



Supply Chain Automation Registered Apprenticeship Accelerator

Monday, April 11, 2022 | 3:00 – 5:00 PM

Agenda Overview

- ▶ Welcome and Introductions
- ▶ Registered Apprenticeship and Supply Chain Automation
- ▶ RAP Partnerships: Stakeholder Panel Discussion
- ▶ Supply Chain Automation Workforce Overview
- ▶ How the Hub Can Support Workforce Development Boards; Q&A
- ▶ Wrap-up

Welcome and Introductions

Marilia Mochel, Director, Manhattan Strategy Group

Melanie Anderson, Executive Vice President,
National Association of Workforce Boards

Session Objectives

To help workforce development boards understand:

- ▶ The scope of need in the supply chain workforce
- ▶ Their role in supply chain RAPs
- ▶ How to partner with other stakeholders to develop successful RAPs
- ▶ The value of participating in the Hub initiative



Registered Apprenticeship & Supply Chain Automation

Sasha Cooper-Morrison, Business Engagement Team Lead
Office of Apprenticeship, Education & Training Administration,
U.S. Department of Labor



Registered Apprenticeship Overview

Sasha Cooper-Morrison, Business Engagement Team Lead,
Office of Apprenticeship

www.apprenticeship.gov

A Proven Workforce Solution

Registered Apprenticeship is an **industry-driven, high-quality** career pathway where employers can **develop** and prepare their **future workforce**, and individuals can obtain **paid work** experience, **classroom instruction**, and a portable, **nationally-recognized credential**.

