



Registered Apprenticeships in Supply Chain Automation

July 19, 2022



Overview of Registered Apprenticeships

Registered Apprenticeship: A Proven Workforce Solution



- ▶ Registered Apprenticeship is an industry-driven, high-quality career pathway
- ▶ Includes **customized, competency-based** instruction and on-the-job training developed, reviewed, and approved by industry
- ▶ Employers can develop and prepare their future workforce
- ▶ Individuals can obtain paid work experience, classroom instruction, and a portable, nationally-recognized credential

Five Components of Registered Apprenticeships



Paid job with competitive wages



Structured on-the-job training in a work setting



Job-related classroom training

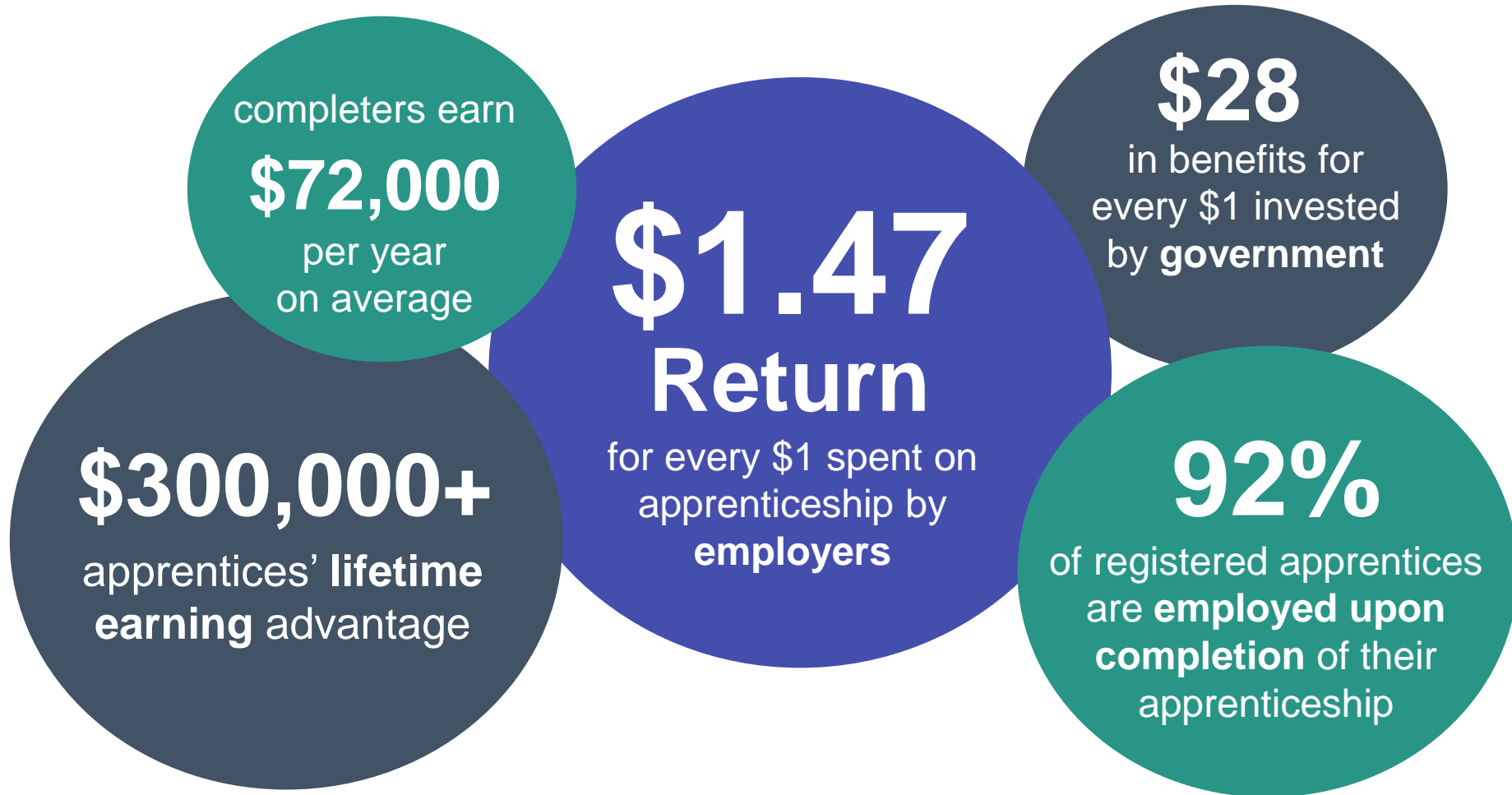


Learning and training with the help of a mentor



Industry-recognized credential

Return on Investment from Registered Apprenticeships



A Diverse Range of Industries



Healthcare



Cybersecurity



Information
Technology



Biotechnology



Transportation



Construction



Financial
Services



Advanced
Manufacturing



Hospitality



Engineering



Energy



Telecommunications

SCA Workforce Hub: Supply Chain Automation Sector Intermediary



US DOL currently funds sixteen (16) Registered Apprenticeship (RA) Industry Intermediaries to provide technical assistance to RA stakeholders in specific industry sectors, accelerating the growth of Apprenticeship across the United States.

Who are the DOL-funded Registered Apprenticeship Industry Intermediaries?

