

ACM Workforce Development Team
Presents a Zoom Meeting

- Machine Monitoring-
A Case Study
- DeepHow- Stanley X
Bridge the Skills Gap in Manufacturing
- Money for Manufacturing-
Grant Programs Available

Zoom with Us

February 24, 2021 8:00am



ACM
Aerospace Components
Manufacturers

The World's *Aerospace Alley!*[®]

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WEBINAR AGENDA

- **Introductory Comments – Paul Murphy**
- **Governors Workforce Council – Update on Activity**
Presenter: Dr. Kelli Vallieres; DECD Executive Director: Office of Workforce Strategy & Vice-Chair Governor's Workforce Council
- **Review Incumbent Worker Training Needs (IWT)**
Presenter: Paul Murphy – Roundtable Discussion
- **2020 Wage & Benefits & Survey Reviews**
Presenter: Paul Murphy – Roundtable Discussion
- **Other Business**
Open Discussion
- **Date for Next Meeting**
Presenter: Paul Murphy – Roundtable Discussion
- **Closing Remarks and Updates – Paul Murphy**



Kelli-Marie Vallieres

Kelli-Marie Vallieres, PhD is Vice Chair of the Governor's Workforce Council and the Executive Director of the newly established Office of Workforce Strategy at the Department of Economic and Community Development. She is an owner of two manufacturing companies, Sound Manufacturing, Inc. and Monster Power Equipment, where she served as President and CEO for 14 years before stepping down to take on her new role with the State of CT.

Dr. Vallieres earned her degree in Educational Leadership and Adult Learning from the University of Connecticut in 2007. Kelli is also the President Emeritus for the Eastern Advanced Manufacturing Alliance and continues to serve on the board of directors for Eastern Workforce Investment Board. She also serves on the CT Department of Labor Apprenticeship Council, Department of Economic and Community Development Innovation Fund Advisory Committee and is an emeritus board member of Connecticut Business and Industry Association. Kelli served as a member of the Statewide Advanced Manufacturing Advisory Committee for the State College and University System and worked with Three Rivers Community College to develop their Precision Sheet Metal program and the Early College Opportunity Programs.

Kelli is able to combine her roles in industry and education to develop learning curriculums and establish educational pathway programs from secondary through post-secondary educational systems. This includes industry training and development that supports educators in the development and implementation of pedagogy to improve problem solving, critical thinking, and essential employability skills, to benefit students and the workforce pipeline

The Governor's Workforce Council released its strategic plan on workforce in October 2020.

The Governor's Workforce Council
WORKFORCE STRATEGIC PLAN
2020



- After one year of development, the GWC released its Workforce Strategic Plan on October 28, 2020.
- The Plan puts forward a coordinated, statewide strategy for **building an equitable, inclusive, and innovative workforce** that meets the needs of the current economic environment.
- The Plan recommends strategies in four key areas: business leadership, education, equity and access, and data.
- This Plan was a collaborative effort and solicited feedback and recommendations from industry representatives, educators, philanthropic and community-based organizations, and other key groups.

Governor's Workforce Council Overview



Business Leadership

- Regional Sector Partnerships
- Credential Registry Systems
- Skills-Based Hiring & Training Systems
- Retain College Graduates
- Workforce Development Board Alignment



Career & Education Building

- Career Pathways & Accelerating Postsecondary Access
- Sector-based Training
- Work-Based Learning
- Academic & Career Advising
- Improving Teacher & Student Preparedness
- Adult Education



Equity & Access

- Expand Capacity of Child Care System
- Reduce Transportation Barriers
- Expand Access to Behavioral Health Services
- Reduce the Adverse Effects of Benefits Cliffs
- Cross Barrier Solutions



Data & Accountability

- Online Workforce Development Services
- Data & Performance Management Tools
- Integrated Data System



Community Engagement

Business Leadership

Build a dynamic workforce through a system of regional sector partnerships that integrate businesses needs with supporting parties.



Objective	Significance
Develop a system of regional sector partnerships across the state.	Address the regional and local workforce needs through convening industry partners, educators, economic development practitioners, etc.
Build a credential registry that houses all secondary and postsecondary credentials offered in CT.	Allow students and job seekers to explore different credentials that are tied to in-demand careers in Connecticut.
Design three skills-based hiring pilots in 2021 and develop a statewide strategy for skills-based hiring in CT.	Develop cheaper, faster, and more inclusive hiring practices across Connecticut employers.
Develop a statewide strategy for retaining college graduates and launch retention plans in three cities by 2022.	Help retain college graduates so they are contributing to the CT economy and creating a robust talent pipeline to attract companies.
Develop a program inventory and a standardized outcomes measurement system across our workforce boards.	Track program success and outcomes and make recommendations for additional investment.

