



THOMAS P. MILLER & ASSOCIATES

From Grassroots to Group Sponsorship

The Greater Oh-Penn Manufacturing
Apprenticeship Network

Mahoning Valley Manufacturer's Coalition – Common Challenges and Industry-Driven Solutions

- Formed in 2011
- Small and medium-sized, locally-owned manufacturers
- Collaboratively address weak pipeline of skilled workers and skills shortages



The American Apprenticeship Initiative



Employer Involvement Is Integral

Employer is the foundation for the RA program and must be directly involved and provider of OJT.



Structured On-the-Job Training (OJT) with Mentoring

Minimum of 2,000 hours
Structured and Supervised



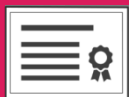
Job Related Education

144 hours recommended per year
Parallel | Front-loaded | Segmented Options



Rewards for Skill Gains

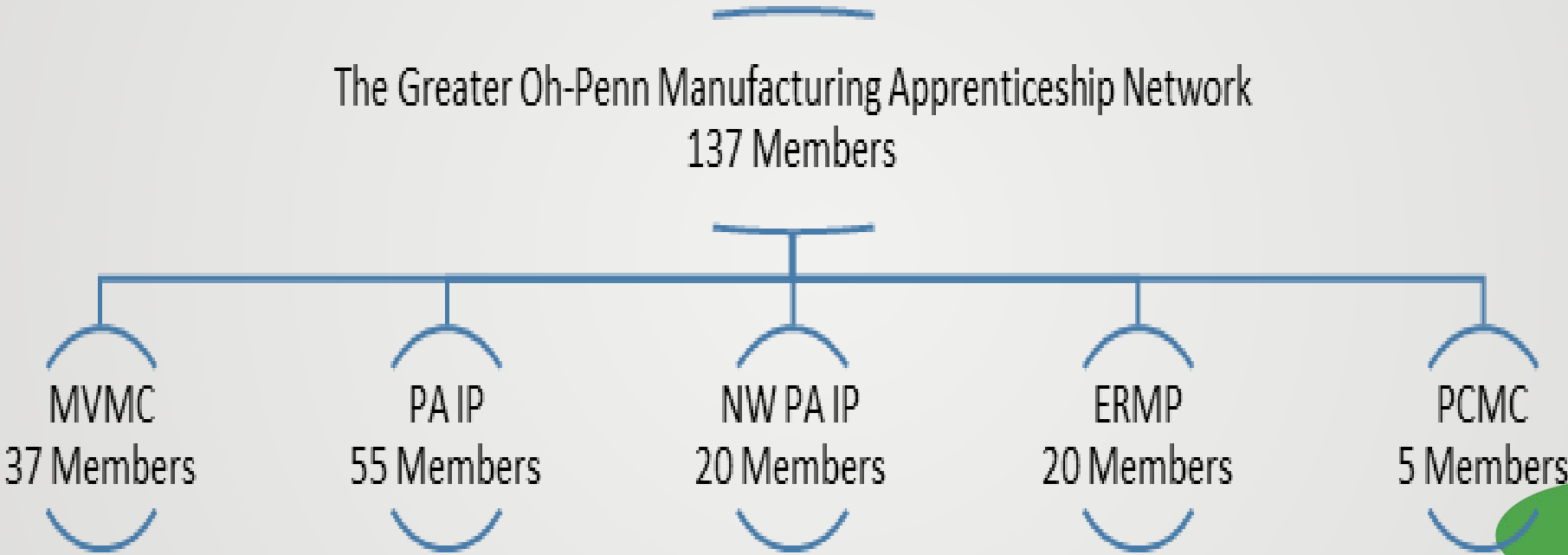
Increases in skills brings about increases in earnings.



