

## FACE LIFT

# BC3 shakes up work force training to meet growing needs

Butler County Community College has a few new faces working in its Community & Workforce division to start the new year.

The school in December finished a shake-up that eliminated the administrative position that oversaw business, industry and public safety training, but it filled two open positions and created another one.

Chuck Guiste was hired for the new position of coordinator of business training, and Tom Baughman was hired to fill the position of coordinator of industrial safety training.

Both positions report to Lisa Campbell, director of business and industry training.

The third hire was Francis "Kip" Deleonibus for the new position of director of public safety. Deleonibus supervises all staff in the fire, police and emergency medical service training programs. He also is responsible for running the Public Safety Training Facility, a job that had been handled by Mel Bliss, who retired.

Stephen Catt, who had been the school's executive director of work force development, was appointed to the new administrative position of director of conferences, seminars and events.

Campbell, who also supervises Tracie Nehilla, who coordinates non-credit certificate programs and professional

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education courses, said the moves were made to better meet the region's expanding training needs.

The business and industry training department incorporates both contracted training customized for individual

employers and open enrollment courses. All offerings are noncredit certificate programs.

Campbell said employers' typical training needs have been in the areas of leadership, communications and computer skills.

However, she said there has been an upswing in industry training that calls for courses in blueprint reading, AutoCAD, SolidWorks, electrical skills and computer numerical control machine operation.

Her department also is developing certificate programs for welding and automotive technology.

“Work force needs are changing,” she said. “Every industry sector has a shortage of skilled employees. As a work force development team, we need to change to meet those demands, to meet the growth our companies are experiencing.”

She said the hiring of Guiste frees her up to concentrate on address-

ing the needs of employers outside the county, as Guiste will focus exclusively on Butler County employers.

Guiste has more than 30 years of leadership experience in business and industry. He most recently was executive director of the Precision Manufacturing Institute in Meadville and worked for Penn United Technologies in Jefferson Township for about a decade before that. He also served in the U.S. Air Force for 21 years.

Guiste said he is looking forward to offering value-added training services customized to employers.

“I like to talk more about development than I do training,” he said.

“Development really focuses on what is the impact of the skills or knowledge that I gave somebody.”

“I understand manufacturers, and they don't have the time, the financial resources or the time resources to just spend on training that does not impact the growth of their business or the bottom line,” he said.

Baughman, who retired after more than 30 years at AK Steel's Butler Works in Butler Township, also brings a wealth of knowledge to the college.

The position has traditionally worked on training employees in occupational safety and for industrial fire brigades. However, as BC3 has expanded its role to meet the needs of the oil and gas industry, roustabout and other safety courses have increased.

Baughman said one of his goals is get businesses of all types to work together.

“I think companies sometimes think they're unique

with their issues, and actually they're not,” he said.

“There are so many similarities. They can share, they can work together to develop solutions.”

One of his first actions on the job has been to form the Butler County Business & Industrial Safety Council, which he hopes becomes a group of employers that represents a cross-section of the county. The group met at the college for the first time Jan. 21.

“Training is always a costly thing for companies,” he said. “If we can get groups together ... they can work together to do that training.”

Because public safety impacts all businesses, Campbell's department will be interfacing on a regular basis with Deleonibus's department.

Deleonibus, who stepped into his role in mid-September, retired from the Pittsburgh Bureau of Fire in 2010 after a nearly 30-year career.

Much of his experience involves training fellow firefighters, and he said he

sees a great need in higher education for emergency responders, as governing bodies continue to require them to become more skilled.

Campbell said BC3 works with governmental and community organizations to help businesses and individuals procure grant funding to help pay for training.

One example is the Workforce and Economic Development Network of Pennsylvania, or WEDnetPA, which is an alliance of educational providers across the state.

The program allows employers, especially manufacturers and technology-based companies, to train individuals in specific areas.

Campbell said during the past eight years she has been in her position, BC3 has provided more than \$1.7 million in WEDnet training funds to the community.

“We want to be the training provider our work force thinks to contact when they have a training need,” she said. ♦