

# NAMAP NEWSLETTER

Winter 2022



## NAMAP Grant Update!

- NAMAP Convening Event
- No Cost Extension
- New Subrecipient
- Grant Partner(s) Update

### 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
- New England Board of Higher Education.

### Workforce Partners:

- Connecticut Department of Labor (CTDOL)
- Eastern CT Workforce Investment Board (EWIB)
- Northwest Regional Workforce Investment Board (NRWIB)

- Sound Manufacturing Inc.

### Employer Partners:

- California Mobility Center
- IBM
- General Dynamics Electric Boat
- Lockheed Martin, and
- Pratt & Whitney

### NAMAP Grant Partners:

- Achieving the Dream (ATD)
- Higher Ed Insight
- National Institute of Metalworking Skills (NIMS)
- Tooling U Online Learning

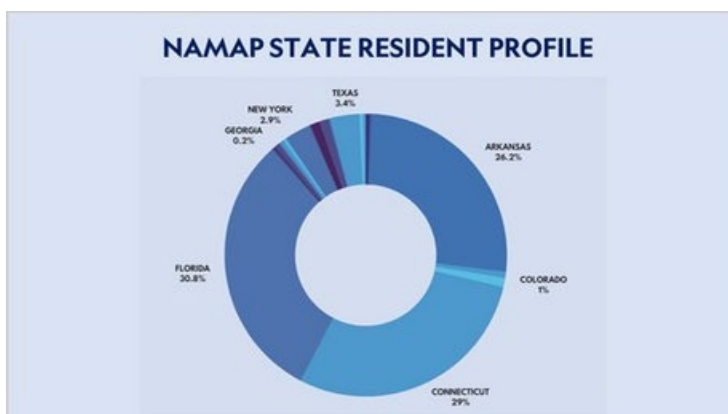
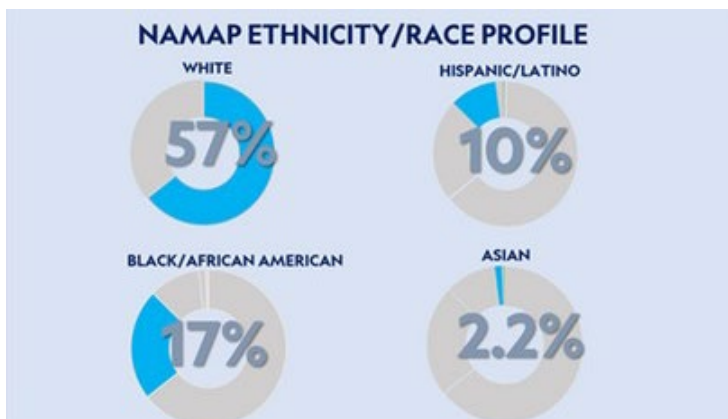
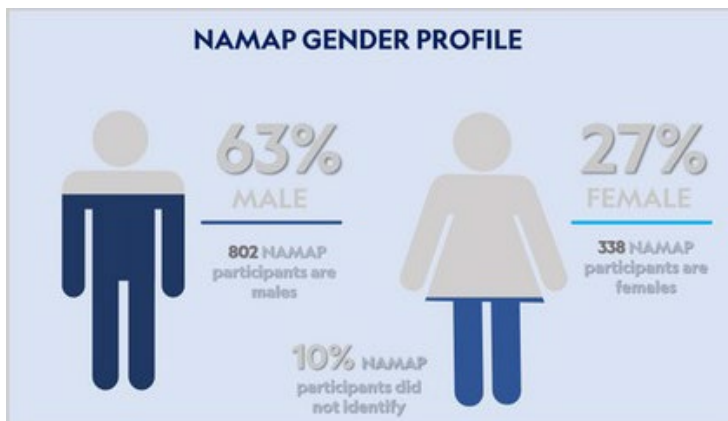
### Manufacturing Associations:

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

In the quarter ending December 31, 2022, the NAMAP grant added 105 participants for a total count of 1,454 apprentices! This number represents 41.5 percent of the target grant deliverables. Participants are represented by four grant partners. Lockheed Martin represents 30 percent of all participants with a count of 930; The Eastern Workforce Investment Board (EWIB) represents 17.5 percent of the participants with a count of 255. General Dynamic Electric Boat added 72 participants that represented 15 percent of participants with a count of 146; IBM added 3 new participants represents 3.5 percent of the participants with a count of 51.

