

NAMAP NEWSLETTER

Spring 2023



NAMAP Grant Update!

- Grant Update
- Grant Partner(s) Update
- Event 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

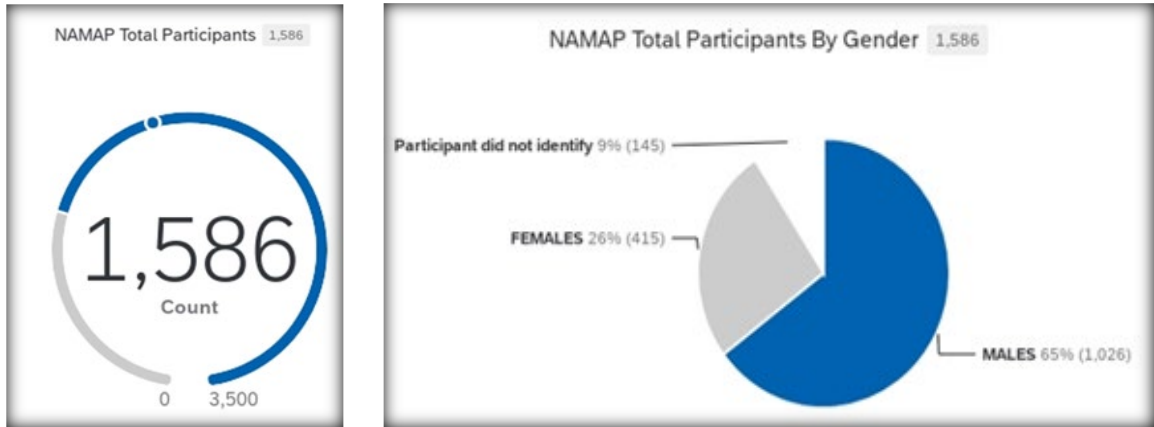
NAMAP Grant Partners:

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

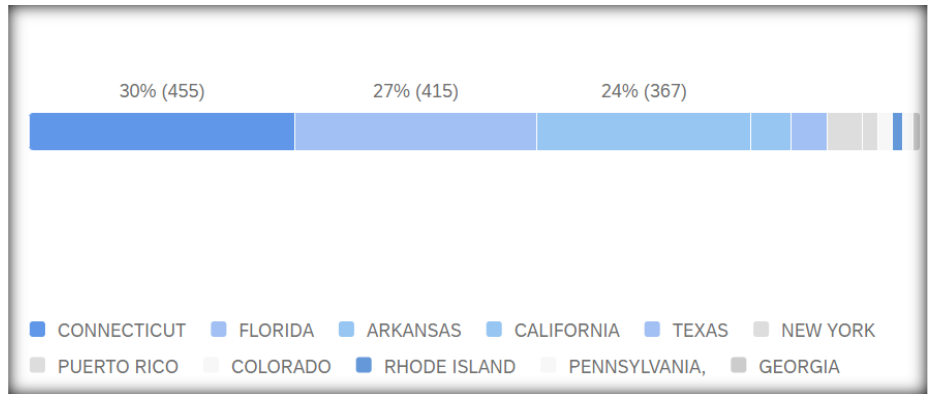
Manufacturing Associations:

- 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 March 31, 2023, the NAMAP grant added 132 participants for a total count of 1,586 apprentices! This number represents 45.5 percent of the target grant deliverables. Participants are represented by four grant partners. Lockheed Martin represents 63 percent of all participants with a count of 1,002; The Eastern Workforce Investment Board (EWIB) represents 16 percent of the participants with a count of 255. General Dynamic Electric Boat added 218 participants that represented 14 percent of participants with a count of 146; IBM added 10 new participants represents 4 percent of the participants with a count of 61.



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 455 (30 percent) followed by Florida with the next largest representation with 415 participants (27 percent), and Arkansas with 367 participants (24 percent). The remaining states where NAMAP participants reside include Alabama, Arizona, California, Colorado, Georgia, Hawaii, Kentucky, Louisiana, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, New Hampshire, New Jersey, New Mexico, New York, North Carolina, Ohio Pennsylvania, Rhode Island, South Carolina, Texas, and Virginia.



