



CGIA-SAWDC Joint Meeting

March 13, 2019

Erich Heine Learning Center at AM/NS Calvert



Welcome & Introductions

Eddie Clayton

CGIA President

Southern Company

Anti-Trust Statement

Trade associations, such as the **Central Gulf Industrial Alliance**, which by their very nature involve interaction among competitors and/or suppliers and customers, are subject to close scrutiny for anti-trust violations. Therefore, members must be careful to keep their activities within the prescribed bounds, both in appearance and in actual fact.

Safety Topic



Kenneth Brandon
AM/NS Calvert

Host Presentation

Myriam Aerts
AM/NS Calvert

**AM/NS
CALVERT**



AM/NS CALVERT

State-of-the-Art Capabilities and Production



AM/NS CALVERT



Joint venture partnership



- #1 world leader in steel production with presence in 60 countries
- Approximately 210,000 employees
- 28 operations in U.S., including I/N Tek & I/N Kote
- Market leader in all major global steel segments
- Globally recognized for leading R&D and technology and outstanding distribution networks



**NIPPON STEEL &
SUMITOMO METAL
CORPORATION**

- #2 world leader in steel production
- Approximately 84,000 employees in 15 countries
- 5 operations in the U.S., including I/N Tek & I/N Kote
- Market leader in automotive, energy, civil engineering, construction and rail
- Respected leader in steel technology with focus on product development and process innovation

ArcelorMittal and NSSMC have a long-standing relationship

End Use – Client Base

**AM/NS
CALVERT**



Automotive



Construction



Pipe & Tube



Appliance/HVAC



Steel Service Center



Specialties

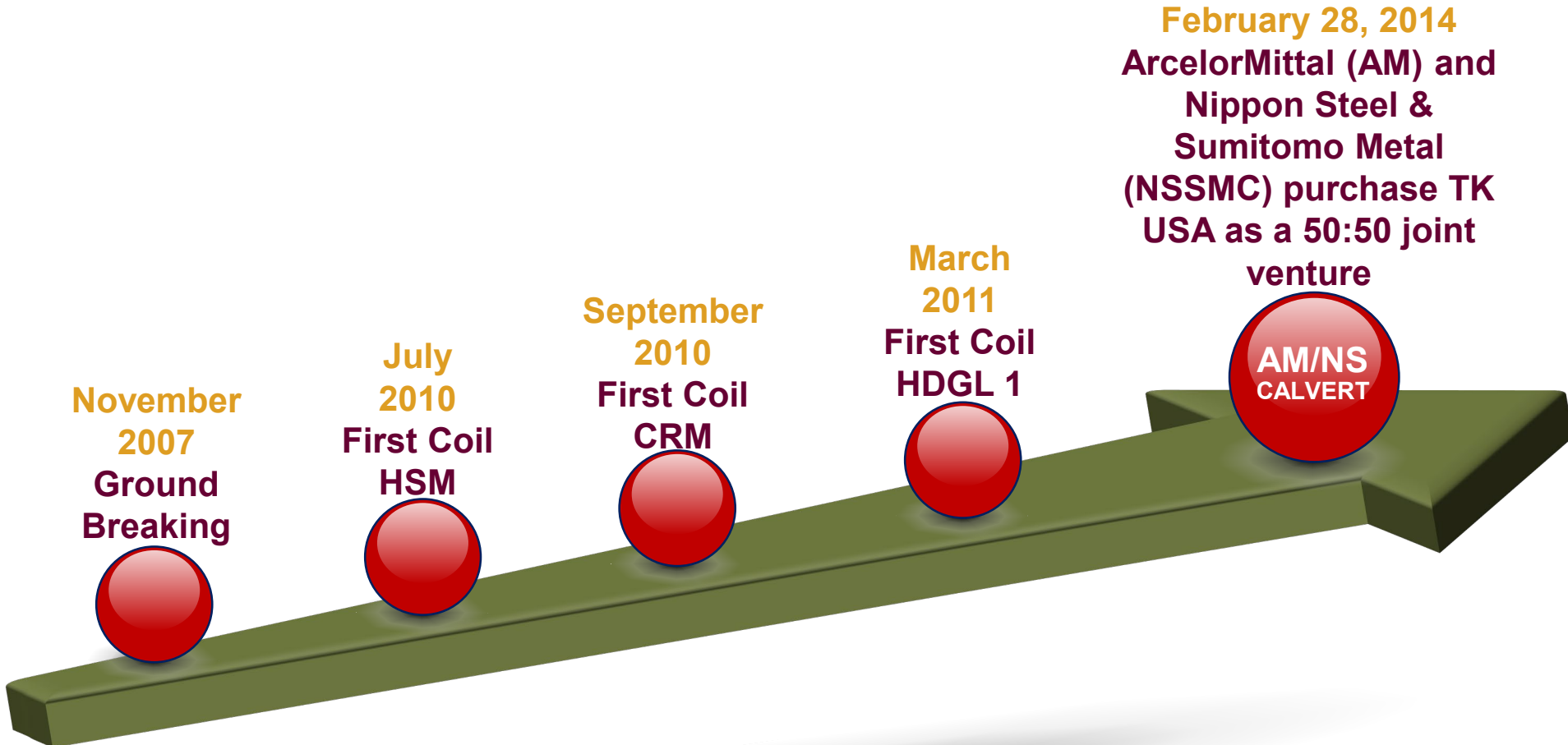


**AM/NS
CALVERT**

**Largest newly-built high quality steel facility
in the US in approximately 40 years
Status Greenfield 2007**

Brief History of the Calvert Site

**AM/NS
CALVERT**





Finishing Lines

Admin Office

HDGL 1 & 3

CAL 2 & HDGL 4

Cold Rolling Mill

Spray Roaster

Hot Strip Mill

Stainless (Outokumpu)

Slab Yard

Stainless (Outokumpu)

River Terminal

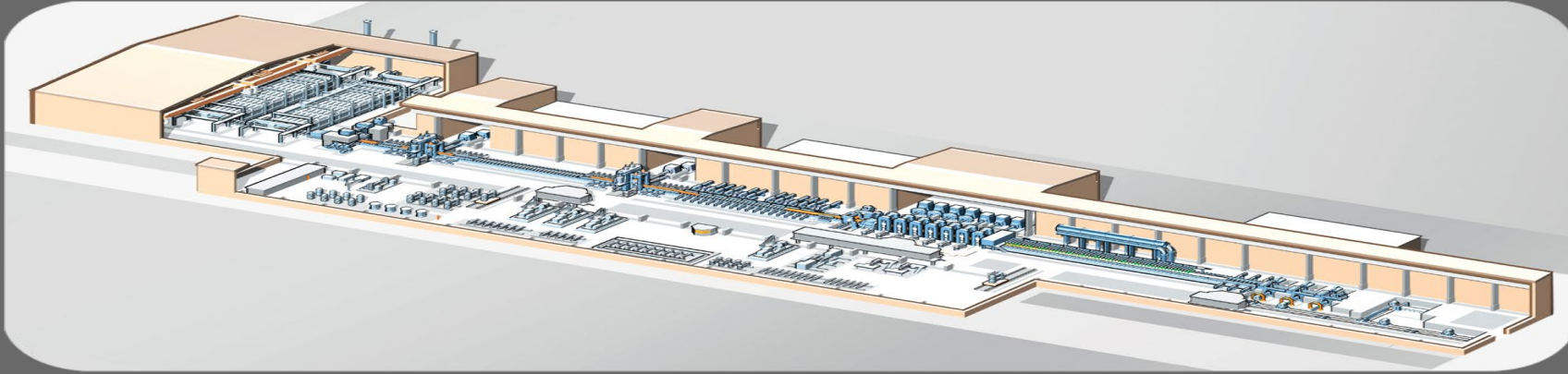
We start our process with cast slabs of steel (aprox 30 tons each)

**AM/NS
CALVERT**



Hot Strip Mill (HSM) Overview

**AM/NS
CALVERT**



Hot rolling is needed to achieve:

- Large reductions in thickness
- Yield Strength
- Desired shape and gauge

The slabs are super heated to 2400F until they are soft and then rolled into coil form

**AM/NS
CALVERT**



AM/NS CALVERT



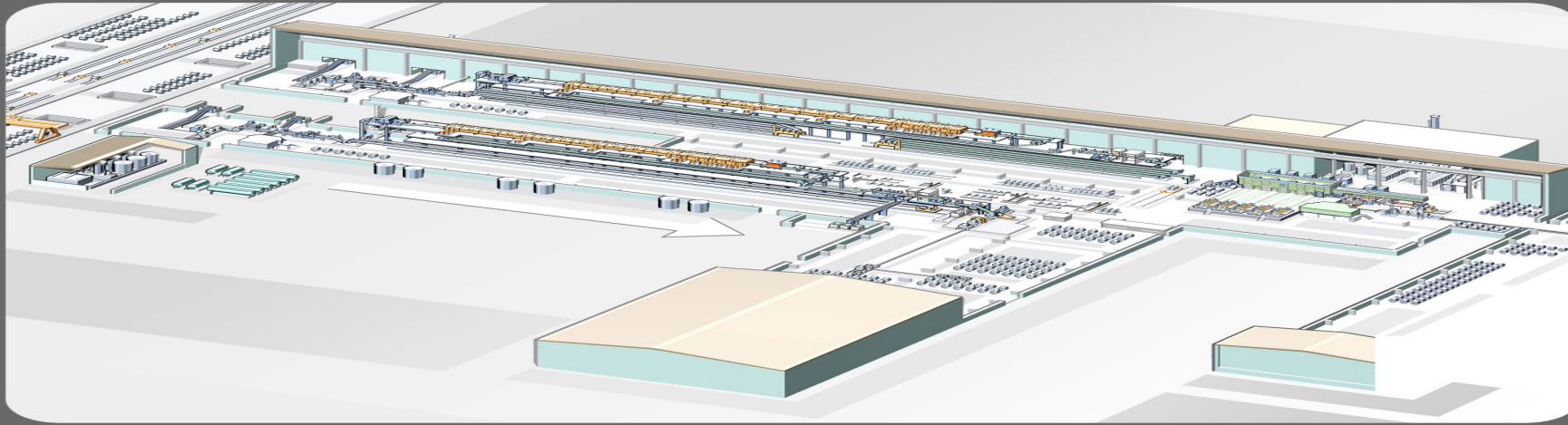
Hot Strip Mill – rolled coil

**AM/NS
CALVERT**



Cold Roll Mill (CRM) - PLTCM Overview

**AM/NS
CALVERT**



Pickling Section

- Removes oxide layer (scale) generated during Hot Rolling

Rolling Section

- Reduces thickness of pickled hot strip and hardens the steel

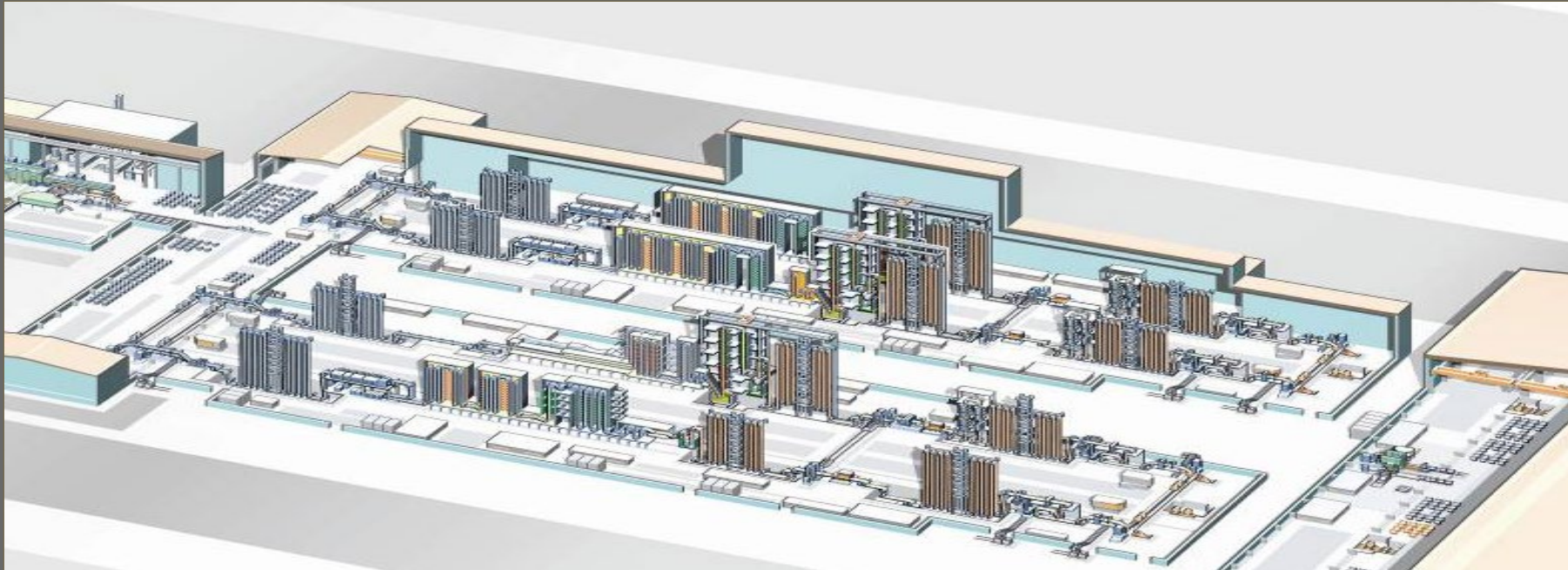
Cold Roll Mill Pickling Line

**AM/NS
CALVERT**



HOT-DIP GALVANIZING (HDGL) & CONTINUOUS ANNEALING (CAL) LINES

**AM/NS
CALVERT**



Hot-Dip & Annealing:

