

NAMAP-CT NEWSLETTER

Summer 2022



What's New?

- NAMAP Adds Construction & Information Security Occupations
- General Dynamics Electric Boat Provides New Participants
- USDOL Conducts Enhanced Desk Monitoring Review
- H-1B Scaling Apprenticeship Schedules Fall Convening
- NAMAP Prepares for No Cost Extension

Employer Partners:

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

NAMAP Grant Partners:

Achieving the Dream (ATD), Higher Ed Insight, NIMS and Tooling U Online Learning

Manufacturing Associations:

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

Workforce Partners:

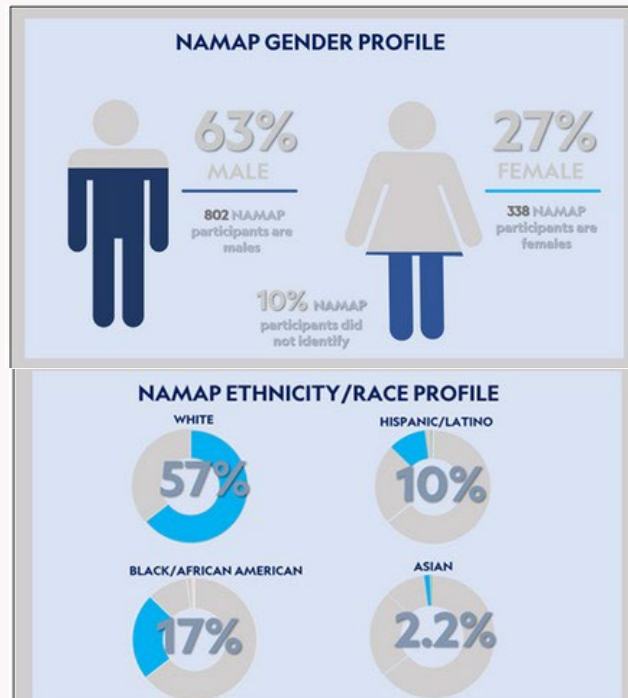
Eastern CT Workforce Investment Board (EWIB); Northwest Regional Workforce Investment Board (NRWIB); State of Connecticut Department of Labor (CTDOL) and Sound Manufacturing Inc.

Training/Education Partners:

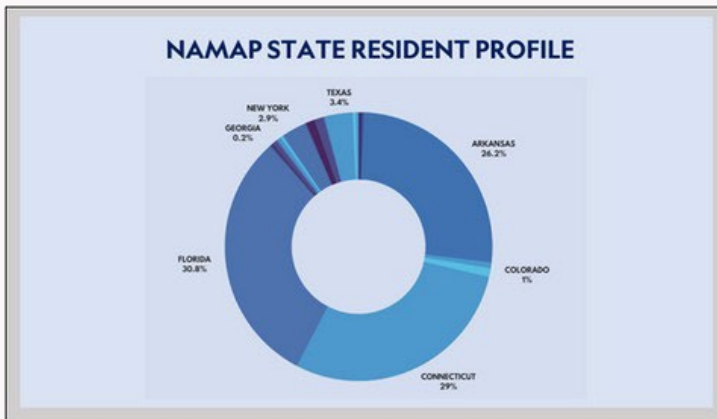
Connecticut Center for Advanced Technology (CCAT); Manufacturing Apprenticeship Center; Westerly Education Center (WEC); Quinebaug Valley Community College; Three Rivers Community College; Asnuntuck Community College; Goodwin College; and New England Board of Higher Education.

