

GPTC - Transcript

00:00:04 Narrator

Welcome to the Supply Chain Automation Workforce Hub, or the Hub, interview series. The Hub is an industry intermediary funded by the U.S. Department of Labor as a one stop solution for recruiting and training skilled workers in supply chain automation powered by employers, education institutions and workforce organizations.

00:00:24 Narrator

It brings together key stakeholders to develop registered apprenticeship programs for wraps for customized training solutions.

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In this interview, Doctor Alvey Coes, III, the Vice President of Economic Development at Georgia Piedmont Technical College, worked, and Richard Andrews, the Executive Director of Advanced Manufacturing Partnerships, talk about how and why GPTC is working with the Hub on supply chain automation.

00:00:53 Dr. Alvie Coes, III

Yeah, I'm I'm Alvie Coes, and I'm the Vice President for Economic Development for Georgia Piedmont Technical College. In that role, I work with our team in overseeing our continuing education economic development side, noncredit programs, and we work very closely with Registered Apprenticeship.

00:01:11 Dr. Alvie Coes, III

We partner quite regularly with the academic side of the house to to work together in order to find ways to work with our companies in order to deliver apprenticeship programming.

00:01:24 Richard Andrews

Hi, I'm Richard Andrews. I'm the Executive Director of Economic Development. I pretty much handle all of the advanced manufacturing, so anything from forklift all the way into full on blown automation.

00:01:37 Narrator

Why do you think RAPs are a good training option for your local employer partners?

00:01:42 Dr. Alvie Coes, III

I see Registered Apprenticeship, I think, as a way for us at GPTC to really bring together the best in technical instruction along with the on-the-job training, kind of marry them together and create a, create a good program so it allows... allows our students or apprentices to really get good--good quality, hands-on learning, um, in the classroom as well as from the employer.

00:02:03 Dr. Alvie Coes, III

At the end of that, companies get to get what we hope is a pretty solid worker who has a good foundational understanding of their job. So yeah, I think it's a, it's been a great tool for us. I'm helping employers meet, meet the workforce needs.

00:02:19 Richard Andrews

For me, I would say with the registered and especially RAPIDS, it gives structure. And so that we actually have guidelines, and it brings our stakeholders all together. You know, whether you're talking about the apprenticeship and, you know, what they need from it. So you actually have the company, the apprentices and then the college for us in our situation.

But the big part about that is laying out a structure, where there's actually an agreement so that everyone knows upfront what they're actually getting out of the training.

00:02:50 Narrator

Why are you using competency-based RAP models?

00:02:54 Richard Andrews

The reason why we moved to competency-based, on the economic development, is really companies' needs, and, the, you know, skill gap is so great right now in the amount of work shortages that we're seeing in our local area.

So we needed to turn around a bunch of skilled labor. And to be able to do that, we had to go competency-based 'cause just in the instruction side of it, the on-the-job training side of it... It's just a better model for fitting the timeline that these companies have laid out to try to fill these, you know, voids in their workforce.

00:03:29 Narrator

How are you helping advanced manufacturing employers diversify their workforce, and why is this important?

00:03:36 Dr. Alvie Coes, III

So our institution is a minority-serving institution predominantly. I want to say somewhere around 80% or maybe a little higher of our student population are, are students of color people, people of color, so, we do as best, I think, of a job of as any of exposing our students to these programs and, and really wanting to take advantage of the opportunity. So we do try to go above and beyond to make sure that the students that we serve every day, students of color, veterans, are very kind of aware of the program.

00:04:10 Richard Andrews

Yeah, I would say that it removes, you know, boundaries and things like that and obstacles that have been put in the way. I would say that's one of the big things that I've seen. A lot of our apprenticeship, our apprentices are, you know, high school education. And we're also now reaching into the adult ed, so we're getting into the, uh... Whether you're talking about GED students in that kind of population, we're going into those populations and getting them into the apprenticeships, which gets them into jobs.

00:04:38 Richard Andrews

So they either go from, you know, unemployed or, you know, a low-level job into these high-demand career fields. So I think that's one of the big things that we're seeing from it, and it is definitely the minority population that's benefiting in our area.

00:04:52 Narrator

Do you have any advice for other community colleges considering starting a RAP?

00:04:57 Richard Andrews

The competency-based model is now probably the most flexible and, you know, I would say that would have been one of the things that would have kept me or steered me away from it in the past for our situation, but I think for others, car—like, technical training or colleges, I think that, with the competency-based, you basically are getting the support for that actual apprenticeship. And I would go to the companies.

00:05:21 Richard Andrews

I mean if you go to the companies and you tell them that you can actually do a training and really look at it, and even if you go with timeframe of a year or even, you know, faster than that, it just...

00:05:33 Richard Andrews

Most companies are going to respond to that. So I think that that part of it is really huge because I think you're going to get the companies excited and they're going to get involved. 'Cause, pre-COVID, you know, companies were not really coming to the colleges or to training centers as much.

00:05:47 Richard Andrews

They were doing a lot more in-house training, but post-COVID, because of the work shortage, they are more than happy to come and work with you now.

00:05:55 Dr. Alvie Coes, III

I don't know, I think as companies, um, as they really kind of, you know, reflect on what... And I don't know if COVID kind of exacerbated it or what, but the whole issue surrounding the shortage in skilled labor, I think as companies move forward and really try to reflect on how do we not get here again.

00:06:14 Dr. Alvie Coes, III

I think apprenticeships is clearly the way to do that. I think they've kind of been a, been a missed opportunity in the years past, but, but now, hopefully even if we haven't learned anything else, we've learned that we have to...

Apprenticeships are a great way to kind of create that talent pipeline to help ensure that we don't, we don't end up here again when it comes to our hard, high-demand career areas.

00:06:37 Narrator

Thank you so much for listening to the Hub's interview series. Please visit our website at sworkforcehub.com for more information about the Hub and the services and supports we offer.

