



NRMCA Educational Activities Committee Meeting
Loews Coronado Bay Resort
Sunday, April 10, 2016
Presiding Officer: Johnny Young

1. The meeting was called to order by EAC Chair, Johnny Young. The meeting was conducted in accordance to NRMCA's Antitrust & Committee policies. Attendees introduced themselves. The attendee list is attached to the minutes; there was a quorum present to proceed.
2. ACTION: The September 19, 2015 EAC minutes were unanimously moved.
3. EAC New Business
 - A. Julie Garbini updated the committee about RMC Research & Education Foundation.
 - a. In addition to the 25th anniversary celebration, the Foundation received a \$3million, 3:1 matching donation. A final 5-yr fund raising campaign is underway and should be the Foundation's last.
 - b. The Foundation just released another prescriptive-to-performance (P2P) report, Optimizing Concrete Mixtures for sustainability and Sustainability.
 - c. Its driver recruitment videos, produced through NRMCA, will be released in early summer at no charge to the industry.
 - B. By directive of the Executive Committee, EAC brainstormed NRMCA's education role to help producers' staff remain relevant for today and tomorrow.
 - a. A number of producers in attendance were launching driver-supervisor initiatives to not only onboard new drivers but also support them in their first year. The topic of covering a driver supervisor's duties and role was recommended as a possible topic for the OES Committee presentations at Concrete Works.
 - b. Other possible Concrete Works, OES-oriented topics were discussed. EAC would send their suggestions to OES.
 - C. Review of current and future class offerings. NRMCA tries to set future class dates well in advance so companies can plan and budget. The 1st 6 (fiscal) months' attendance has been robust. NRMCA's prices for all offerings remain at least 50% lower than the national average, as reported by the Association of Talent Development (ATD), the national association for professional development.
 - D. The CIM program asked the Committee to discuss Chico State's desire to have its students earn NRMCA's STEPS CCPf before graduation. Following a lengthy discussion, EAC concluded
 - a. Based on adult learning principles, NRMCA's classes include a competency model and curriculum fully vetted by its appropriate committee to assure attendees' reservoir of RMC experience is a resource for continual learning. This supports producers who offer industry-specific career development in their retention/ongoing performance assessment efforts. Many occupations require continual learning that includes applying job experience; many professions do not confer certifications until industry-specific experience is

gained. Our industry sees it important that we, too, have that ability in our hiring and retention message to include the carrot of continuing education.

- b. As a result, EAC unanimously voted, that while the Committee sincerely appreciates all CIM programs' desire to continuously improve their graduates' job-search attributes, the CCPf will remain a professional development tool for experienced employees, typically in mid-career; it is a continuing education program for the RMC industry. One track, SALES, is available to undergraduates to begin.

4. EAC Old Business

- A. 2nd Annual Mixer Driver Recruitment and Retention Survey will be released to the industry in a couple of weeks with results reported in time for ConcreteWorks. Based on producer recommendations, additional questions will be added regarding the new-hire driver. The group thought asking a producer if business was lost due to a lack of drivers would be interesting. There was a question if it would be an antitrust issue. The question will be vetted by NRMCA.
- A. A pumping instructional video will be produced and added to the Online Safety Series. It will be filmed in the summer with a member producer with intentions of release in Fall 2016.
- B. Developing Industry Leaders' program
 - a. Mike Ellington, Mobley Concrete, volunteered to mentor the Developing Industry Leaders program.
 - b. NRMCA will email a survey to this year's participants asking how they envision continuing in the program and well as their general observations and recommendations.
- C. 2016 Innovation in Training contest, call-for-entries will go out shortly to the membership. With producers just ramping up training in the post-recession, the suggestion is to revamp the program to recognize more producers than one winner. If participation does not increase in 2016, following suit from past years, the program could run every 3rd year.

5. Mike Ellington volunteered to become EAC's Vice Chair. The Executive Committee will be notified.

6. Fall Concrete Works EAC Meeting will be held September 18-20, 2016, Nashville, TN at Concrete Works.

7. Johnny called the meeting to adjournment.

Respectfully submitted,

Eileen Dickson
4-15-16

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 Sign-In Sheet- Please Print

IMPORTANT: Completing this form signifies that you have read the NRMCA Antitrust Statement and Committee Policy and are prepared to comply with the Statements and adhere to their principles.

