



EMPLOYER REQUEST TO JOIN TX FAME – Metro360 Chapter
AND AGREEMENT TO EMPLOYER REQUIREMENTS

To the TX FAME - Metro360 Chapter,

The **Federation for Advanced Manufacturing Education (FAME)** is an employer-led program to provide and manage career pathways which produce global-best, entry level talent to member employers in key occupational fields. The goal is to address and resolve workforce problems with talent acquisition by providing workers in sufficient numbers based on each member employer's need, on time, and of global-best talent to ensure business competitiveness. The program includes a strong employer-college activity in which both parties work together in close partnership to mutually promote, guide, manage, and co-educate students in the core **Advanced Manufacturing Technician (AMT) Program**. Each party has mutual obligations that must be met in order for the program to succeed, to accomplish its goals, and to service its employer members.

Our organization requests to join the TX FAME - Metro360 Chapter. We, Click here to enter company name, agree to fulfill the requirements for the Dallas FAME chapter membership as listed below:

- Attend at least 10 of 12 regularly scheduled monthly in-person chapter meetings.
- Support 4 school visits per year for the purpose of AMT student recruiting.
- Support 4 on-campus visits per year at the AMT Program on the College Partner campus.
- Attend all End-of-Semester presentations for cohorts in which my organization has sponsored AMT students.
- Support all college-side AMT courses, activities, and requirements for students. Ensure that AMT students that my organization sponsors are aware that they are expected to fully participate in all required activities even if our organization does not practice it on the work side.
- Send, at company expense, representatives to the FAME conference in partnership with other local employers (not an every year requirement).
- Send, at company expense, representatives to the NCPN conference in partnership with other local employers (not an every year requirement, 2/chapter/year).
- Send, at company expense, AMT students to the FAME conference in partnership with other local employers (not an every year requirement, 2/chapter/year).
- Provide the new AMT student Start-up Package (5 shirts, portfolio, pocket card set) for each sponsored student.
- Provide a FAME employer banner for display in the College Partner AMC on joining the chapter.
- Ensure completion of employer-side core requirements for AMT students.
- In conjunction with the larger chapter abide by the requirements of the Memorandum of Agreement (MOA) between the local FAME chapter and the College Partner.
- Commitment to financial contributions for chapter expenses, should they arise.
 - Fees and dues not to exceed \$1000 per AMT student.



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Please see an expanded explanation of each of these requirements in Addendum A (page 3 – 6).

Company Name: _____

Address: _____

Primary Contact Name, Title: _____

Primary Contact email: _____

Primary Contact phone: _____

Secondary Contact Name, Title: _____

Secondary Contact email: _____

Secondary Contact phone: _____

Our organization agrees to abide by the requirements of this employer agreement.

PRINTED NAME & TITLE

DATE

SIGNATURE

Membership accepted by the TX FAME - Metro360 Chapter:

PRINTED NAME & TITLE

DATE

SIGNATURE



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FAME EMPLOYER AGREEMENT – ADDENDUM A

Expanded Explanation of Requirements

Attend 80% of regularly scheduled monthly in-person chapter meetings.	FAME chapters are required to meet in-person at least once monthly. Employers are considered the owners and the lead agents of FAME. In order to effectively exercise this responsibility member employers are required to send representatives to these official chapter meetings.
Support 4 school visits per year for the purpose of AMT student recruiting.	In the AMT Program employers lead recruiting. It's been demonstrated that the only effective agents in recruiting the top tier of academic performers is employers in face-to-face events wearing company logo clothing. FAME chapters should visit 20-25 high schools in person each recruiting year, and should, as much as possible, repeat these visits as frequently as reasonable to develop on-going relationships with schools vs. one-time appearances. In order to effectively support this need employers commit to 4 visits per year from their representatives so that the chapter collectively has the resources to execute an effective recruiting effort. Since AMT students transition to full-time employment at a very high percentage rate this time should be considered part of the company's normal effort to onboard talent.
Support 4 on-campus visits per year at the AMT Program on the College Partner	When employers are engaged in-person on the college floor in with their sponsored students many benefits result, including better communication between the school and employers, greater responsiveness to needs, better advice to instructors on learning needs and work processes, greater credibility of students in the learning content, greater understanding by students that their employers are both invested in their success and expect high academic performance, and better co-management between the College Partner and the employers in shepherding students through the program successfully. Altogether, this is an important element in both raising student retention and in raising program quality to meet the goal of producing global-best entry level technicians. Employers provide representatives to visit and spend time on the AMC floor at the college at least 4 times each year. These visits to do not have to be a full day (but should be for a minimum of 2 hours), and should include engagement with faculty and students.
Attend all End-of-Semester presentations for cohorts in which my organization has AMT students.	The last of the 4 major steps of the Manufacturing Core Exercises (MCE) is the End-of-Semester Presentation. This is a major activity in which students go to significant effort in order to provide a fully professional communication event and to report on their activities for the just completed MCE. Representatives from the company should carefully listen to each presentation, provide feedback on communication performance, and question and provide feedback and guidance on the content of the MCE activity. (Note: College administration should also attend the EOS Presentation.)



