

October
2024



Hub Happenings



Celebrating Manufacturing Day!

Each year, on the first Friday of October, we celebrate **Manufacturing Day**—a nationwide event highlighting the innovations, opportunities, and skilled talent that drive one of our country's most essential industries. In honor of this day, we want to highlight how **Registered Apprenticeship (RA)** programs empower the next generation of manufacturing professionals. RA programs offer a proven pathway for individuals—whether just entering the workforce or looking to reskill—to gain the critical skills and certifications needed for high-demand, high-wage careers in advanced manufacturing.

At a time when manufacturers face a growing talent gap, these hands-on training programs not only equip workers with cutting-edge skills but also provide employers with a pipeline of skilled professionals ready to lead in this rapidly evolving field. Let's take a moment to celebrate Manufacturing Day and the RA programs shaping this dynamic industry's future!

Welcome New Partners!

The Rural Community College Alliance (RCCA), based in Horntown, OK, supports over 600 rural and tribal colleges, serving 89.3 million residents across the U.S. By advocating for resources and effective practices, RCCA strengthens rural institutions as centers for education and economic

development.

The Hub team is participating in RCCA initiatives to offer members no-cost services to expand Apprenticeship nationwide.



DJX Construction is a minority-owned general contracting company located in Cincinnati, OH, operating within the heavy civil construction industry. DJX specializes in general construction and property maintenance services for both public and private sectors.

The Hub team will be assisting DJX with developing an underground RA program and introducing the DJX training team to Office of Apprenticeship in Ohio.

Deceuninck North America is located in Monroe, OH. They are a fully integrated design, compounding, tooling, and PVC extrusion company that produces energy-efficient vinyl window and door systems for the building, remodeling, and construction industry.

The Hub team is assisting Deceuninck with registering its industrial maintenance tech program with the Ohio Office of Apprenticeship and connecting Deceuninck with a related training instruction provider.



Birdon expanded to the United States in 2009 and established its headquarters in Denver, Colorado. Birdon has four main business divisions in the United States: Marine Ship Building and Repair, disposals, engineering, and Marine Propulsion.

The Hub team will assist Birdon with its competency-based ship fitting RA program and the first cohort of

structural metal fabricators and fitters.

The logo for Birdon, featuring the word "birdon" in a bold, red, lowercase sans-serif font against a dark teal background.

Where We've Been



ACT Workforce Summit

When: October 2-4, 2024

Where: Atlanta, GA

James Price, Hub Project Manager, attended the Summit and delivered a dynamic presentation and discussion to bring together experts to debunk myths and unveil the innovative, adaptable, and employer-focused nature of Apprenticeships today. They also participated in an engaging panel session on the growing success and replicable strategies in facilitating long-term talent pipelines through RA programs.

Women in Energy (WEN) Network

When: October 9, 2024

Where: Virtual

The free webinar was organized by Women in Energy (WEN Ohio). WEN invited Dorinda Byers, Hub Senior Advisor, and Dina Igoe, Business Development and Marketing Lead, to lead a presentation on how the Hub partners with employers to strengthen talent pipelines and develop a skilled workforce through RA programs.



DOL 2024 Apprenticeship Building America (ABA) Convening

When: October 15-17, 2024

Where: Washington, D.C.

James Price, Hub Project Manager, had the privilege to be invited to connect with the



Apprenticeship Building America grantees at the Department of Labor and connect with stakeholders like industry intermediary colleagues to help grow and expand Apprenticeship across the country.

2024 CAEL Conference

When: October 31-November 2, 2024

Where: New Orleans, LA

James Price, Hub's Project Manager, hosted an informational session at this year's CAEL Annual Conference entitled *Expanding Registered Apprenticeships to Cultivate the Supply Chain Workforce*. The conference, which celebrated CAEL's 50th anniversary, was a unique opportunity to learn from educators, employers, and community leaders focused on aligning learning and work so that adults achieve continuous economic advancement.



Where We'll Be

Advancing Women in the Workforce Apprenticeship Accelerator

When: November 18, 2024

Where: Lawrenceburg, IN

The Hub team and its partners are bringing together stakeholders, industry leaders, educators, and workforce organizations to explore the benefits of integrating RA programs across manufacturing, supply chain, hospitality, and early childhood education (ECE). Discover opportunities for women, including veterans and minorities, in Apprenticeship. [Register](#) to attend this free event.