Five Components of Registered Apprenticeship



Registered Apprenticeships are jobs



Structured on-the-job training in a work setting



Job-related classroom training



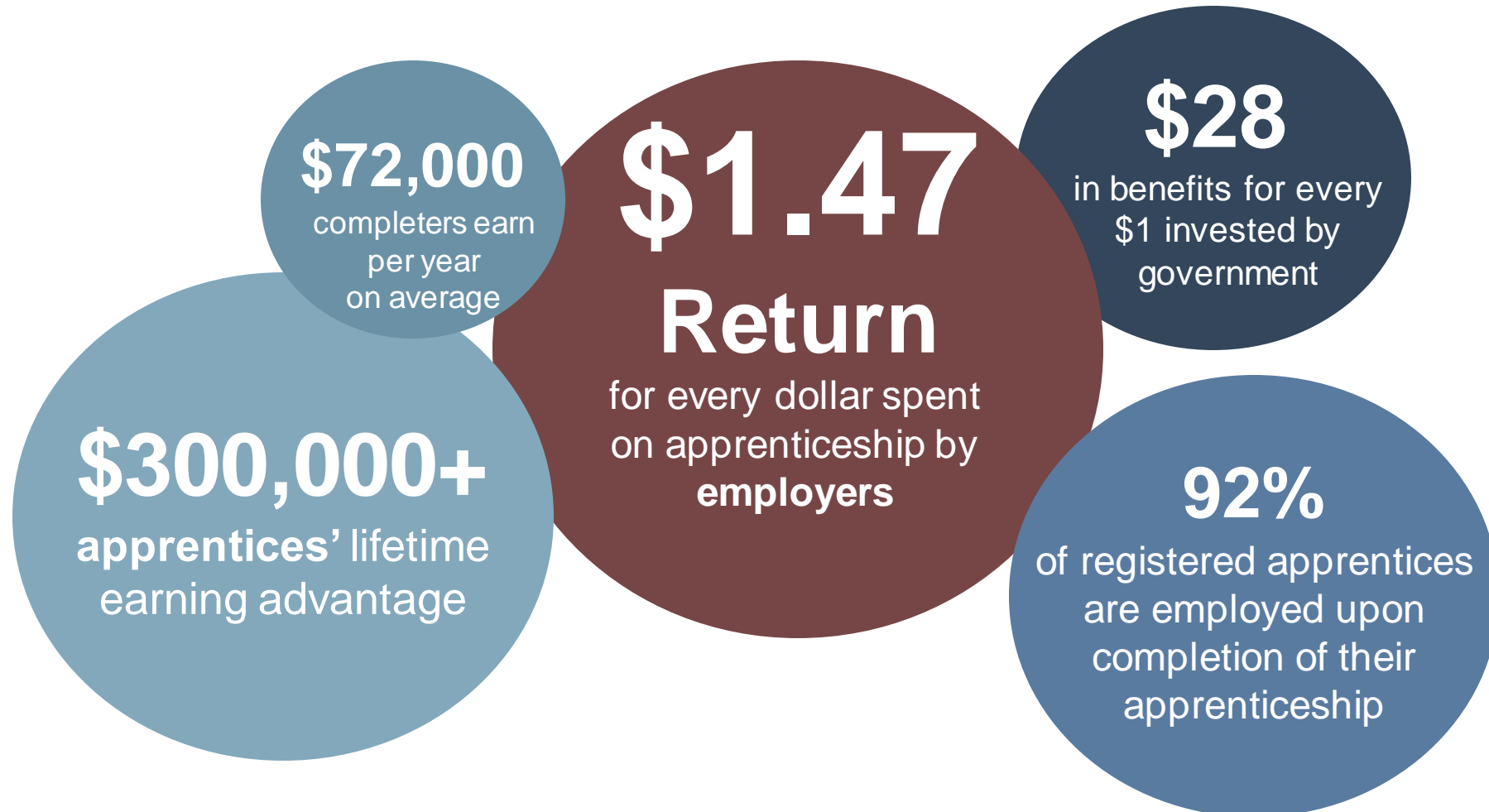
Learning with the help of a mentor



Industry-recognized credential

Registered Apprenticeship Has a Proven Track Record of Producing Strong Results for Employers and Workers

Impressive Individual – Employee – Public Return on Investment



A Diverse Range of Industries



Healthcare



Cybersecurity



Information
Technology



Biotechnology



Transportation



Construction



Financial
Services



Advanced
Manufacturing



Hospitality



Engineering



Energy



Telecommunications

Successful Engagement with Major Employers to Grow Apprenticeship

Benefits for Employers

- ▶ Create a diverse and highly-skilled workforce
- ▶ Improve productivity and profitability
- ▶ Increase staff loyalty and retention of workers
- ▶ Flexible training options
- ▶ Improve recruitment
- ▶ Minimize liability costs
- ▶ Access to federal and state resources
- ▶ Receive tax credits and employee tuition benefits

Want more info? Visit the [Employer page on Apprenticeship.gov](#)
Helpful reading: *Department of Commerce Study: The Benefits and Costs of Apprenticeship: A Business Perspective*



Industry Intermediaries

Contractor	Industry
Appteon Inc.	Information Technology (IT)
Arbor E&T, LLC dba ResCare Workforce Services (RWS)	Healthcare, Health IT
District 1199C Training and Upgrading Fund	Care Economy
Fastport, Inc.	Transportation & Logistics
Healthcare Career Advancement Program (H-CAP)	Healthcare
Jobs For The Future, Inc.	Manufacturing
Maher & Maher	Information Technology (IT)
Manhattan Strategy Group	Supply Chain Automation
National Institute for Innovation and Technology	Supply Chain (Nanotechnology and Semiconductors)
North America's Building and Trades Unions (NABTU)	Construction
Net.America Corporation	Healthcare
National Restaurant Association Educational Foundation (NRAEF)	Hospitality (Restaurant & Hotels)
Safal Partners	Cybersecurity
Virginia Manufacturers Association	Critical Supply Chain (Adv. Manufacturing)
Washington Technology Industry Associations (WTIA)	Information Technology (IT)
Wireless Infrastructure Association (WIA)	Telecom Wireless 5G