More Good News: Residents in NAMAP expanded to Hawaii and Ohio adding to a new total of 27 states represented in the project. Connecticut is now the state with the largest representation of residents with 449 (31 percent) followed by Florida with the next largest representation with 398 participants (27 percent), and Arkansas with 361 participants (25 percent). The remaining states where NAMAP participants reside include Alabama, Arizona, California, Colorado, Georgia, Kentucky, Louisiana, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, New Hampshire, New Jersey, New Mexico, New York, North Carolina, Pennsylvania, Rhode Island, South Carolina, Texas, and Virginia.

The number of distinct manufacturing occupational categories, signified by O\*NET codes, expanded by 6 to a total of 41 within the NAMAP project. The new ONETs codes include 11-1021.00 General and Operations Managers; 15-1142.00 Network and Computer Systems Administrators; 15-1221.00 Computer and Information Research Scientists; 15-1143.00 Computer Network Architects; 15-1141.00 Database Administrators; and 15-1299.08 Computer Systems Engineers/Architects. The area with the largest representation continues to be O\*NET code number 51-2011.00 representing Aircraft Structure, Surfaces, Rigging, and Systems Assemblers with 677 apprentices (47 percent), followed by 47-2152.00 - Plumbers, Pipefitters, and Steamfitters with 111 participants (7.6 percent).





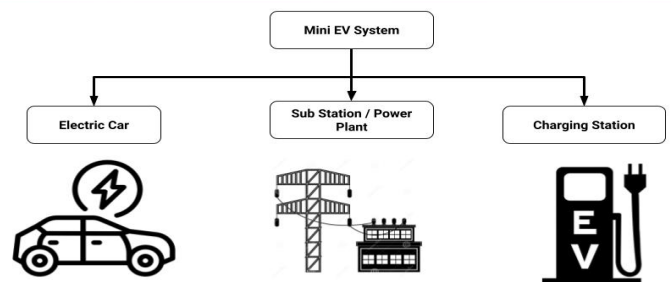
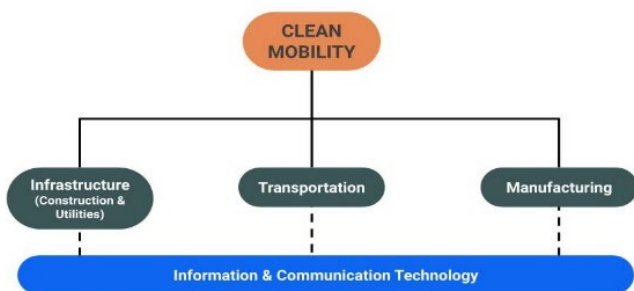
## Apprenticeship Program Highlight

The California Mobility Center (CMC) is a collaborative and new NAMAP Partner initiative between the public and private sectors. Its primary objective is to accelerate innovation and commercialization in the clean mobility space by fostering the development of new products, services, and technology. The center aims to establish an ecosystem that brings together entrepreneurs, businesses of all sizes, investors, and academia, with the goal of cultivating world-class companies.

As part of its efforts, CMC has created an assembly training program. This program serves as an initial screening process to gauge individuals' interest and motivation in pursuing a career in manufacturing. It focuses on imparting fundamental knowledge of various assembly processes and techniques, covering entry-level roles within each sector. Participants learn about fastening, adhesive bonding, soldering, crimping, joining, finishing, and inspection, utilizing a range of hand tools, power tools, and machines. Basic technical documentation and business operations are also included in the training. Safety concepts, troubleshooting skills, and hands-on exercises are incorporated to enhance the learning experience and provide insights into potential career paths.

The program span 1-week, running from Monday to Friday, with sessions scheduled from 9 a.m. to 4 p.m. The first day of orientation allows participants to complete an application, prepare their resumes, and receive forklift training documentation, facilitated by the Charles A Jones Adult Training Center (CAJ). Upon completion, participants receive an updated resume, a certificate of completion, and a stipend of \$100. Those who successfully complete the 1-week program are then invited to join tours of select manufacturers in the region. The ultimate objective for participants is to secure entry-level employment in the manufacturing workforce.

