

NAMAP NEWSLETTER

Fall 2022



NAMAP Grant Update!

- California Mobility Center
- Target Population
- New Occupations
- New Apprenticeship & Apprentice Highlight

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:

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

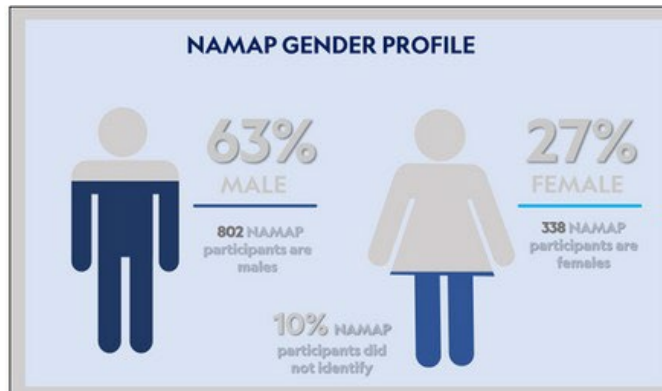
NAMAP Grant Partners:

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

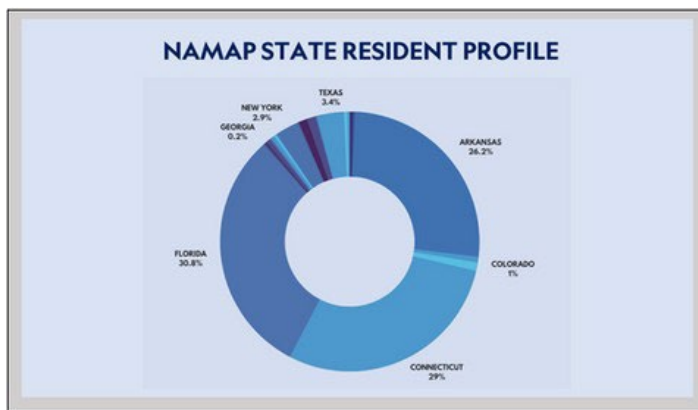
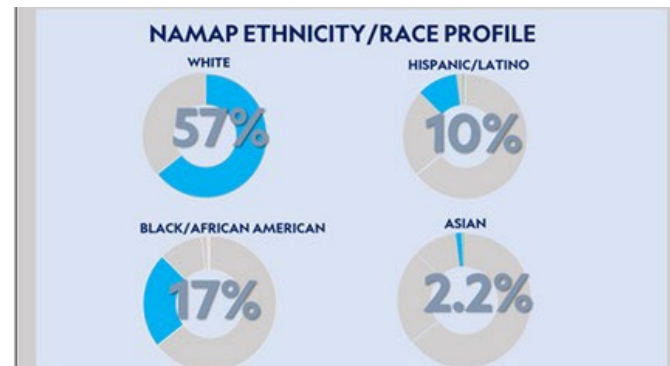
Manufacturing Associations:

- 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 September 30, 2022, the NAMAP grant added 84 participants for a total count of 1,349 apprentices! This number represents 38 percent of the target grant deliverables. Participants are represented by four grant partners. Lockheed Martin represents 66 percent of all participants with a count of 900; The Eastern Workforce Investment Board (EWIB) represents 18.5 percent of the participants with a count of 255. General Dynamic Electric Boat represented 11 percent of participants with a count of 146; IBM represents 4 percent of the participants with a count of 48.



More Good News: NAMAP expanded to Puerto Rico to include 26 new participants adding to the representation of 25 states in the program. Florida continues to have the largest representation with 390 participants (29%), followed closely by Connecticut with 385



participants (28%) and Arkansas with 354 participants (26%). The remaining states where NAMAP participants reside include the following states: 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 to a total of 35 within the NAMAP project including 3 new additions. The new O*NETs codes include 15-2051.00 Data Scientists (with 3 new participants for Lockheed Martin) and 27-1021.00 Commercial and Industrial Designers and 27-3042.00 Technical Writers at IBM. 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 670 apprentices (50%), followed by 47-2152.00 - Plumbers, Pipefitters, and Steamfitters with 83 participants (6.2%). A sample of the remaining O*NET codes includes 51-4041.00

Machinists with 61 participants (4.5%), and 64 participants for 51-4192.00 Layout Workers, Metal and Plastics (4.7%), and 53 Quality Control Inspectors, Testers, Sorters (4.0 %).



