


GREATER OH-PENN MANUFACTURING APPRENTICESHIP NETWORK

Vicki Thompson
Assistant Director, Workforce
(330) 519-9627
vthompson@tpma-inc.com



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THOUGHTFUL
SOLUTIONS.
EMPOWERED
COMMUNITIES.



Greater Oh-Penn Manufacturing Apprenticeship Network

*Ashtabula, Columbiana, Geauga, Mahoning, Portage and Trumbull Counties in Ohio
Clarion, Crawford, Erie, Forest, Lawrence, Mercer, Venango and Warren Counties in Pennsylvania*

***\$2.998 Million Grant To Help Build and Grow
Apprenticeship Programs***

AMERICAN APPRENTICESHIP INITIATIVE

- Launched October 2015 by the Greater Oh-Penn Manufacturing Apprenticeship Network to address regional needs
- The American Apprentice Initiative addresses specific gaps in skills, training, and barriers to apprenticeship adoption and utilizes an array of resources to:
 1. **Increase** manufacturing *apprenticeships* through strategic support functions, incentives, outreach, and education
 2. Fill critical gaps through *targeted recruitment of* workers from *specific demographics*
 3. **Increase** education providers' *capacity* to provide more agile and responsive *Related Technical Instruction*

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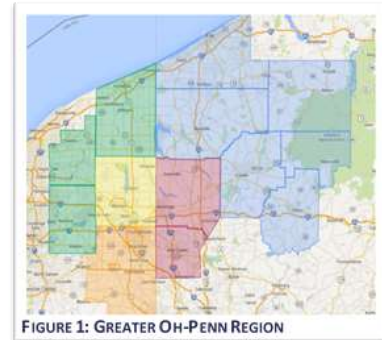
GOALS / GRANT REQUIREMENTS

1. **300 new apprentices registered by Year 5 of the project**
 - Year 1: 25
 - Year 2: 50
 - Year 3: 75
 - Year 4: 75
 - Year 5: 75
2. **Indicators of increased system-wide support for registered apprenticeship across the region**
 - Ongoing formal Workforce Board commitments to fund pre-apprenticeship training and apprentice wages
 - Long-term manufacturer commitments to program expansion

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THE AAI GRANT FOOTPRINT

- Two States
 - Ohio and Pennsylvania
- Five Workforce Boards
 - Northwest PA
 - MCTA – Ohio Area 17
 - West Central Job Partnership
 - Geauga Ashtabula Portage – Ohio Area 19
 - Trumbull County – Ohio Area 18
- 14 Counties
 - OH – Ashtabula, Columbiana, Geauga, Mahoning, Portage, Trumbull
 - PA – Clarion, Crawford, Erie, Forest, Lawrence, Mercer, Venango, Warren



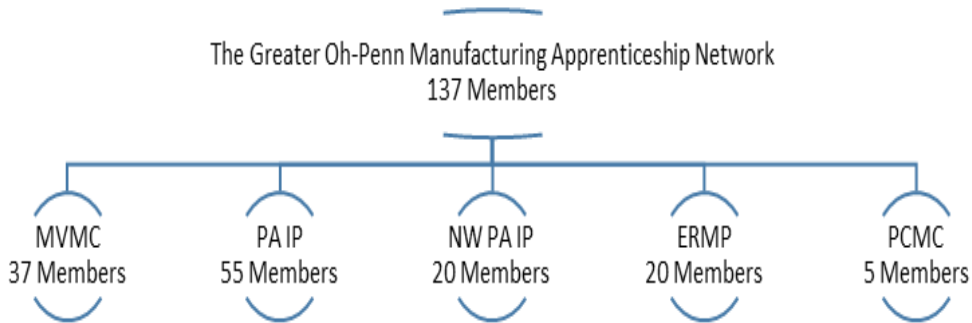
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GRANT FUNDING

- Support for apprenticeship training cost – new or current programs
 - \$6,000/\$3,000 apprentice in Year 1
 - \$5,000/\$2,500 apprentice in Year 2
 - \$4,000/\$2,000 apprentice in Year 3
 - \$3,000/\$1,500 apprentice in Year 4
 - \$2,000/\$1,000 apprentice in Year 5
- Group sponsorship model design, including recruitment and screening
- Easy-to-use toolkit, ROI model, other outreach materials
- Related Technical Instruction technical assistance and coordination
- Liaisons with state offices, manufacturers, and partners

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AAI SECTOR PARTNERS



- Mahoning Valley Manufacturers Coalition – Trumbull, Mahoning, Columbiana Counties, OH
- Industry Partners of Lawrence & Mercer Counties, PA
- NW Pennsylvania Industry Partners – Clarion, Crawford, Erie, Forest, Venango, Warren Counties – PA
- Erie Regional Manufacturer Partnership – Erie County, PA
- Portage County Manufacturers Coalition – Portage County, OH

