



ARKANSAS FAME Federation For Advanced Manufacturing Education

Federation GP Georgia-Pacific CANFOR

Partnership UAM CROSSETT
TECHNOLOGY DEVELOPMENT FOUNDATION

- Industry partnership with the University of Arkansas at Monticello College of Technology-Crossett (UAM - CTC)
- The partnership's purpose is to implement an apprenticeship-style training that will create a pipeline of highly skilled workforce

What Is The Advanced Manufacturing Technician Program?

- Five-semester program that matches education with continuous real-world working experience
- Combines proven workplace components of apprenticeship with the learn to earn model in subjects including electricity, mechanics and robotics
- Manufacturing-related career pathway opportunity



The **ARKANSAS FAM** Learn to Earn

- Students sponsored through ARKANSAS FAME are not only receiving training for a future job; they also are obtaining a high-level technical education and practical job experience. The program provides students with 24 months of relevant, paid job experience that matches the learning environment

What a Work Week Could Look Like

Monday Tuesday Wednesday Thursday Friday

Classes
8-10 Hrs.

Work
8-10 Hrs.

Classes
8-10 Hrs.

Work
8-10 Hrs.

Work
8-10 Hrs.

Homework & Study 3-4 Hours

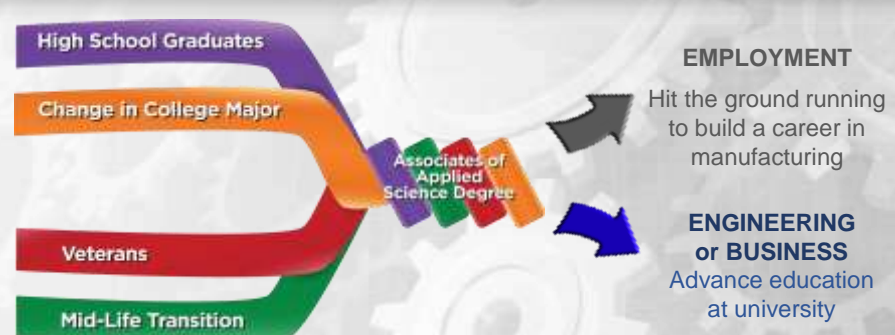
The **ARKANSAS FAM** Difference



- Program develops the needed technical and core manufacturing skills as well as a focuses on employability, work ethics and personal development behaviors

TECHNICAL SKILLS	MANUFACTURING CORE EXERCISES	PERSONAL BEHAVIORS
<ul style="list-style-type: none"> Electricity Fluid Power Motor Controls Circuits & Controls Machining Drawings Robotics 	<ul style="list-style-type: none"> Safety Culture Workplace Organization Lean Manufacturing Machine Maintenance Reliability Problem Solving Troubleshooting 	<ul style="list-style-type: none"> Work Ethic Communication Diligence Interpersonal Teamwork Initiative Attendance

ARKANSAS FAM Career Pathways



High School Graduates

Change in College Major

Veterans

Mid-Life Transition

Associates of Applied Science Degree

EMPLOYMENT
Hit the ground running to build a career in manufacturing

ENGINEERING or BUSINESS
Advance education at university

- Blending college courses and on-the-job training, ARKANSAS FAME graduates will be prepared for employment or selecting an advanced degree program.

ARKANSAS FAM Program Summary

- Paid work experience that includes hands-on application in a manufacturing environment.
- Students in this program will have an opportunity to complete an Associate of Applied Science Degree with the direct benefits of having:

- On-the-Job Training
- Valuable Work Experience
- 60 College Credit Hours



ARKANSAS FAM Crossett Paper Operations

VISION

Create long term value as we continue our journey to stabilize, compete and then lead by building a winning, competitively advantaged, on-shift operations team that continuously strives to reduce risk and cost while increasing team skills and the quality of our products.



ARKANSAS FAM Safety #1 Priority

- We have advanced our knowledge about safety
 - Aware of our surroundings at all times
 - Exposed to the steps of lockout/tagout
 - Certified to operate Power Industrial Trucks
Forklift, scissor lift and bob cats
 - Understand catastrophic potentials in each department
 - Ensure safety is a **PRIORITY** at HOME and at WORK



ARKANSAS FAM Internship – Area Rotation



ARKANSAS FAM Communication Skills

- Understanding who we are as an individual is important to building a mentoring relationship
- Learning how to operate and communicate procedures in critical to troubleshoot and ensure reliability on equipment
- Showing up ON TIME and READY TO WORK helps us build a strong work ethic
- Focusing on the quality and continuous improvement helps create long term value for the company



ARKANSAS FAM Creating Long Term Value

- Mill wide consistency across shifts is difficult to ensure without adhering to Standard Operating Procedures (SOP's)
- Impressive talent in the organization
- Learning events valuable:
Lubrication, Delta V Bootcamp, MBM®, Tissue Manufacturing 101, RIM [Records & Information Management], Visit sister mill; Attended maintenance motors & pumps course



Treat others with honesty, dignity, respect and sensitivity. Appreciate the value of diversity. Encourage and practice teamwork.

ARKANSAS FAM Future Internships



PROJECT
Build Hands -
On Trainer

TECHNICAL
Reliability
& Quality
Training

OPERATIONS
Shipping &
Logistics

ENGINEERING
Angel Soft
Project



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