CMC is currently in the process of developing an Introduction to Clean Mobility course. This course will consolidate the hands-on activities into a comprehensive final assembly course. It will encompass various skills specific to the clean mobility industry, such as soldering for circuit boards, crimping for wire harnesses, and inspection for quality assurance. The accompanying diagrams illustrate the project breakdown and demonstrate how the course will expand to support all sectors within the Clean Mobility industry.



## Grant Partner(s) Update

- NAMAP and the California Mobility Center (CMC) have a signed subrecipient agreement. CMC will be adding 400 participants to the NAMAP grant. Participants will be training in a workforce readiness pre-apprenticeship program that mirrors the Eastern CT Manufacturing Pipeline Initiative pre-apprenticeship program. The CMC partnership provides an opportunity for small and medium-sized employers to leverage grant resources and programming, including the Equitable Recruitment and Retention Roundtables (ER3).
- Higher Ed Insight, the NAMAP third-party Evaluator, has begun focus groups with NAMAP apprentices. Through discussions with partners Lockheed Martin and IBM apprentices will receive an incentive, in the form of an E-gift card, to encourage apprentice participation in focus groups.
- General Dynamics Electric Boat (EB) added 72 pre-apprentices this quarter. Through their partnership with the Eastern Workforce Investment Board (EWIB) and the Manufacturing Pipeline Initiative (MPI), General Dynamics Electric Boat continues to help NAMAP increase the participant numbers.
- IBM continued, hiring of apprentices of three (3) Registered Apprentices in advanced manufacturing occupations. The proposed hiring plan of apprentices for this grant showed that most apprentices would be hired in the last two (2) years of the grant.
- Lockheed Martin representatives participate in monthly calls with NAMAP project leads, various DOL webinars related to reporting updates, peer grantee calls, and other DOL webinars. Lockheed Martin representatives also participated in a call with DOL's third-party evaluators related to DOL's evidence-building activity. Lockheed Martin representatives attended the CT NAMAP convening in Connecticut in November 2022 which demonstrated the value of the NAMAP program.

## Events Update

- The NAMAP Convening was designed to bring together grant anchor employers and partners to share knowledge and insight toward building and expanding apprenticeships. The Convening was the first in-person event of the NAMAP grant. The convening had representation from each anchor employer (IBM, General Dynamics Electric Boat, Lockheed Martin, & Pratt & Whitney), local employers (Collin's & Jewell & Westminster Tool), grant partners (Higher Ed Insight & Achieving the Dream), the CT Department of Labor, the Eastern CT Workforce Investment Board, and the California Mobility Center. The convening began with a grant update and a partner share. Each partner was allowed to share their involvement with the grant and speak about what they hoped to gain from the event. After the partner share, the group participated in the first in-person Equitable Recruitment and Retention Roundtable. The roundtable was highlighted by a presentation from IBM on their work with the American Council of Education (ACE). ACE reviewed multiple IBM apprenticeship programs and awarded anywhere from 45 to 48 credits to each program. IBM's presentation spoke directly to how earning college credits through apprenticeship has a significant impact on equity. IBM is intentional about recruiting apprentices from underrepresented populations, specifically those with no college degree. IBM's apprenticeships make higher education more accessible to traditionally marginalized groups. After IBM's presentation, the subsequent discussion centered around how the addition of college credit to an apprenticeship can remove barriers for those in underrepresented communities. The most prominent barrier is the prohibitive cost of higher education. After a riveting discussion, the event ended with a tour of the Three Rivers Community College Manufacturing Apprenticeship Center (MAC) at Ella T. Grasso Technical High School. The MAC is the training facility that administers the Manufacturing Pipeline Initiative and apprenticeship training for General Dynamics Electric Boat.
- December 15th, the NAMAP grant was awarded a 12-month no-cost extension. The extension will provide NAMAP with an opportunity to meet grant deliverables, and partner with smaller manufacturers.

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