Industry Intermediary	Industry Sector	Contact Information
Arbor E&T, LLC d/b/a Equus Workforce Solutions	Healthcare and Healthcare IT	Michelle Day: michelleday@equusworks.com https://equusworks.com/services/discover-apprenticeship/
Appteon	IT	Debby Hopkins: Debby.hopkins@appteon.com ; https://appteon.com/workforce-development/apprentices/
District 1199C Training and Upgrading Fund	Care Economy (Healthcare, Early Childhood Education)	Teresa Collins: tcollins@1199ctraining.org https://www.1199ctraining.org/
Fastport	Transportation, Distribution, and Logistics	Dave Harrison: Dave.Harrison@fastport.com ; https://nationalapprenticeship.org/
Healthcare Career Advancement Program (H-CAP)	Healthcare	Daniel Bustillo: daniel.bustillo@hcapinc.org https://www.hcapinc.org/
Jobs for the Future (JFF)	Advanced Manufacturing	Mark Genua: mgenua@jff.org https://www.jff.org/
Maher and Maher	IT	Chris Magyar: cmagyar@air.org https://www.air.org
Manhattan Strategy Group	Supply Chain (Automation)	James Price: jprice@manhattanstrategy.com https://www.manhattanstrategy.com
North America's Building and Trades Unions (NABTU)	Construction	Tom Kriger: tkriger@nabtu.org https://nabtu.org/apprenticeship-and-training/
Net.America	Healthcare and Healthcare IT	Clare Hines: clarehines@netamerica.net https://discovernetamerica.com/apprenticeship-industry-intermediary/
National Restaurant Association Educational Foundation (NRAEF)	Hospitality	Ed Walden: ewalden@nraef.org ; https://www.chooserestaurants.org/Apprenticeship
National Institute for Innovation and Technology (NIIT)	Supply Chain (Nanotechnology and Semiconductors)	Mike Russo: mrusso@niit-usa.org https://www.niit.com/en/learning-outsourcing/
Safal Partners	Cybersecurity	Katie Adams: katie.adams@safalpartners.com https://www.safalpartners.com/
Virginia Manufacturers Association (VMI)	Supply Chain (Advanced Manufacturing)	Dr. Victor Gray: vgray@vamanufacturers.com http://www.vamanufacturers.com/
Washington Technology Industry Association (WTIA)	IT	Jennifer Carlson: jcarlson@apprenticcareers.org https://www.washingtontechnology.org/
Wireless Infrastructure Association (WIA)	Telecommunications	Tim House: tim.house@wia.org https://www.wia.org/

US DOL RA Intermediary: SCA Workforce Hub

Expansion of Registered Apprenticeship Programs through Industry Intermediaries

Contract awarded: December 2021

Industry: Supply Chain Automation

Target Population: Underserved Populations (PoC and Veterans)

Industry Intermediaries help accelerate Registered Apprenticeship program development and create new sector-based apprenticeship partnerships at regional and national levels.

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



Benefits to Career Seekers

- ▶ Earn as you learn with a guaranteed wage increase as you develop new skills
- ▶ Receive an industry-recognized and nationally-portable credential or academic credit toward a college degree
- ▶ Gain workplace-relevant skills and mentorship in the field of your choice

Supply Chain Automation Workforce Overview

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

- ▶ 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 one starting point for a career path in supply chain automation
- ▶ Other occupations:
 - ▶ Transportation, Storage, and Distribution Specialist/Manager
 - ▶ Supply Chain Specialist/Manager
 - ▶ Logistician
 - ▶ Logistics Analyst
 - ▶ Industrial Machinery Mechanic
 - ▶ Mechatronics Technician
 - ▶ Heavy and Tractor-Trailer Truck Drivers
 - ▶ Laborers and Freight, Stock, and Material Movers



About the Hub

About the SCA Workforce Hub

- ▶ One-stop solution for recruiting and training supply chain automation specialists
- ▶ Powered by employers, workforce organizations, and education institutions working in partnership
- ▶ Helps employers develop customized training programs for SCA talent development through Registered Apprenticeship programs
- ▶ Supports development of a diverse talent pipeline, including people of color and veterans/military service members
- ▶ Provides a variety of support and services to employers, education institutions, and career seekers – all at no cost



Hub Services and Supports

- ▶ Conduct education and outreach 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
- ▶ Support 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, marketing, and recruitment efforts to promote RAPs with a focus on equity and diversity
- ▶ Identify state and federal funding opportunities



Hub Partners

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



Manhattan Strategy Group leads delivery of TA and supports for the Hub and coordination across all Hub partners



Manufacturing Skill Standards Council offers certification including Certified Technician-Supply Chain Automation (tailored to distribution centers)



National Association of Workforce Boards brings a network and dedicated infrastructure to reach local stakeholders



National Coalition of Certification Centers offers certification including Festo Industry 4.0 (tailored to production)

Sponsor/Employer Incentive Fund

- ▶ Helps sponsors/employers offset costs of launching RAPs and providing training to apprentices
- ▶ Financial incentive of up to \$1,000 per apprentice
- ▶ Each sponsor/employer can receive between \$2,000 - \$40,000, depending on total number of apprentices enrolled
- ▶ Incentive funds can be used for:
 - ▶ Tuition, classroom education, online training
 - ▶ Costs related to mentorship
 - ▶ Training equipment for apprentices
 - ▶ Curriculum development
 - ▶ And more!
- ▶ Applications due September 30, 2022



Contact the SCA Workforce Hub



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<https://SCWorkforceHub.com/>

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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