A Community Approach to Development

Our panel...

Lateesa Bailey
Senior Manager/Head of Department for Human Resources at Kia Motors Manufacturing, Georgia, Inc.

Kathy Carlisle
Founding CEO, THINC College and Career Academy

Meghan Duke
Economic Development Director, City of West Point

Kay Durand
Retired Executive Director, Troup County Center for Strategic Planning

Our panel...

Kathryn Tilley
Executive Director, Troup County Center for Strategic Planning
Current state of workforce development…

[Link to Troupworks.net]

5 Elements to our story

Visioning, Planning, Execution, Impact, Results

A community building a vision…

Strategic Plan for Sustainable Development in Troup County Georgia

- June, 2007 Troup County Leaders kicked off 2 year strategic planning initiative
- Partnered with Georgia Tech Enterprise Innovation Institute and Center for Quality Growth and Regional Development
- The following vision guided the planning framework based on the input of more than 150 stakeholders:

“To work jointly and in a coordinated way in fostering balanced and healthy economic, environmental, and social development for all citizens, businesses, and institutions.”
A n education & career development perspective... THINC. College & Career Academy.

By 2020

61% 61%

of jobs will require a Career Certificate or College Degree

Today:

Only 34% of Georgia Adults Have an Associates Degree or Higher.
13 Soft Skills

1. Attendance
2. Teamwork
3. Problem Solving
4. Initiative
5. Productivity
6. Communication
7. Cooperation
8. Respect
9. Appearance
10. Attitude
11. Sense of Urgency
12. Adaptability
13. Attention to Detail

Articulate, Driven, Ready

THINC MODEL

- Student Profile Training
- Culture
- Employer And Community Visions

What is the secret sauce?

- STRUCTURED COMMUNICATION BETWEEN INDUSTRY, SCHOOL OFFICIALS, DEVELOPMENT AUTHORITIES, TECHNICAL COLLEGE
- GET INVOLVED: BOARDS, ADVISORY GROUPS, STUDENT ORGANIZATIONS
- FIND A CHAMPION
- DO NOT GIVE UP!
A Business & Industry perspective…
Kia Motors Manufacturing Georgia

Workforce Development

• Maintenance Certification Program
• Internship/Co-Op
• Expeditions

Goals for the program:
Our goal for the Work-Based Learning program is to accomplish the following:
• Teach life and career technical skills
• Teach work ethics
• Provide adequate training
• Enhance the student’s technical ability
• Soft skill development
• Problem solving

Program Details:
To ensure a successful program, the student and their parents will meet with the HR Team and the assigned mentors to discuss the objectives and expectations while giving the student and parents the opportunity to be exposed to a manufacturing environment. Each student will go through a rotation of 4 departments to get a true understanding of the manufacturing environment.

Department Learning Objectives
Production Control
The student will observe the Central Control Room (CCR) operations at PC.
Process Control
The student will observe and learn about process control systems and computer systems.

Paint Maintenance
The student will work with Maintenance engineering to learn about PLC programming, electrical engineering, process control, and robotic teaching.

General Assembly
The student will observe the operations of a near production engine production line and learn about base vehicle production operations.

Assembly QC – Supplier Quality
The student will work with engineering and quality assurance teams to learn about quality assurance and the manufacturing process.

Work Based Learning- Expeditions

Goals for the program:
The goal for the Work-Based Learning program is to accomplish the following:

• Teach life and career technical skills
• Teach work ethics
• Provide adequate training
• Enhance the student’s technical ability
• Soft skill development
• Problem solving

Program Details:
To ensure a successful program, the student and their parents will meet with the HR Team and the assigned mentors to discuss the objectives and expectations while giving the student and parents the opportunity to be exposed to a manufacturing environment. Each student will go through a rotation of 4 departments to get a true understanding of the manufacturing environment.
KMMG signed 3 students from Troup County for their 1st year of WBL participation

- Each student will go through a department rotation and learn various engineering opportunities
- At the end of their rotations, the students will present their projects to HR, their respective mentors, and executives.
1. **Return to strategic focus**
   a. It can be difficult transitioning back to strategic direction

2. **Be flexible when looking at new opportunities**
   a. The next initiative may be completely different than the last

3. **Learn from what you learned**
   a. Community of commuters: Housing, better schools

4. **Don’t fear a new plan**
   a. Time passes, the plan may be out of date

5. **Support continuing initiatives**
   a. What was important before is still probably important

---

**Resources**

- Troup County Center for Strategic Planning, Inc...
  - www.troupcountystrategicplanning.com
- Troup Works
  - https://www.troupworks.net
- THINC College & Career Academy
  - https://www.thincacademy.net
- West Point Development Authority - City of West Point, Georgia
  - www.cityofwestpointga.com/business/economic
- Kia Motors Manufacturing Georgia - Home - KMMG
  - https://www.kmmgusa.com
- lagrangedevelopment.com | LaGrange Economic Development
  - www.lagrangedevelopment.com

---

**Questions & Comments...**

---