Apprenticeship Program Highlight

- The Inspector Senior occupation aligns with the Quality Control Inspector O*NET 51-9061. This is a 3,000-hour time-based apprenticeship program supplemented by a minimum required 142 hours of core-related instruction. Quality Control Inspectors will perform inspections using certified skills on both ground and flight electronic assemblies. These assemblies include cables, harnesses, sub-assemblies, and the final assembly of missiles and launchers. Inspectors will record inspection results and create electronic documentation for non-conforming hardware.
- The Southern Arkansas University (SAU) Tech provides a portion of the related instruction. Eighty hours of instruction provided on the college's campus, by SAU Tech instructors. The apprentices receive a certificate of completion from the college for this portion of their training. Through this apprenticeship, apprentices earn 8 continuing education credits from SAU Tech as well as the following Manufacturing Certifications from Lockheed Martin: MFC Basic Torquing Techniques, MFC Installation of Solid Rivets, High Strength Fasteners, and Blind Fasteners, MFC Mixing & Application of Sealants & Adhesives, MFC Click Bond Nut Plate Install, MFC CARC Paint, MFC Touch Up Paint, MFC Precision Measurement Instruments, MFC Installation of Heli-Coil Inserts, MFC Safety Wire & Cotter Pin Ops and MFC Inst of Eddie Bolt Fasteners.

Apprentice Spotlight



**Na'Keena Brown - Senior inspector
Lockheed Martin - Camden, Arkansas**

Na'Keena Brown, who's now a Senior Inspector, started her career at Lockheed Martin in March of 2022. Before starting her apprenticeship at Lockheed Martin, Na'Keena was a funeral director for 11 years. After being in the Mortician field for more than a decade, she realized that an associate degree in business would take her career to the next level. Na'Keena was trained at Lockheed Martin's Camden Manufacturing Apprentice Center in Camden, Arkansas. Before she started the apprenticeship training program, she feared she was not going to be able to catch on and learn the skills required due to her not having a background in engineering. Throughout her journey of being an apprentice, she had instructors that made her experience fun and gave her the one-on-one training that boosted her confidence to continue. During her apprenticeship, she was assigned a mentor that helped her daily to accelerate in the program and shaped her to be a successful employee today. Lockheed Martin's apprenticeship program also offered Na'Keena the opportunity to gain her associate degree while going through the apprenticeship program. She shared that before starting at Lockheed Martin, I was very shy and reserved. Now as a Senior Inspector working in the exciting Aerospace and Defense industry, she feels she has broken out of her shell and become much more outgoing. With such a great experience at Lockheed Martin, Na'Keena's son who's now a senior in high school and is taking welding has been encouraged after graduation to join the Lockheed Martin family. Just as she encouraged her son, she also stated a lot of times people go to college and the curriculum they learn is very general and can't be applied to the specific job that they have. After coming to Lockheed Martin, I can say for myself, that my education and training successfully prepared me for my role, as an Inspector at MFC Camden.

Grant Partner(s) Update

- CCMC and NAMAP have recently agreed to a Statement of Work with deliverables that will include a new pre-apprenticeship program and serve 200 participants in the Sacramento Valley area. The program will mirror the Eastern CT MPI program. It is anticipated that an agreement will likely be signed in the final quarter of 2022.
- Higher Ed Insight, the NAMAP third-party Evaluator, will soon begin focus groups with NAMAP apprentices. HEI will use focus groups to collect qualitative data from apprentices, providing insight into the quality of apprenticeship as well as best practices.
- General Dynamic Electric Boat's subrecipient agreement was signed and executed in March 2022. Through their partnership with the Eastern Workforce Investment Board (EWIB) and the Manufacturing Pipeline Initiative (MPI), General Dynamics Electric Boat will help NAMAP see an increase the participant numbers.
- IBM continued hiring, adding two additional occupations: Commercial and Industrial Designers (27-1021.00) and Technical Writers (27- 3042.00) programs.
- During the USDOL convening LM gave an overview of its apprenticeship programs and focused on its use of Apprenticeship Navigators to help grow apprenticeships across Lockheed Martin. Now as USDOL Apprenticeship Ambassador, LM will be attending more national DOL-hosted meetings and expanding its outreach and networking activities around apprenticeship—and sharing best practices such as its successful Apprenticeship Navigator program.

Upcoming Events

- NAMAP, in partnership with Achieving the Dream, is planning an in-person convening on Tuesday, November 15, 2022. The event will be a chance to celebrate and discuss the success and challenges of the NAMAP grant. As a part of the convening, an in-person Equitable Recruitment & Retention Roundtable (ER3) will also take place. The ER3 will focus on the benefits of adding college credit as a credential to apprenticeship programs and how this impacts the retention of people from underrepresented communities.
- NAMAP has officially applied for a No-Cost Extension and is awaiting a response from the USDOL. Approval of the No-Cost Extension is a critical step toward meeting the grant deliverables. NAMAP has gained momentum this year due to the subsiding impacts of COVID-19.

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.