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This webinar will be recorded and posted on: www.themanufacturinginstitute.org
Get Skills to Work for Transitioning Veterans

Community of Learners Webinar Series
April 24, 2013
Agenda

- **Employer Perspective**
  - Kimberly Ballew, HR Director - Supply Chain, Baker Hughes

- **Get Skills to Work Overview**
  - Brent Weil, Senior Vice President for Education and Workforce, The Manufacturing Institute

- **Nuts and Bolts**
  - How Your Community Can Participate
    - Rafael Vargas, Associate Vice President for Education and Workforce, The Manufacturing Institute

- **Facilitated Discussion**

- **TAACCCT – Initial Perspectives and Approaches**

- **June Webinar**
Employer Perspective: Veterans and Skills Certification

Kimberly Ballew
HR Director - Supply Chain, Baker Hughes
About Baker Hughes

- Why has the hunt for talent been so acute for your company?
Veterans and Recruitment

- How do you see veterans helping you to fill skill gaps?
Industry Certification

- How does skills certification fit within your corporate HR and recruiting strategy?
Get Skills to Work: The Context
**Mission**

*Get Skills to Work* joins manufacturers and educators to prepare and place veterans in manufacturing careers.

With an estimated 600,000 open advanced manufacturing jobs across America, this program is committed to closing the gap and creating new futures for those who worked to make ours better.
Get Skills to Work Coalition

- Launched October 2012 with GE, Alcoa, Lockheed Martin, and Boeing
- Goal of 15,000 hires through 2015; reaching 100,000 veterans
- Piloted in Cincinnati where Cincinnati State Tech built a credit track for veterans leading to the Certified Production Technician certification
Identified Pilot Sites

- Cincinnati
- Ft. Worth
- Houston
- Schenectady
- Durham
- Greenville
- Evansville
- Southern California
- Puget Sound
- Charleston
Two Major Activities

- Translating Military Experience into Civilian Opportunities
  - The Digital Badge system helps translate MOS codes, to civilian positions in advanced manufacturing. Skill matching and badge distribution will be supported by US Manufacturing Pipeline.

- Accelerating Skills Training
  - The Manufacturing Institute’s “Right Skills Now” will help prepare veterans whose military experience does not immediately qualify them for available manufacturing jobs.
Translating Military Experience into Civilian Opportunities

Accelerating Skills Training
Building on the Foundation

- Get Skills to Work leverages Institute resources and programs
  - Badging and recognition of prior learning
  - Right Skills Now program for acceleration
  - Manufacturers Endorsed Education Alliance (the “M-List”) recognizing quality manufacturing schools aligned to industry certification

- Focus on veterans means:
  - Access to funding sources such as the GI Bill
  - Corporate attention to veterans causes and diversity
The Value Proposition

- Schools, regions, companies, and associations have shown great interest in participating:
  - Demonstrate and leverage commitment to veterans
  - Unite industry behind education efforts
  - Take part in national partnership efforts, such as support from Institute for Veterans and Military Families, media opportunities, and military connections
Nuts and Bolts
Matching to Civilian Competencies

Want a great career in Manufacturing?

Start looking for jobs today!

Everything you need to find a job!

US Manufacturing Pipeline is your one-stop resource for assistance during your search for a job in the manufacturing industry.
## Initial MOS Crosswalks

<table>
<thead>
<tr>
<th>High Demand Jobs</th>
<th>Army</th>
<th>Air Force</th>
<th>Navy</th>
<th>Marine</th>
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</thead>
<tbody>
<tr>
<td>Pipefitter</td>
<td>12K, 21K, 91W</td>
<td>3E471</td>
<td>4502</td>
<td>1171, 2161</td>
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<tr>
<td>Electronic Assembler</td>
<td>94T, 94X</td>
<td>N/A</td>
<td>8312</td>
<td>15W, 5979</td>
</tr>
<tr>
<td>Machine Operator</td>
<td>44E, 91E</td>
<td>N/A</td>
<td>N/A</td>
<td>2161, 1316</td>
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Accelerating Skills Training