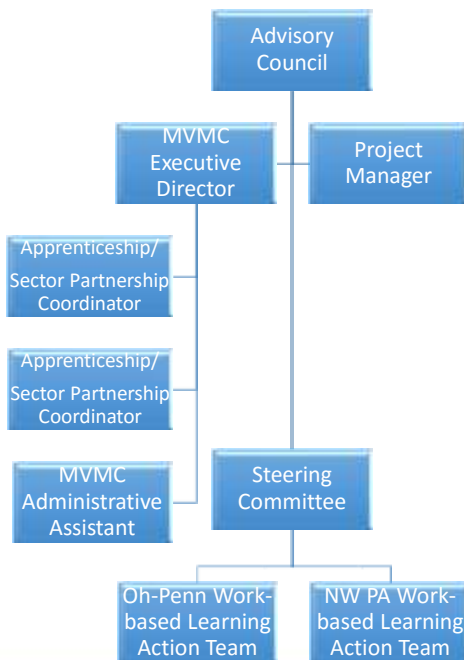
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GREATER OH-PENN APPRENTICESHIP PARTNERS

- Manufacturers, Sector Partnerships
- State Apprenticeship Councils
- State and Local Workforce Systems
- Education and Training Providers
- Adult Basic Literacy and Education
- Community-based organizations
- United Way in several counties
- Economic development organizations

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GOVERNANCE STRUCTURE



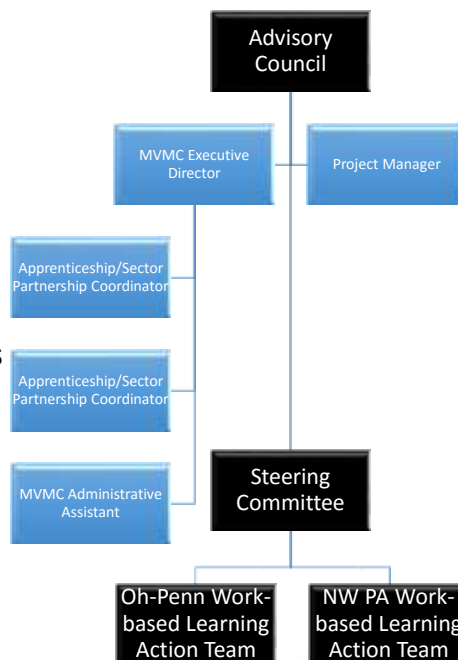
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GOVERNANCE STRUCTURE

Advisory Council - responsible for ensuring the project remains demand-driven, providing guidance and industry expertise

Steering Committee - oversee the implementation of the project with specific focus on the development and improvement of various aspects of the model.

Work-based Learning Action Teams - group of individuals responsible for implementation with a focus on building and strengthening relationships among partners involved in the initiative



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GOVERNANCE STRUCTURE DETAILS

Advisory Council - 2 manufacturing reps from each of the sector partnerships

Steering Committee

- Advisory Council + 1 member from each of the following:
- State Apprenticeship Office
- Community Colleges
- Universities
- Career and Technical Centers
- Work force Boards
- Adult Basic Education
- TANF
- Wagner Peyser Veterans Services and
- Community-based Organizations

Work-based Learning Action Teams - anyone interested in participating; practitioner level

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STATE AND NATIONAL PARTNERSHIPS

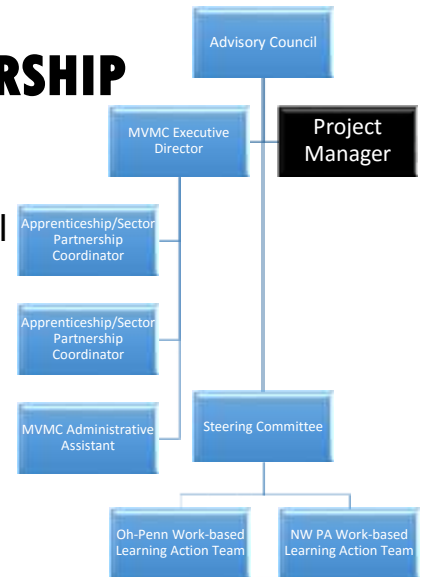
- NIMS
- National Tooling and Machining Association
- Manufacturing Institute
- Lightweight Innovation for Tomorrow (LIFT)
- Digital Manufacturing Design and Innovation Institute
- America Makes
- Ohio Manufacturers Association
- Pennsylvania's Manufacturer & Business Association



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ROLE: WEST CENTRAL JOB PARTNERSHIP

