

March
2023



Hub Happenings

Reflecting on February and Looking Ahead

In addition to Black History Month, February was also [Career & Technical Education \(CTE\) Month](#). The Hub, being a U.S. Department of Labor (DOL) intermediary, is challenged with establishing partnerships with organizations that develop and operate Registered Apprenticeship Programs (RAPs) that will reach people not currently represented equitably in existing programs. Namely, Black, Indigenous, and People of Color (BIPOC), women, and veterans.



Hub Subject Matter Expert Dr. Kim Harris said it best:

"The Diversity, Equity, Inclusion, and Accessibility (DEIA) work we did with the Hub in 2022 was a necessary step in laying the foundation for culturally responsive and meaningful impact with not only our sponsors, but just as important, the Apprentices who will work in their companies; especially apprentices from historically under-represented communities."

Black Americans in particular are underrepresented in RAPs. For the Hub, ensuring equity in RAPs is the highest priority. That's why our outreach team has partnered with advocates like Georgia Piedmont Technical College (GPTC), which was the Hub's first sponsor and Registered Apprenticeship (RA) partner. GPTC is akin to a Historically Black College and University (HBCU). Situated in DeKalb County, Georgia, a majority-Black county, GPTC is a Predominantly Black Institution (PBI), with 87% of its student body being Black.



Partnering with minority-serving institutions is paramount to accomplishing both the

Hub's goals and those of DOL. GPTC has five campuses in the Atlanta area, serving Black, Indigenous, and People of Color (BIPOC) and veterans both in academics and workforce development. GPTC and its staff do a lot of community-oriented work. Dr. Alvie Coes, III, who spearheads GPTC's Economic Development department, works with the Economic Development Authority to show Black community members that there are many paths to success, like RA.

In its short tenure, the Hub team connected with more than 30 HBCUs and many community leaders to develop outreach materials for communities of color and veterans. The Hub has also developed DEIA training for both our internal team and external partners. We believe that, for DEIA work to be successful, it requires partnering with organizations in respectful and culturally responsive ways.

If parity is to ever be reached for BIPOC in RA, the labor force, or education, more effort and resources need to be funneled into developing programs, and the availability of supporting resources, like scholarships and programs that pay, e.g., RAPs. That's why the Hub is proud to serve as an intermediary between organizations like GPTC and DOL.

CTE and Black History Month are over, but the work to ensure equity goes on. Keep up with our progress this year by engaging with us here, on our website, and through our social media channels.

What's New at the Hub

New Partners



IEC Middle Tennessee, a chapter of the Independent Electrical Contractors national trade association, serves electrical, low voltage and renewable energy contracting companies, and students in the greater Nashville area. The Hub is excited to have another IEC chapter as a RAP sponsor partner.

Ship Black is an all-in-one partner for fulfillment services, education, and guidance. Similar to how the Hub is a one-stop solution for recruiting and training skilled workers in supply chain automation, Ship Black is a one-stop for start-up businesses, providing fulfillment services, education, and guidance in the customer service realm to elevate ecommerce businesses and the effectiveness of their supply chain.

RWB Properties & Construction aims to serve both commercial and residential clients. Since 2008, RWB has supported its local community and surrounding areas in their construction needs. Its workforce development programs provide individuals with the opportunity to learn new skills and better their old ones, encouraging them to put those skills to work in the construction industry.

Messer Construction Co. builds workforce and supplier diversity and community engagement throughout the regions it serves, strengthening communities through its commitment to safety, quality, and innovation. Messer believes that skilled preparation delivers the best results. That's why Messer invests in construction best practices and

professional development.

Welcome to the Hub!

Where We've Been



Ohio To Work Celebration & Transition Breakfast

When: February 22, 2023

Where: Dayton, Ohio

Hub Senior Advisor Cathy Metcalf attended the celebration hosted by JobsOhio and Sinclair College with Brandy Porter, Ohio Means Jobs' Employment Technician. Cathy networked with RAP advocates and sat in on presentations about RAs in Ohio.



Tri-State Tooling and Manufacturing Association (TTMA) Dinner

When: February 23, 2023

Where: Dayton, Ohio

Hub Senior Advisor Cathy Metcalf attended the TTMA dinner and worked with the Advanced Manufacturing Industry Partnership to provide information about DOL's incentive funding available for RAPs in supply chain automation.



Apprenticeship Accelerator with Miami Dade College

When: March 7, 2023

Where: Doral, FL

Hub Project Manager James Price and Subject Matter Expert Wanda Monthey co-hosted an Apprenticeship Accelerator with Miami Dade College's Career and Technical Education office to spread the word to local employers about their existing Storage and Distribution Manager and Customs Broker RAPs.



Midwest Urban Strategies (MUS) Infrastructure and Workforce Strategy Session

When: March 7, 2023

Where: Chicago, IL

Dina Igoe, Business Development and Marketing Specialist, engaged with other workforce advocates at a strategy session focused on various opportunities available through the infrastructure and training funding available through the U.S. Department of Transportation.



Midwest Urban Strategies (MUS) Spring Convening

When: March 8-10, 2023

Where: Chicago, IL

Dina Igoe, Hub Business Development and Marketing Specialist, attended the Midwest Urban Strategies Spring Convening, a three-day event where she conferred with other workforce advocates and visited an American Job Center in downtown Chicago.

Manufacturing Apprenticeships Accelerator

When: March 8, 2023

Where: Phoenix, AZ

Marjorie Cohen, Subject Matter Expert, presented and served as a panelist at the Arizona Manufacturing Apprenticeship Accelerator hosted by the Arizona Apprenticeship Office. She and Janet Bray, Hub Technical Assistance Lead, also traveled across AZ to meet with several other Hub partners to discuss RAPs.

Upcoming Events

Where We'll Be

THE FORUM



[The Forum, Powered by NAWB](#)

When: March 25-28, 2023

Where: Washington, DC

Marjorie Cohen, Subject Matter Expert, and Dina Igoe, Hub's Business Development & Marketing Specialist, will lead the "Utilizing Supply Chain Apprenticeships to Close the Skills Gap" session at the National Association of Workforce Boards (NAWB) annual workforce development conference.

During the Apprenticeship Institute on Saturday, March 25, they'll lead a session to address strategies workforce boards can put into place to meet local employer needs. Marjorie and Dina, along with several Hub partners, will share their insight and experience on how workforce boards can play a key role in meeting the talent needs of supply chain employers through Registered Apprenticeship while connecting a diverse workforce to economic opportunity.

Industry, Community, and Apprenticeship Updates

The Hub was recently highlighted in our partner's, the Center for Energy Workforce Development (CEWD), newsletter! A huge thank-you to CEWD for featuring us and promoting RAPs!



If you haven't yet, check out the latest information on key programs, priorities, and CEWD progress:

[Read more here!](#)

Hub Benefits & Resources

The Hub helps [employers](#), [education institutions](#), [workforce development boards](#) and [career seekers](#) — all at no cost:

- ▶ Offer [incentive funding](#) and technical assistance to RAP sponsors and employers
- ▶ Provide support for national and state registration of RAPs
- ▶ Conduct education and outreach to key stakeholders about benefits of RAPs in supply chain automation
- ▶ Connect interested employers with education and training providers, and workforce organizations

- ▶ 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

[Click here for Hub Resources](#)

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