

Q&A Webinar 3 – OEA NATIONAL CONVENING, PANEL: NEW PARTNERS TO STRENGTHEN THE DEFENSE MANUFACTURING COMMUNITIES SUPPORT PROGRAM

1. Does DOD ManTech have any sense of how COVID-19 might further erode the workforce? We are hearing the pandemic is causing existing skilled workers to leave, and, with them, goes core knowledge we need to transfer.
[Jo Marie Diamond]

Although it is impossible to project all the additional workforce challenges manufacturers will face resulting from the economic impacts of COVID-19, we have identified four likely scenarios:

- *Baby boomers eligible for retirement but still engaged in the workforce will likely now choose to leave, taking with them corporate memory and knowledge which will need to be transferred.*
 - *Reshoring of critical manufacturing enterprises will demand new workforces for returning companies.*
 - *Workers left unemployed or under-employed will need accelerated skills development pathways for a faster return to work.*
 - *Economic impact shifts among industry sectors will require new education and training pathways using skill adjacencies.*
2. Is consideration being given to expand the Collaboration Network beyond the 3 founding members. If so, who?
[Eileen Pickett]

The 3 founding networks are eager to engage more alliances and coalitions that work in regional economies, engage stakeholders across the industry-education-workforce and economic development sectors, and focus on building an educated and skilled manufacturing workforce. The national Manufacturing Extension Partnership network is already engaged in the Collaboration Network, and there are numerous regional initiatives that are using innovative approaches and having great success that we would welcome to the Network.

3. Slide 7 or 8: Is DOC the Department of Corrections?

Department of Commerce

4. What is the acronym for WIN's Apprenticeship program?
[Robert Allen Baker]

The WIN Advance Michigan Center for Apprenticeship Innovation (AMCAI). Information on AMCAI can be found at www.miapprenticeship.org

5. Is there a network of best practices in Apprenticeship?
[Robert Allen Baker]

Best practices are recognized on a case by case basis. Business owners generally prefer to have data to support their decision-making. Accordingly, the Workforce Intelligence Network (WIN) data and research team created a Return on Investment (ROI) calculator for more than 52 occupations based upon wage information in Michigan. We have a pending request from DOL Office of Apprenticeship - Alabama for WIN to develop the data set for an ROI calculator on their high demand occupations. The AMCAI team developed the concept of Registered Apprenticeship in a Day (RAPiD) workshops which involves convening all stakeholder groups: the Department of Labor, State government, college and workforce development board partners, and employers. Employers have some pre-work to take care of ahead of RAPiD workshops and at least one apprenticeship expert is paired with an employer to assist with establishing their apprenticeship standards on one or more occupations. Workshops can include up to 20 employers. At the conclusion of the day, there is a signing ceremony with the DOL and the employer.

There is also an active online Apprenticeship community on WorkforceGPS, which is sponsored by the U.S. Department of Labor. Joining the community, at no cost, enables access to a library of templates, best practices, and sample apprenticeship standards. <https://apprenticeship.workforcegps.org/home/>

6. Does anyone have awareness of strengthening Apprenticeships and pre-Apprenticeships via paid internships?
[Robert Allen Baker]

Both apprenticeships and internships are examples of work-based learning models. Typically, internships are less structured and shorter-term than apprenticeships [1-3 months for an internship vs. 1-3 years for an apprenticeship], and usually don't include an instructional component. That said, paid internships could certainly lead to apprenticeships for individuals.

7. Have programs adopted the Smart Automation Certification Alliance [SACA] Standards?
[Anthony Girifalco]

We are not yet aware of any but will informally request a response from all panelists.

8. What labor intelligence data will be used in the regional partnerships being discussed?
[Eileen Pickett]

We have engaged Burning Glass to produce a model of the regional real-time labor market information, including transactional data, as well as the analytics that will offer the demand-supply-gap "intelligence" needed by the regional teams.

9. What types of cybersecurity tools or solutions have you created or are you working on for small manufacturers [organizations with 1-20 employees]
[Leonard Mitchell]

The WIN Apprenti team, which assists employers with information technology apprenticeship, has developed and maintains an asset map of approximately 98 public and private training providers in Michigan for cybersecurity and information technology degree and certification programs. The Cybersecurity Social Network Analysis, developed with OEA funding, provides an asset map of employers and key resources in the ecosystem.

10. Is there a STAVS-derived tool that MxD has to assess 4.0/5.0 readiness of Tier 2.3.4 manufacturing firms?
[Robert Allen Baker]

Response coming soon.

11. What is the best AMCC access portal?
[Robert Allen Baker]

According to their Executive Director Matt Bogoshian, the best source for information is this site:

<https://www.eda.gov/archives/2016/imcp/communities/>

He warned that the descriptions are dated but still worthwhile information.

12. No matter how automated manufacturing technology becomes, there is still a need for hands-on, work-based learning experiences for the manufacturing workforce. How are the programs addressing the shut down on in-person training venues in the wake of COVID-19?
[Jo Marie Diamond]

We have shared this question with our panelists to solicit their inputs for response.