

NAMAP NEWSLETTER

December 2021



Connecticut State Colleges & Universities

Updates!

The National Advanced Manufacturing Apprenticeship Project (NAMAP) continued to move forward by adding 83 new participants, hosting the inaugural Equitable Recruitment & Retention Roundtable (ER3), receiving approval to use unregistered apprenticeships, and adding new subrecipient the Eastern CT Workforce Investment Board.

The NAMAP grant Statement of Work was modified to include unregistered apprenticeships. Unregistered apprenticeships (URA) provided NAMAP with flexibility in creating new training models to meet the workforce demands of anchor employers. Specifically, Lockheed Martin (LM) requested to use the Cyber Skills Acceleration Unregistered Apprenticeship Program (URA). The URA will provide additional high-quality apprenticeship opportunities for NAMAP participants and help meet the accelerated growth and demands of the cybersecurity industry.

Employer Partners:

Lockheed Martin, IBM, General Dynamics
Electric Boat, and Pratt & Whitney

Grant Partners:

NIMS, Achieving the Dream (ATD), Higher Ed
Insight, LLC (HEI), and Tooling U

Manufacturing Associations:

Aerospace Components, Manufacturers, Inc.
(ACM), California Manufacturing &
Technology Associations, Eastern Advanced
Manufacturing Alliance (EAMA), and Small
Manufacturers Association of CT (SMA).

Workforce Partners:

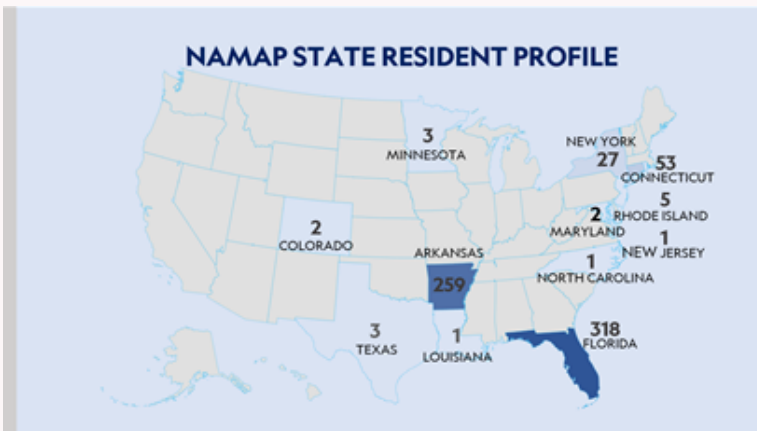
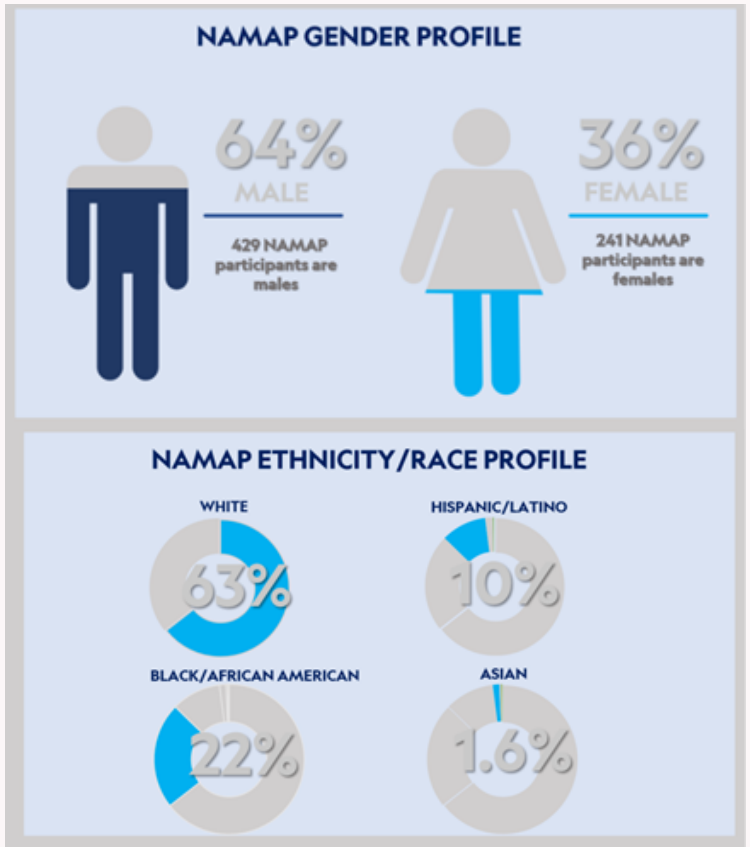
State of Connecticut Department of Labor
(CTDOL), Eastern CT Workforce Investment
Board (EWIB), Northwest
Regional Workforce Investment Board
(NRWIB) and Sound Manufacturing, Inc

Training/Education Partners:

Connecticut Center for Advanced Technology
(CCAT), Manufacturing Apprenticeship
Center, Westerly Education Center (WEC),
Quinebaug Valley Community College, Three
Rivers Community College, Asnuntuck
Community College, Goodwin College and
New England and Board of Higher Education.

