

Appendix A

IOF States Workshop

Workshop on State IOF Programs *“Various Approaches, Experiences, and Benefits”*

West Virginia was the first state to implement a state-level IOF program. Since that time West Virginia has been working not only to further interest within the state, but also with other states. Therefore, West Virginia held a showcase event for other states who are interested in developing a state-level program.



Sandy Glatt, Director of the States IOF Team in the U.S. DOE Office of Industrial Technologies, chaired the showcase and the panelists representing six states included Sudodh Das, IOF-Kentucky, Preston Schutt, IOF-Wisconsin, Kristy Growdon, IOF-Washington, Jerry Matthews, IOF-Texas, Ron Cox, IOF-Iowa, Jeff Herholdt, IOF-West Virginia, and Carl Irwin, IOF-West Virginia. These individuals shared their varied approaches to state-level IOF programs and at various stages of implementation shared their experiences on issues such as –encouraging industry participation, examples of successes, developing a rationale for a state IOF program, and, once initiated, keeping the momentum going.

Appendix B

IOF-WV Symposium Short-Courses

EPA Environmental Incentive Programs: National Environmental Performance Track

Chris Menen, U.S. Environmental Protection Agency

Chris Menen presented a discussion on the importance of EPA environmental incentive programs, particularly the National Environmental Performance Track. The National Environmental Performance Track is designed to motivate and reward top environmental performance. Mr. Menen focused his discussion on one program under the National Environmental Performance Track – the Achievement Track.

The Achievement track is a program designed to recognize small, medium, and large-size companies that consistently meet their legal requirements and have implemented high-quality environmental management systems. The program seeks to encourage participating companies to achieve even greater success. It is open to all companies no matter their



size or organizational structure. Once admitted to the program, companies are required to remain within the program for three years. When submitting an application, companies must demonstrate past success and a willingness to further that success in the following categories: energy use, water use, material use, air emissions, waste generation, water discharges, accidental releases, preservation and restoration, and product performance. Also a company must show that it:

- ◆ Has adopted and implemented an environmental management system;
- ◆ Is able to demonstrate specific environmental achievements and commit to continued improvement;
- ◆ Commits to public outreach and performance reporting;
- ◆ Has a record of sustained compliance with environmental requirements.

A few of the benefits to participating in the Achievement Track are:

- ◆ An Achievement Track facility will be a low priority for inspection targeting purposes;
- ◆ As a discretionary factor in the assessment of penalties, EPA will consider a facilities good faith participation in the program as an indication of its good faith efforts to comply;
- ◆ Participation in Achievement Track peer exchanges;
- ◆ Information sessions with senior EPA officials to share lessons learned, help design the Stewardship Track, and improve the Achievement Track.

What Does “Lean Manufacturing” Really Mean for IOF-WV Companies?

Tom Mahoney, WV Manufacturing Extension Partnership
Yurij F. Wowczuk, Tri-State Quality Systems, Inc.

Tom Mahoney and Yuri Wowczuk discussed the concept of “lean manufacturing” and how it relates to West Virginia companies.

What is a Lean Enterprise?

A Lean Enterprise produces more with existing resources by eliminating non-value added activities. Manufacturers are facing increased worldwide competition and the stakes are high. The winners in this competition work to eliminate overproduction caused by traditional scheduling systems and only make what customers want when they want it. Lean establishes a systematic approach to eliminating these wastes and creating flow throughout the whole company. Lean manufacturing is a manufacturing philosophy, which shortens the customer order and the product shipment by eliminating waste. It also helps you develop and implement a long-term plan to streamline your operations for success.

Benefits of Lean

Reduce cycle time	Improve lead times
Reduce inventory	Increase sales
Reduce Work-in-Process (WIP)	Increase productivity
Reduce costs	Improve quality
Increase capacity	Increase profits



Workforce Training Initiatives: Governor's Guaranteed Workforce Program, Governor's Workforce Investment Office & the Center for Excellence in Education

David Lieving, West Virginia Development Office, Center for Excellence in Education

Michael Koon, West Virginia Northern Community College

David P. Bell, West Virginia University-Parkersburg

Michele Wilson, PAZ -PET Coordinator, West Virginia University at Parkersburg

James S. Jeffers, Governor's Workforce Investment Office

Debi Conrad, Governor's Workforce Investment Office

Workforce Development has come to the forefront in recent years as a key element of successful economic development efforts. Business leaders across West Virginia recently conducted a survey of business and industry within the state and reached consensus that the lack of trained workers was the greatest impediment to economic growth.

According to the West Virginia Development Office, workforce development has emerged as the most predominant factor influencing business location and expansion decisions throughout the state. With unemployment rates the lowest ever recorded in West Virginia, businesses in some regions are in need of adequately trained workers. West Virginia is not alone. Surveys of economic developers across the United States have identified workforce development as the number one issue currently impacting economic development. The message is clear - the quality of our workforce has become the key factor in determining a region's competitiveness. Workforce development, therefore, is economic development.

This short course has been designed to highlight three successful workforce development initiatives currently underway in West Virginia.

