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 Greater Oh-Penn Manufacturing Apprenticeship Network
137 Members

- MVMC
  37 Members

- PA IP
  55 Members

- NW PA IP
  20 Members

- ERMP
  20 Members

- PCMC
  5 Members
The Region

Figure 1: Greater OH-Penn Region
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

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<thead>
<tr>
<th>Gaps and Barriers</th>
<th>Innovative Solutions</th>
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<tr>
<td>Manufacturers are uncertain of the ROI</td>
<td>ROI model and related outreach materials</td>
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<td>Employer reimbursements to encourage participation</td>
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<td>Peer-to-peer outreach</td>
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<td>Current process to start up an apprenticeship program is perceived as involved</td>
<td>Multi-employer platform to:</td>
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<td>- Registered group sponsored apprenticeships</td>
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<td>- Recruit and screen applicants</td>
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<td>- Develop joint curricula</td>
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<td>Apprenticeship programs perceived as long and rigid</td>
<td>Competency-based model</td>
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<td>Individuals lack basic and soft skills, preventing entry into manufacturing</td>
<td>Pre-apprenticeship program leveraging existing partner resources (WIOA, ABLE, etc.)</td>
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<td>career pathways</td>
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<td>Low levels of participation in apprenticeship programs from targeted populations</td>
<td>Targeted recruitment of Veterans and Transitioning Service Members, Low Skilled</td>
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<td>Population, Women and Minorities, and Transitioning Foster Children</td>
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<td>Related Technical Instruction offerings are provided sporadically and at times/</td>
<td>Modularized and flexible offerings throughout the region with content better aligned</td>
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<td>places not conducive to apprentices</td>
<td>to manufacturers’ needs and industry credentials</td>
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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