacturing, wages, and the technical skill requirements for today's manufacturing jobs. The panel then answered questions from the audience regarding their careers. In conclusion of the event, SVAM recognized the 2020 recipient of the Outstanding Woman in Manufacturing Award, Carolyn Powers with Scholle IPN Packaging.



Outstanding Woman in Manufacturing Award

The 2020 Outstanding Woman in Manufacturing Award seeks to highlight the significant contributions that women bring to manufacturing in southwest Virginia and to encourage women to pursue and develop careers in manufacturing. Each nomination was reviewed and scored by a panel of judges based on the categories of Company and Community Impact. Nominations were accepted from manufacturing companies across the region. One honoree was chosen from each company and one overall winner was awarded the 2020 Outstanding Woman in Manufacturing Award. Each honoree will receive recognition and will be invited to join the Women in Manufacturing Peer Group - a group only available to women nominated for this award. The winner and honorees will be presented with their award and certificates at their companies. The winner was also recognized at the Women in Manufacturing Symposium on March 6th.

The winner of SVAM's 2020 Outstanding Woman in Manufacturing Award is Carolyn Powers, Regulatory and Compliance Specialist at Scholle IPN in Chilhowie, Virginia. Melinda Roberts, HR Manager at Scholle IPN said, "Carolyn's dedication has played a part in helping make our company be successful for more than twenty years. She is the epitome of a female employee who started from entry level and worked through many levels of promotions over her career. Her raw talent has been developed over twenty years and she now utilizes her past experience to help continuously improve safety and production processes and help drive those type of initiatives. She is a great example to other women in manufacturing to show how working hard, and engaging in the business thru continuous improvement initiatives can help excel your career."

We would also like to congratulate the honorees for this year's award. Each of these women have made very notable contributions to their company and the community, setting the example of what it means to be an outstanding woman in manufacturing. We applaud them all!

SVAM GOALS:

The Southwest Virginia Alliance for Manufacturing operates under the following three goals which guide programming and initiatives to support the sustainment and advancement of manufacturing in the region:

1. To establish and promote the regional collaborations in support of manufacturing and manufacturing careers as part of an economic development initiative.
2. To redefine the image of manufacturing with young people and their parents, their educators, the community and policy makers in a manner that increases the number of young adults and other members of the workforce who pursue manufacturing careers.
3. To close the skills gap for regional manufacturers by aligning educational and workforce training resources with the most pressing demands of area industry.

Manufacturing Excellence Program

SVAM Center of Excellence (SVAM-CoE), as a planning committee member, partner, and sponsor, has been involved in the Manufacturing Excellence Program (MEP). THE MEP is a training program designed to educate high school seniors about the manufacturing industry. The students attended trainings about manufacturing, including touring manufacturing facilities. SVAM-CoE's Director, Stephanie Surret, organized and moderated a panel discussion as part of the kick-off event to help the students get a perspective from a peer. The panelists, recent high school graduates working in manufacturing, answered questions about their education, training, current positions in manufacturing, and offered advice and a "peer-to-peer" perspective about a career in manufacturing. SVAM talked to the students about opportunities in manufacturing and also organized a panel discussion as part of the kick-off event to help spark interest in manufacturing careers. The panel discussed topics like career options, what manufacturing looks like today, myths associated with manufacturing, and more. Special thanks to the companies who participated: The PBE Group, Hapco, Mitsubishi Chemical Advanced Materials, and Mohawk.

Opportunities in Manufacturing

During the spring semester, SVAM visited twelve high schools in southwest Virginia, speaking to almost 1000 students about opportunities in manufacturing. SVAM talked to the students about career pathways, opportunities for varying levels of education, common myths about manufacturing, and the role of manufacturing in the economy for both the country and their county. Students also watched Generations in Manufacturing: Millennials, a video focused on the benefit a manufacturing career has had in the lives of four millennials. The purpose of the presentations was to help students understand manufacturing career opportunities available to them in Southwest Virginia.

Manufacture Your Career Panel Discussion



This spring, SVAM and Finley Green, Director Career Services, organized a Manufacture Your Career panel discussion at King University. The event focused on highlighting the manufacturing sector and the career paths it offers. Panelists discussed multiple topics including pay and benefits, employer desired skills, and different job opportunities for varying levels of education. Students took the opportunity to ask the panel members interesting and insightful questions about manufacturing. Students networked with the panelists at the end of the event, discussing job opportunities, internships and asking further questions. The event was a terrific opportunity for local manufacturers to interact with possible future employees. The 58 students in attendance of the events represented a variety of college majors.

Participating companies included Hapco, General Dynamics Mission Systems, Wolf Hills Fabricators, and Strongwell.

Crucial Conversations Training

The training was provided by the University of Virginia's College at Wise Professional Development in partnership with SVAM. Trainer Carla Glass discussed practices from the New York Times best-seller, "Crucial Conversations: Tools for Talking when Stakes are High". She interactively highlighted key tips to improve dialogue, engagement, and relationships which inevitably contribute to a high performing culture.

Achieving Kaizen Success

In February, Mike Leigh, President of OpX Solutions, led a training to guide attendees as they work to create a Kaizen Culture within their companies. The training included a deeper understanding of Lean leadership and tools to help attendees in developing a culture that enables Lean to be successful.

Member Only Training

Manufacturers' Live2Lead

This February event provided SVAM members with an opportunity to network, get inspired, and grow leadership skills. Members were inspired by an exclusive rebroadcast of Maxwell's Live2Lead 2019, featuring such terrific speakers as Rachel Hollis, Chris Hogan and Marcus Buckingham, as well as John C. Maxwell an internationally respected leadership expert. John's book, The 21 Irrefutable Laws of Leadership: Follow Them and People Will Follow You, has long stood as one of the best guides to great leadership in the world today. Peg Ayers, MBA, CCXP, John Maxwell Certified Facilitator and Founder of Ayers & Company Consulting LLC presented John's 21 Laws in a presentation following the Live2Lead rebroadcast. This event was exclusively provided for SVAM's manufacturing membership.