Career Building

Help students explore and enter educational programs that are aligned with in-demand career pathways.



Objective	Significance
Develop new and expand existing career pathway and dual enrollment opportunities that are aligned with in-demand industries.	Facilitate and expedite learning in high school and beyond so that students can easily find work in a growing industry.
Develop new and expanding existing short-term sector-based training programs .	Allow job seekers to find affordable, short-term, training programs for quickly finding work in in-demand industries.
Develop a statewide model for creating and coordinating work-based learning opportunities .	Create more experiences for students to explore careers while also gaining meaningful skills and supporting CT employers.
Develop a statewide strategy for delivering effective and comprehensive education and career advisory services to students.	Allow students to better leverage technology and services to explore different careers early on in their education.
Develop a series of pilots and recommendations that improve teacher professional development .	Create new programs that enhance teachers' abilities to better prepare students for learning and working in the 21 st century.
Create a plan for a more integrated, student-centered, adult education system.	Coordinate across the state to develop programs and policies that are effectively serving adult learners.

Equity and Access

Reduce the barriers that have limited access to training, sustainable work, and high-quality career opportunities.



Objective	Significance
Create an accessible, affordable, and high-quality statewide childcare system.	Ensure that students and job seekers have access to affordable and high-quality childcare during school, training, and work.
Reduce barriers to affordable transportation for students and job seekers.	Prioritize increasing student and worker access to affordable transportation services across the state.
Increase the number of Supportive Employment Services slots in CT by 2,000.	Create more opportunities for workers to receive support in finding rehabilitation, employment, or other supportive services.
Remove the adverse effects of benefits cliffs that CT residents are currently experiencing.	Increase workforce participation and economic mobility for low-income residents across the state.



Objective	Significance
Propose a comprehensive online services redesign by year-end 2021.	Ensure that students and job seekers have access to a robust suite of workforce development services, including career preparation, exploration, and matching services, as well as robust capabilities for analyzing workforce outcomes.
Create a series of performance dashboards and ROI templates.	Allow decision-makers to access and utilize valuable labor, education, and workforce data to make informed decisions.
Expand the P20 WIN system to include a broader range of education, workforce and supportive service agencies.	Allow for richer and more responsive analysis of key questions on workforce development.

Questions/Comments for Kelli?

