

AIST Leadership Conference Initiative

- PROGRESS UPDATE:
Steel to Students: Trade School Outreach

19 November 2025

Stacy Varnecky

General Manager — Operations





The Industrial Systems Energy Efficiency Development (ISEED) Collaborative

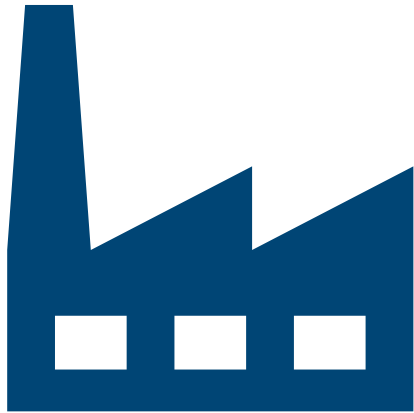


U.S. DEPARTMENT
of **ENERGY**

Office of Energy Efficiency
and Renewable Energy

National Context: Why DOE Created ISEED

INDUSTRIAL SECTOR



21 M Jobs
\$4.8T to Economy



Demand for skilled,
energy-conscious
workers rising

ISEED

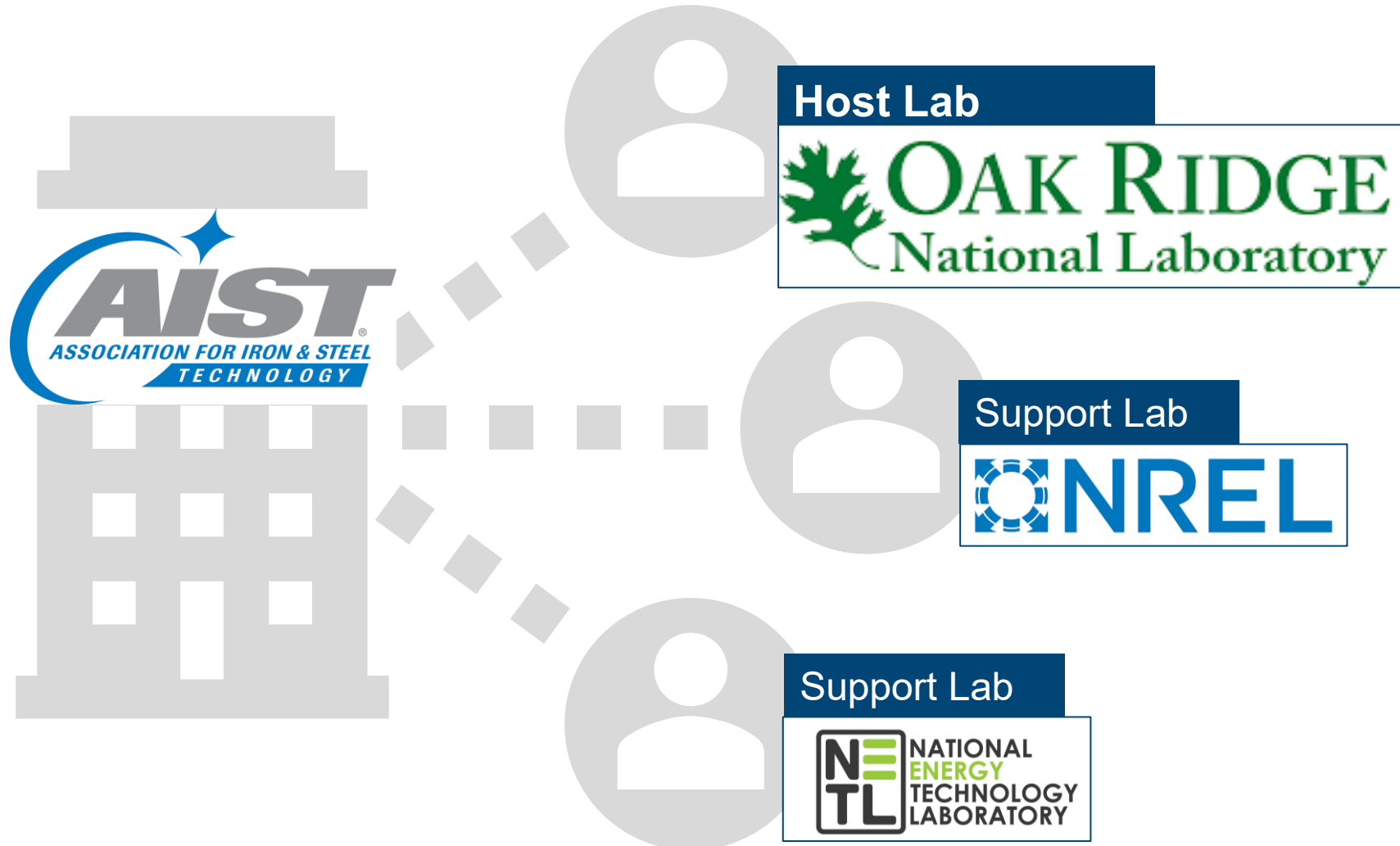
DOE launched ISEED
to strengthen industrial
workforce capacity