- Multiple coating pots – Aluminized or Galvanized
- Controlled Radiant Tube Heating to increase strength and consistency
- Rapid Cooling technique

Hot Dip Galvanizing Line

**AM/NS
CALVERT**



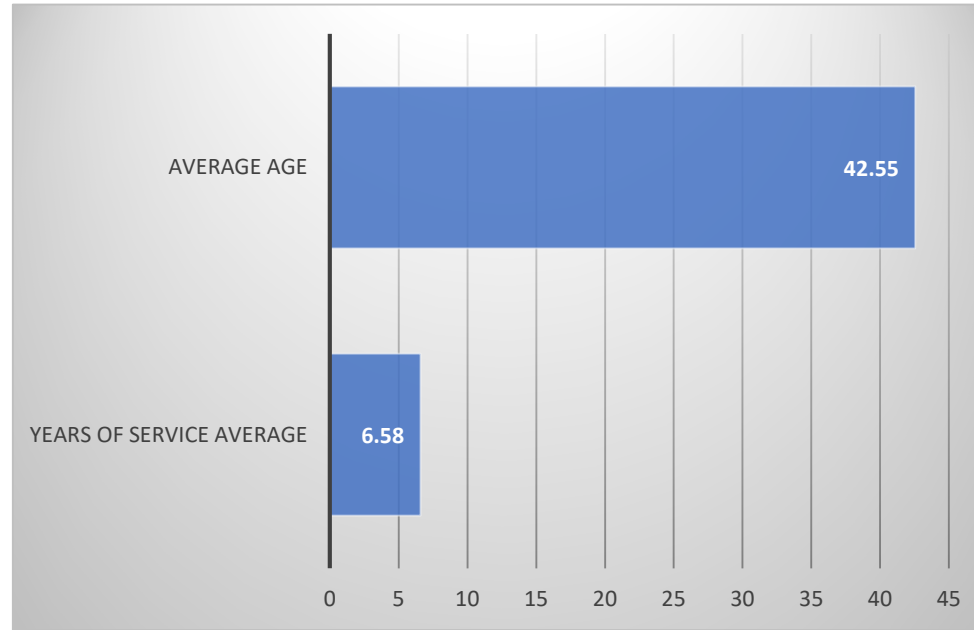
A finished coil of steel that will be shipped to a customer to create durable products, such as automobiles or appliances

**AM/NS
CALVERT**

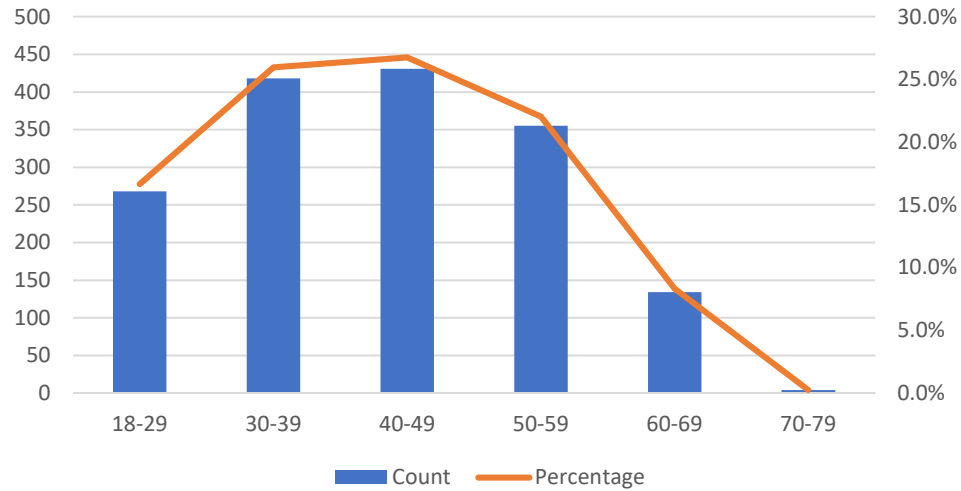


Our People

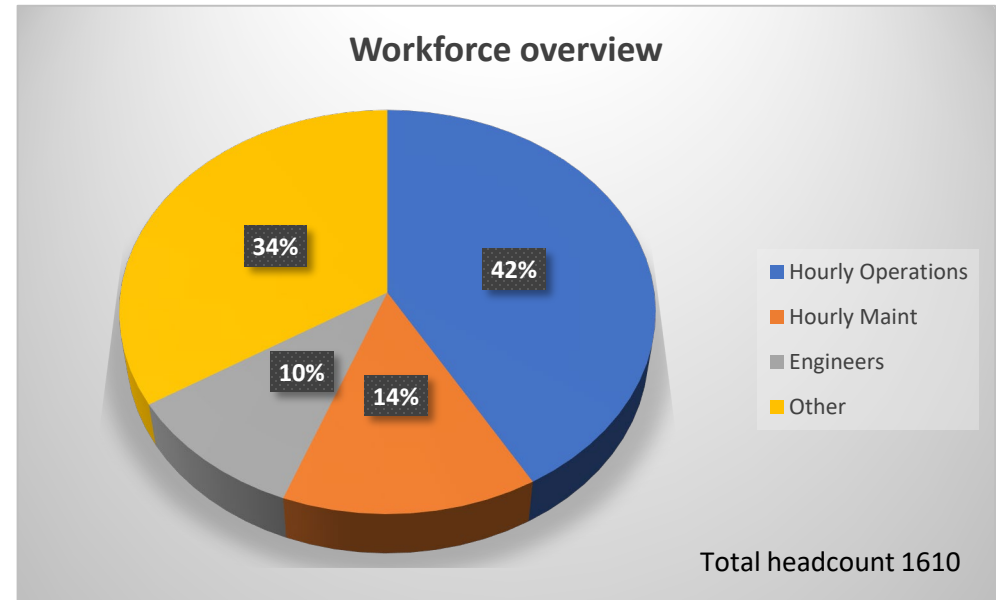
The site is just over 12 years old, 5 years under AM/NS Calvert management.



Age brackets



Workforce overview



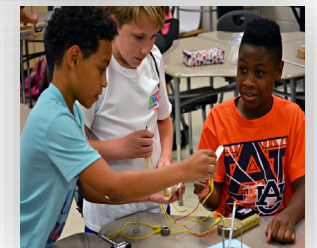
Workforce Development Initiatives

Before High School

AM/NS CALVERT

Engaging youth in STEM curriculum

- Elementary and Middle school Curriculum/Modules
- Organized STEM Summer Camp
 - 400 Students, 5 Days
 - Trained Additional Teachers
- Provide Development/Onsite Coaching at STEM Leadership Schools
 - 100 Teachers trained
- Funded ExploreTech STEM Lab at the Exploreum Science Center



Workforce Development Initiatives

High School

High School Internships

❑ 2018: First High School Internship

- ❑ 7 high school students
 - ❑ Citronelle High School and Washington County Career Technical Center
- ❑ Internal Logistics and Crane Automation teams
- ❑ 3 students directly hired into operations

❑ 2019: Extended Internship

- ❑ 11 high school students (same schools)
- ❑ More departments: Central Maintenance, Health & Safety, and Fire/Security Services

Partnering with High Schools

❑ 2019: First contacts

- ❑ Various HS students visiting AMNS Calvert
- ❑ Career pathway options with different high schools

AMNS CALVERT



Workforce Development Initiatives

Beyond High School

AM/NS CALVERT

2 year technical college program

- Co-op plan in development with Coastal Community College
 - I&E degree
 - Craft apprenticeship programs
- Continued partnership with CGIA and SAWDC



4-5 year college program

- Associate training program
 - Founded in 2015
 - 2 year internal development program
 - Engineer & IT grads from colleges < 250miles radius
 - 45 recruited so far
 - 2019: target 20 engineers
- Internship Program 2019
 - Partnership with two universities to provide intern placement
- Student Shadow Day



Workforce Development Initiatives

General

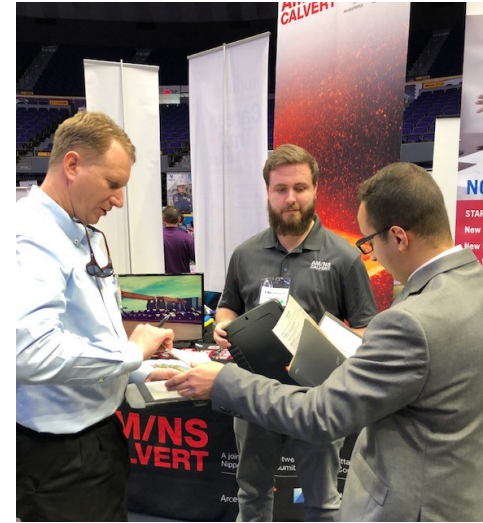
AM/NS CALVERT

ArcelorMittal Foundation Partners

- Mobile Area Education Foundation
- Mobile Baykeeper
- Exploreum Science Center

AM/NS Calvert team members are:

- Board members in colleges
- Lecturers in colleges
- Company ambassadors at events



HAVE A GREAT DAY



Restoring the Dignity of Work: Transforming the U.S. Workforce Development System into a World Leader



Eddie Clayton

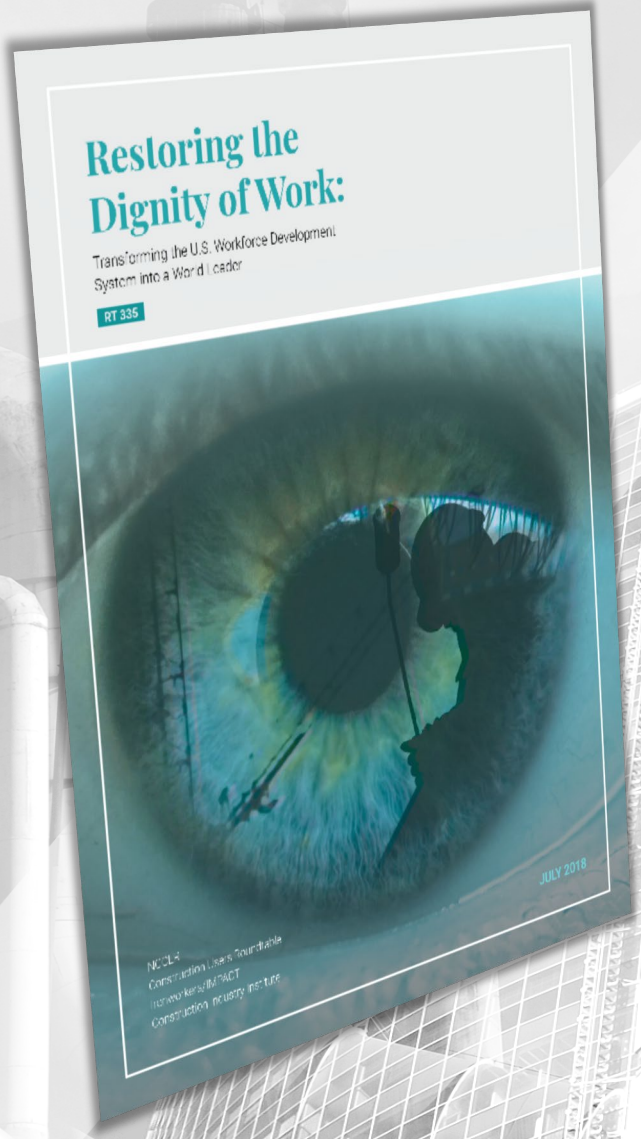
Southern Company

Paul Goodrum, P.E., Ph.D.