Expanding Registered Apprenticeship Across Supply Chain Industries

- In December 2021, the U.S. Department of Labor awarded approximately \$8 million in contract investments to four national Industry Intermediaries to expand the use of Registered Apprenticeship in sectors affected by the pandemic.
- The department is seeking to develop apprenticeship opportunities for all U.S. workers, in particular those from under-represented and underserved populations.
- Three of these national Industry Intermediaries are focused on expanding RAPs in key supply chains:
 - Manhattan Strategy Group – Supply Chain Automation
 - National Institute for Innovation and Technology - Supply Chain (Nanotechnology and Semiconductors)
 - Virginia Manufacturers Association - Critical Supply Chain (Adv. Manufacturing)

Learn more about these newest Industry Intermediaries [here on apprenticeship.gov](https://www.apprenticeship.gov)

A chalkboard with a lightbulb in the center. There are several chalk-drawn circles and lines on the board. The background is a dark, textured surface.

Thank You for Joining Us Today

Let's continue to explore ideas to grow apprenticeship

**Any Questions? The Office of Apprenticeship is here to help!
Contact us at apprenticeship@dol.gov, or visit
www.apprenticeship.gov.**

RAP Partnerships: Stakeholder Panel Discussion

Marjorie D. Cohen
Subject Matter Expert, Education and Employer Engagement
SCA Workforce Hub (Manhattan Strategy Group)

Stakeholder Panel Discussion



Michelle Zieziula

Senior Vice President and
Chief Impact Officer
CareerSource Tampa Bay



Tony Oran

Vice President of Sales
Festo Didactic Inc.



Dr. David Doré

President of Campuses and
Executive Vice Chancellor for
Student Experience & Workforce
Development
Pima Community College

Supply Chain Automation Workforce Overview

James Price, Project Manager,
SCA Workforce Hub (Manhattan Strategy Group)

Tony Oran, Vice President of Sales, Festo Didactic Inc.

About Supply Chain Sector

- ▶ Supply chain sector encompasses logistics and materials handling:
 - ▶ Supply Chain: Flow of materials and goods to consumers around the world
 - ▶ Logistics: Movement of goods between warehousing, distribution centers, and manufacturing facilities
 - ▶ Materials Handling: Handling of goods and materials inside the four walls of a warehouse, distribution center, or manufacturing site
- ▶ Jobs are dispersed across the country in regional hubs, midsized markets, border areas, and areas with a large retail and manufacturing presence



About Supply Chain Automation

- ▶ Supply Chain Automation is the use of technologies to:
 - ▶ Improve efficiencies
 - ▶ Connect applications
 - ▶ Streamline processes within supply chain operations (mechatronics, logistics, transportation, warehousing)
- ▶ Growing need for skilled workers in Supply Chain Automation:
 - ▶ More than 72,000 new jobs created since Feb. 2020
 - ▶ Additional 770,000 new jobs expected to be created through 2025

