Strong Workforce Apprenticeship Group (SWAG)

Tracy DiFilippis, Apprenticeship Coordinator, Goodwill SoCal
Jeffrey Forrest, Vice-President, Workforce Development, College of the Canyons
Daniel Wierman, Executive Assistant, S&H Machine

Moderator:
Emily Tjaden Sylvester, AMP SoCal

AMP SoCal Webinar Series: Episode 7
February 16, 2018 - 10:00 a.m
About AMP SoCal

• The Advanced Manufacturing Partnership for Southern California (AMP SoCal) is a collaboration of more than 135 different organizations.

• Its goal is to strengthen the industrial ecosystem for aerospace and defense manufacturers.

• AMP SoCal is led by the University of Southern California (USC) Sol Price School of Public Policy - USC Center for Economic Development.

• AMP SoCal supports the aerospace and defense manufacturing industry within the 10-county Southern California region.
Logistics

• All audio will stream through your computer speakers.

• Please submit your questions anytime throughout the presentation in the chat box, located on the bottom of your screen.

• Webinar recording and slides are posted within one week of the event.

ampsocal.usc.edu/webinars
Today’s Speakers

Tracy DiFilippis,
Apprenticeship Coordinator
Sector Strategies Manager
Goodwill Southern California

Jeffrey Forrest
VP, Economic and
Workforce Development
College of the Canyons

Daniel Wierman
Executive Assistant
S&H Machine
A New Day for Apprenticeship in California!
Tracy DiFilippis, Apprenticeship Coordinator
Goodwill Southern California
Jeffrey Forrest, Vice-President, Workforce Development
College of the Canyons
Daniel Wierman, Executive Assistant
S&H Machine
Agenda

• America’s greatest threat: The Skills Gap
• SWAG: Responding to the demand for Apprenticeship in California
• SWAG: A Unique Partnership – An Innovative Approach
• SWAG: Our Mission
• SWAG: How we make apprenticeship happen in California
• SWAG: More than a Cool Name for Apprenticeship
• SWAG: A Movement that’s getting RESULTS!
• SWAG: Our Growing Corporate Family!
• SWAG: Employer Voice
• SWAG: How we serve the Workforce Development Community
• SWAG: Powered By Partnership
Over the next decade nearly **3 1/2 Million** manufacturing jobs likely need to be filled.

The skills gap is expected to result in **2 Million** of those jobs being unfilled.

CEOs and manufacturing executives around the world identify talent-driven innovation as the number one determinant of competitiveness. Yet, manufacturing executives report a significant gap in their ability to find talent with required skills. More troubling...the skills gap is expected to grow substantially over the next decade. What impact could the gap have on company performance and how large is the gap likely to grow? The Manufacturing Institute and Deloitte conducted a study to understand the impact and extent of the skills gap, and the study results are as follows:

**Filling jobs is no easy task**

- It takes 90+ days to recruit highly skilled workers.
- 84% of executives agree there is a talent shortage in U.S. manufacturing.
- 80% of manufacturing companies are willing to pay more than the market rates in workforce areas reeling under talent crisis.
- **SIX out of TEN** open skilled production positions are unfilled due to talent shortage.

**The skills gap is widening**

Over the next decade nearly **3 1/2 Million** manufacturing jobs will likely be needed and **2 Million** are expected to go unfilled due to the skills gap.

**The implications are significant**

Every job in manufacturing creates another 2.5 new jobs in local goods and services.

For every $1 invested in manufacturing, another $1.37 in additional value is created in other sectors.

The skills gap is widening.

Over the next decade nearly **3 1/2 Million** manufacturing jobs will likely need to be filled.

By 2025 the skills gap is expected to grow to **2 Million** manufacturing jobs unfilled due to the skills gap.

In 2011, 600K jobs were unfilled due to the skills gap.

Only 1.4 Million jobs are likely to be filled leading to an expected **2 Million** manufacturing jobs unfilled due to the skills gap.

By 2025 the skills gap is expected to grow to **2 Million** manufacturing jobs unfilled due to the skills gap.

In 2011, 600K jobs were unfilled due to the skills gap.

- **2.7 Million** baby boomer retirements
- **700K** manufacturing jobs expected from economic expansion
- **2 Million** manufacturing jobs are likely to be needed over the next decade

**Developing talent is essential**

Adding to the complexity is finding workers with the skills required to meet today’s advanced manufacturing requirements.