Fast-Track to Jobs:

- Providing workers and students with fast-track skills for employment.
- Providing manufacturers just-in-time talent from the lab/classroom to the shop floor.
- Accelerating and expanding lifelong learning opportunities for a flexible, technical workforce.
Fast track training

1 semester + internship
- Measurement, Materials and Safety
- Job Planning, Benchwork and Layout
- CNC Operator - Turning Level 1
- CNC Operator - Milling Level 1

Associate of Applied Science (Machine Tool Technology AAS)
2+2 Bachelor of Science

✓ Transitioning Military
✓ Unemployed/underemployed Veterans
Accelerating Skills Training

Partner organizations for Right Skills Now Certification:

- **Academic and Workplace Competencies (ACT)**
  • Verifies that participants have the foundational academic and career skills needed to pursue the technical training portion of the program and be successful in manufacturing jobs.

- **National Institute of Metalworking Skills (NIMS)**
  • The machining and metalworking credentials administered by NIMS make up the technical training portion of Right Skills Now.

- **Manufacturing Skills Standards Council (MSSC)**
  • The skills included in MSSC’s Certified Production Technician (CPT) credentials cover prior technical skills in production that are in immediate high demand for manufacturing jobs.

- **American Welding Society (AWS)**
  • This certification covers priority Technical skills in welding that are in immediate high demand for manufacturing jobs.
## Project Activities You Can Undertake

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<th>Activity</th>
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<tr>
<td><strong>Employer Engagement</strong></td>
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<tr>
<td>Identify and Engage Regional Industry Leadership</td>
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<td>Customize Veterans Support for Regional Employers</td>
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<td>Hold Introductory Employer Forum</td>
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<tr>
<td>Generate Internship/Hiring Protocols and Commitments</td>
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<td>Verify Competencies and Benchmark</td>
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<td>Plan Follow-up Employer Forums</td>
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## Project Activities You Can Undertake

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<td><strong>Military Engagement</strong></td>
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<tr>
<td>Engage Regional Military Leaders</td>
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<tr>
<td>Connect with Military Resources/TAP</td>
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<tr>
<td>Enroll Veterans in US Manufacturing Pipeline/Badges</td>
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<tr>
<td>Schedule Military Job Fairs</td>
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<td>Market Training Programs to Veterans</td>
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# Project Activities You Can Undertake

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<td><strong>Education/Certification Pathway Development</strong></td>
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<tr>
<td>Engage Faculty and College Leadership</td>
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<td>Audit Programs of Study</td>
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<td>Align and Map Certifications</td>
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<td>Assess Faculty and Implement Professional Development</td>
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<td>Develop Certification Partnerships</td>
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<td>Complete Education Process Flow</td>
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How Your Community Can Participate
Education

- Align to NAM-Endorsed Skills Certification System
- Pathways combining credit and industry certification are ideal for GI Bill recipients and for up-skilling of veterans
- Strong employer networks
- Eligible for schools on the M-List
- Also eligible for schools that are moving toward M-List eligibility: have dedicated funding, project manager, and tracking of veterans (e.g. TAACCCT grantees)
Employer Partners

- Visit [www.getskillstowork.org](http://www.getskillstowork.org)
- Register on [www.usmanufacturingpipeline.com](http://www.usmanufacturingpipeline.com) and upload job orders
- Work with community colleges on training programs, and commit to interviews, internships, and hires from badge-holders and veterans earning certifications
- Reach out to employer associations, customers, suppliers, etc., about the Get Skills to Work coalition
Community Opportunities

- Leverage existing resources
  - Connect via US Manufacturing Pipeline
  - Training tracks such as TAACCCT
  - Workforce system and Veterans Administration support

- Targeted job fairs
  - In pilot mode
  - Likely require resourcing

- Corporate and regional sponsorships
How to Join

- **Evaluate your current assets**
  - Certifications
  - Veterans pathways
  - Employer consortium