LEAD Bristol Participants Visit SVAM and SVAM-CoE

The SVAM Center of Excellence (SVAM-CoE), along with SVAM, hosted LEAD Bristol participants on February 13th for a day of hands-on experience with 3-D printing, CNC Machining Centers, Mechatronics, and a facility tour. The participants learned about the importance of manufacturing in our region and the quality, good paying job opportunities in manufacturing.

Women in Manufacturing Complete “Leadership for Women” Course

The SVAM Center of Excellence (SVAM-CoE), in partnership with OpX Solutions, would like to congratulate the women in manufacturing who completed the “Leadership for Women” course in February. The 12-session program helps women: Realize their potential for personal leadership through building on strengths and improving self-image; Develop the critical attitudes, self-confidence and qualities that meet the demands of modern business; Increase self-motivation by altering attitudes, behaviors, and habits; Examine the organization’s culture and how it impact success; Align leadership skills with organizational culture; Make choices and trade-offs necessary to attain, regain, or maintain work-life balance; Develop a written and specific Plan of Action for success. All individuals within an organization take on significance as they represent the organization to the outside world and as they interact within the organization. Their personal motivation and self-image are key to how they perform, respond, and lead. There is no better time to focus on women and the remarkable strides they have made in the last century and continue to make. The companies will benefit from their investment in and support of these women’s development and growth as leaders in their companies and in manufacturing.



[Pictured L-R: Stephanie Surrett (SVAM-CoE), Mandy Trail (Hapco), Jessica Savage (West River Conveyors), Courtney McCowan (Paul’s Fans), Martha Rasnake (General Dynamics-Mission Systems), Cindy Robertson (Volvo), and Lois James (OpX Solutions, Instructor)]

“Maximizing Your Technology” Education Series

SVAM-CoE held two education sessions as part of the ongoing “Maximizing Your Technology” Education Series. The two workshops provided tips, tools, and techniques related to Office 365 and Active Directory. Phillip Coppedge, IT Infrastructure Engineer and Facilities Manger for SVAM-CoE, facilitated the sessions.

The next session in the education series is “Abusing Default Protocol Settings in an Active Directory Environment”. Are you aware that the default IPv6 configuration shipped with Windows Vista and later (including Windows Server) can pose a serious security risk to your network? Are you familiar with the terms LLMNR, NBT-NS, and WPAD? If your answer to either question is “no”, then this workshop is a must attend!

Two live demos will be presented in this workshop:

- 1) Abusing LLMNR / NBT-NS to steal credentials and take over machines on a network.
- 2) Abusing the default IPv6 and WPAD configuration in a Windows Server 2019 Active Directory environment to gain Domain Admin access and take over control.

We will discuss how these attacks work and steps you can take to better protect your Active Directory environment.

This education session will be available via Zoom. To learn more and register, visit www.svamcoe.eventbrite.com

Marketing Activity as of March 31, 2020

453 Presentations – 5,671 People • 252 Tours of CoE - 1,453 People • 111 Industry Tours – 1,049 People

AWS ATF Activity as of March 31, 2020

215 Welding Tests • 137 Certifications • 113 Welders

Upcoming Trainings

All trainings have been postponed pending status of COVID-19 Pandemic and restrictions imposed by Federal and State authorities.

Why become a member of SVAM?

- Networking opportunities
- Training opportunities
- Priority access to SVAM worker pool
- Company exposure on website, at events, on newsletter, etc
- Peer-to-Peer Best Practices Meetings
- Free admission to Manufacturers' Appreciation Dinner
- Community outreach opportunities to change the image of manufacturing

If you would like to learn more about SVAM-CoE, contact Ms. Surrett to schedule a presentation at your business or organization by calling (276) 525-1400 or ssurrett@svamcoe.org

SVAM-CoE is Certified to Operate by SCHEV.

Members of the Southwest Virginia Alliance for Manufacturing



Associate Members

Manufacturing Technology Center; Machine Tech Inc. (Mazak Corp.); Southwest Virginia Workforce Development Board; Virginia Highlands Community College; Hollingsworth and Vose; Southwest Virginia Higher Education Center; HR Alliance, LLC.; AtWork Personnel Services; Brown Edwards & Company, L.L.P.; Lawrence Brothers

Affiliate Members

Tri-County Skill Center; Occupational Enterprises, Inc.; United Way of Southwest Virginia; Virginia Coalfield EDA; Alliance Engineering; GKT Properties; Dickenson County Board of Supervisors; New River/Mount Rogers Workforce Development Area Consortium Board; Joint IDA of Wythe; Mountain Empire Community College; Micronic Technologies; Virginia's Industrial Advancement Alliance; OpX Solutions, LLC; SWCC's Procurement Technical Assistance Center; Wytheville Community College; The Southwestern Virginia Technology Council; People Incorporated of Virginia-Workforce Development Services; US Small Business Administration; King University; Smyth County Chamber of Commerce; Wytheville-Wythe-Bland Chamber of Commerce; UVa-Wise Office of Economic Development; Allegheny Brokerage Company; Emory & Henry College; UVa-Wise; Radford University; Old Dominion University; Virginia Tech; Ballad Health

County Partners: Smyth County Board of Supervisors and Washington County Board of Supervisors
Affiliate County Partner: Wythe County Board of Supervisors



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