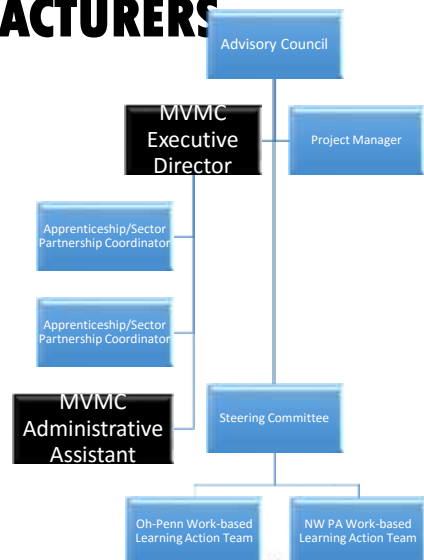
- Serve as fiscal agent
- Dedicated to grant administration and overall support for programmatic activities
- Coordination with:
 - Workforce Boards (for consistent processes and procedures)
 - American Job Center partners (to promote apprenticeships, encourage referrals of individuals to the pre-apprenticeship programs and referrals of manufacturers to learn more about the apprenticeship program)
 - National evaluator (DOL)



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ROLE: MAHONING VALLEY MANUFACTURERS COALITION

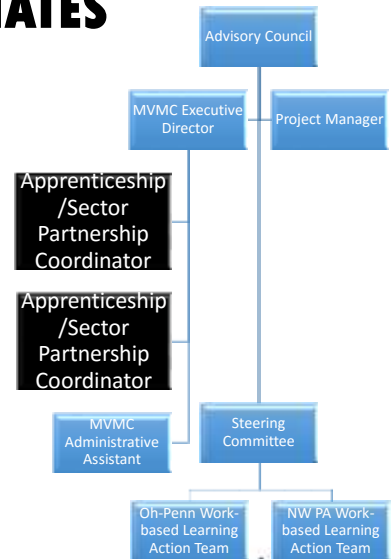
- Develop prototypes for several apprenticeship occupations
- Serve as group sponsor, registering apprenticeships on behalf of manufacturers with DOL and/or serve as a technical assistance intermediary for employers who wish to register their own programs
- Contract with Coordinators
- Coordinate peer-to-peer outreach
- Coordinate apprenticeship referrals coming in and route them to the appropriate employer partners



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ROLE: THOMAS P. MILLER & ASSOCIATES

- Provide sector partnership coordination and outreach to manufacturers to promote apprenticeships
- Coordinate Advisory Council and Steering Committee
- Develop apprenticeship model collateral materials and IndustryNeedsYou website
- Coordinate related technical instruction providers, curriculum improvement subcontractor, community colleges, and pre-apprenticeship partners
- Serve as Apprenticeship Coordinators to:
 - Act as liaisons in each state to coordinate and supplement state apprenticeship staff outreach to manufacturers,
 - Conduct presentations and educational sessions/webinars,
 - Coordinate manufacturer peer-to-peer outreach,
 - Coordinate with partners for recruitment to pre-apprenticeship programs



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APPRENTICESHIPS ARE GOOD FOR BUSINESS BENEFITS TO MANUFACTURERS

- Helps recruit and develop a highly skilled workforce
- Improves productivity and the bottom line
- Reduces turnover costs and improves employee retention
- Creates industry-driven and flexible training solutions
- Potential brand/product improvement via a highly-trained workforce
- Opportunities to offset training costs

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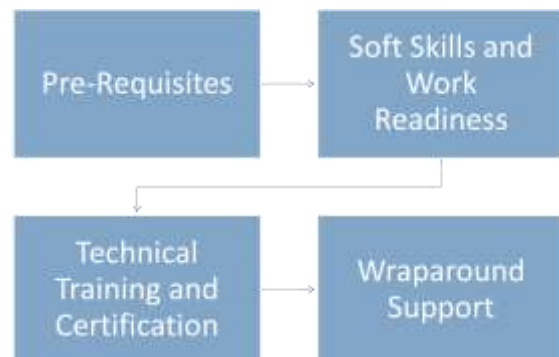
GREATER OH-PENN APPRENTICESHIP INNOVATIONS

Gaps and Barriers	Innovative Solutions
Manufacturers are uncertain of the ROI	ROI model and related outreach materials Employer reimbursements to encourage participation Peer-to-peer outreach
Current process to start up an apprenticeship program is perceived as involved and daunting	Multi-employer platform to: <ul style="list-style-type: none"> - Registered group sponsored apprenticeships - Recruit and screen applicants - Develop joint curricula
Apprenticeship programs perceived as long and rigid	Competency-based model
Individuals lack basic and soft skills, preventing entry into manufacturing career pathways	Pre-apprenticeship program leveraging existing partner resources (WIOA, ABLE, etc.)
Low levels of participation in apprenticeship programs from targeted populations	Targeted recruitment of Veterans and Transitioning Service Members, Low Skilled Population, Women and Minorities, and Transitioning Foster Children
Related Technical Instruction offerings are provided sporadically and at times/places not conducive to apprentices	Modularized and flexible offerings throughout the region with content better aligned to manufacturers' needs and industry credentials