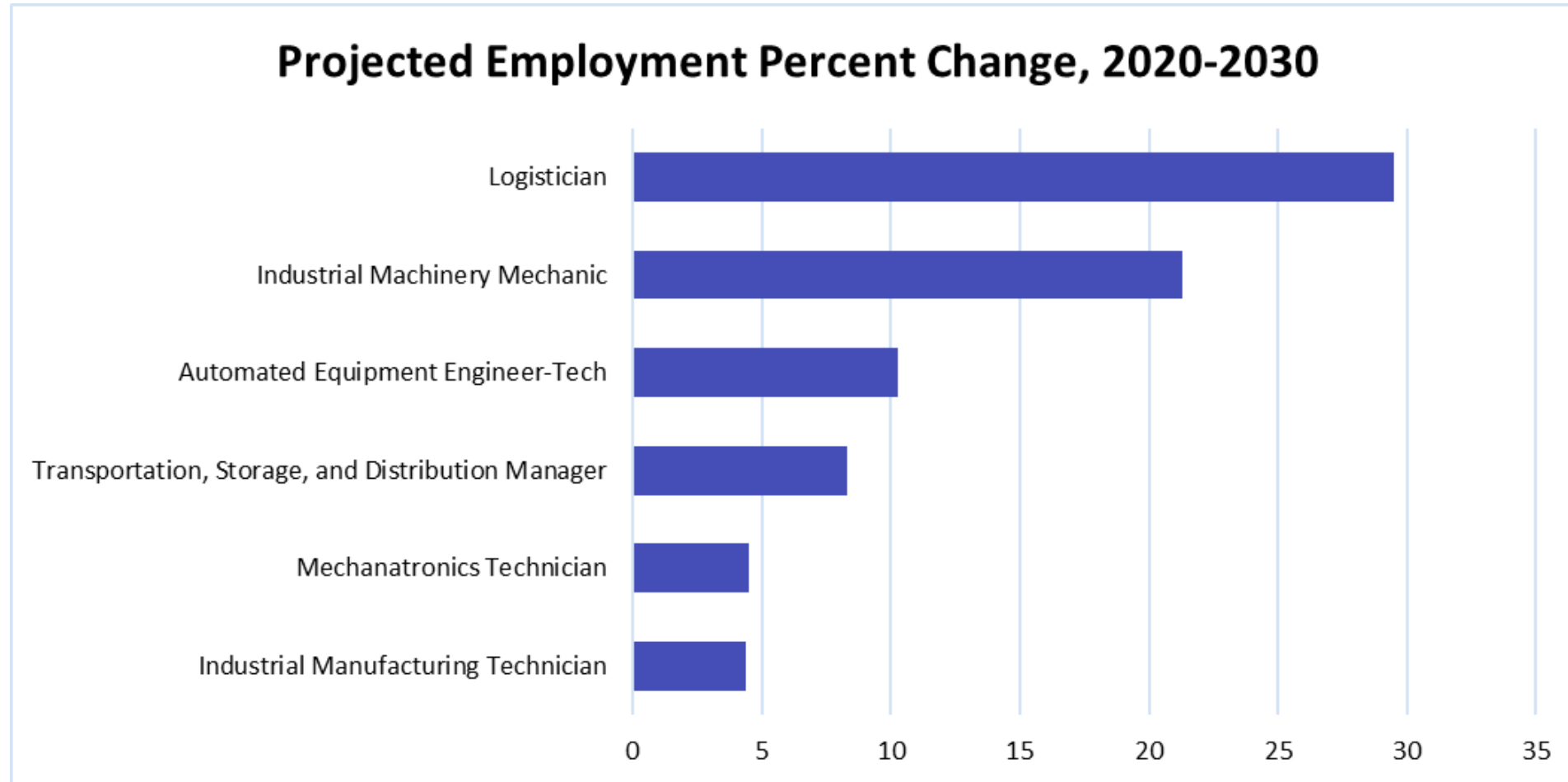


Supply Chain Automation Occupations

- ▶ Automation Technician is the starting point for a career path in supply chain automation
- ▶ Other occupations:
 - ▶ Transportation, Storage, and Distribution Manager
 - ▶ Supply Chain Manager
 - ▶ Logistician
 - ▶ Logistics Analyst
 - ▶ Industrial Machinery Mechanic
 - ▶ Mechatronics Technician



Labor Market Information



Source: Bureau of Labor Statistics 2020-2030 employment projections, <https://www.bls.gov/emp/data.htm>

Impacted Industries

- ▶ Broad range of industries are impacted by the need for supply chain technicians:
 - ▶ Transportation and Warehousing
 - ▶ Manufacturing
 - ▶ Wholesale Trade
 - ▶ Professional, Scientific, and Technical Services



Employer Perspective on Supply Chain Automation

FESTO



Tony Oran

Vice President of Sales

Festo Didactic Inc.