Targeted Population

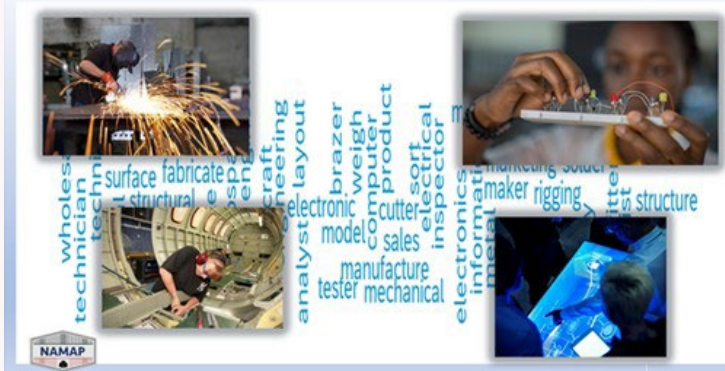
The NAMAP grant added 283 participants in the quarter ending June 30, 2022, for a total count of 1,265 apprentices or 36 percent of the target grant deliverables. Participants are represented by the following four grant partners: Lockheed Martin represents 66 percent of all participants with a count of 834; The Eastern Workforce Investment Board (EWIB) represents 20 percent of participants with a count of 255; General Dynamic Electric Boat represented 10.4 percent of participants with a count of 131; and, IBM represents 4 percent of participants with a count of 45.



NAMAP expanded nationally by adding residents from an additional 3 states for a total of 25 states thereby nearly doubling the initially proposed service area of 13 states. Florida continues to have the largest representation with 390 participants (31%), followed by Connecticut with 367 participants (29%) and Arkansas with 332 participants (26%). With the addition of Arizona, Georgia, and New Hampshire the remaining states where NAMAP participants reside include the following: Alabama, California, Colorado, Kentucky, Louisiana, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, New Jersey, New Mexico, New York, North Carolina, Pennsylvania, Rhode Island, South Carolina, Texas, and Virginia.



NAMAP O*NET MANUFACTURING OCCUPATIONS PROFILE



The number of manufacturing occupational categories signified by O*NET codes expanded to a total of 32 within the NAMAP project including 10 new additions. The first addition comes from the Electric Boat participant pool with 47-2141.00-Painters, Construction, and Maintenance. The remaining new O*NETs are Lockheed Martin participants which include 11-3051.00 Industrial Production Managers, 15-1199.01 Software Quality Assurance Engineers and Testers, 15-1252.00 Software Developers, 15-1299.05 Information Security Engineer, 15-1299.09 Information Technology Project Managers, 15-113.100 Computer Programmers, 17-2071.00 Electrical Engineers, 17-2072.01 Radio Frequency Identification Device Specialists, 17-2112.00 Industrial Engineers, and 17-3023.00 Electrical and Electronic Engineering Technologists and Technicians, an area new to Lockheed Martin. 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 652 apprentices (52%), followed by 47-2152.0 Plumbers, Pipefitters, and Steamfitters with 83 participants (6%), O*NET 51-4041.00 Machinists with 61 participants, and 59 participants for 51-4192.00 Layout Workers, Metal and Plastics (4.7%).

EASTERN CT MANUFACTURING PIPELINE INITIATIVE (MPI)



Apprenticeship Highlight

LOCKHEED MARTIN

Lockheed Martin created a Cyber Skills Acceleration Unregistered Apprenticeship (URA) Program. The program provides newly hired and existing apprentices with the technical instruction, on-the-job learning, and mentorship needed to achieve competency in the critical skill areas that will move Lockheed Martin forward and provide its workforce with industry-recognized credentials. The Cyber Skills Acceleration URA Program is meant to accelerate the participant towards the attainment of cyber-related skill sets which are critical to Lockheed Martin's digital transformation initiative as well as the cyber security requirements of the US Department of Defense. This program was created with the same hallmarks as a Registered Apprenticeship program. However, it does not necessitate the 144-hour minimum related instruction hours per year that a traditional Registered Apprenticeship program requires.

Lockheed Martin's reasoning for creating an unregistered apprenticeship was to assist participants with meeting the need to fill a specific skill gap that allows them to pivot within their job function as Cyber skills are beginning to be a requirement, to some degree, in many different job roles. The Unregistered Apprenticeship program is a good fit for closing skill gaps and gaining credentials. Lockheed Martin Apprentice enrollment in the Cyber Skills Acceleration URA program is evidenced by their registration in their first Related Instruction course applicable to credential attainment.