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PRE-APPRENTICESHIP COMPONENT

- Best practice/evidence-based
- Prepares individuals to
 - enter into a career pathway and succeed in semi-skilled manufacturing production positions and/or
 - possess the requisites for entry into more advanced manufacturing skill training—including apprenticeship
 - earn OSHA 10, NCRC, & MSSC CPT



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PRE-APPRENTICE COMPONENT

Leveraging braided funding

- Oh-Penn Workforce Innovation Fund (ended October 31, 2015)
- Ohio Industry Workforce Alliance grant (2 addl cohorts through June 30, 2015)
- Adult Basic Literacy Education – in support of contextualized remediation
- WIOA – commitment to support one cohort in each Workforce Area per year for the five years of the AAI grant

Other possible sources/related activities

- Industry Partnership Worker Training Grant
- Strategic Innovation Grant
- NW PA Workforce Innovation Fund Grant
- Erie Regional Chamber and Growth Partnership-led efforts

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3 PARTS OF A REGISTERED APPRENTICESHIP

1) Standards of Apprenticeship

- Details the expectations and requirements of your program
- Specifies the occupation(s) and program type
- Application Qualifications and Selection Procedure
- OJT Hours and Wage Schedule
- Previous Credit for OJT/RI and Probation period
- Training provider(s) and minimum grade
- AAP

2) Work Process Schedule for each occupation

- Details the skills, knowledge and abilities taught during OJT
- Outlines the hours or credentials required for each skill

3) Curriculum for each occupation

- Course outline that lists each class
- Specifies the Contact Hours (time spent in class)

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GROUP SPONSORED MODEL AND INDIVIDUAL PROGRAMS

Group Sponsored Model	Individual Programs
<p>Mahoning Valley Manufacturers Coalition (MVMC)</p> <ul style="list-style-type: none"> • serves as the sponsor and • leads a group of employers as they work together to recruit, screen, hire, and train apprentices <p>Model streamlines administrative responsibilities through one POC</p> <p>Focus on Machinists, Industrial Maintenance, and Welders</p> <p>Consensus on:</p> <ul style="list-style-type: none"> • Entry requirements - drug free, strong soft skills, GED • Competency-based model • Apprentices must maintain good grades (C or better) for RTI 	<p>Employer Sponsored</p> <p>Employer prefers to have control over program and has administrative capacity to manage it</p> <p>Other Manufacturing Occupations</p> <p>Employer alone or according to Union Contract</p>

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GROUP SPONSORED MODEL



- Registered Apprenticeship in Machining – Approved and available to register apprentices
- Registered Apprenticeship in Industrial Maintenance – Approved and available to register apprentices

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APPRENTICESHIP TOOL KIT

The screenshot shows the 'industry NEEDS YOU .COM' website. The main navigation bar includes links for Home, The Industry, About Us, News, Training Programs, Careers, Resources, Apprenticeships (highlighted in red), and Manufacturing Education. Below the navigation is a 'Toolbox' section with a breadcrumb trail: Home > Apprenticeships > Toolbox. The main content area is titled 'The Who, What, When, Where, Why & How of Apprenticeships' and features three red-bordered boxes with links: 'About Registered Apprenticeships', 'Designing a Registered Apprenticeship Program', and 'Selecting Your Apprentices'. A sidebar on the right contains 'Apprenticeship Contacts' with a 'For More Information Please Contact:' section listing contact information for the American Council on Education (ACEI).

IndustryNeedsYou.com

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STATE SUPPORT

- Department of Education
 - Pre-apprenticeship
 - MSSC
- State Apprenticeship Office
 - Outreach to existing programs for expansion
 - Effective communication
 - Paperwork
 - Deadlines
- Government/Legislature
 - Create an infrastructure for more sustainable and innovative programs
 - Especially allocated to sector partnerships

PARTNERSHIPS PUSH EXCELLENCE

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Q & A

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Thank you!

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USDOL EXPECTATIONS

- Meet the Goals of Statement of Work
 - Create new apprenticeship ecosystem, and integrate Registered Apprenticeship as part of workforce transformation
 - Implement Registered Apprenticeship programs and register apprentices
 - Align systems in support of Registered Apprenticeship
 - Sustain partnerships to drive future expansion
- Ramp-Up Quickly and Effectively
- Report Accurately and Timely
- Monitor Progress

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