Center for Workforce Excellence for Workforce Education (CEWE)

The Center for Workforce Excellence for Workforce Education (CEWE) is a partnership between Weirton Steel Corporation and West Virginia Northern Community College. CEWE is a workforce development center that builds the foundation of an aligned, reliable employment and workforce development system to provide business with skilled workers to meet the needs of a changing workplace, assist individuals to make decisions about their skill development needs, and brokers education and training providers to deliver current and potential employees with the competencies that match employers' needs.

The Polymer Alliance Zone (PAZ)

The Polymer Alliance Zone (PAZ) is a regional economic development public-private partnership among the plastics industry, education, and government and is funded by public and private sector sources. The two-fold mission of the Polymer Alliance Zone is to create the most favorable business climate in the nation for the plastics industry and to produce a world-class work force that is productive, highly trained, and knowledgeable about the plastics industry. Members of the PAZ Workforce Development Committee created the Polymer Alliance Zone - Pre-Employment Training Program (PAZ-PET) program to support the goal of developing a qualified workforce for member companies within the PAZ region. Active member companies include: Concepts West, GE Plastics, GWP Industries, Inc., M&G Polymers USA, LLC, Ravenswood Polymer, SDR Plastics, Inc., Star Plastics, Inc., and West Virginia Polymer Corporation. This highly successful initiative serves the existing industry by providing a highly skilled workforce, as well as developing a pool of qualified candidates for prospective companies considering locating in the region.

Workforce Investment Act (WIA)

West Virginia is in the process of implementing the new Workforce Investment Act (WIA). WIA was signed into law in 1998 and scheduled to be implemented in every state by July 1, 2000. This new legislation gives employers the chance to transform a fragmented assortment of job training and education programs into a comprehensive, aligned, and universal system. Beginning this year, West Virginia employers will have an extraordinary opportunity to structure bold new ways of training and educating our citizens, through public/private partnerships with local officials and institutions in communities. The WIA fundamentally repositions federal job training as a business-led, market-driven system to improve workforce quality and expand economic opportunity for all citizens. Under the Act, each state designates local service delivery areas. West Virginia has organized seven such regions. Each service area has a business-led Workforce Investment Board to plan, design, and oversee the workforce system. Each board, within its service area, establishes one-stop career centers to serve employers and job seekers. The Board and one-stop administrators build the necessary partnerships with public agencies, community colleges, training institutions, schools, and other service providers to ensure an effective range of training, education, and support services. This is your opportunity learn more about this new program and to get involved to make our system work for you.



How to Capture the Power of the Internet to Make and Save Money - Auction Sites, Business to Business, MRP, Free Services

Bonnie Morris, West Virginia University, College of Business & Economics,
Accounting Department
Jeff Balistrere, Xspeedium
James Sutherland, Simpson & Osborne

James Sutherland and John Osborne from Simpson & Osborne presented a course on trends in E-business. They showed how the trend toward using the Internet and other tools for business is increasing every day as the number of Internet users grows. They discussed how the buy side impact is bigger than the sell side for traditional industries, but it is important to realize that using these new technologies is important for every business because Forrester Research estimates that B2B trade will grow from \$109 billion in 1999 to \$2.7 trillion in 2004. They showed that the Internet is an excellent tool for West Virginia companies because it opens new avenues to customers, the market is now the entire world, and if the customer is satisfied they will make it a point of ordering from your company the next time.

The problem with e-commerce, is the fact that small companies are being left out – less than one percent of small businesses in the U.S. are selling on the Internet today - which is a disadvantage to West Virginia's many small businesses. This is due to the advantage that larger businesses have in funding, technology, brand, and scale. The barriers to small businesses are cost, confusion, complexity, and not knowing where to start. To enter into the information technology age, small businesses need an understanding of the following: sales and marketing, customer support, on-line purchasing from vendors, project management, employee information center – an Intranet.

The future is going to be a world where e-commerce is the norm rather than the extra tool for businesses as it is today, and in the future small businesses are going to need to rely on seamless technology, highly integrated systems, well organized and easy to use content, and true customer service to survive in the information technology age.



Appendix C

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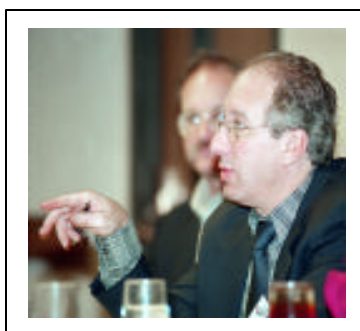
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Resources
Innovation
Results

Thank you for participating!

IOF-WV

Industries of the Future - West Virginia

“ - - - knowledge-intensive, high-value-added technology-intensive operations. That’s the future for West Virginia, the future for the rest of the world, - - - knowledge represents responsibility, responsibility for making things happen.

We don’t have to reinvent the wheel, we just have to identify what’s best for us and clone that here in West Virginia. - - - I challenge you now to go do it.”

The Honorable Bruce Merrifield
Keynote Speaker
1999 IOF-WV Symposium

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