What’s effecting our workforce?

• Manufacturing workforce training needs in the region are being driven by three major trends.
  
  • What are they?
  
  • Any ideas?

Are you right?

• Technology Changes
• Aging Workforce
• Manufacturing Productivity Increasing
Strong Recovery

- The US economy is experiencing a strong recovery
- Creating millions of jobs
- Not enough skilled workers to fill these jobs
- Five million jobs remain unfilled in United States

WHO ARE AMERICA’S FRONTLINE WORKERS?

THERE ARE OVER 24 MILLION FRONTLINE WORKERS IN THE UNITED STATES.
UpSkilling refers to skills development and training of employees for the purpose of:

• Enhancing skill sets to provide better performance

• Providing skills and opportunities required to advance

• Providing opportunities to “backfill” vacant slots with other employees positioned to move up the organization.
Why does upskilling make business sense?

• Addresses the skills shortage
• Retains Talent
• Strengthens your organization culture and talent

Make it in America Challenge
“UpSkill” your Workforce

NEW OPPORTUNITY FOR INCUMBENT WORKFORCE TRAINING
Make It In America Challenge Grant

- $2.1 million collaborative grant
- APEG, Ohio Valley Employment Resource and Buckeye Hills- Hocking Valley
- Three projects/three funding sources
- One of only 11 grants funded in 2013

UpSkill Your Workforce

- Matching funds for training incumbent workers in:
  - Chemicals and Polymers
  - Metal fabrication
  - Wood Product Manufacturing

- $1.3 million grant – funded wholly through the Department of Labor, Employment and Training Administration
- Ohio Valley Employment Resource - lead grantee for funding
Why these targeted sectors?

• These targeted sectors will strengthen the region’s workforce.

• These sectors are among Ohio’s largest manufacturing growth sectors.

• These sectors are among the sectors in which Ohio is best positioned to reshore jobs and investments from overseas.

Workforce Development

• Targeted training and employment activities that support local workforce needs of employers

• Move current workers up and along the career path

• Strengthen America’s highly skilled workforce
Employer’s Commitment

Employers are required to provide a 1 to 1 match and pay employees wages during training.

Wages CAN be used as a match!

Ineligible Training

• Training for upper management and owners is ineligible. Managers can audit the training but will not receive recognized industry credential if applicable,

• Safety and compliance-related training are not eligible.
Examples of the types of trainings requested:

- Electrical
- Extrusion Blow Molding
- CAD
- Leadership
- Pneumatics
- Hydraulics
- PLC
- CAD
- Plastic Extrusion Molding
- Machine Design
- Industrial Maintenance
- Forklift Operator’s License
- CNC and Lathe
- Lean Manufacturing
- Lumber Grading
- Motor Controls

On-the-Job Training

- There are a few openings for on the job training:
  - Employer will be provided up to 50% of the wage rate of the participant
  - Employer must provide training and supervision
  - Limited duration
COUNTDOWN!

• 820 trainees by the end of grant period
• Q2 – 15 over 400+ committed trainees
• Still opportunities for companies to build a skilled workforce

Contact your MEP representatives or Jobs Ohio Project Managers

• For additional program details
• APEG’s desire is to help you build a highly skilled, competitive and diverse workforce.
• APEG is here to help make your company strong and ready to help you take advantage of new opportunities!
White House Report:
President Obama's Upskill Initiative

April 2015
A skilled workforce is one of the drivers of a competitive, successful manufacturing sector. Whether it’s learning a new technology, understanding additional production processes and systems or preparing for coming retirements -- building the skills of incumbent workers is manufacturing’s most strategic training investment.

The Appalachian Partnership for Economic Growth has targeted three high-growth industries for grant-supported incumbent worker training.

**Eligible Industries**

- Metal Fabrication
- Polymers and Chemicals
- Wood Furniture Manufacturing

By increasing the knowledge and skills of your workforce you are building flexibility -- a critical asset in today’s competitive environment. Employees who are selected to receive advanced training understand the importance of their contribution to the company.

Our staff will create a training plan for your company so you can receive support for your training needs.

Ask your JobsOhio or MEP project manager about program details or contact Von Williams, vwilliams@apeg.com, and learn how your company can benefit from this project.
Program Guidelines

The industries eligible for funding are among the high-growth occupations in the region. The training support is for skills involved directly in production activities.

- Training funds can be used for incumbent and on-the-job training.
- Funds will target technical or process improvements with direct impact on productivity, competitiveness or employee compensation.
- Trainees will earn industry-recognized credentials when possible.
- Employers are required to provide a 1 to 1 match and pay wages during training. Wages can be used as match.

Employers will identify the workers for training (18 years or older) and choose the type of training. Training may be customized to company needs.

Safety and compliance-related training are not eligible.

The Appalachian Partnership for Economic Growth serves the economic development goals of 28-counties covering 14,000 square miles. Our long history of “making things” continues to be a hallmark of the region; one in seven adults is employed in manufacturing.

This project is part of a Make It In America Challenge grant. The incumbent training grant of $1.3 million is funded wholly through the Department of Labor, Employment and Training Administration.

This grant is made possible through a partnership between APEG and Ohio Valley Employment Resource, which serves as lead grantee for the federal funds.