Workforce Training Summary 2020

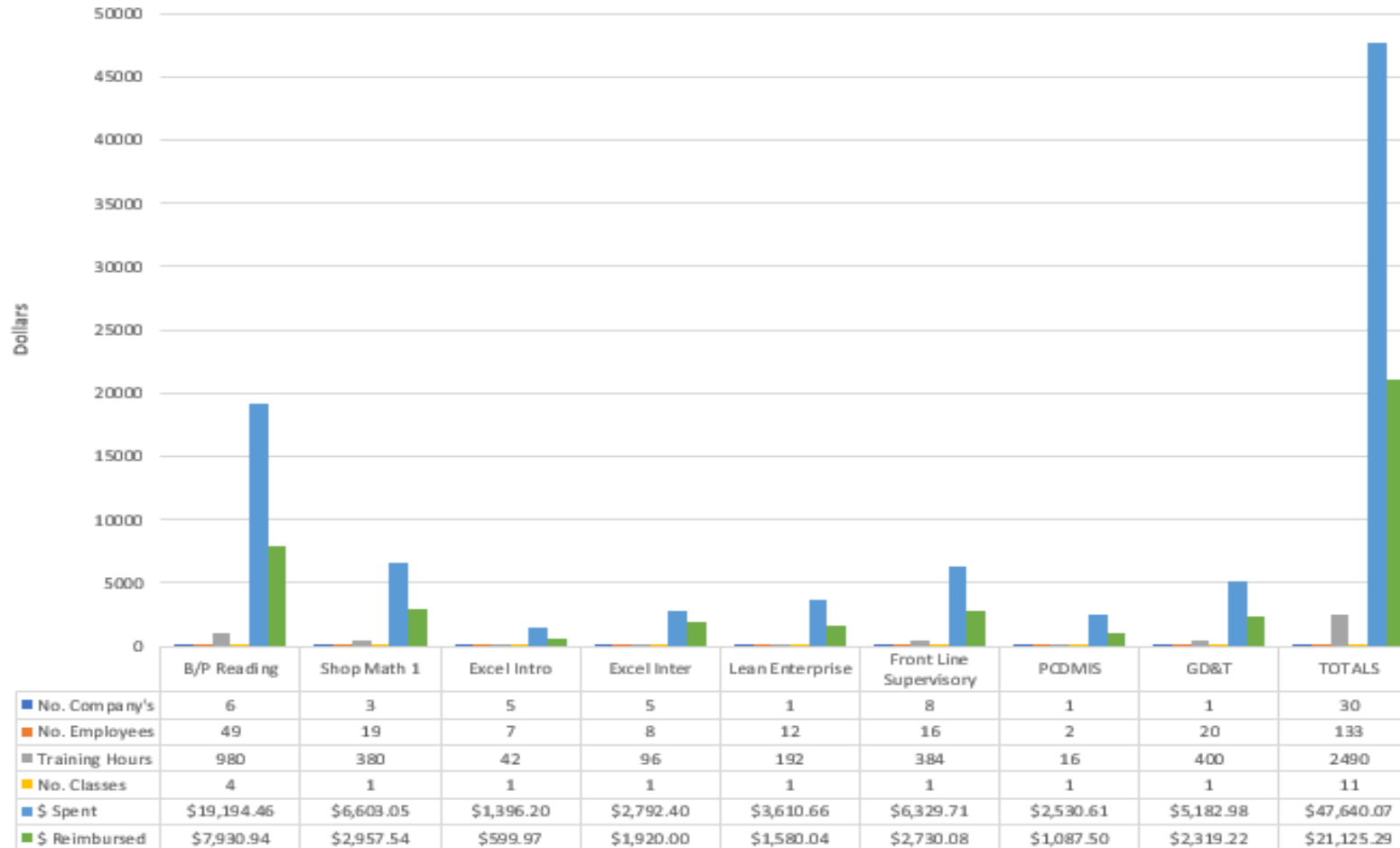
Class	No. Company's	No. Employees	Training Hours	No. Classes	\$ Spent	\$ Reimbursed
B/P Reading	6	49	980	4	\$19,194.46	\$7,930.94
Shop Math 1	3	19	380	1	\$6,603.05	\$2,957.54
Excel Intro	5	7	42	1	\$1,396.20	\$599.97
Excel Inter	5	8	96	1	\$2,792.40	\$1,920.00
Lean Enterprise	1	12	192	1	\$3,610.66	\$1,580.04
Front Line Supervisory	8	16	384	1	\$6,329.71	\$2,730.08
PCDMIS	1	2	16	1	\$2,530.61	\$1,087.50
GD&T	1	20	400	1	\$5,182.98	\$2,319.22
TOTALS	30	133	2490	11	\$47,640.07	\$21,125.29

Note: 3 class were canceled/postponed due to COVID-19



Workforce Training Graph 2020

2020 Training Summary

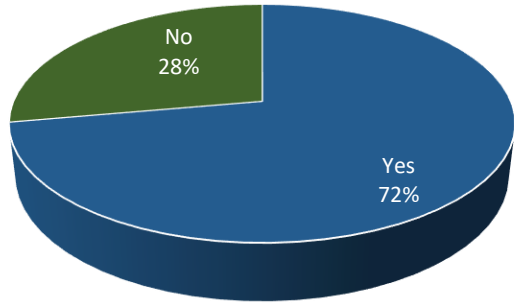


Workforce Training Needs 2021

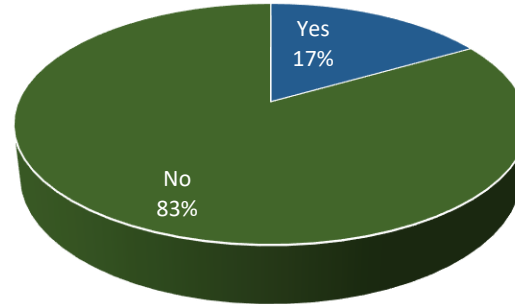
- 2020 DoL IWT Grant was extended to May 2021 due to pandemic
- Need to apply for new contract with DoL
- ACM Class syllabus may be found on ACM website under About ACM/ACM Course syllabus. <http://www.aerospacecomponents.org/about.html>
- Possible new offerings
 - Finance 101, Mentoring, Industry 4.0 Overview, Leading Change & Innovation,
 - Overall Equipment Effectiveness (OEE)
- Does your business support Internships, Scholarships, Apprenticeships & Externships?
- What training do your employees need?

2020 Survey Questions

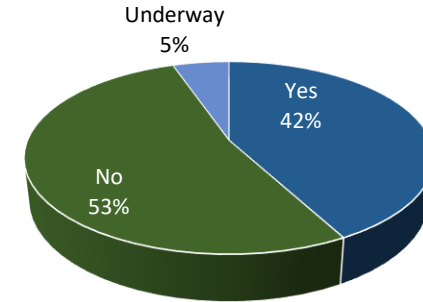
There are many grants out there for incumbent worker training. Are you looking to upskill your current workforce?