About the ISEED Collaborative Team

Company	Project Title
	Steel to Students: Trade School Outreach \$607,518
 Cascade Energy ®	Industrial Refrigeration Energy Efficiency Academy (IREEA)
 CATALYST CONNECTION ® POWERING POTENTIAL	WE CAN Future PA
	Empowered Glass Operators for Robust & Efficient Manufacturing
	Industrial Efficiency of Michigan Small to Medium-Sized Manufacturers to Ensure Sustainability and Global Competition

Project Duration: 15 September 2025 — 14 September 2027

National Lab Project Partners



DOE Technical Assistance and Collaboration



U.S. DEPARTMENT
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Office of Energy Efficiency
and Renewable Energy

- Access to DOE experts, training, and demo facilities
- Guidance on curriculum, metrics, and program growth
- Support for industry connections and funding opportunities
- Communications team to amplify outreach and success



Steel to Students: Trade School Outreach



AIST's Project: Steel to Students Partnerships



Michigan Tech

FAMeUSA

**SPARK
FORCE™**
THE **FMA** FOUNDATION

Partner



Michigan Tech



Kickoff Meeting: September 2025



Toolkits: Trade Instructors & HR Professionals



Focus: visual, hands-on engagement



Next: Brainstorming session to develop the steel-focused concept.

Partner

FAMeUSA

Advanced Manufacturing Technician (AMT) Program

PAID WORK/STUDY MODEL

- 3/2 rotation, pay for time worked
- Work/class create a “40 hour” week
- Fall start, 5 consecutive semesters
- Cohort (~20) supports persistence & learning

STUDENTS EARN A FAME CERTIFICATE

- Associate degree, plus
- Work hours, plus
- Mastery of professional skills and lean elements