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<p>Support all college-side AMT courses, activities, and requirements for students. Ensure that AMT students that my organization sponsors are full aware that they are expected to fully participate in all required activities even if our organization does not practice it on the work side</p>	<p>Students in the AMT Program have high standards and, additionally, standards that are higher than those for other college students. Generally, students will step up to meet set requirements and – despite being much more rigorous – AMT students graduate and graduate on-time in much higher proportions than do their traditional peers. However, in order to ensure that these standard and requirements have meaning and impact it's imperative that the standards be held. This will occasionally result in the drop of a student from the program. FAME employers must support these standards, even if it means losing one of their own sponsored students. (Note: very close engagement of the employer with their sponsored student(s), keeping up with their school performance, keeping in contact with their instructors, and setting high expectations with the student will go a very long way to ensure that their student successfully completes.) Additionally, because AMT is targeted to world class/world best standards and practices sometimes sponsoring employers are not practicing some of the activities that are required of AMT students at the college. It is absolutely critical that employers do not undermine the importance of the student participating and successfully performing in college-side activities even if not practiced on the work side. It is damaging to the performance of both the program overall and to individual students if the employers undercut these requirements and standards. Further, it is demoralizing to faculty instructors who are working hard to develop AMT students to have employers who are supposed to be in partnership with them undercut their message and work, and as a result it also damages the relationship between the school and the FAME chapter. Employers must work together to present a full and consistent message and expectation that students fully complete all college-side requirements.</p>
<p>Send at company expense representatives to the FAME conference in partnership with other local employers.</p>	<p>The North American FAME Conference plays an important role in management of the program and in its overall success. It helps to ensure program standardization, share best practices, highlight and recognize AMT students, benchmark programs, and more. It is a key activity to ensure that chapter and colleges do not become trapped in a “silo” be not engaging with other chapters and the rest of the FAME world. Since FAME is employer led it is important that employer representatives from all chapters attend this conference. At least two employer representatives from each chapter should attend. Employers can rotate this responsibility, if they wish, to share both the effort and the cost (it is one of the most inexpensive conferences to attend). Representatives are responsible to return to their chapters and share what they learned at the conference to support continuing improvement.</p>



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Send at company expense representatives to the NCPN conference in partnership with other local employers (2/chapter).	The National Career Pathways Network is the largest professional organization for career pathways in the U.S., and FAME is a career pathway program. The NCPN National Conference plays an important role in management of the program and in its overall success. At NCPN chapters learn what is going on with the rest of the career pathway world, learn what the latest activities are with DOL in both practices and in potential funding for workforce initiative, and more. In order to achieve a global-best program it is important that FAME chapters stay up with what's happening as career pathway management advances. Additionally, FAME offers AMT-specific training on the day before the conference for FAME participants. It is one of the key FAME opportunities in the year, and adds significant value to the chapter for NCPN attendance. At least two employer representatives from each chapter should attend. Employers can rotate this responsibility, if they wish, to share both the effort and the cost (it is one of the most inexpensive conferences to attend). Representatives are responsible to return to their chapters and share what the learned at the conference to support continuing improvement.
Send at company expense AMT students to the FAME conference in partnership with other local employers (4/chapter)	The North American FAME Conference is a key professional development event for AMT students, and also helps FAME leaders to see and interface with students from other chapters. It also helps to celebrate FAME and recognize important achievements of our students, leaders, and providers and to keep the energy for our mission recharged. Each chapter should send at least 4 AMT students to the conference each year. Typically, the sponsoring company will cover travel expenses, and companies can work together to decided how students are chosen and who should go.
Provide the new student program Start-up Package (5 shirts, portfolio, pocket card set).	Each new AMT student has certain program requirements. These include 5 FAME logo collared shirts, a FAME student portfolio to use at the college throughout the AMT program, and a full FAME Pocket Card set. Each sponsoring company is responsible for these minimal expenses. Typically, the employers will pay this set fee to the college who will then order and provide these on a group basis.
Provide a FAME employer banner for display in the College Partner AMC on joining	Part of structuring the AMC at the College Partner to be a shared learning space for all FAME participants is to display banners recognizing all of the FAME member organizations. These should be both produced to standardized dimensions, and displayed in the AMC in a visually prominent manner. Each organization will provide their own banner on joining the chapter.



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Ensure completion of employer-side core requirements for AMT students.	There are certain core activities, skills, and practices that each student needs to learn as part of the program and which – for most effective learning, for contextual application, and for real world application – must be accomplished while on the work side of their AMT program. These requirements are common to all AMT students. Each company agrees to work with the student to ensure that all of these requirements are accomplished as part of their program.
In conjunction with the larger chapter abide by the requirements of the Memorandum of Agreement (MOA) between the local FAME chapter and the College Partner.	The FAME chapter has signed a Memorandum of Agreement with the College Partner. It contains guidelines and requirements for both the college and for the chapter to ensure a highly successful program that can achieve global-best outcomes. Each employer must do their part to ensure that the chapter meets its obligations in the agreement.