Apprentice Spotlight



Silvana Moran-Vargas- MPI Student
General Dynamic Electric Boat- Groton, CT

Silvana Moran- Vargas studied manufacturing and received her master's degree from the University of Connecticut (UConn); however, Silvana wanted to work at Electric Boat (EB) which led her to sign up for the Manufacturing Pipeline initiative (MPI) Pre-Apprenticeship Program to gain hands-on experience that aligns with her manufacturing degree. The MPI program was a different experience from what she learned in her graduate program, which was mostly numbers related. According to Silvana, "Being in the MPI program has been very pleasant" as she enjoyed learning from both her instructors and mentors. Watching and working with people that make the actual parts gave her a different insight on manufacturing. Silvana gained insight on blueprint reading, took part in a math refresher course, and worked in the manufacturing shop obtaining quality control training to work on computer numerical control (CNC) machines. Once Silvana completes the MPI program, she plans to get her security clearance to work at Electric Boat. Silvana is excited and looks forward to starting her career at Electric Boat. Silvana is grateful for the additional training in which she knows will be worth it in the end.

Grant Partner(s) Update

NAMAP employer partners added 283 participants in the quarter ending June 30, 2022. Electric Boat, now officially a grant subrecipient, is ready to move forward with adding over 1,000 participants to the grant via the Eastern CT Manufacturing Pipeline Initiative (MPI) pre- apprenticeship training program. Electric Boat will add 825 pre-apprentices and 200 registered apprentices to the NAMAP grant in occupations supporting the Submarine-Shipbuilding industry such as Welders, Inside and Outside Machinist, Pipefitters, Planners, Painters, and Shipfitters. Each occupation being critical to Electric Boat's mission of supporting the US Navy. IBM's hiring of apprentices continued with the hiring of nine (9) Registered Apprentices in advanced manufacturing occupations. IBM has implemented an Apprenticeship Journey Map to help apprentices navigate and prioritize their journey through IBM's Registered Apprenticeship Program. Lockheed Martin continues to provide technical training to apprentices once they are out on the manufacturing floor. Lockheed Martin's Missiles and Fire Control site in Ocala, Florida, apprentices are trained partially at the College of Central Florida, by Lockheed Martin instructors in a lab that mimics the training lab and work site. Lastly, the California Mobility Center (CMC) and the National Advance Manufacturing Project (NAMAP) are working together to expand the Manufacturing Pipeline Initiative (MPI) program to the California area. CMC is working with Sacramento Valley Manufacturing Alliance (SVMA) and Siemens to develop pre-apprenticeship programs to prepare workers for entry into the manufacturing industry in the Sacramento area.



Equitable Recruitment and Retention Roundtable

In lieu of a fall ER3 event, NAMAP plans to invite all grant partners to attend sessions at the H-1B Scaling Apprenticeship, Taking Apprenticeships into the Future convening scheduled for September 20 – 22, 2022. This conference is designed to bring Scaling Apprenticeship grantees together to discuss common topics of interest and to provide opportunities for both expert and peer sharing, specifically around collaboration and the scaling and sustainability of grant elements. Check out the *Taking Apprenticeships into the Future convening* announcement on WFGPS for more information.

USDOL Enhanced Desk Monitoring Review

The NAMAP team participated in the grant's first USDOL Enhanced Desk Monitoring Review (EDMR), during the week of June 20, 2022. Overall the EDMR went well, but there were two minor findings. The two findings dealt with 1) low performance due to the challenges of the COVID-19 Pandemic and 2) underreporting of accruals. The EDMR was critical in helping provide much-needed technical support in areas of the grant. With the review complete, the NAMAP Team is prepared and ready to move forward and close out the final year of the grant—strong.

No Cost Extension Process

As NAMAP enters the final year of the grant, preparation is underway to apply to the Department of Labor (DOL) for a No-Cost Extension to July of 2024. Information from each NAMAP employer partner is needed to submit the request to DOL. A significant part of the extension is to provide an estimate of the NAMAP grant's future performance and budget to understand what the NAMAP grant performance and budget would look like if the grant ended on schedule versus ending with a 12-month No-Cost Extension. Preparation will include proposed budget and performance numbers including Match/Leverage and Participant Performance profiles to align with the Statement of Work Goals. After submission, DOL may elect to exercise its option to award the No-Cost Extension to the NAMAP grant for an additional period at its own discretion based on the success of the program and other relevant factors. A decision of the No-Cost Extension is expected by December 1, 2022.

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.