University of Colorado

Timothy Taylor, P.E., Ph.D.

University of Kentucky



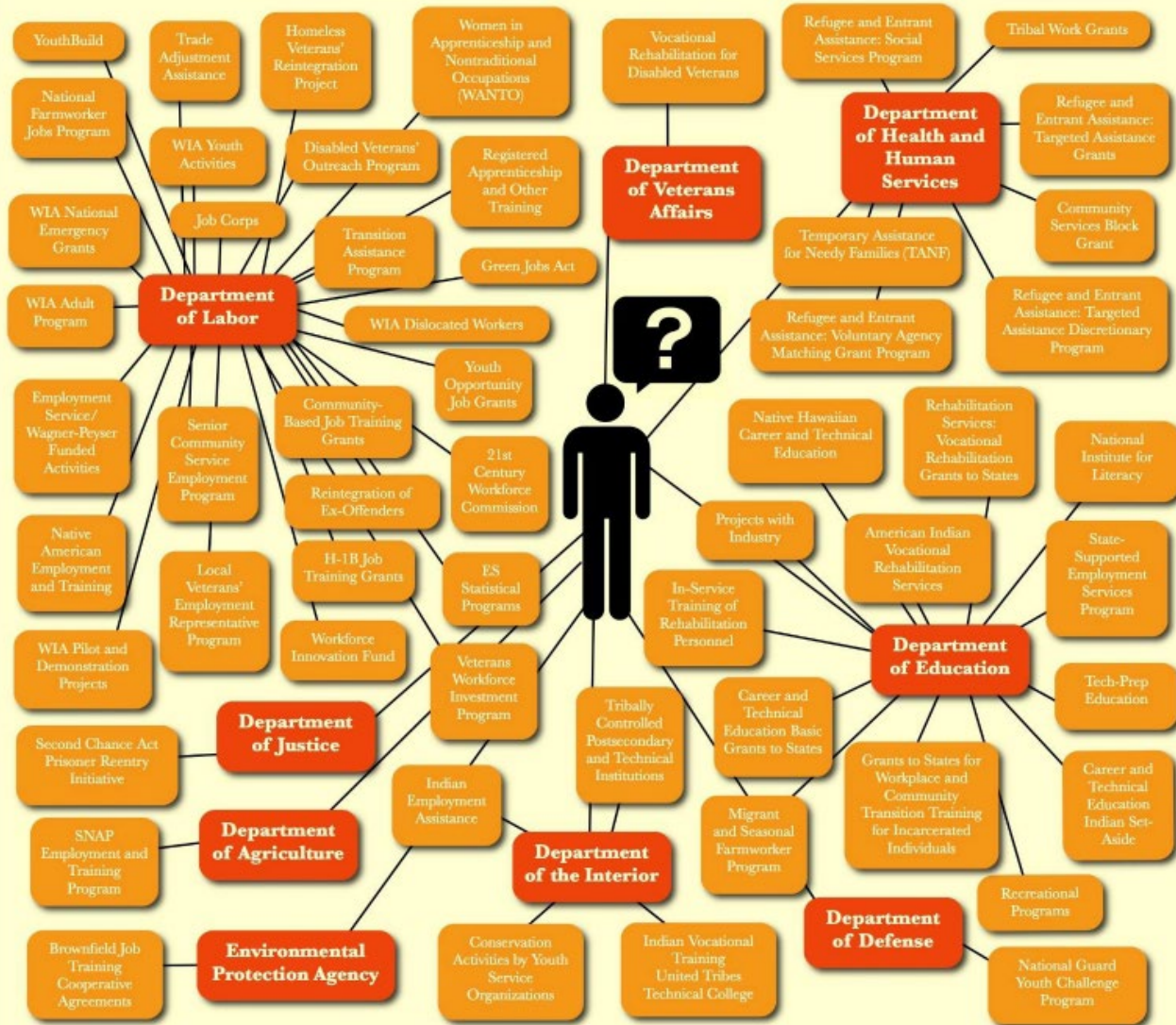
Restoring the Dignity of Work

Transforming the U.S. Workforce Development System into a World Leader



THE NATION'S WORKFORCE DEVELOPMENT SYSTEM

"[A] maze of confusing training programs" - President Barack Obama, 2012

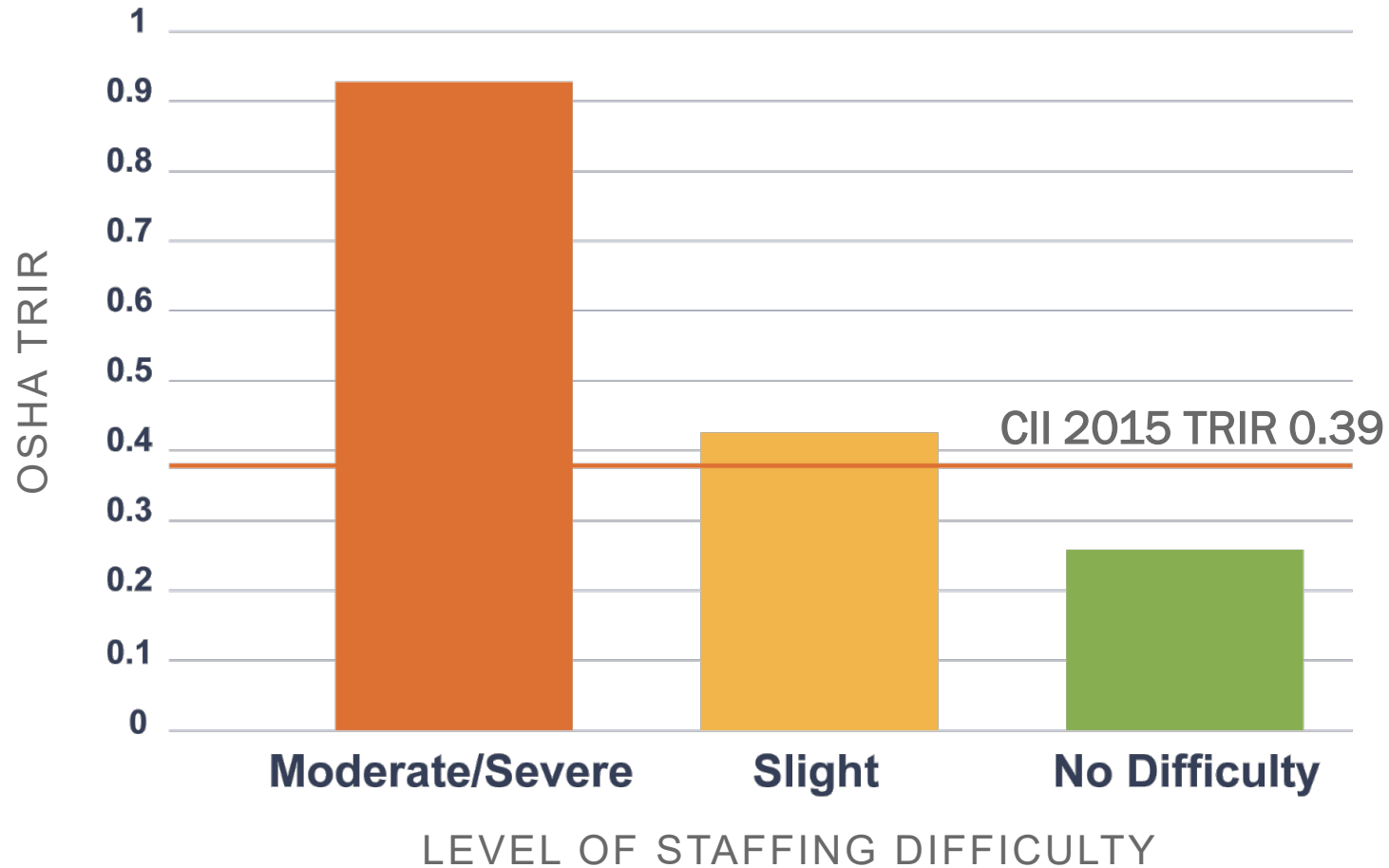


In his 2012 State of the Union address, President Barack Obama urged Congress to "cut through the maze of confusing training programs." Here is a chart of the current workforce development system.

Image Credit: Henry Flyter, The Noun Project 3/8/13



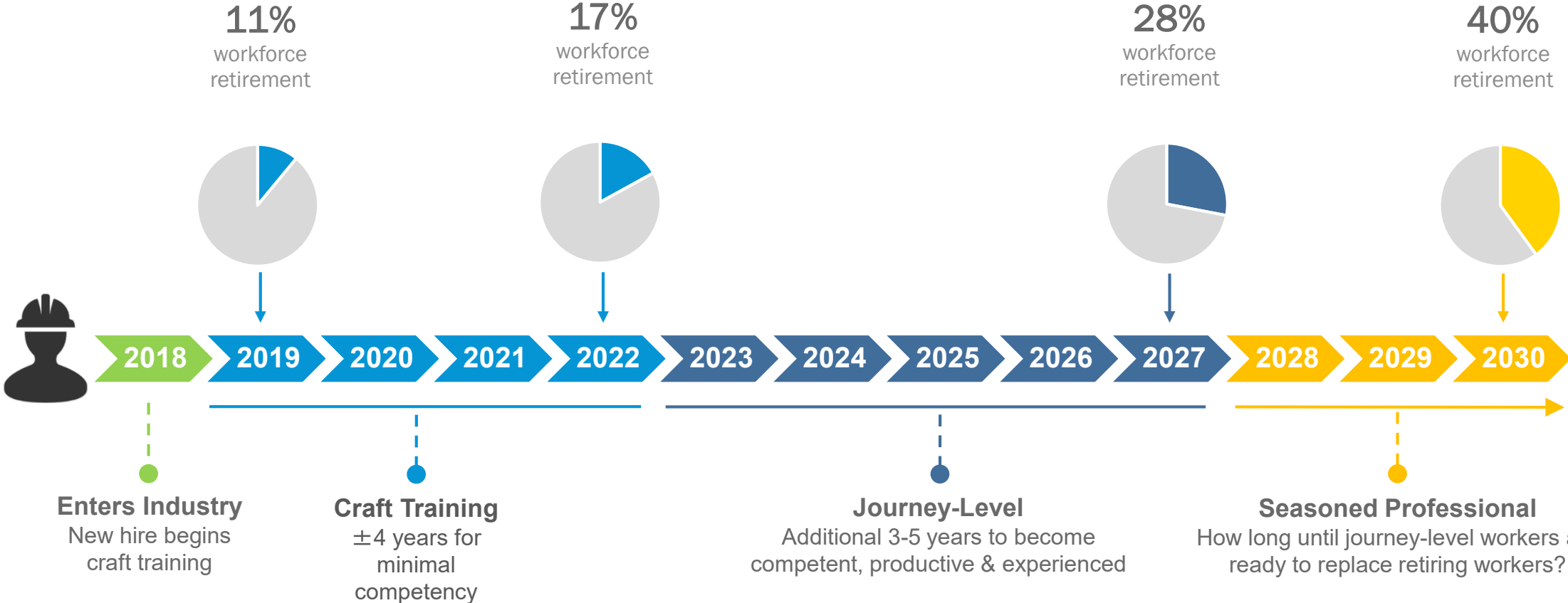
WHAT IS HAPPENING NOW?



Source: Karimi, H., Taylor, T., Goodrum, P., and Srinivasan, C. (2016). "Quantitative Analysis of the Impact of Craft Worker Availability on Construction Project Safety Performance." Emerald Journal of Construction Innovations. 16.3 (2016).