National Association of Workforce Development Professionals Youth Symposium

When: November 18-20, 2024

Where: Phoenix, AZ

Dorinda Byers, Hub's Senior Advisor, will attend and lead a workshop titled *Best Practices for Recruiting in Registered*



Apprenticeship Programs. The Youth Symposium has become one of the largest annual gatherings of workforce development professionals serving youth, with more than 900 attendees nationwide.

Launch Your Future Registered Apprenticeship Career Fair

When: November 18-20, 2024

Where: Erlanger, KY

Brandy Porter, Hub Advisor, will attend the hiring event and meet with employers interested in developing RA programs.



CEWD WORKFORCE DEVELOPMENT SUMMIT

November 19-21 2024 | Washington, D.C. | The Wharf

Presented By  **CEWD**
Center for Energy Workforce Development

CEWD Workforce Development Summit

When: November 20, 2024

Where: Washington D.C.

Hub's Program Registration Lead, Melissa Zervos, and Business Development and Marketing Lead, Dina Igoe, will be attending the Summit. Ms. Zervos was invited to join a panel discussion titled *Our Step-by-Step Experiences of Creating a DOL Registered Apprenticeship Program*; this session will

feature industry leaders sharing insights and resources to help energy employers establish successful RAPs.

Industry News

The Office of Apprenticeship October intermediary newsletter

Catch up with the DOL Intermediary newsletter, your go-to source for the latest updates, insights, and key information from the Department of Labor's intermediary programs.

Read the October 2024 edition [here](#).



APPRENTICESHIPUSA
Registered Apprenticeship
Programs in a
Multigenerational Workplace

Usually spanning fifteen to twenty years, a generation is defined by popular culture, significant events, and economic trends. Historically, this country has only ever seen three different generations in the same workplace; today, we are seeing that number increase to five—sometimes six generations working at the same time. Unlike traditional workforce development, the Registered Apprenticeship (RA) system has the advantage of accessing and connecting with young people sooner. With built-in mentorship systems, on-the-job training, and classroom instruction, RA is the ideal workforce solution for any age and stage of a person's journey. The first step is understanding the wide range of life-experiences, perspectives, and skills within this multigenerational workplace.

Note: Individuals are shaped by their distinct history, unique experiences, and personal aspirations. This factsheet does not intend to reduce anyone to a stereotype based solely on their birth year.

THE MULTIGENERATIONAL WORKFORCE!

Survey data tells us that different generations tend to display different workplace values. This factsheet attempts to illuminate trends and share useful information about the newest generation in the workplace, Gen Z. For more information on generational reporting, please visit Pew Research Center's article, "How Pew Research Center will report on generations moving forward."



Fact Sheet on RA Programs in a Multigenerational Workplace

DOL is excited to announce a new fact sheet titled [RA Programs in a Multigenerational Workplace](#). This fact sheet defines each generation, highlights survey findings, and shares promising practices.

The content is based on work by the SCA Workforce Hub, and a presentation delivered by the Hub team to members of the [Women in Manufacturing Association](#) in July 2024. You can find the fact sheet on [Apprenticeship.gov](#) Resource Hub or download it [here](#).

5 Trends Shaping the Manufacturing and Distribution Industry for 2025

The U.S. manufacturing and distribution industry is evolving rapidly, shaped by tech advancements, economic shifts, and global challenges. As 2024 wraps up, business leaders are looking ahead, asking how they can boost efficiency, stay competitive, and attract top talent. Discover the five critical trends expected to drive the industry in 2025.



[Read more](#)

Report: Apprenticeship Program Participants See a 49 Percent Increase in Wages



Discover how workers who completed a Registered Apprenticeship program saw a 49% wage increase. These programs offer paid employment, hands-on training, and classroom learning for careers outside the traditional college path. Check out the latest report for key insights and data.

[Read more](#)

Supply Chains Belong at the Top of a CEO's Agenda

After the immediate impacts of Covid-19, visible supply chain issues eased, but significant underlying risks remain. Addressing these risks is no longer just for procurement teams—boards and CEOs

must prioritize supply chain strategy. With proactive leadership and fresh approaches, companies can better navigate today's era of disruption.

[Read more](#)



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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