

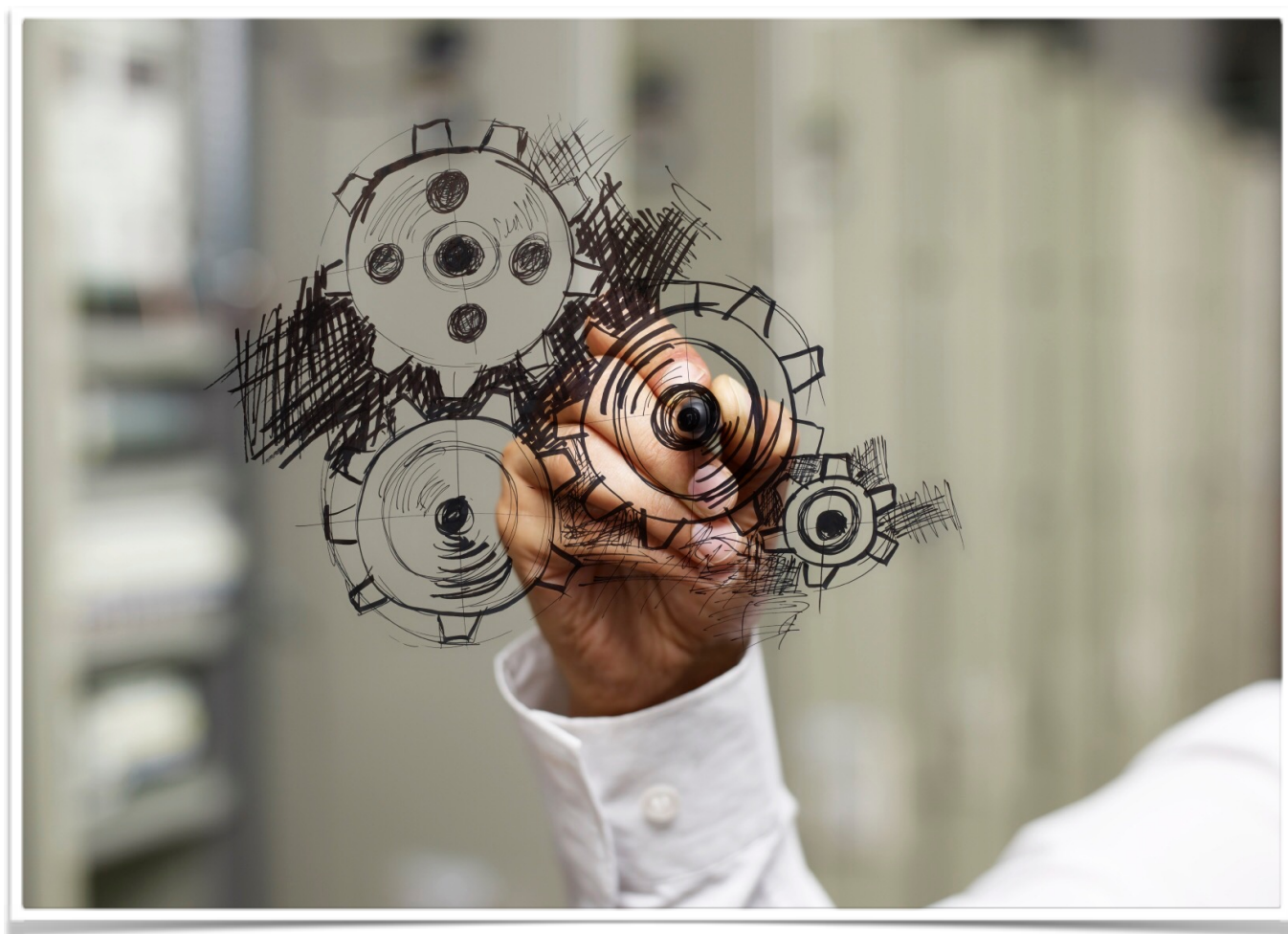
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# Manufacturing Sector Intermediary

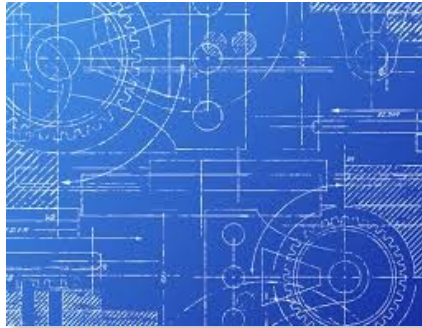
Goodwill Southern California



July, 2015 - June, 2016



# Introduction



## Shaping the Future of MFG Workforce Development

**Goodwill of Southern California was named the Manufacturing Sector Intermediary by the Los Angeles County Workforce Development Board. In this role we are responsible for mapping assets and uncovering resources for manufacturing training. We have been gathering stakeholder feedback in order to advise the County of training needs over the past year! This paper outlines some of the work we have engaged in to help shape the future of the manufacturing workforce in L.A. County. 2016 marks the 100th year of ‘Transforming Lives through the Power of Work’.**