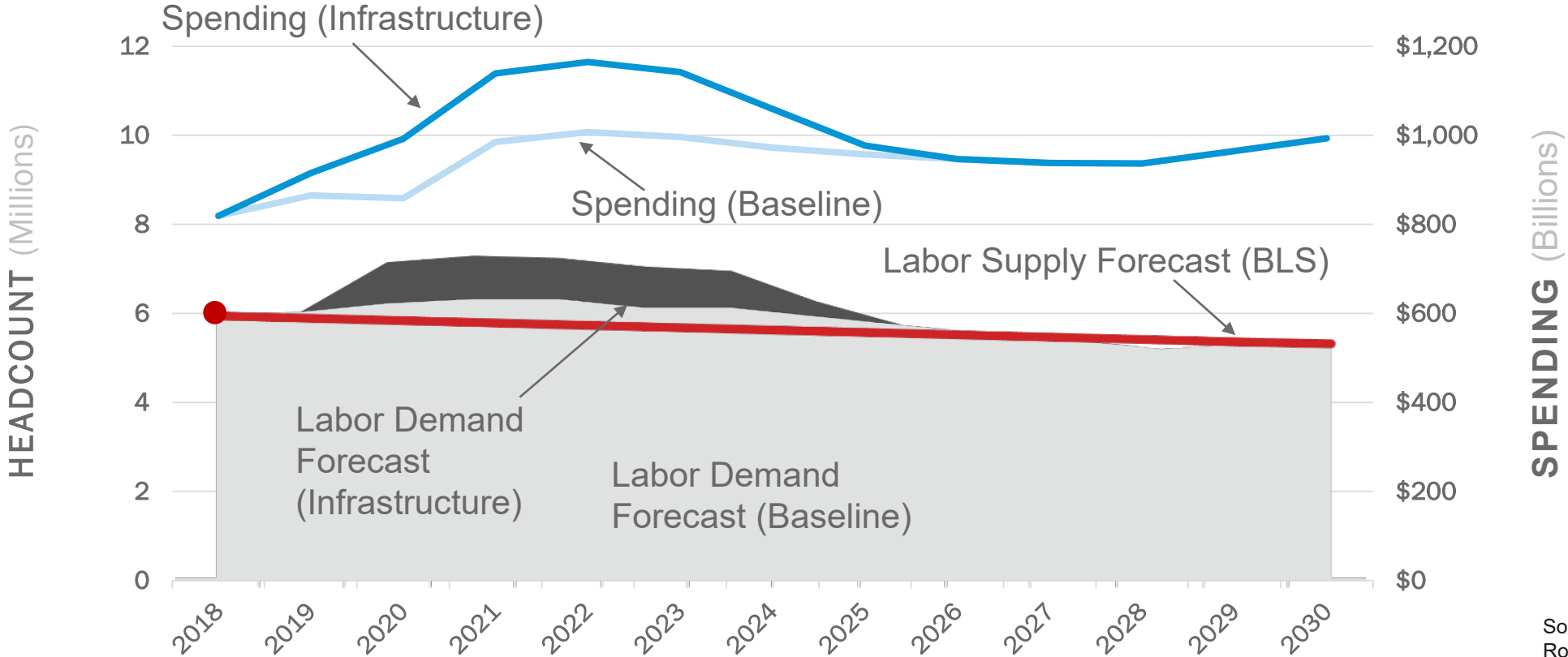
WHAT WILL HAPPEN GOING FORWARD?



Source: Construction Industry Resources, LLC, 2018.



\$1 TRILLION FOR INFRASTRUCTURE...WHO WILL BUILD IT?



Source: Construction Users Roundtable Construction Labor Market Analysis and U.S. Bureau of Labor Statistics.



RE-ESTABLISH THE
NATION'S COMMITMENT TO THE
EQUAL DIGNITY OF ALL WORKERS

“I believe in the
dignity of labor...”

- John D. Rockefeller, 1941

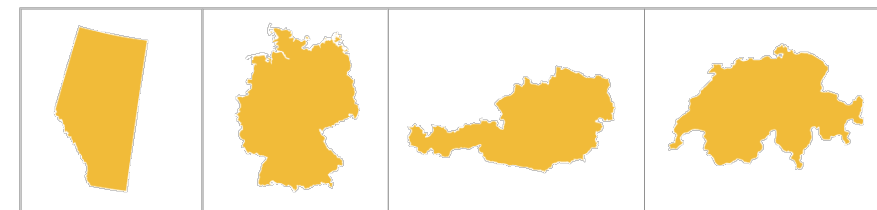


WHAT DID WE DO?

45 SITE VISITS... INCLUDING, ANGOLA



- Alabama Workforce Development Councils (*Birmingham, AL*)
- Huntington Ingalls Shipbuilding (*Pascagoula, MS*)
- Austal Shipbuilding (*Mobile, AL*)
- The Boeing Company (*Charleston, SC*)
- Ironworkers Local 86 (*Seattle, WA*)
- Ironworkers Local 720 (*Edmonton, AB*)
- TIC Training Center (*Aurora, CO*)
- U.S. Job Corps (*Washington, DC*)
- OSHA (*Washington, DC*)
- U.S. Department of Labor – Bureau of Apprenticeship and Training (*Washington, DC*)
- U.S. Department of Education (*Washington, DC*)
- U.S. Department of Transportation (*Washington, DC*)
- SkillsUSA (*Washington, DC and Louisville, KY*)
- Association of Career and Technical Education, Opportunity America (*Washington, DC*)
- U.S. Naval Construction Battalion (*Washington, DC*)
- Associated Building and Contractors Pelican Chapter (*Baton Rouge, LA*)
- Angola Louisiana State Penitentiary



Alberta

Germany

Austria

Switzerland

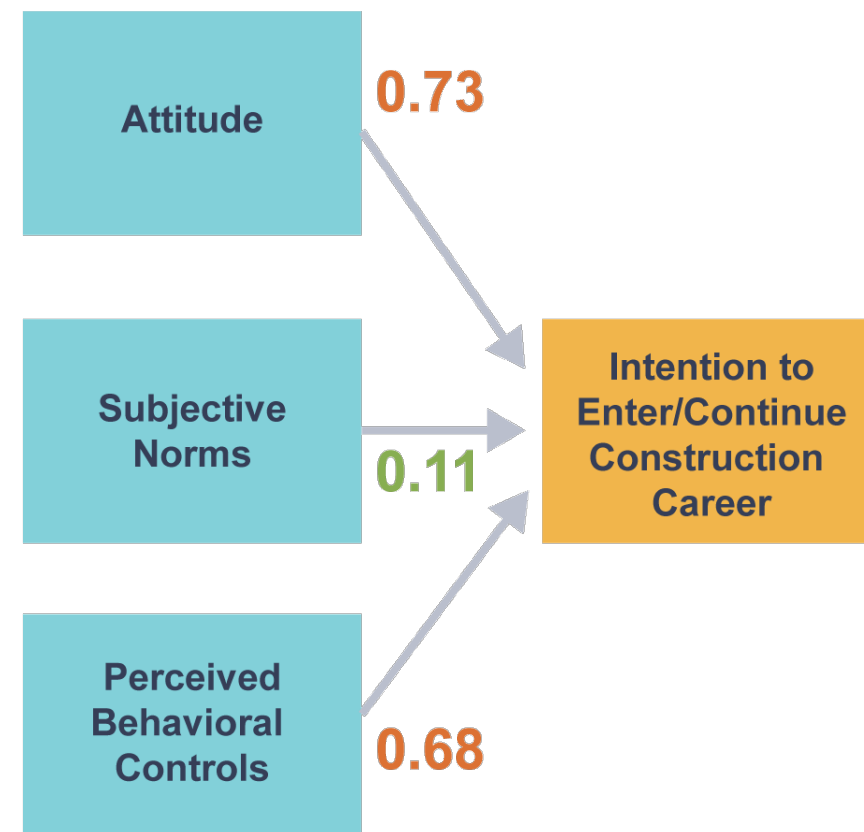
WHAT DID WE DO?

CRAFT
TRAINEES
AND
WORKERS'
INPUT...FROM
1,400 OF
THEM.



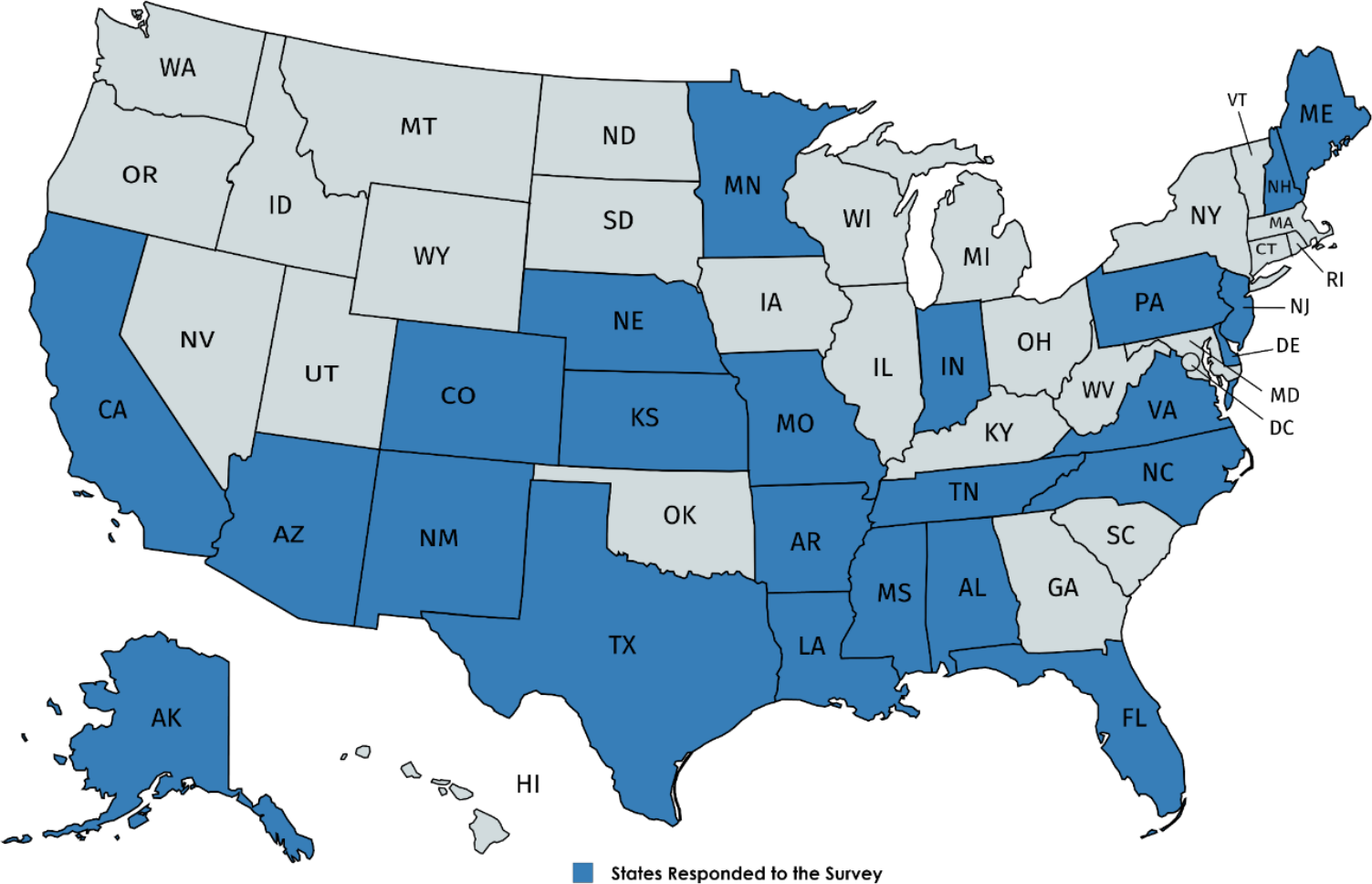
S1: Family	0.97
S2: Spouse/Partner	1.00
S3: Friends	0.90
S4: School Teacher	0.88
S5: School Counselor	0.85

A1: Wages	0.81
A2: Job Security	0.73
A4: Career Promotion	0.92
A5: Benefit to Society	0.95
A9: Learning Opportunity	0.97
A11: Mental Toughness	0.54
A12: Respectful Career	0.87
A13: Passion for Building	1.00
P2: Knowledge of App. Training Programs	0.69
P4: Knowledge of Courses Needed	0.72
P5: Confidence in Abilities	1.00



WHAT DID WE DO?