AMT: Manufacturing Core Focus

LEGEND

Activity

- Behavior Achieved

MCE 1 Safety Culture

Daily Safety Discussions

- Responsibility, Communication

Safety Board Management

- Interpersonal Relations, Teamwork

Safety Improvement Projects

- Initiative, Diligence

Safety Commitment Ceremony

- Professional Practices

MCE 2 Visual Workplace Organization

Step 1: Sort

- Productivity, Diligence

Step 2: Store

- Organization, Time Management

Step 3: Shine

- Initiative, Diligence

Step 4: Standardize

- Discipline, Organization

Step 5: Sustain

- Responsibility, Teamwork

MCE 3 Lean Manufacturing

Jidoka Principles & Practices

- Initiative, Diligence

Just-in-Time Principles & Practices

- Productivity, Time Management

House of Lean

- Organization, Productivity

7Mudas

- Time Management, Productivity

Kaizen Exercise

- Initiative, Diligence

MCE 4 Problem Solving

Problem Clarification

- Organization, Critical Thinking

Problem Breakdown

- Organization, Analytical Thinking

Root-Cause Analysis

- Organization, Critical Thinking

Countermeasures

- Critical Thinking, Productivity

Foundation Principles

- Discipline, Communication

MCE 5 Machine Reliability

Key Questions

- Problem Solving, Diligence

Reliability Process

- Organization, Teamwork

Failure Mode Effect Analysis

- Analytical Thinking, Organization