With an eye on expanding its reach in the national and global markets, **Northrop Grumman** has been looking to create an environment that allows for them to hire the best and brightest in our local communities. In order to meet these new challenges, Northrop has partnered with Goodwill Southern California, to assist in this process. As a part of this process, a specialized training program was designed at Antelope Valley College, which will be used to train the new prospective employees for life as an Aircraft Fabrication Technician. The South Valley AJCC (operated by GSC) has designed a process by which prospective applicants are screened for: math and reading aptitude (meeting the employers expected grade level proficiencies), 5 panel drug screen and DOJ live scan fingerprint background check. Applicants are guided through this process as they are then prepared to enter into the training program at AVC. During the training process (which has been designed to last 16 weeks), applicants are also trained and prepared in interviewing skills, and resume building. The ultimate goal is to have highly skilled and qualified applicants that are ready to meet the needs of the employer at the conclusion of the training program. Funding for this program has also been taken into consideration, as the South Valley AJCC has stewardship to manage a

portion of the WIOA grant, that may be used to pay for training services and other job search related functions as well. Northrop had reported that the success ratio for internal training / hire, prior to this program, was 25% percent. The first cohort of students just completed the training courses and Northrop experienced a success ratio of 75% in how many were trained and successfully hired, through the program.

In an effort to build an inclusive workforce in MFG, Goodwill Southern California is partnering with Glendale Community College, Verisurf, Gene Haas Foundation, Department of Rehabilitation, Exceptional Children's Foundation, and the Verdugo Jobs Center. The **Uniquely Abled Academy** is a first-of-its-kind collaboration between machine technology educators, specialists in education for those with autism, representatives from state and local social service agencies, and non-profit and for-profit organizations. This exceptional combination is dedicated to properly train, place in the workforce and provide on-going support for qualified students seeking skill-specific well-paying jobs within the manufacturing industry. It's been observed that jobs requiring individuals with a high degree of focused attention to detailed repetitive processes, and following clear objective instructions are well suited for a person with high functioning autism. Indeed, these characteristics are a perfect match for the duties of a CNC (Computer Numerical Control) machine operator, of which there is a huge shortage in the manufacturing industry today. The Uniquely Abled Academy is designed to fill this gap with a new source of talent. This is a 10-week program, with 240 hours of in-class instruction led by a faculty member of the department of Machine Technology at Glendale Community College, plus 60 hours of focus on job readiness, soft skills, site visits, and open laboratory. Students will learn to program, setup, and operate CNC machines combined with using quality control instruments, shop mathematics and blueprint reading. Graduates will qualify for a number of entry-level positions, including machine trainee, machinist apprentice, CNC operator, and CNC programmer.

Currently Goodwill Southern California is shepherding the the pilot of a mili-tier, work-based-learning approach to workforce development through **Apprenticeship**. After the ground work was laid through the DOL American Apprenticeship Initiative, GSC continued to move forward with facilitating the relationships needed to foster the growth of MFG apprenticeship in the Aerospace and Defense industry. Today, two companies in the San Fernando Valley are working with Goodwill to launch a Machinist and Airframe & Powerplant Mechanic apprenticeship program. We are orchestrating the process with the Department of Labor Office of Apprenticeship, LAUSD, and Los Angeles Valley College. Apprenticeships are making a 'come-back' in the U.S. and are touted as the business-driven model of choice. Recent changes made to workforce law through WIOA make the model more accessible and feasible through utilizing an On the Job Training (OJT) component. GSC recently held an Apprenticeship Forum in May 2016 where Rick Davis, CA State Director, Office of

Apprenticeship came to offer technical assistance. Additionally, Congressman Tony Cardenas spoke and shared his support of the business driven model for solutions to the gaps in connecting workers to gainful career trajectory in the viable manufacturing industry. Two ingredients contributing to the success of all apprenticeship programs come from the quality of intensive collaboration and the passion for improving the lives and fortunes' of one's neighbors'. Goodwill embodies both.

Manufacturing will continue to be the largest industry in the United States through 2020, with Advanced Manufacturing accounting for much of production growth. By 2025, 3.5 million manufacturing jobs will need to be filled. Talent shortages mean skilled employees are in demand; about 80% of MFG executives report a lack of workers with the necessary computer and technical skills. Job growth is predicted for setters, operators and tenders of mixing and blending machines for chemical manufacturing, as well as computer-controlled machine tool operators, maintenance and repair workers, and purchasing agents.

In California, jobs that are still projected to be in high demand in the next several years represent a mix of occupations requiring some level of vocational training, work experience, and Bachelor's degrees. Most openings will be created to replace the 'graying' workforce. This underscores the importance for community colleges to train an entry-level workforce to meet the challenges of advanced manufacturing and also prepare students for higher-level careers in the sector.

(Retrieved from: [http://www.coecccc.net/documents/dwm\\_sector\\_advmfg\\_13.pdf](http://www.coecccc.net/documents/dwm_sector_advmfg_13.pdf) on March 9, 2016)

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Goodwill Southern California is working very closely with our Community College system, local government, and industry to connect-the-dots and engage in pivotal activity that leads to an increase in employment and career development in MFG. Additional activity includes:

- ❖ Developing Leadership Academy for group of manufacturers in supervisory management with Los Angeles Valley College
- ❖ Conducting 'Employment Preparedness' workshops for high school and college students in engineering and design majors
- ❖ Coordinator and sponsor of MFG Day 2016 with Congressional MFG Council
- ❖ Targeted 'Hiring Event' at Pierce College exclusively for Industrial Technology students

**Affiliations: AMP So Cal; CMTC; Congressman Tony Cardenas MFG Council;  
SMA/SMI; SFV NTMA**

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