- **Contact The Manufacturing Institute**
  - Rafael Vargas
    - (202) 841-5560
    - rvargas@nam.org

- **Visit [www.getskillstowork.org](http://www.getskillstowork.org)**
  - Invite veterans to join GSTW and get a badge
  - Very important for manufacturers to sign up on US Manufacturing Pipeline
Facilitated Discussion

Use the Chat Box!
TAACCCCT Grant Opportunity

A First Look
Round 3 Solicitation

- http://www07.grants.gov/search/search.do?&mode=VIEW&opplId=231096
Mechanics

- Deadline for single institutions: June 18
- Deadline for consortium applicants: July 3
- Higher award level up to $25 million for consortium applications
- Chance to apply simultaneously for funding targeting the Mississippi Delta region
Key Differences

- More explicit tracking of employment results, including across multiple institutions
- Heavy emphasis on work-based training models such as apprenticeship and internship
- More explicit role for employers in program design and execution
- Prior learning assessment is there but not a core element
Of Note

- Emphasis on leveraging prior TAACCCT awards and activities
- Strong support for data tracking and longitudinal employment studies
- Additional language on alternative learning
- Articulation and 2+2 models
- Evidence based design and labor analysis very similar to round 2
The Bottom Line

- The Manufacturing Institute sees TAACCCT as a vital opportunity to take manufacturing education to scale.
- We do not have the capacity to write proposals or manage consortia.
- We will support with letters, partnerships, connections, and grant activities.
What Works

- Focused proposals
- Advanced manufacturing and the backing of the Institute
- Geographic focus or strong sector tie-in (such as aerospace or automotive)
What We Will Support

- Advanced manufacturing proposals that have a major focus on alignment to the NAM-Endorsed Skills Certification System
- Right Skills Now accelerated programs that foster continuation into degree pathways, as well as traditional pathways
- Strong employer engagement, especially with state and industry associations
Expectations for SCS Implementation

- National Career Readiness Certificate as the baseline credential for workplace readiness
- One or more pathways and one or more technical certifications
- Traditional or accelerated pathway (Right Skills Now), or a combination
New Wrinkles

- Types of proposals that might be of interest include:
  - Cross-industry proposals that use as their base the SCS
    - Such as logistics, energy, construction
  - New pathways and extensions of pathways
    - Aviation was successful in this approach
  - Leveraging prior grants
Resources

- Grant awards database and project descriptions:
  http://www.doleta.gov/taaccct/grantawards.cfm
- TA Resources:
  http://www.taconnect.org/
Proposal Development Resources

- **Using Data to Write a Compelling Statement of Need:**
  
  [https://dl.dropbox.com/u/91234420/TAACCCT/Using%20Data%20to%20Write%20a%20Compelling%20Statement%20of%20Need%20Webinar%20Slides%2003%2029%202012.pdf](https://dl.dropbox.com/u/91234420/TAACCCT/Using%20Data%20to%20Write%20a%20Compelling%20Statement%20of%20Need%20Webinar%20Slides%2003%2029%202012.pdf)

- **TAACCCT Cost Proposals:**

  [https://dl.dropbox.com/u/91234420/TAACCCT/Insights%20into%20the%20TAACCCT%20Cost%20Proposal%20Webinar%20Final%2004%202006%202012%2028%2029.pdf](https://dl.dropbox.com/u/91234420/TAACCCT/Insights%20into%20the%20TAACCCT%20Cost%20Proposal%20Webinar%20Final%2004%202006%202012%2028%2029.pdf)
Pricing SCS Implementation

- Pricing summary of sample implementations:
Please mark your calendar for the Next Community of Learners Webinar

12:00 p.m. - 1:30 p.m. (Eastern)
11:00 a.m. – 12:30 p.m. (Central)
10:00 a.m. – 11:30 a.m. (Mountain)
9:00 a.m. – 10:30 a.m. (Pacific)

June 19 – State and Federal Policies Impacting Success of Skills Certification