



MINUTES

**Educational Activities Committee Meeting
October 14, 2006
Buena Vista Palace Hotel
Orlando, FL**

Presiding Officer: Tom Pittman

Tom Pittman, Aggregate Industries, EAC Vice Chair
Patsy Berquist, Chaney Enterprises; Joan Dandurand, CIM, Arizona State U; Jillian Filipek, A. Teichert & Son; Michael Kraus, The Euclid Chemical Company; Courtney Lovelace, Maricopa Ready Mix; Brian Moore, FMI Corp., Jeff O'Leary, Florida Rock, RES representative; Ben Rabchuk, Systech; Bruce Strickland, SIKA Corp.; Steve Thomas, Consumer's Concrete; Elizabeth Twohy, Capital Concrete, Inc; Jeff Whidden, Lafarge NA; Brad Zoelle, Systech

Staff: Erin Ashley, Eileen Dickson, Robert Garbini, Lionel Lemay, Colin Lobo

1. **CALL TO ORDER AND SELF INTRODUCTIONS:** Tom Pittman
2. **ANTITRUST STATEMENT :** Tom Pittman
3. **RMC RESEARCH FOUNDATION UPDATE:** Julie Luther, Executive Director Julie delivered her report, including a summary of past and current projects the Foundation has funded, including the recent Sales Manager Workshop and Plant Operator textbook, Spanish translations for Truck Mixer Manual and CDP in conjunction with a partnership. The Foundation will continue to fund education programs through proposal assessment and recommendations by EAC. Funding levels are based on the endowment fund. Key projects under consideration for EAC ranking are the proposed driver job satisfaction survey, entry level driver CDL program, and supervision workshop development.
4. **APPROVAL OF MINUTES: Tom Pittman**
Action: Minutes approved from April 2, 2006 without amendment

5. Education Department Staff update

Eileen's internal education update:

- a. EAC's April 2006 recommendation to change the Committee's Scope and Objective was approved by Board of Directors at meeting, September 19, 2006, Salt Lake City.
- b. The inaugural Sales Manager Workshop's class was offered as scheduled in September. Based on the sales manager task group's recommendation to address the multi-faceted nature of a sales manger, the class curriculum consists of 5 months of continual e-learning. This is the first class for the industry only that includes online learning. Due to its popularity, it will be offered again in early December.
- c. The driver recruitment and retention (job satisfaction) survey development process continues. In August, EAC selected a vendor and sent the proposal to the RMC research Foundation, who in turn, asked EAC to assess if members will use the information once obtained because of the projected \$85,000 cost. In response to the Foundation, EAC asked the NRMCA Board of Directors to voted on the projects viability and use of the data. At the September Board meeting, the body voted 94% on both questions. As a result, the vendor, Human Resources Development, Inc. will conduct a beta survey and focus group with the 2006 National Mixer Driver Championship participants on Monday afternoon. Once the information is compiled, it will be presented to the Executive Committee to determine if we proceed with a large scale, industry-wide driver survey.
- d. Class B CDL training program and partnership with the National Association of Publicly Funded Truck Driving Schools (NAPFTDS) is stalled due the task group's belief that the NAPFTDS's Class B curriculum is too long. We have moved forward to try to find a curriculum designer to look at developing the RMC portion of the course that members might be able to use with their new hires.

EAC recommendation: If the national driver survey moves forward, wait until it is done to see if a program needs to be developed that includes new methods/processes, based on survey recommendations. This is because most companies already have a new hire training program focusing on a driver's introduction to the concrete industry. No need to reinvent the wheel. The potential program would then include the new information addressing the input for the national driver survey.
- e. Eileen represents NRMCA on the 2008 CONEXPO-CON/AGG Education Committee. It is this committee's responsibility to submit seminar topics and speakers that the ready mixed concrete industry is interested in. To date, we have had more submittals than in previous times yet we are low in operations and business topics. If EAC members know of potential speakers, please call Eileen as soon as possible. The Committee has given NRMCA an extension to try to fill these gaps. If members know of potential speakers, please contact Eileen as soon as possible.
- f. The Career Track program was approved by the Board of Directors in September. The program has evolved further and will be launched in the near

future. Discussion about transferring credit from other programs is part of new business.

- g. As the result of the April meeting, many of the CIM faculty met with NRMCA staff in May to discuss what partnerships and links we could form. Additionally, the professional development aspects of the Career Track program were clearly delineated from the baccalaureate programs being developed and offered at the four universities.