The number of distinct manufacturing occupational categories, signified by O*NET codes, expanded by 5 for a total of 46 being used within the NAMAP project. The new ONETs codes include 13-1111.00 Management Analysts, 17-2061.00 Computer Hardware Engineers, and 17-2141.00 Mechanical Engineers, which are occupational areas being used by Lockheed Martin. IBM added 17-a3012.00 Electrical and Electronics Drafters, and NAMAP is now represented by Electromechanical Equipment Assemblers with the addition of the California Mobility Center as an employer partner. 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 697 apprentices (44%), followed by 47-2152.00 - Plumbers, Pipefitters, and Steamfitters with 111 participants (7.0%) and 4.5 percent or 71 participants are identified under 17-2072.00 Electronics Engineers.

Grant Partner(s) Update

- California Mobility Center (CMC) successfully executed the subrecipient agreement and added 50 engaged employer partners through its partnership with the Sacramento Valley Manufacturing Alliance (SVMA). Additionally, CMC successfully enrolled its first 50 participants into the pre-apprenticeship program, which aims to prepare apprentices to enter the local workforce through partnering with local SVMA companies. CMC focuses on screening participants' interest and motivation in a manufacturing career, while providing fundamental knowledge of assembly processes and techniques. This program, titled Intro to Assembly pre-apprenticeship, lasted for a week from Monday through Friday. The program included orientation, onboarding, resume preparation, and forklift training, which was conducted by the Charles A Jones Adult Training Center (CAJ). Upon completion of the program, participants received an updated resume, a completion certificate, and a completion stipend of \$100. Participants were also invited to join a tour with select manufacturers throughout the region to further enhance their learning and networking opportunities. Overall, CMC's pre-apprenticeship program has successfully added 50 pre-apprentices to NAMAP's program this quarter, which is a significant accomplishment. In parallel with the assembler training, the CMC developed an Introduction to Clean Mobility course. This new course consolidated hands-on activities into a singular final assembly aligned with different skill sets such as soldering for circuit boards, crimping for wire harnesses, and inspection for quality assurance. The CMC plans to expand the course to support all sectors involved in the Clean Mobility industry.
- Higher Ed Insight, the NAMAP third-party Evaluator, began conducting interviews and focus groups with NAMAP apprentices to collect qualitative data for the annual evaluation report, which HEI will provide in June.
- General Dynamics Electric Boat (EB) did not add any pre-apprentices to the program this quarter. Participants started programs during the quarter but did not complete them, so they will be included in the next quarter's reporting. Electric Boat maintains a strong partnership with the Eastern Workforce Investment Board (EWIB) and the Manufacturing Pipeline Initiative (MPI), which may help NAMAP reach its participant goals despite the pandemic-related delays.
- IBM hired ten registered apprentices in advanced manufacturing occupations during the first quarter of 2023. The proposed hiring plan of apprentices for this grant showed that most apprentices would be hired in the last two years of the grant.
- Lockheed Martin added 72 participants during the quarter, continuing to provide Related Technical Instruction (RTI) and On-The-Job Learning (OJL) in the first quarter of 2023. The company's quality workforce development programs support their critical skill needs across the enterprise.
- NAMAP and NIMS partnership has taken a novel approach to utilizing NIMS services to support the grant. NIMS is generously sharing its network to assist the NAMAP team in identifying additional employer partners. Currently, NIMS is collaborating with Sargent Aerospace in Arizona to develop an unregistered apprenticeship program for Machining. The program aims to train 25 or more participants once completed. If discussions continue to progress positively, NAMAP should be able to support and add Sargent Aerospace as a subrecipient.

Upcoming/Event Update

- The NAMAP team is working on completing contract extensions for Grant Partners (Higher Ed Insight, NIMS, and Achieving the Dream) and Subrecipients (IBM, Lockheed Martin, Electric Boat, and California Mobility Center).
- Recruiting Small & Medium Sized Manufacturers to increase the number of participants.
- NAMAP and ATD is planning an in-person convening & Equitable Recruitment & Retention Roundtable event in the Fall 2023.

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.