ANALYSES OF STATE WORKFORCE DEVELOPMENT AGENCIES



OTHER DATA SOURCES

Secondary (Raw) Data

National Opinion Research Center,
University of Chicago,

General Social Survey on Craft Job
Satisfaction

Other Secondary (Aggregated)

U.S. Bureau of Labor Statistics

Current Employment Statistics (CES)

Occupational Employment Projections

Build Force Canada Data

21 different data sources

National Craft Assessment and Certification
Program

Associated Builders & Contractors Craft
Championships Registrations

CII Benchmarking and Metrics Data

CII RT-318 Survey

High School Transcript Study

Digest of Education Statistics

Debt at Graduation

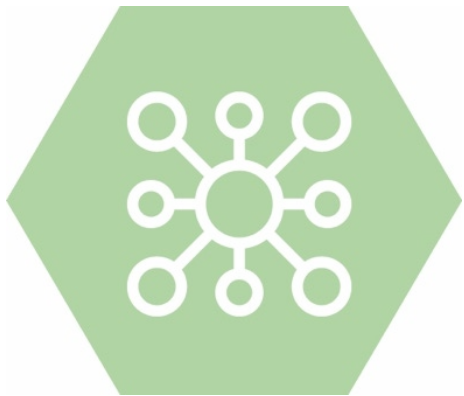
Annual Budget Summary

U.S. Department of Labor

Employment and Training Data and Statistics

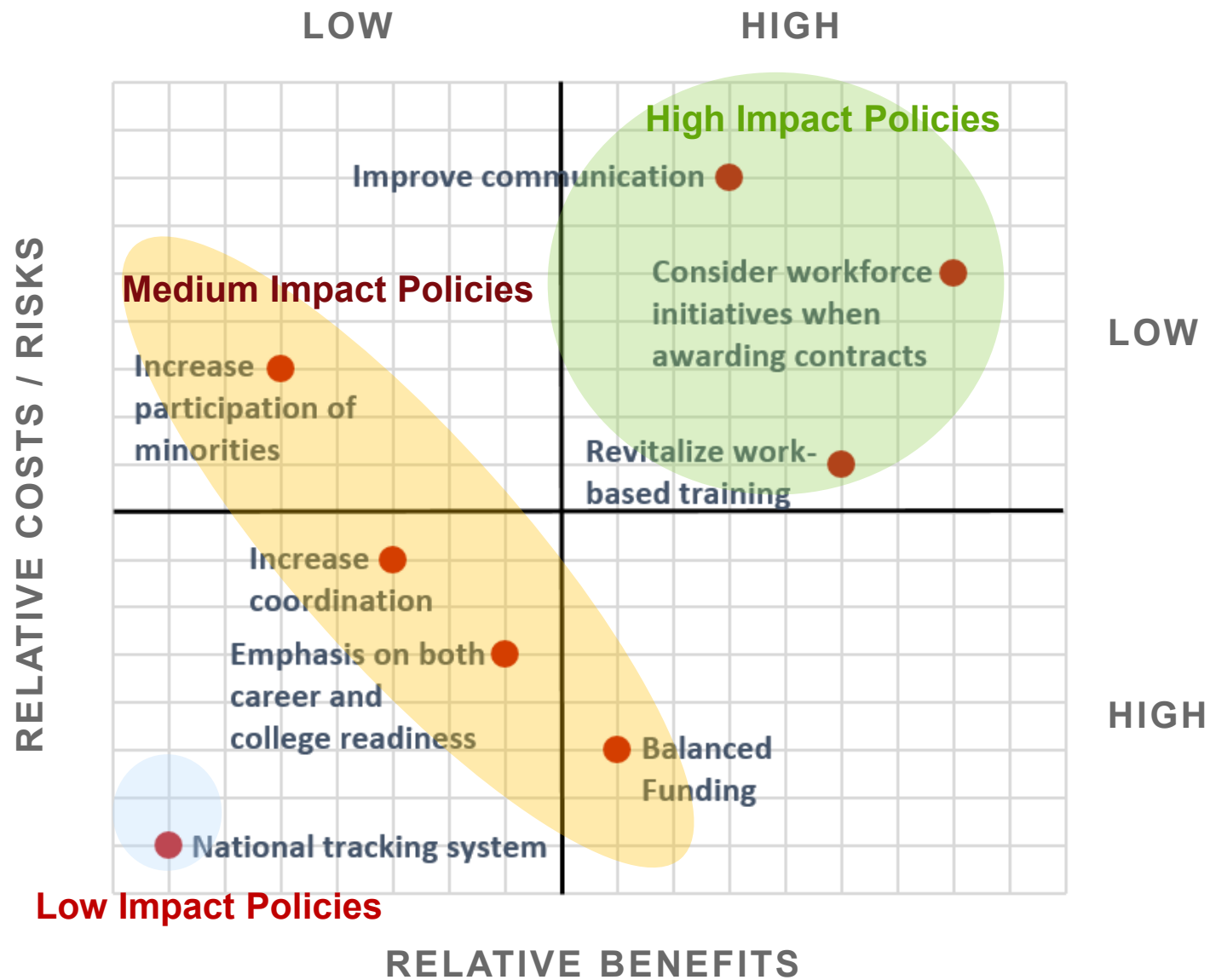
Construction Users Roundtable

Construction Labor Market Analyzer



WHAT DID WE DO?

PRIORITIZE
POLICIES
THROUGH
ANALYTICAL
HIERARCHY
PROCESS





HOW DO WE START?

WORKFORCE DEVELOPMENT POLICIES

1. Revitalize our work-based learning programs
2. Measure workforce development performance when awarding construction contracts
3. Establish the awareness of career opportunities in our nation
4. Redefine how we measure the quality of our nation's secondary education system
5. Increase the participation of underrepresented groups in CTE
6. Establish and expand collaboration between industry, education, and government
7. Develop more balanced funding among post-secondary CTE & higher education

RESEARCH TEAM 335 PANEL

Eddie Clayton, Southern Company

Paul Goodrum, University of Colorado Boulder

Tim Taylor, University of Kentucky



THE NEED FOR MORE WORK-BASED TRAINING



1

Revitalize our
work-based
learning
programs



NEW APPROACH NEEDED:

Education through Occupations

*instead of
education for occupations*

Average age of a
registered
apprentice in
the U.S. in
construction:

28

Source: Rolland, K. L. (2016). Apprenticeships and Their Potential in the U.S., CASCADE, No. 90, Winter 2016, Community Development Studies & Education.



POLICY 1

Revitalize our work-based learning programs

- Streamline administrative processes to participate in registered apprenticeship
- Providing federal and state tax incentives for employers who invest in developing their workers
- Allocating funding to both apprenticeship and work-based programs and track enrollments and their performance



2

Measure performance in workforce development when awarding construction contracts



Recognition of the importance of safety by the **OWNERS** has resulted in significant industry-wide changes in safety performance, likewise...

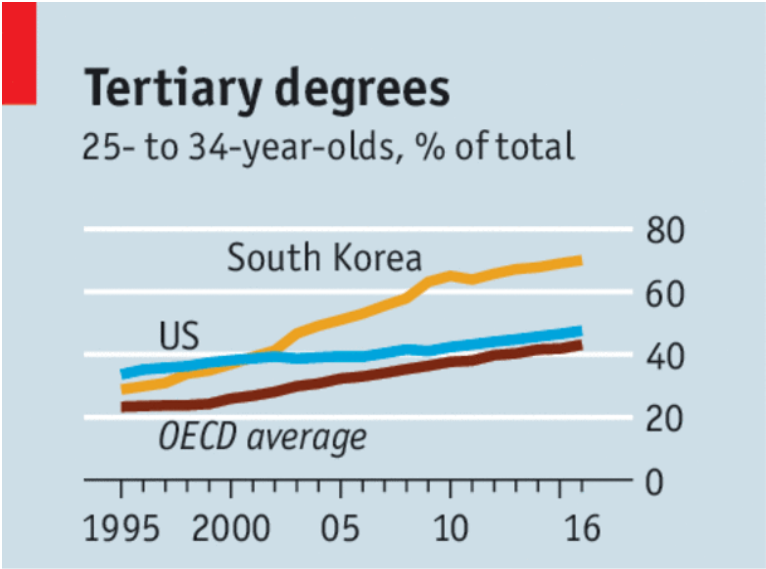


POLICY 2

Measure performance in workforce development when awarding construction contracts

- The nation's government and businesses must become more engaged in workforce development
- Owners should include the contractor's workforce development effort as part of the criteria
- Contractors should do the same with their specialty contractors

THE NEW ARMS RACE



Economist.com



3

Establish the awareness of career opportunities in our nation

THE CARNAGE OF THE NEW ARMS RACE

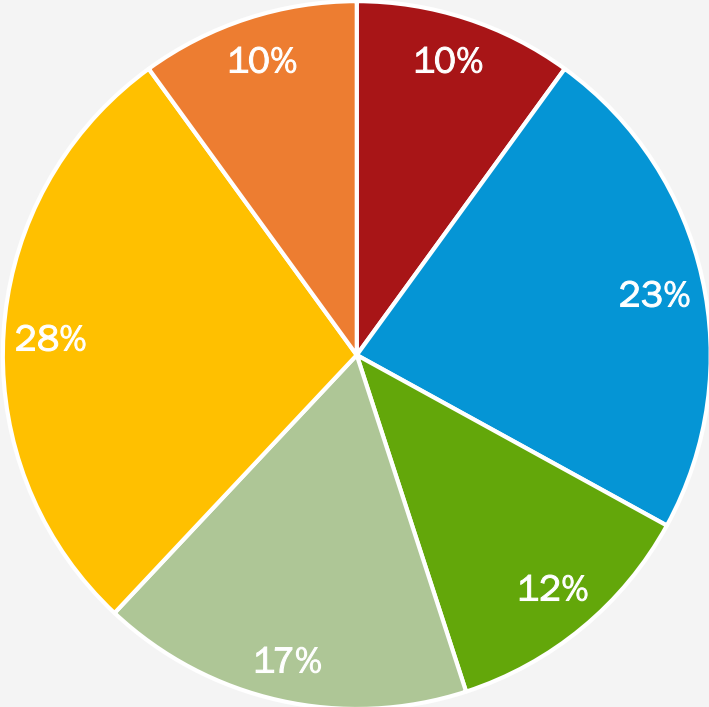
LABOR MARKET FACTS

Only **33%** of Future Jobs expected to required a 4-year or more degree

1:2:7

Reference: Occupational employment projections to 2024 – Monthly Labor Review

2018 Job Projection's Education Requirement



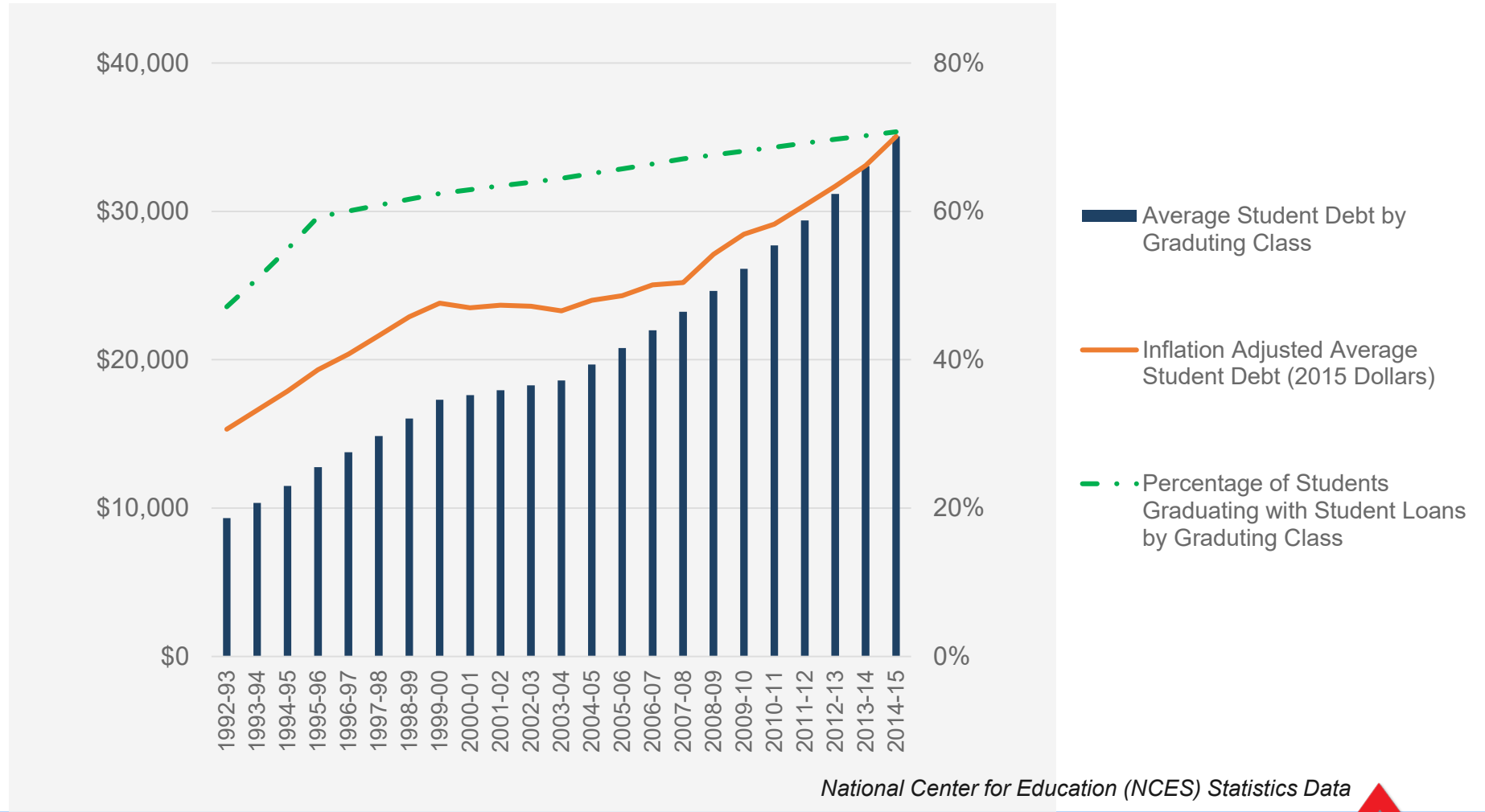
- Master's Degree or Better
- Bachelor's Degree
- Associate Degree
- Some post secondary education, no degree
- High school diploma
- No high school diploma

Carnevale, A., Smith, N., and Strohl, J. (2010). Help Wanted: Projections of Jobs and Education Requirements through 2018. Center for Education and the Workforce. Georgetown University.