Decision Diagram

- Productivity, Critical Thinking

Report Out

- Problem Solving, Communication

AMT: Professional Behavior Focus

05 PROFESSIONAL PRACTICES

Professional Dress

Appearance that inspires pride and expectation

Professional Posture

Appearance that inspires competence

Professional Greeting

Introductions that convey professionalism

Professional Presentation

Communication that influences decisions

AMT Practices

Trying it all together

06 PROFESSIONAL BEHAVIORS

Attendance

Being a contributing asset on time every day

Initiative

Starting your work yourself

Diligence

Completing your work with high quality

Interpersonal Relationships

Being a conflict resolver, not a conflict causer

Teamwork

Achieving more by working effectively with others

Communication

Achieving through speaking and writing

07 ESSENTIAL BEHAVIORS

Attitude and Respect

Professional readiness with respect

Discipline and Character

Prioritizing responsibilities and total integrity

Responsibility

Personal ownership to make things happen

Organization

Structure and logic to maximize efficiency

Time Management

Best use to achieve the most important outcomes

Productivity

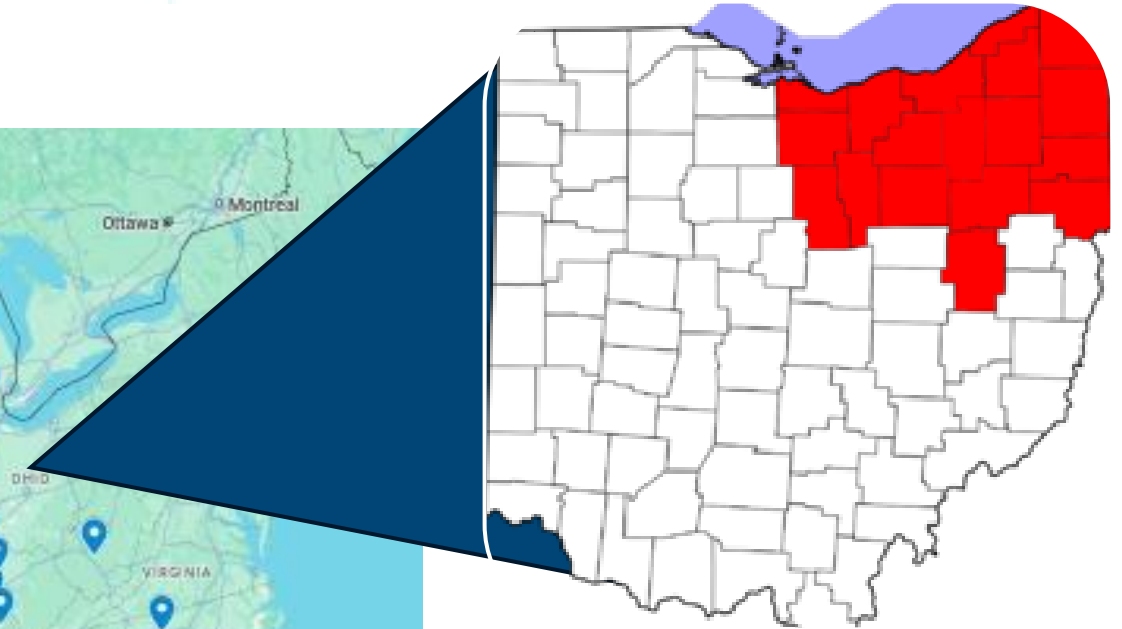
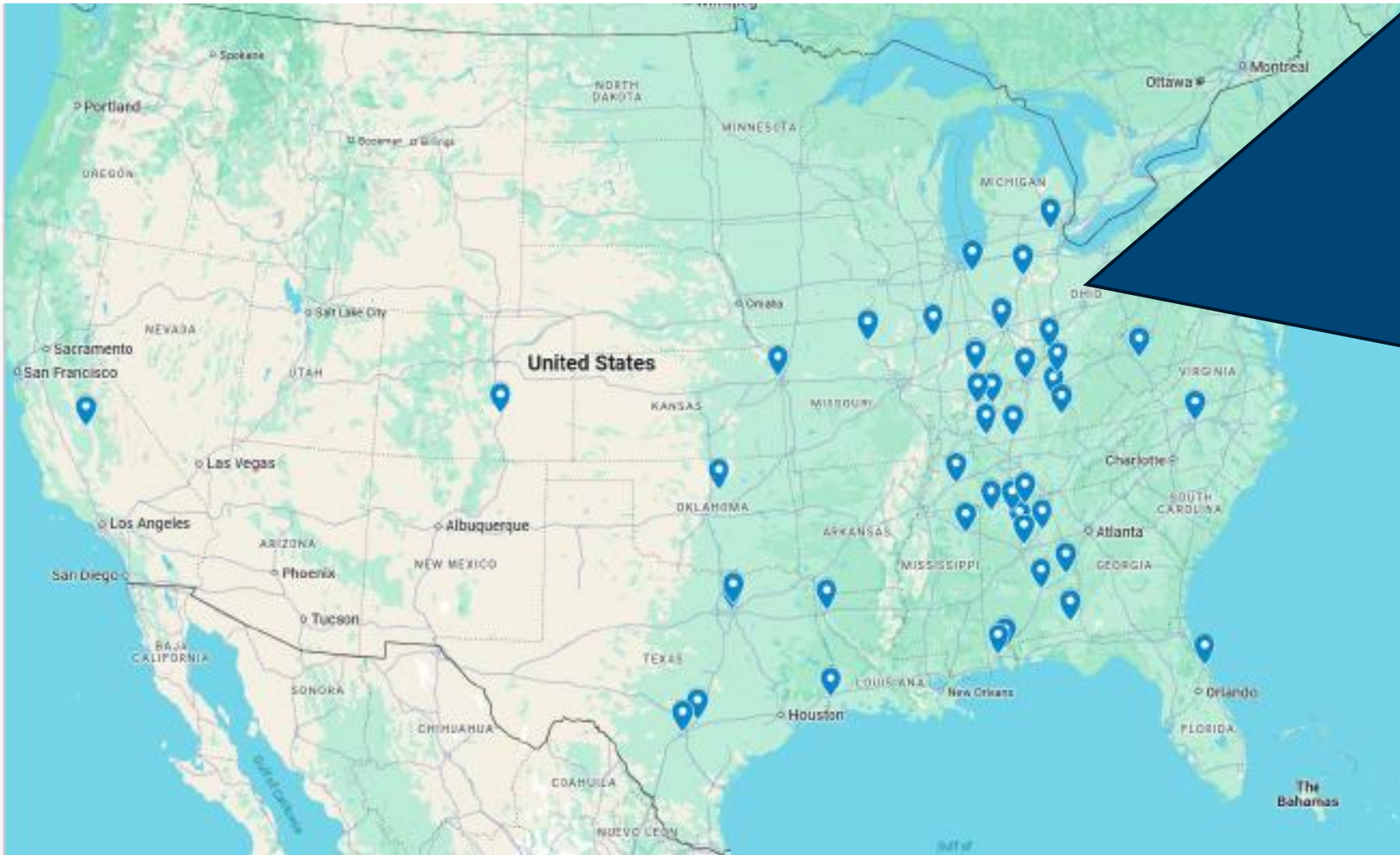
Maximizing results for time and resources invested