Target Population

The NAMAP grant intends to serve 3,500 participants focusing on the unemployed and underemployed. An additional 83 participants were added during the third quarter of 2021 for a total count of 675 or 19 percent of the target grant deliverable. Participants are now represented by three grant partners with the contribution of the Eastern Workforce CT Investment Board (EWIB). Workforce partner EWIB contributed a total of 58 new apprentices which accounts for 8 percent of NAMAP total participants. To date, IBM has contributed 4 percent of participants with a count of 28 and Lockheed Martin represents 88 percent of all participants with a count of 589.



NAMAP has expanded regionally by serving participants in 12 states. Florida has the greatest representation with 318 participants, or 47 percent, followed by Arkansas with 259 or 38 percent, and Connecticut with 53 participants or 8 percent. The remaining states where NAMAP participants reside include Colorado, Louisiana, Maryland, Minnesota, New Jersey, New York, North Carolina, Rhode Island, and Texas.



There are now 16 distinct manufacturing occupational categories, signified by O*NET codes, represented within the NAMAP project. The area with the largest representation is O*NET code number 51-2011.00 representing Aircraft Structure, Surfaces, Rigging, and Systems Assemblers with 555 apprentices (82%) followed by O*NET 51-9061.00 Inspectors, Testers, Sorters, Samplers, and Weighers with 32 participants (5%) and O*NET 17-3023.00 Electrical and Electronic Engineering Technologists and Technicians with 16 participants (2.5%).



Apprenticeship Highlight



Pathways in Technology Early College High School (P-TECH)

IBM's P-TECH program is a public-education model that provides high school students from underserved backgrounds with the academic, technical, and professional skills and credentials they need for competitive STEM jobs. In a P-TECH school, students earn a high school diploma, an industry-recognized associate degree, and gain relevant work experience in a growing field. Each P-TECH school is a partnership between a high school, a community college, and an industry partner or partners, all working together to ensure students have the supports required to graduate college and career-ready. The model combines rigorous coursework with workplace experiences that include industry mentoring, worksite visits, paid internships, and first-in-line for job considerations with a school's industry partner. P-TECH schools are at no cost for students and their families and open enrollment with no testing or grade requirements.



Apprentice Spotlight



Justice Heughan
Technical Solution Seller Apprentice

Justice Heughan is a 19-year-old IBM apprentice located in Baltimore, Maryland. Justice joined IBM's apprenticeship program after completing the P-TECH program at Carver Vocational-Technical High School where he received his high school diploma and Associate Degree in Computer Information Systems from Baltimore City Community College. So far, Justice's experience in IBM's apprenticeship program has been great. He is surrounded by mentors and managers who not only care about his success but also care about him as an individual, which adds a new level of comfort while in an apprenticeship. His mentors are always there to answer questions or just help with his studies. Justice has had the opportunity to attend courses and workshops, where he has learned valuable transferable skills. The apprenticeship training is hands-on, which helps to better understand the content. In the past year, Justice has learned Z Hardware skills while gaining hands-on experience through projects and live sessions. His apprenticeship has allowed him to learn different mainframe functions, z/OS programming skills navigating ISPF and HCD to perform certain functions. Justice recently completed the first module of the Marist program learning the basics of z/OS where he received his first badge. IBM's apprenticeship has helped Justice kick-start his career by teaching him the fundamental skills to be successful in corporate America as well as deep and soft technical skills in specific areas such as mainframes, cloud, and programming.



Equitable Recruitment and Retention Roundtable

On September 15th, NAMAP hosted the first Equitable Recruitment & Retention Roundtable (ER3) Event. The mission of the ER3 is to build equitable apprenticeship recruitment and retention practices with NAMAP employer partners focusing on identifying challenges faced by apprentices, best practices, and effective partnerships. The roundtable will provide the opportunity to view existing practices through an equity lens to identify barriers faced by apprentices and to promote strategies to effectively recruit and retain a diverse talent pool.

The initial roundtable focused on Equitable Recruitment and was highlighted by a best practice presentation by Lockheed Martin (LM) on Veteran Recruitment. LM's proven strategy has yielded a workforce that is 20 percent veterans. The event was attended by national partners, Lockheed Martin and IBM, and local partners General Dynamics Electric Boat, Collins & Jewell, and Westminster Tool. One of the biggest takeaways from the event was "regardless of the size of the organization...we all share the same struggles with recruitment", said Ralph Watson, the Director of Human Resources & Safety of Collins & Jewell. Driven by the needs of employers, ER3 intends to be a conduit for real change within the NAMAP partnering employers.

Upcoming Events

The NAMAP team is working with Middlesex Community College (MXCC) to create video content highlighting the apprenticeship models of the NAMAP grant. The video content created will be used to spotlight the different programs of our anchor employers via the NAMAP website and social media platforms.

This program is (funded by or in part by) an \$8,000,000 Scaling Apprenticeship Through Sector-Based Strategies grant from the U.S Department of Labor, Employment and Training Administration. This program is an equal opportunity employer/program.