GROWTH IN STUDENT LOAN DEBT AT GRADUATION

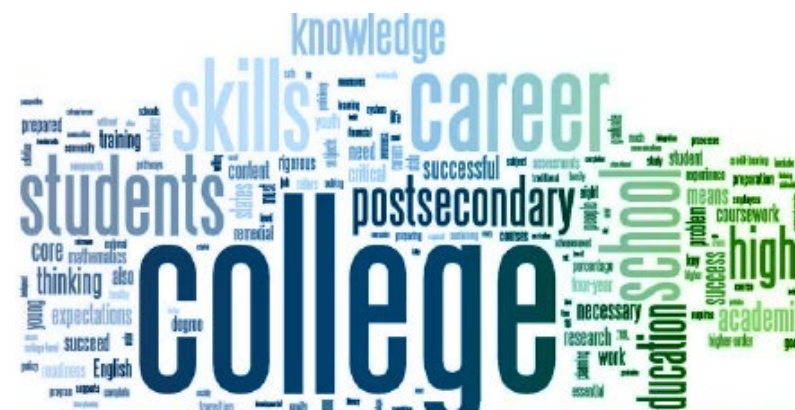
\$1.48 trillion
in total
U.S. student
loan debt



POLICY 3

Establish the awareness of career opportunities in our nation

- Inform young people and parents about career options and related costs
- Clarifying labor market facts
- Raising awareness about ALL career paths
- Rebuild image of CTE Workforce



POLICIES THAT MAY TAKE MORE TIME...



WHAT DOES IT MEAN TO BE “CAREER READY?”



In today’s economy, a “career” is not just a job, it provides:

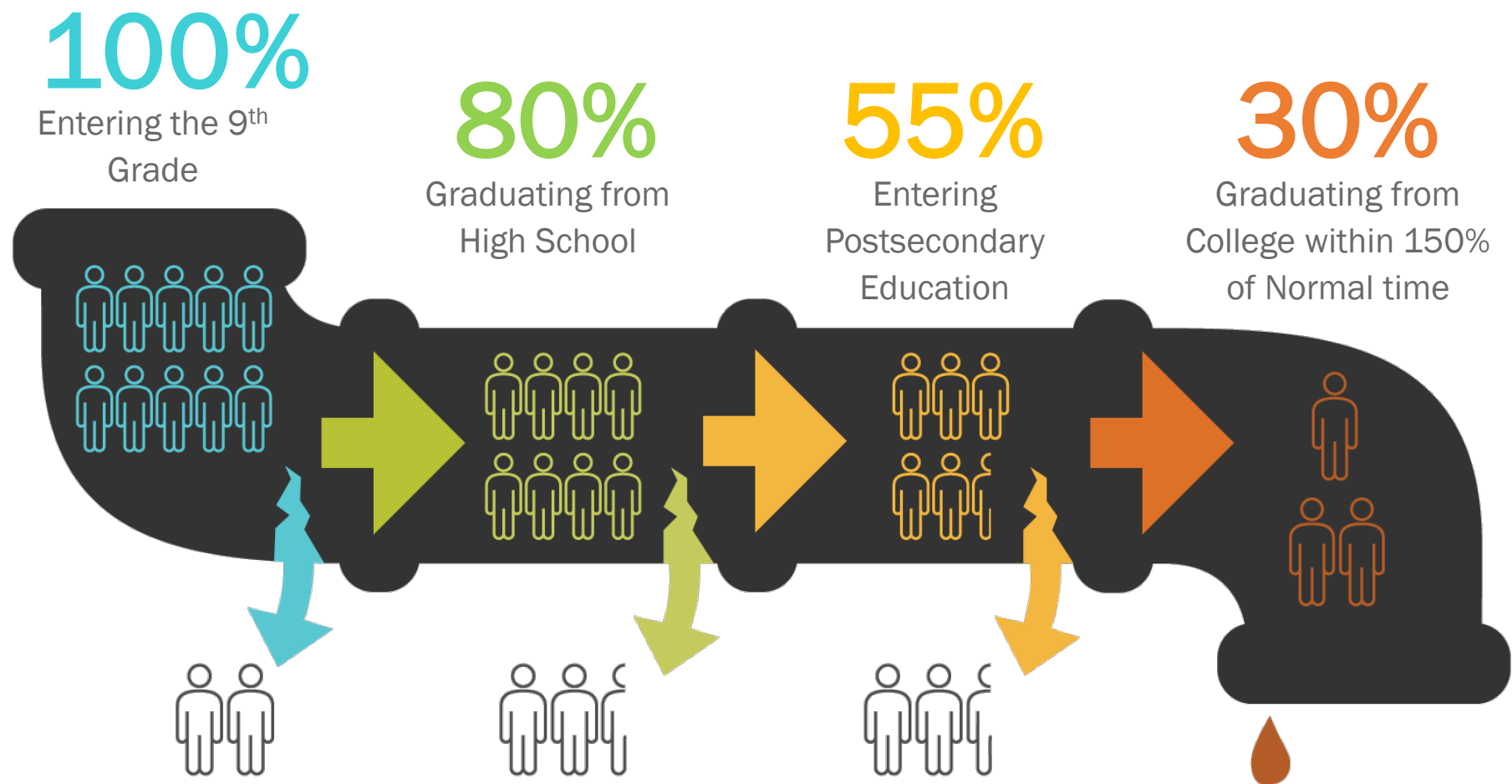
- A family-sustaining wage,
- Pathways to advancement,
- And requires postsecondary training or education.

Career Ready: Having the knowledge and skills needed to qualify for and succeed in the postsecondary job training and/or education necessary for a chosen career.

4

Redefine how we measure the quality of our nation’s secondary education system

EDUCATIONAL PIPELINE



Source: U.S. Department of Education, National Center for Education Statistics. (2017). The Condition of Education 2017 (NCES 2017-144), Public High School Graduation Rates, Retrieved from https://nces.ed.gov/programs/coe/indicator_coi.asp

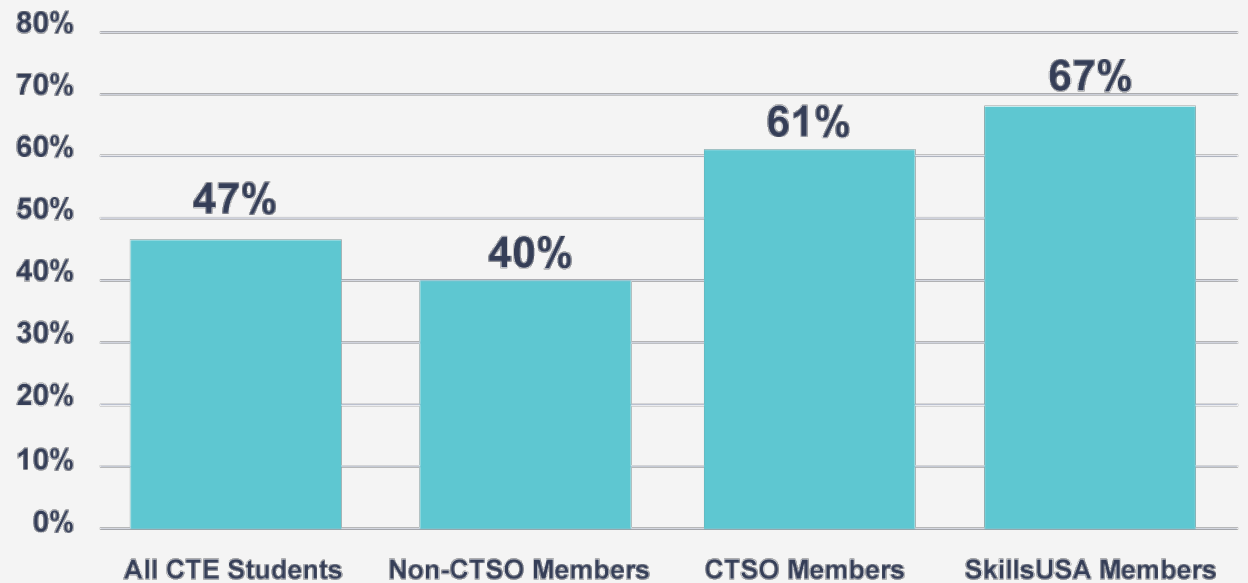
POSITIVE EFFECTS OF CTE

- Significantly higher students' test scores
- Better academic grade point averages
- Improved graduation rates

93% students concentrating in CTE vs. **80%** national average

- **Much clearer career path**

Percentage of students said they have clearer career path due to participation in CTE programs



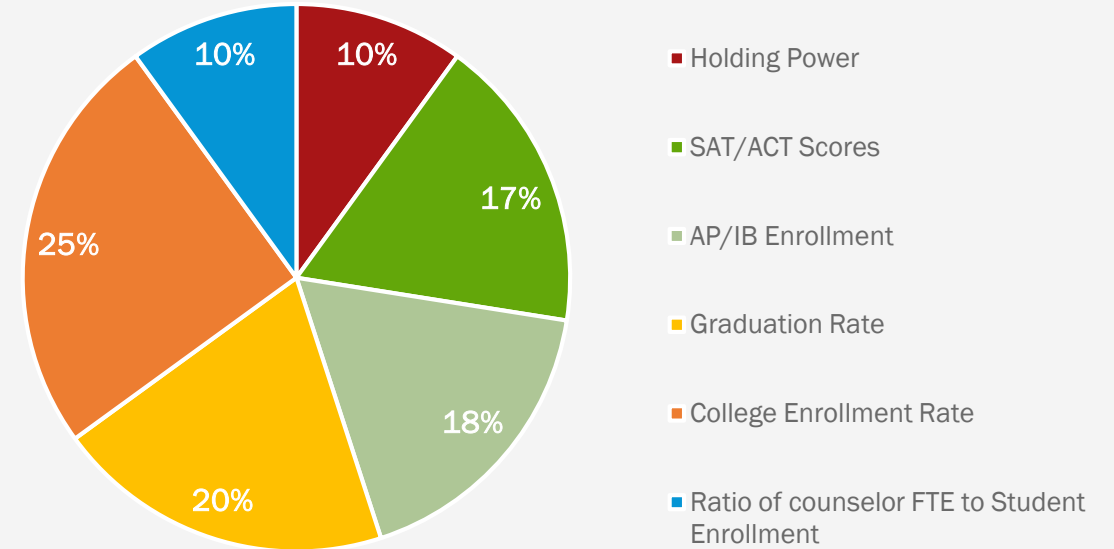
Source: SkillsUSA

HIGH SCHOOL QUALITY

COLLEGE VS. CAREER READINESS

- One of the main goals of education system is to **provide the economy with the inflow of required talents**
- **Significant weight on college readiness** by both governmental and societal measures