Social Media Ethics

100% appropriate, value-added use

Partner

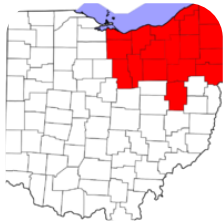
FAMeUSA



Establish a
Northeast Ohio
FAME Chapter

FAMeUSA

Regular Meetings



Establish Northeast Ohio FAME Chapter



Cleveland-Cliffs & Metallus engaged



University of Akron as potential college partner

Partner

SPARK FORCE™

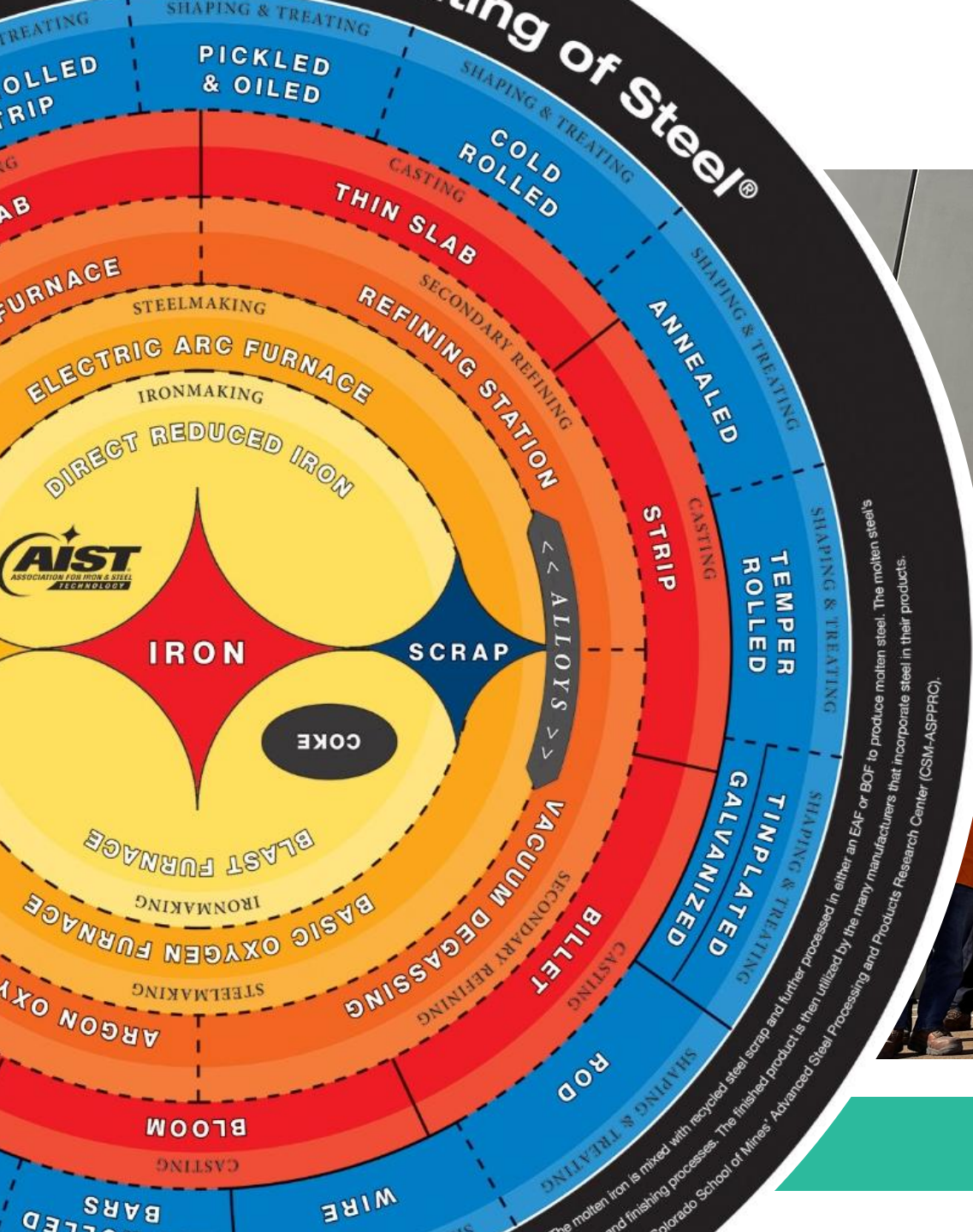
THE **FMA** FOUNDATION

2025 AIST LEADERSHIP CONFERENCE

Partner

**SPARK
FORCE™**
THE **FMA** FOUNDATION





Recruitment begins early 2026!