The most effective skilled production workforce development strategies cited by executives are:

- **94%** Internal employee training and development
- **72%** Involvement with local schools and community colleges
- **64%** External training and certification programs
- **49%** Creation of new veteran hiring programs

**Percentage of executives that indicate current employees are not sufficient in key skills**

- **71%** technology/computer skills
- **69%** problem-solving skills
- **67%** basic technical training
- **60%** math skills

**Talent shortage impact to the business**

- **82%** of executives believe the skills gap will impact their ability to meet customer demand
- **78%** implement new technologies and increase productivity
- **69%** provide effective customer service
- **62%** innovate and develop new products
- **48%** expand internationally

The retirement of baby boomers, strength of the economy and attractiveness of the industry are ranked among leading factors impacting the talent shortage.
SWAG: Responding to the demand for Apprenticeship in California

• Apprenticeship is the hottest workforce development initiative in the nation (President’s Executive Order, CWA, National Skills Coalition)

• Sense of urgency for Workforce Development Boards, Community-Based Organizations, and Community Colleges to implement apprenticeships that are cost-effective and meet industries needs

• Government regulations, company engagement and curriculum alignment issues have overwhelmed the Workforce Development Community...

• Despite the hype behind apprenticeship, little progress has been made in delivering apprenticeship on a consistent basis...until now
A Unique Partnership an Innovative Approach!
SWAG: Our Mission

• To drive the expansion of apprenticeship in the State of California, and throughout the country by partnering with industry, education, workforce development, and government;

• To support companies in developing a pipeline of talent through meaningful work experiences;

• To work with education to provide instruction that aligns with the needs of employers;

• To offer strategic support and guidance to the workforce development community to aid in the integration of apprenticeship into their workforce agenda;

• To create guided pathways to gainful employment for all citizens, which will lead to long-term economic growth and prosperity for our nation.
How we make apprenticeship happen...

- FED/State Registration
- Alignment With State Initiatives
- Company Engagement
- Program Development/Implementation
- Advisory Services
More than a Cool-sounding name

Lots of great initiatives with cool names making big promises are laid to rest in the Workforce Development Graveyard...
A Movement that’s getting real RESULTS!

• Approved Federal Standards for 10 occupations in Manufacturing and Logistics;
• Endorsement by the Division of Apprenticeship Standards (DAS) for State-wide approval;
• 17 companies have signed agreements to participate in apprenticeship under SWAG; an additional dozen or so are expected to enter agreements by the end of the year 2018;
• SWAG is reaching out to other institutions throughout LA County to identify and recruit apprentices for local companies;
• SWAG is serving 8 companies and 53 apprentices in both advanced manufacturing and global trade and logistics;
• Endorsement by Montez King, CEO of the National Institute of Metalworkers Skills (NIMS). Montez serves on the President’s Taskforce for Apprenticeship Expansion;
• Related Technical Instruction will begin for 31 apprentices in 7 companies in Advanced Manufacturing February 2018.
Our Growing Corporate Family!
Employer Voice!

- Daniel Wierman – S&H Machine – Executive Assistant to David Fisher
- [http://shmachine.com/](http://shmachine.com/)
- Over 55 years in business A&D market
- 80+ employees
- 2 Locations / Burbank – El Monte
- Wall to wall CNC Machining Centers
- 8 Buildings totaling 47K sq. ft.
- 8 apprentices in 5 occupations
- Contact for Daniel [Daniel.Wierman@Shmachine.com](mailto:Daniel.Wierman@Shmachine.com)
How we Serve the Workforce Development Community

<table>
<thead>
<tr>
<th>Companies</th>
<th>WDB’s/CBO’s/CWA</th>
<th>Community Colleges</th>
</tr>
</thead>
<tbody>
<tr>
<td>Needs Assessment</td>
<td>Strategic Planning</td>
<td>DOL/DAS Navigation</td>
</tr>
<tr>
<td>Work Process Development</td>
<td>Environmental Assessment</td>
<td>Company Engagement Tools</td>
</tr>
<tr>
<td>Recruitment/Placement</td>
<td>Gap Analysis</td>
<td>RTI Coordination</td>
</tr>
<tr>
<td>Administrative Support</td>
<td>Implementation Support</td>
<td>Implementation Support</td>
</tr>
</tbody>
</table>
How to reach us

• Tracy DiFilippis: tdifilippis@goodwillsocal.org
• Jeffrey Forrest: jeffrey.forrest@canyons.edu
• Website: www.sw-apprenticeshipgroup.com
THANK YOU!!
Visit ampsocalsocal.usc.edu for more webinars and information