Newsweek Public School Rankings



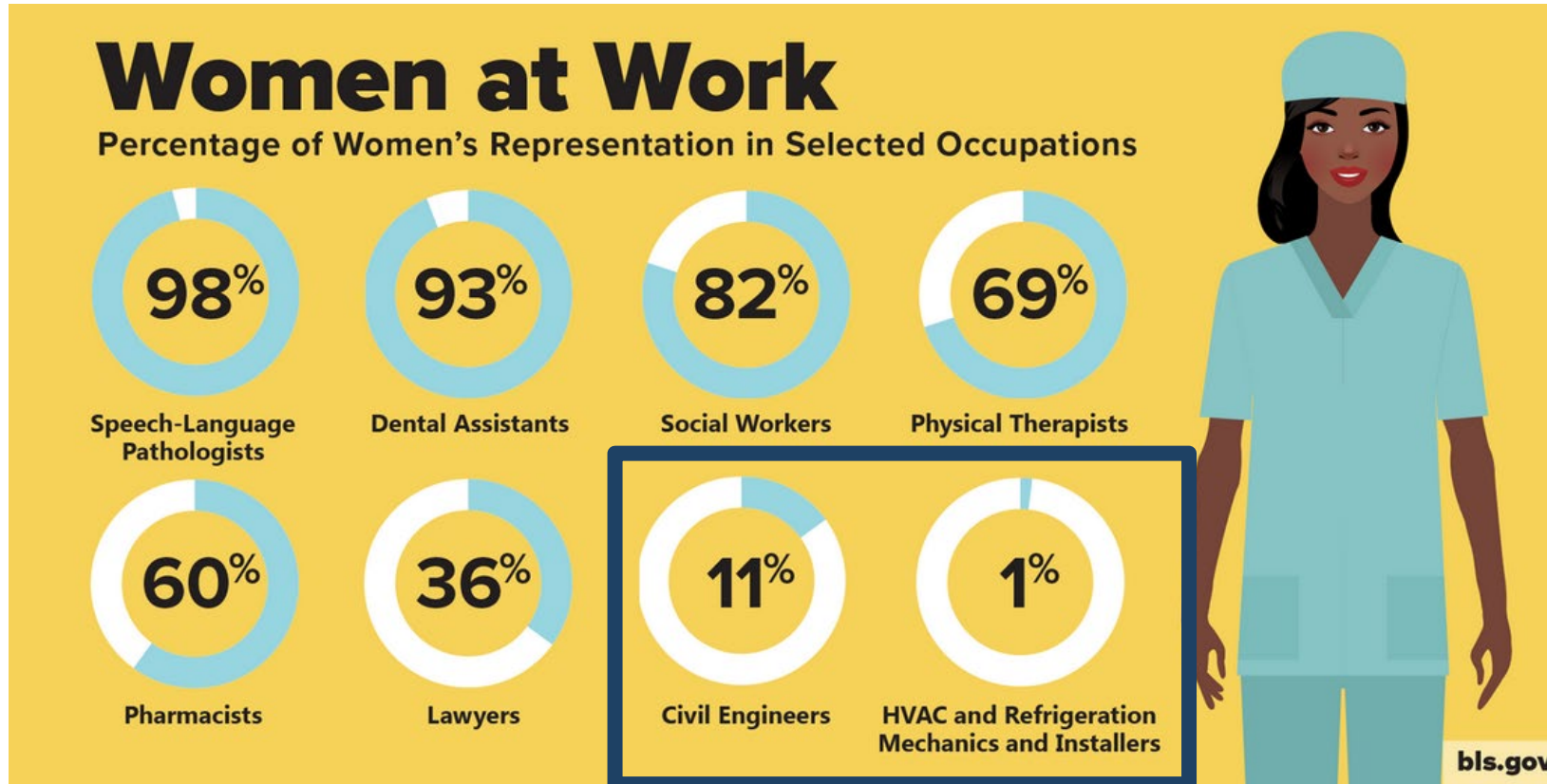
60% of ranking based on college readiness...
0% based on career readiness

Policy 4

Redefine how we measure the quality of our nation's secondary education system

- At a minimum, all high school graduates should be career ready
- In addition, all high school graduates must be prepared to pursue a variety of postsecondary opportunities
 - Career and technical education
 - Work-based learning
 - Higher education
- School systems should be evaluated with equal weighting to all post-secondary options

FEMALE PARTICIPATION IN CONSTRUCTION CAREERS



5

Increase the participation of underrepresented groups in CTE

Policy 5

Increase the participation of underrepresented groups in CTE

- The construction industry **must**:
 - Improve job site conditions and company policies to attract and retain **minorities and females** into construction
 - Strengthen and support recruitment and career opportunities for **veterans**
 - Better support vocational programs within **correctional facilities**

GOOD THINGS HAPPEN THROUGH COLLABORATION

LEAD



LISTEN



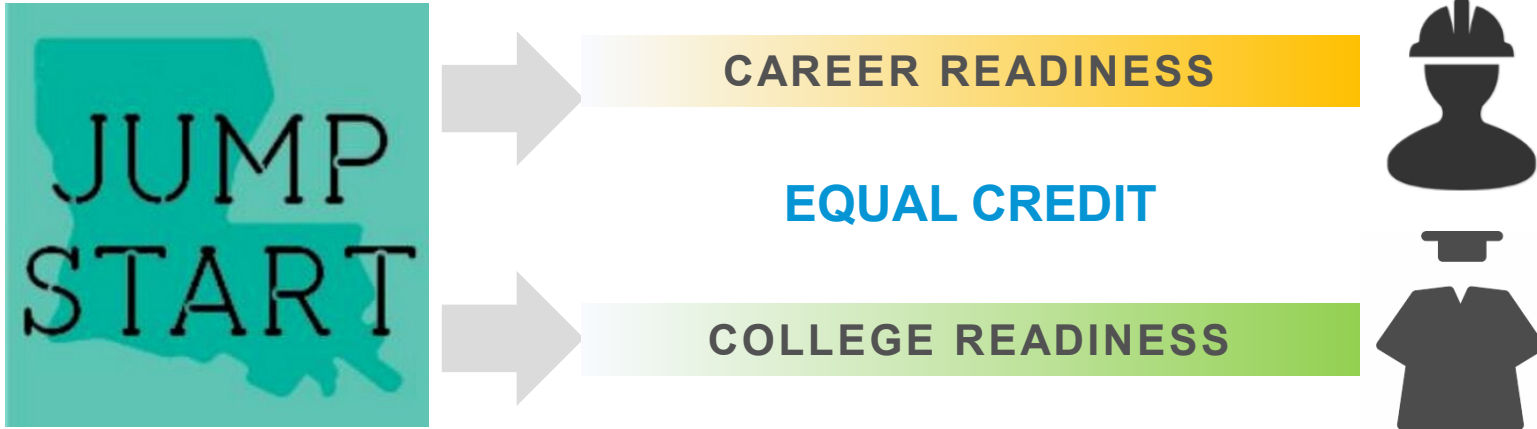
CHANGE



6

Collaboration and constituent engagement between key stakeholders is essential.

COLLABORATIVE SUCCESS MODELS TO IMITATE



Austrian Economic Chamber Organizations:

Craft and Trades



Industry

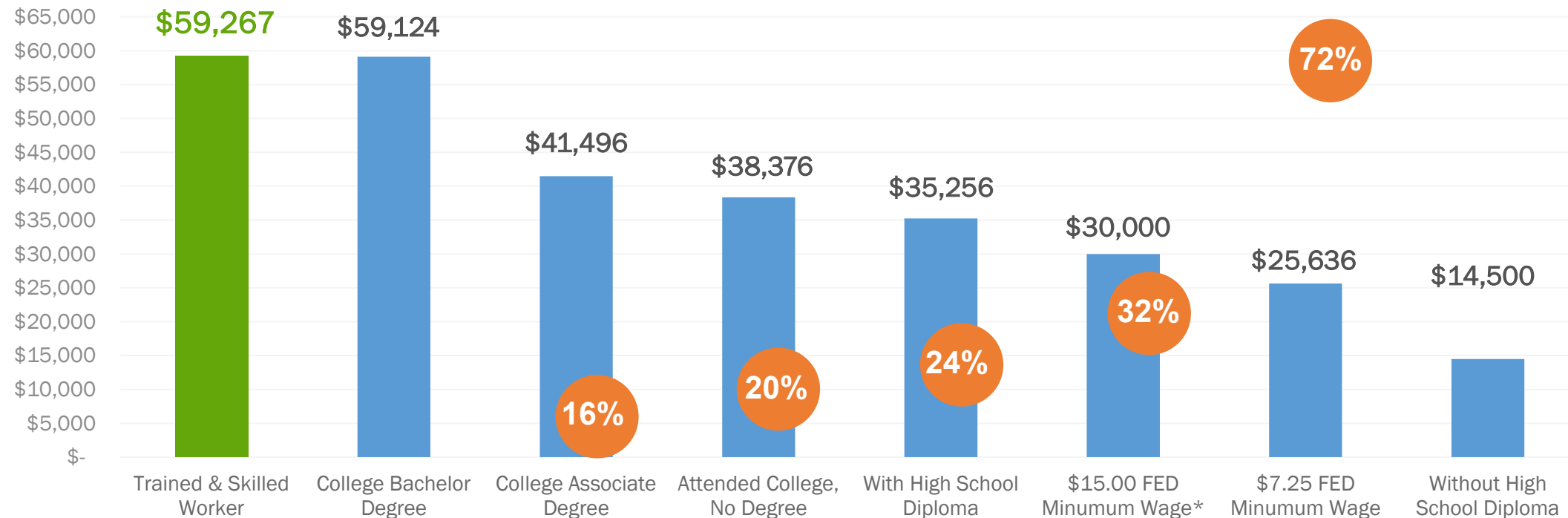


Commerce



CAREERS VS. POVERTY PREVENTION

AVERAGE CONSTRUCTION CAREER SALARY VS. OTHER JOBS



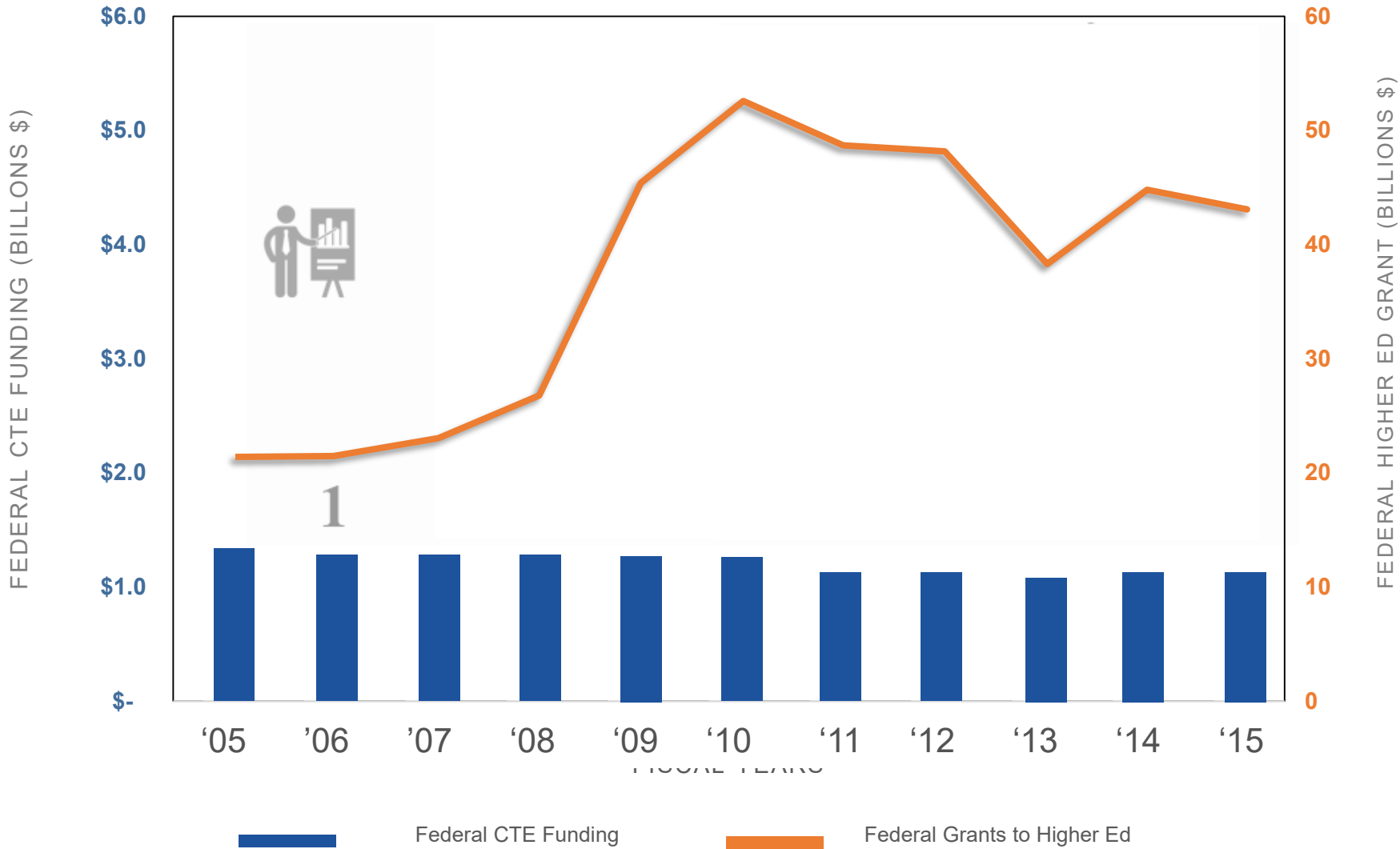
Source: Construction Industry Resources, LLC, 2018.