Energy Efficiency & Education Programming

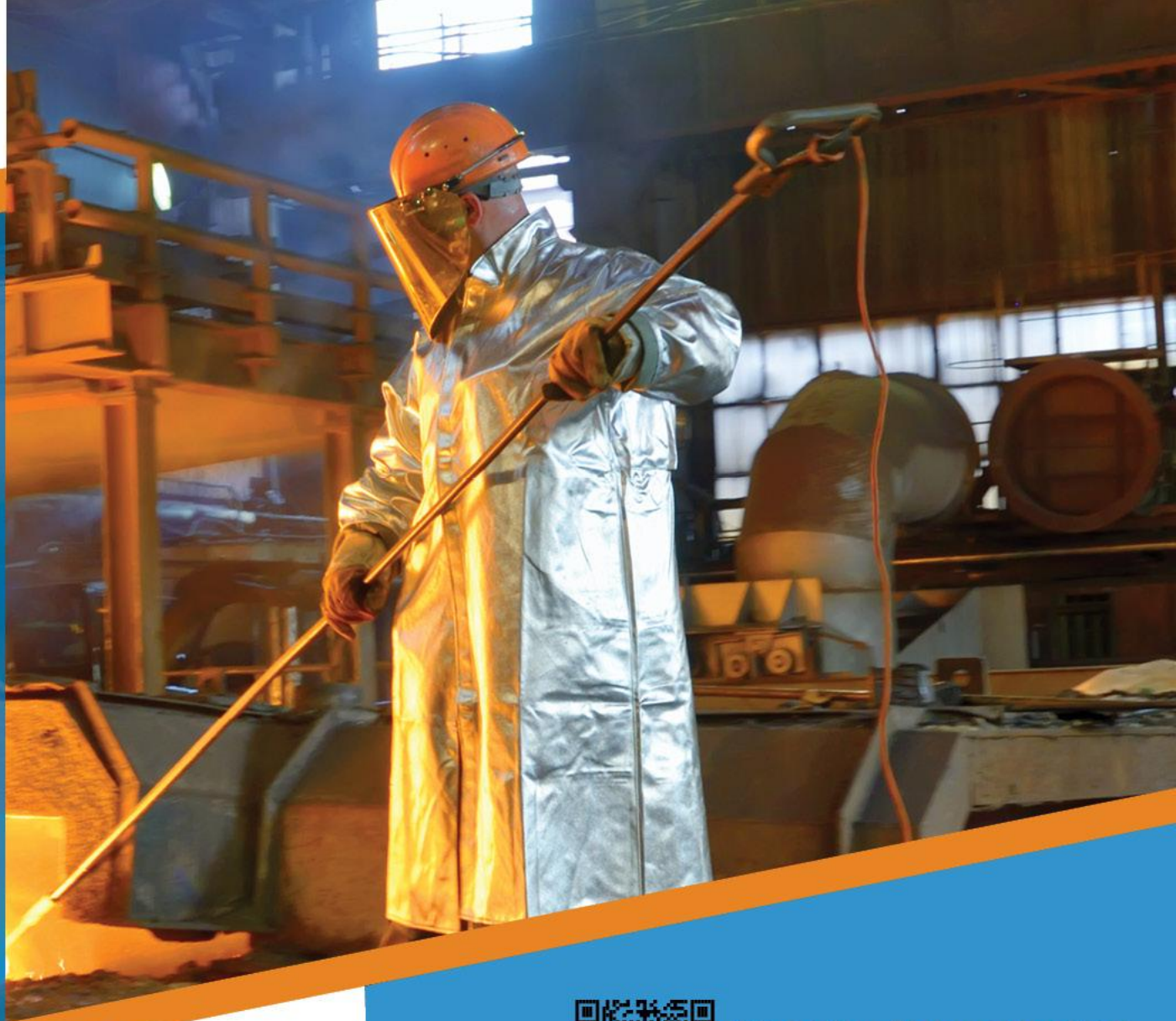


- Launch Energy Reduction Fundamentals in the Steel Industry
- Add energy efficiency sessions at AISTech
- Collaborate with DOE labs for workshops



Start Your Path in Steel with AIST's Technology Training Conferences

Trade School Students are eligible for free registration and up to US\$600 in travel reimbursement.



Scan to view upcoming
conferences and apply
for funding.

Program Highlights

- **30** trade school scholarships + co-ops
- **240** participants trained by AIST energy efficiency educational programs
- **20** educational toolkits
- **20** SparkForce camps, reaching roughly 240 youth
- Development of a FAME chapter, along with an expanded steel curriculum across other FAME chapters.

Next 12 Months: Roadmap

Timeframe	Deliverables
Q4 2025	• Oakridge National Lab Meeting (monthly) • ISEED Collaborative Team Meeting (quarterly) • Secure founding employers and a college partner for the FAME chapter
Q1–Q2 2026	• Finalize the Michigan Tech Toolkit Plan • Begin SparkForce host recruitment • Launch student scholarship marketing
Q3–Q4 2026	• Host the first SparkForce camps • Evaluate Toolkits • Complete our Year-1 Progress Report

Looking Ahead (Year 2 Goals)

- Conduct SparkForce camps
- National toolkit distribution
- Scale FAME to additional steel regions
- Integrate energy efficiency modules in programs
- Continue DOE collaboration and tracking outcomes



*Your leadership
continues to shape the
future of our industry.*

*THANK
YOU!*

Stacy Varnecky, General Manager – Operations

Association for Iron & Steel Technology



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