Lionel's External Education Update

- h. ASCE Seminars on Designing for Durability will continue. NRMCA and ASCE are accessing our mutual roles.
- i. Storm Resistant Workshops: The workshops were successfully held throughout the country and we will hold 10 through the Fall.
- j. 2007 Concrete Technology Forum: Focus on High Performance Concrete
The 2006 inaugural Forum in Nashville was far more successful than initially anticipated with approximately 300 registrants, 14 exhibitors, 10 sponsors, and 30 speakers. Planning for 2007 is well under way. It's location and time frame will be discussed at the RES Committee meeting. The focus of the topics will be High Performance Concrete.
- k. Implementing Pervious Concrete Pavements
- l. Pervious Certification Train the Trainer Program
- m. Potential LEED Seminar: Based on member recommendations, NRMCA is assessing the viability of developing a LEED program for producers on how they should comply. Other external workshops for engineers, specifiers, and architects continue on a fairly aggressive pace including AIA, P2P, and Designing Durable Concrete Structures Programs.
- n. Department expansion: Erin Ashley: Director of Code and Sustainability
Shawnita Dickens: External Education Admin

Colin Lobo, NRMCA Vice President of Engineering, representing the RES Committee: update

- o. The Concrete Technologist Level II certification program is progressing well in its acceptance as a course State Associations can teach. Encouraged by the State Affiliate program, both CO and NC will offer it in the coming future. It gives local regions the opportunity to offer its members a national recognized, challenging technical certification that allows recipients to attend NRMCA's Technical Short Course and earn the highly valued Concrete Technologist Level III certification.
- q. The program that allows State Associations and other groups to offer a plant inspector's certification course is moving toward completion. The textbook is under final review. The class with the new text book will be used for the 1st time in November, in Charleston, SC.

6. NEW BUSINESS: Tom Pittman and Eileen Dickson

- a. Based on EAC's recommendation, NRMCA has moved forward to develop a simple, inexpensive English-Spanish RMC, on site pictiography.
ACTION: Tom Pittman has someone on staff that can look at the author's basic summary of onsite activities and access if the process is correct. He can also find someone to cull through the author's current flatwork finisher pictiography to add/subtract current words.
ACTION: Jeff Whidden will also have someone reads the synopsis. Eileen will email Jeff the document.
Front-Line Supervision Workshop proposals for an author are currently underway. When received they will be assessed by volunteer task group and then forwarded on for possible funding by the RMC Research Foundation.
- b. Development of a proposal for funding for a front line supervision class is underway by a professor at Cal State Chico. He has expertise in the area. NRMCA would like volunteers to review his proposal and make recommendations before it is send to the foundation.
ACTION: None taken; no volunteers.
- c. Career Track: STEPS
ACTION: EAC was shown two possibilities as the award to those who earn Certified Concrete Professional (CCPf) designation. The Committee vote for the framed certificate rather than a plaque because it looks more academic; plaques look like an award for performance, good behavior, and volunteering. It is not appropriate for this program.
Discussion: How does the actual training function differ from certification?
The two are separate functions. It is not good anti-trust to require training from NRMCA to sit for NRMCA's certification exam. Prices for the class and those asking to just sit for the exam will be separated out. The cost for any NRMCA exam is \$100. The cost of the class/study materials are prpriced per class.) The only exam that must be proctored by NRMCA is Concrete Technologist Level III. It will be offered semi-annually with date announced well in advance (Friday morning at the end of Technical Short Course.)
Discussion: What constitutes transfer credit for an elective? If it is a class that is appropriate to the industry, then is should be accepted. Transfer credit through a state association should be easier.
DECISION: Electives will transfer hour to hour. There does not need to be overlap as long as the content relates to the industry.
ACTION: NRMCA will develop a form that requires a supervisor to sign off on someone's attendance for an elective course and the hours received in training. Syllabuses will not be required nor will exams.
Discussion: What constitutes transfer credit for a required course? If required credit is requested, an applicant must pass NRMCA's exam, not an equivalent. The person will have the option of buying NRMCA's calss materials to sit for the exam. The person is not required to attend the appropriate NRMCA class.

Discussion: If there is an issue, how will it be addressed?

ACTION: EAC will ask the CIM Education Committee if they will be the 3rd party arbitrators. Together, NRMCA and the CIM Education Committee can develop a form that will allow faculty to assess hours that could be the equivalent, the format, and what material (hours) relate to the industry.

7. NEXT MEETING - Tom Pittman

Proposed at NRMCA Convention, March 18-20, 2007, La Jolla, CA

8. ADJOURN: Tom Pittman

Submitted by Eileen Dickson

10-16-06

Attachment: Committee Sign in Sheet