How the Hub Can Support Workforce Development Boards

James Price, Project Manager,
SCA Workforce Hub (Manhattan Strategy Group)

Roger Tadajewski, Executive Director,
National Coalition of Certification Centers (NC3)

About the SCA Workforce Hub

- ▶ One-stop solution for recruiting and training supply chain automation specialists
- ▶ Powered by employers, workforce organizations, education institutions working in partnership
- ▶ Helps employers develop customized training programs for SCA talent development through registered apprenticeship programs
- ▶ Provides a variety of support and services to employers, education institutions, and career seekers – all at no cost
- ▶ <https://scworkforcehub.com/>



Hub Partners

- ▶ The Hub is a partnership between key organizations that work closely together to develop and sustain RAPs in supply chain automation



Leads delivery of TA and supports for the Hub and coordination across all Hub partners



Offers certification including Certified Technician-Supply Chain Automation (tailored to distribution centers)



Brings a network and dedicated infrastructure to reach local stakeholders



Offers certification including Festo Industry 4.0 (tailored to production)

Hub Services and Supports

- ▶ Conduct education and outreach to key stakeholders about benefits of RAPs in supply chain automation
- ▶ Offer financial incentives and technical assistance to RAP sponsors
- ▶ Connect interested employers with education and training providers and workforce organizations
- ▶ Provide support for national registration of RAPs
- ▶ Support education institutions offering applied learning aligned to in-demand careers and pathways to a college degree and/or certification
- ▶ Assist in outreach and marketing efforts to promote RAPs with a focus on equity and diversity
- ▶ Identify state and federal funding opportunities



Hub Supports to Workforce Boards

- ▶ Help WDBs identify local supply chain employers, and conduct education and outreach about how RAPs in supply chain automation can address their talent development needs
- ▶ Connect interested employers with education and training providers that can support delivery of RAPs
- ▶ Partner with employers to develop RAPs customized to meet employer's training needs



Supports to Workforce Boards



Roger Tadajewski
Executive Director
National Coalition of
Certification Centers (NC3)

Discussion

Discussion Questions

- ▶ WDBs that currently support RAPs (regardless of industry)?
- ▶ WDBs with supply chain employers in your region?
- ▶ What support would you need to launch or expand a RAP if your WDB is not currently supporting this model?
 - ▶ WDBs that currently support RAPs – what support was helpful to you in the beginning?

Contact the SCA Workforce Hub



SCAWorkforceHub@manhattanstrategy.com

<https://SCWorkforceHub.com/>

- ▶ Sign up for our newsletter
- ▶ Access resources and information on upcoming events



The **Supply Chain Automation Workforce Hub (Hub)** is a one-stop solution for recruiting and training supply chain automation specialists – powered by employers, workforce organizations, and education institutions. Supply chain automation is the use of digital technologies to improve efficiencies, connect applications and streamline processes within supply chain operations including mechatronics, logistics, transportation, and warehousing. We help employers develop customized training programs to shore up and diversify their supply chain automation talent pipelines through **registered apprenticeship programs (RAPs)**.

A RAP is an **industry-driven training model** that enables employers to train workers to meet their unique needs. A RAP is a paid job. Apprentices participate in a mix of structured on-the-job and classroom learning, receive mentorship from experienced colleagues, and attain a portable, national, industry-recognized credential.

The Hub helps employers, education institutions, and career seekers – all at no cost.

We help:

- ▶ Conduct **education and outreach** to employers

RAP Benefits

Employer

- ▶ Acquire customized training to ensure employees develop the right skills
- ▶ Gain pipeline of diverse and skilled employees
- ▶ Lower recruiting costs; improve employee retention; reduce turnover
- ▶ Receive state and federal tax incentives
- ▶ Earn national recognition and visibility

Closing Remarks

Marilia Mochel, Director, Manhattan Strategy Group