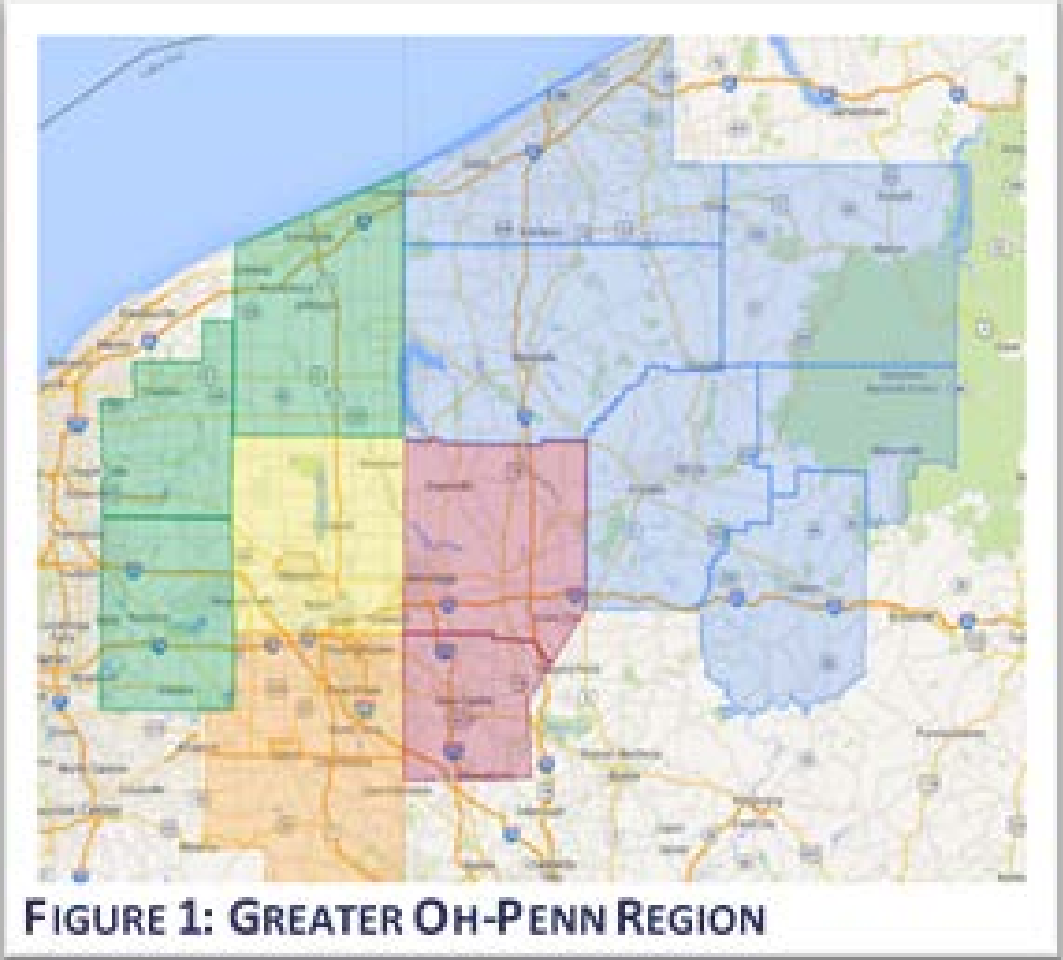
National Occupational Credential

Nationally recognized credential showing job proficiency. Sponsor certifies individual is fully competent for career.

The Network



The Region

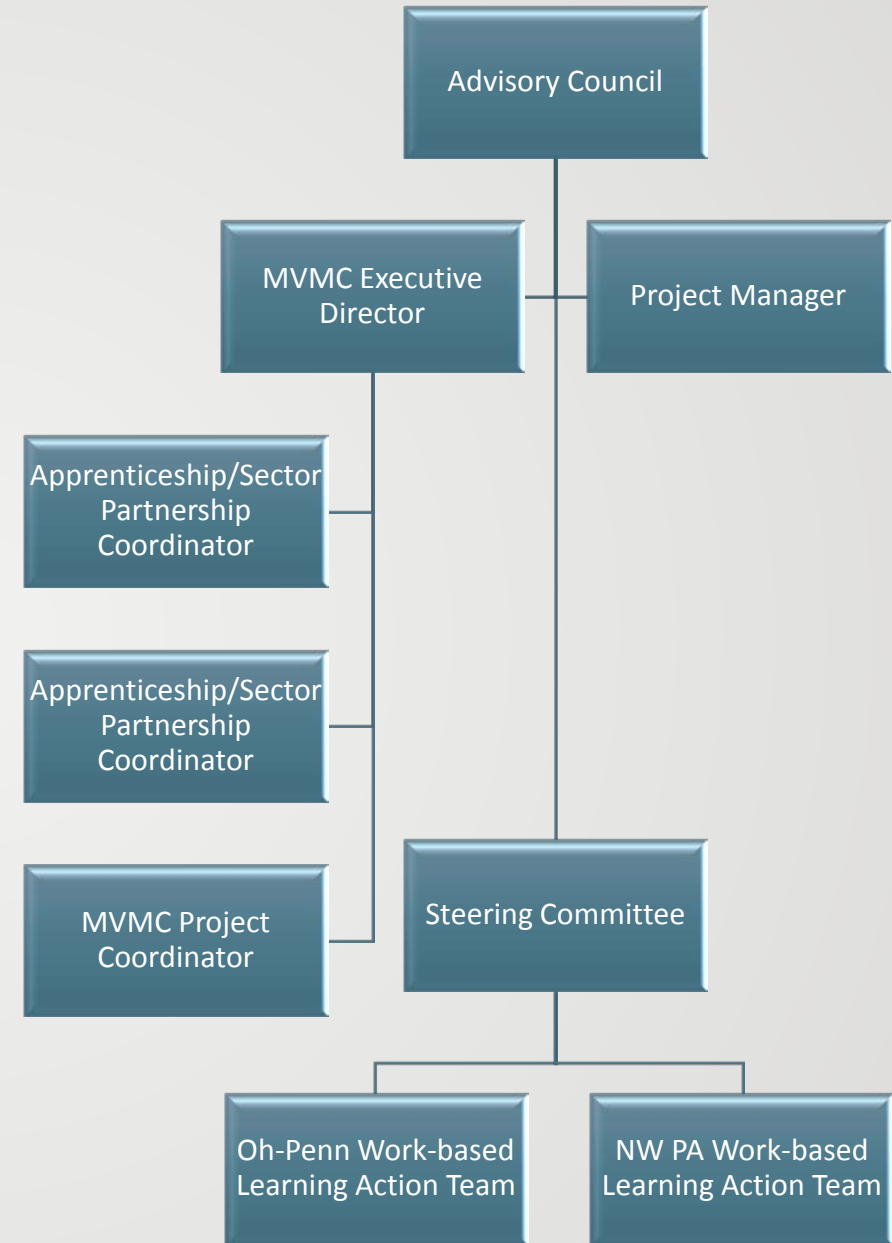


Governance Structure

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



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

Manufacturing Readiness

- 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