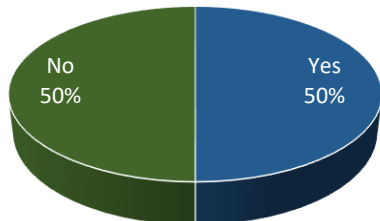
Have you registered for the 180Skills program?



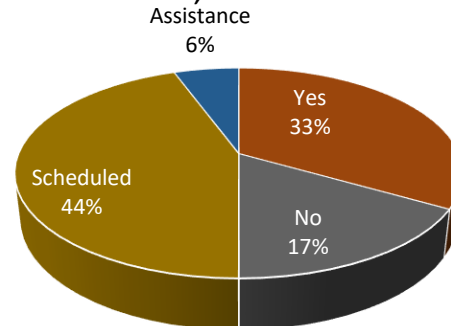
There are grants out there (RevUp!) for re-hiring and training your laid off workers. Are you interested to learn more about rehiring and upskilling your laid off employees?



If you have had to lay-off workers and can't see bringing them back in the near term, would you be willing to post those employees for consideration to other ACM members who may be hiring?



Have you completed your mandatory Sexual Harassment Training which is due by January 1, 2021?



2020 Wage & Benefits Survey

- 42.5 Avg # hrs in workweek in 2020 – COVID-19 related
- 17.7MM Avg sales volume in 2020 – Down from 23.3MM in 2019
- \$25.22 Avg hourly straight time earnings in 2020 - \$24.08 in 2019
- 1.69% Hourly increases in pay rate for 2020 – 3.71% in 2019
- 2.07% projected increase in 2021?
- \$1,109 avg hourly bonus for 2020 - \$1,361 in 2019
- \$4,411 avg salary bonus for 2020 - \$4,714 in 2019
- 91.4% provide OT after 40 hours per week – 8.6% after 8 hours per day
- Top 3 recruitment methods used in 2020 – Job Boards, Employee referrals/word-of-mouth & Technical Schools
- Employee Retention Plans – Yes 22%, No 53% & 25% Considering
- Why employees leave – Top 3 – Better Opportunity, Higher Wages & Location
- Avg turnover rate in 2020 was 7.1%

Questions for Discussion

- Have you registered for CT Paid Leave?
- Do you understand what the next steps are in scheduling for vaccination?
- What concerns/issues do you have regarding vaccination procedure.
- Your Questions??
- Date for next meeting is April 21, 2021
- Topics for discussion??

COVID-19 Resources

What the Equal Employment Opportunity Commission says about vaccine mandates: <https://www.cbia.com/news/hr-safety/eeoc-guidance-workplace-covid-19-vaccine-mandates/>

How Connecticut is managing the vaccine rollout: <https://www.cbia.com/news/hr-safety/ct-tiers-covid-18-vaccinations/>

Connecticut Department of Public Health's Vaccine Administration System: <https://dphsubmissions.ct.gov/OnlineVaccine>

See CBIA's coronavirus resources at: <https://www.cbia.com/resource/category/coronavirus/>

Floyd Dugas wrote this article on vaccine mandates for the CBIA website: <https://www.cbia.com/news/hr-safety/workplace-vaccine-mandates-union-scenarios/>

National Association of Manufacturers (NAM)- Great work posters and info can be found here <https://www.nam.org/coronavirus/creators-respond/>
<https://www.nam.org/thisisourshot/>
<https://www.cdc.gov/vaccines/covid-19/downloads/why-get-vaccinated.pdf>

Here is the latest on the Vaccine Rollout as of 2/22/21- Hartford Courant Article [Click Here](#)

To locate vaccination clinics, individuals should visit ct.gov/covidvaccine and enter their zip code

CDC vaccination guidelines and information can be found here: <https://www.cbia.com/resources/coronavirus/covid-19-vaccines/cdc-vaccine-information/>

VAMS User Manual – Employer Coordinator https://portal.ct.gov/-/media/Departments-and-Agencies/DPH/dph/infectious_diseases/immunization/VAMS-Training-materials/VAMSUserManualEmployerCoordinator_10.pdf

A company can contact a vaccinator to inquire about conducting a vaccination clinic at your business. <https://portal.ct.gov/Coronavirus/COVID-19-Vaccinations---Employers>

Website for Employer Enrollment: <https://dphsubmissions.ct.gov/EmployerEnrollment>

This is the website where the most up to date information will be posted once announced by the Governor. CT COVID-19 Vaccine: Phases and Eligibility: <https://portal.ct.gov/Coronavirus/COVID-19-Vaccination---Phases#phase1b>