Name	Address	Telephone Number FAX Number Email Address	Please Check One Below
Kim Saver	Co <u>Pete Lien & Sons, Inc</u> Add _____ C/S/Z _____	P <u>ksaver@petelien.com</u> F _____ E _____	<input checked="" type="checkbox"/> Active Committee Member <input type="checkbox"/> Corresponding Committee Member <input type="checkbox"/> Visitor/Guest
Mike Ellington	Co <u>Mobley Concrete Company</u> Add <u>Po Box 11630</u> C/S/Z <u>Russellville, AR 72802</u>	P <u>479 567 1267</u> F <u>479 967 5805</u> E <u>Mike.ellington@mobleyconcrete.com</u>	<input checked="" type="checkbox"/> Active Committee Member <input type="checkbox"/> Corresponding Committee Member <input type="checkbox"/> Visitor/Guest
Julie Garbin	Co <u>RMCREF</u> Add _____ C/S/Z _____	P <u>on Julie</u> F _____ E _____	<input checked="" type="checkbox"/> Active Committee Member <input type="checkbox"/> Corresponding Committee Member <input type="checkbox"/> Visitor/Guest
Mike Krauss	Co <u>Eulis Chemical</u> Add _____ C/S/Z _____	P <u>216-533-0655</u> F _____ E <u>mkrauss@eulischemical.com</u>	<input checked="" type="checkbox"/> Active Committee Member <input type="checkbox"/> Corresponding Committee Member <input type="checkbox"/> Visitor/Guest
Thomas Stillwater	Co <u>BBF Corporation</u> Add _____ C/S/Z _____	P <u>Tom.Stillwater@bbf.com</u> F _____ E _____	<input checked="" type="checkbox"/> Active Committee Member <input type="checkbox"/> Corresponding Committee Member <input type="checkbox"/> Visitor/Guest
Kelly Curtis	Co _____ Add <u>Prestige VENA</u> C/S/Z _____	P _____ F _____ E <u>kcurtis@venav.com</u>	<input checked="" type="checkbox"/> Active Committee Member <input type="checkbox"/> Corresponding Committee Member <input type="checkbox"/> Visitor/Guest
Bruce Dunbar	Co _____ Add <u>WAPA</u> C/S/Z _____	P _____ F <u>brd@wapa.com</u> E _____	<input checked="" type="checkbox"/> Active Committee Member <input type="checkbox"/> Corresponding Committee Member <input type="checkbox"/> Visitor/Guest

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Greg Mowery	Co _____ Add NRMCA C/S/Z _____	P _____ F _____ E _____	<input type="checkbox"/> Active Committee Member <input type="checkbox"/> Corresponding Committee Member <input type="checkbox"/> Visitor/Guest
Jeff Hark	Co _____ Add Chandler Concrete C/S/Z _____	P _____ F _____ E _____	<input type="checkbox"/> Active Committee Member <input type="checkbox"/> Corresponding Committee Member <input checked="" type="checkbox"/> Visitor/Guest
Todd Morris	Co _____ Add Concrete Supply Co C/S/Z _____	P _____ F _____ E _____	<input type="checkbox"/> Active Committee Member <input type="checkbox"/> Corresponding Committee Member <input checked="" type="checkbox"/> Visitor/Guest
Sumie Nelson	Co _____ Add Chandler Concrete C/S/Z _____	P _____ F _____ E _____	<input type="checkbox"/> Active Committee Member <input type="checkbox"/> Corresponding Committee Member <input checked="" type="checkbox"/> Visitor/Guest
Ken DASSERIS	Co _____ Add CHANDLER CONCRETE C/S/Z _____	P _____ F _____ E _____	<input type="checkbox"/> Active Committee Member <input type="checkbox"/> Corresponding Committee Member <input type="checkbox"/> Visitor/Guest
Yoo-Jae Kim	Co _____ Add Texas State University C/S/Z _____	P _____ F _____ E _____	<input type="checkbox"/> Active Committee Member <input checked="" type="checkbox"/> Corresponding Committee Member <input type="checkbox"/> Visitor/Guest
Karin Wapshoret	Co _____ Add NRMCA C/S/Z _____	P _____ F _____ E _____	<input type="checkbox"/> Active Committee Member <input type="checkbox"/> Corresponding Committee Member <input type="checkbox"/> Visitor/Guest

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DAVID WILLIAMS	Co _____ Add CHANEY ENTERPRISES C/S/Z _____	P _____ F _____ E _____	<input type="checkbox"/> Active Committee Member <input type="checkbox"/> Corresponding Committee Member <input type="checkbox"/> Visitor/Guest
Tim Kanzlick	Co _____ Add CEMEX C/S/Z _____	P _____ F _____ E _____	<input type="checkbox"/> Active Committee Member <input type="checkbox"/> Corresponding Committee Member <input type="checkbox"/> Visitor/Guest
John ERNST	Co ERNST CONCRETE Add _____ C/S/Z _____	P _____ F _____ E _____	<input checked="" type="checkbox"/> Active Committee Member <input type="checkbox"/> Corresponding Committee Member <input type="checkbox"/> Visitor/Guest
Jenny Tredegar	Co Mjod Smed & Grand Co. Add _____ C/S/Z _____	P _____ F _____ E _____	<input type="checkbox"/> Active Committee Member <input type="checkbox"/> Corresponding Committee Member <input type="checkbox"/> Visitor/Guest
KEVIN DAVIS	Co _____ Add CICEI/QUADLOCK C/S/Z _____	P _____ F _____ E _____	<input type="checkbox"/> Active Committee Member <input type="checkbox"/> Corresponding Committee Member <input checked="" type="checkbox"/> Visitor/Guest
Eileen Dickson	Co _____ Add WRMCA C/S/Z _____	P _____ F _____ E _____	<input type="checkbox"/> Active Committee Member <input type="checkbox"/> Corresponding Committee Member <input type="checkbox"/> Visitor/Guest
Dolores Yohm	Co MJC Add _____ C/S/Z _____	P _____ F _____ E _____	<input checked="" type="checkbox"/> Active Committee Member <input type="checkbox"/> Corresponding Committee Member <input type="checkbox"/> Visitor/Guest