Policy 6

Establish, expand collaboration between industry, education, and government

- Identify job competencies needed
- Identify career opportunities these jobs provide
- Promote CTE industry involvement and investment
- Assist industry and educational institutions in navigating
 - CTE-related government regulations
 - Work-based training programs



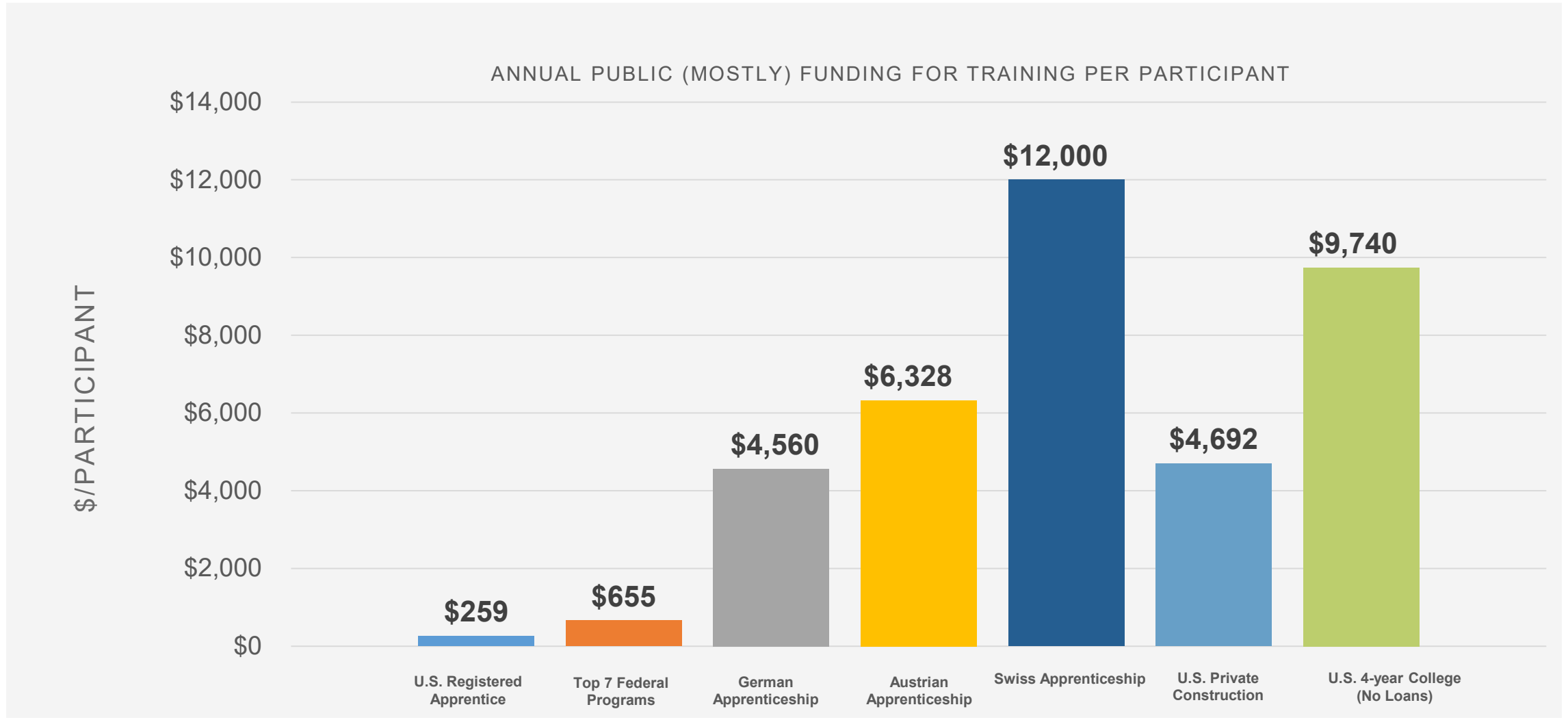
Source: U.S. Department of Education annual budget summary from 2005 to 2016

7
 Balanced
 funding
 between CTE
 & higher
 education

Source: U.S. Department of Education annual budget summary from 2005 to 2016



7 Balanced funding between CTE & higher education

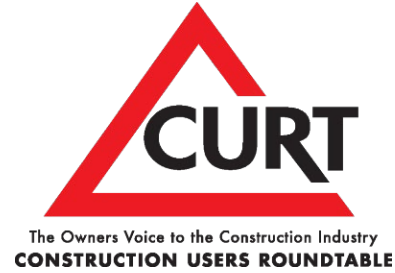


Policy 7

Develop more balanced funding among post-secondary CTE & higher education

- Re-evaluate use of existing technical training funding
 - Expand Title IV funding (e.g. Pell grants & Perkins Bill) to apply to industry recognized, accredited technical schools and program
- Consolidate federal programs and emphasize the use of industry match
- Leverage governmental tax incentives, internships, & scholarships to increase industry investment in CTE

OUR TEAM



ORGANIZATIONS THAT HAVE ENDORSED THESE POLICIES

- ACE Mentoring
- American Council for Construction Education
- American Fire Sprinkler Association
- Association for Skilled and Technical Services
- Barton Malow
- Bechtel
- Brown & Root
- Central Gulf Industrial Alliance
- Cianbro Companies
- Construction Industry Institute
- Construction Labor Market Analyzer
- Construction Users Roundtable
- Current Builders
- Fluor Corporation
- Gaylor Electric, Inc.
- GRANIX, LLC
- Greater Baton Rouge Industry Alliance, Inc.
- Gulf States Shipbuilders Consortium
- Hargrove
- IMPACT
- Jacobs
- LPR Construction Company
- McCarthy Building Companies, Inc.
- National Academy of Construction
- National Center for Construction Education and Research
- National Insulation Association
- National Maritime Education Council (Representing the Shipbuilding Industry)
- National Technical Honor Society
- North American Crane Bureau
- Pearson
- S&B Engineers and Constructors
- SkillsUSA
- Southeastern Construction Owners and Associates Roundtable
- Southern States Automotive Contractors Association
- Steel Erectors Association of America
- Sundt Construction, Inc.
- The Association of Union Contractors
- The Dow Chemical Company
- The Haskell Company
- The Southern Company
- TIC - The Industrial Company
- Turner Industries Group, LLC
- University of Colorado at Boulder
- University of Florida, M.E. Rinker, Sr. School of Construction Management
- University of Kentucky
- Wayne J. Griffin Electric, Inc.
- Willmar Electric Service

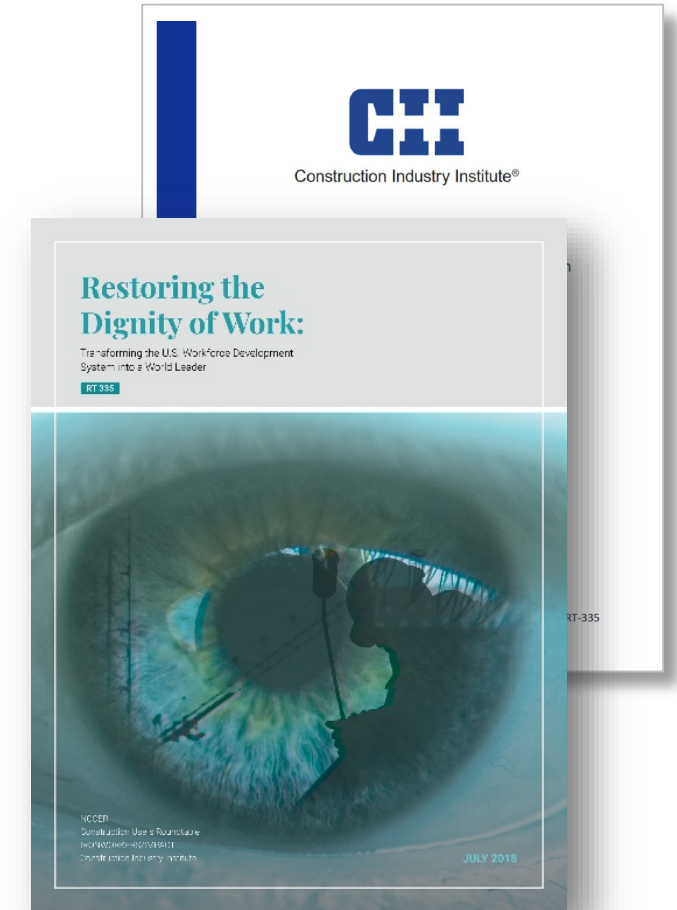


THE ADVOCACY DOCUMENT

- Use the advocacy document to educate local, state, and federal legislators on why reforming our workforce system is so critical
 - Elevate career education
 - Workforce system must support industry through collaboration
 - Balance funding between CTE and higher education
 - Recognize all effective work and learn models
 - ALL high school graduates must be career ready

WHAT DO I DO NOW?

1. Download and read the report
2. Actively influence key decision makers
(e.g. congressmen, governors' office, company executive officers)
3. Start now:
 - Include contractor workforce development in your prequalification;
 - Become involved with CTE education providers
4. Most actions long-term efforts and continued dialogue



www.nccer.org/news-information/research

QUESTIONS?

1. **Revitalize** our work-based learning programs
2. **Measure** workforce development performance when awarding construction contracts
3. **Establish** the awareness of career opportunities in our nation
4. **Redefine** how we measure the quality of our nation's secondary education system
5. **Increase** the participation of underrepresented groups in CTE
6. **Establish** and expand collaboration between industry, education, and government
7. **Develop** more funding for among post-secondary CTE & higher education



Restoring the Dignity of Work

Transforming the U.S.
Workforce Development
System into a World Leader



Sponsor Presentation

Robert Park
Meritize

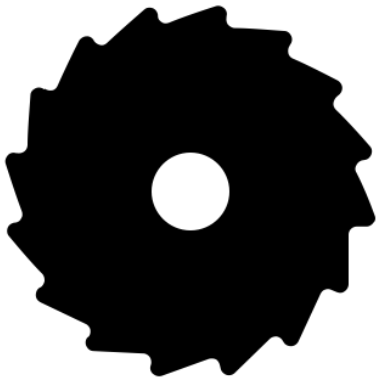


Meritize SkillsBuilding™ Training

A Unique and Sustainable
Talent Creation Solution

We All Know About the Skills Gap

- 400,000 welders needed by 2024
- 29,000 machinists needed by 2024
- 142,000 mechanics needed by 2024
- Approximately half of all current diesel techs are baby boomers and nearing retirement

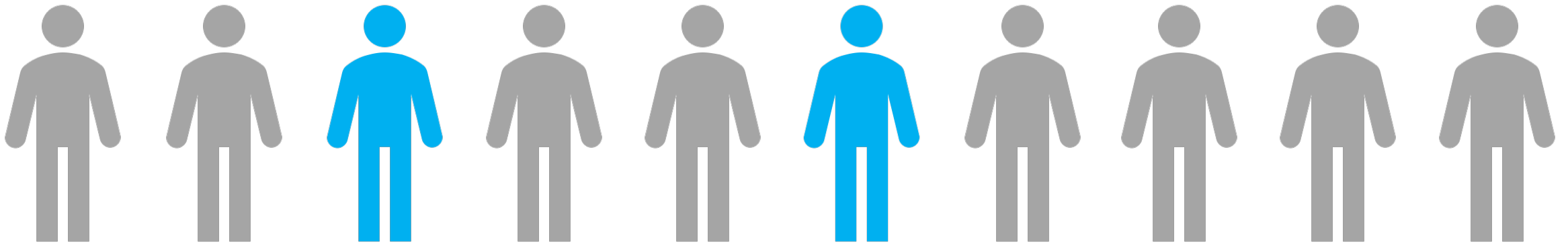


ACCESS

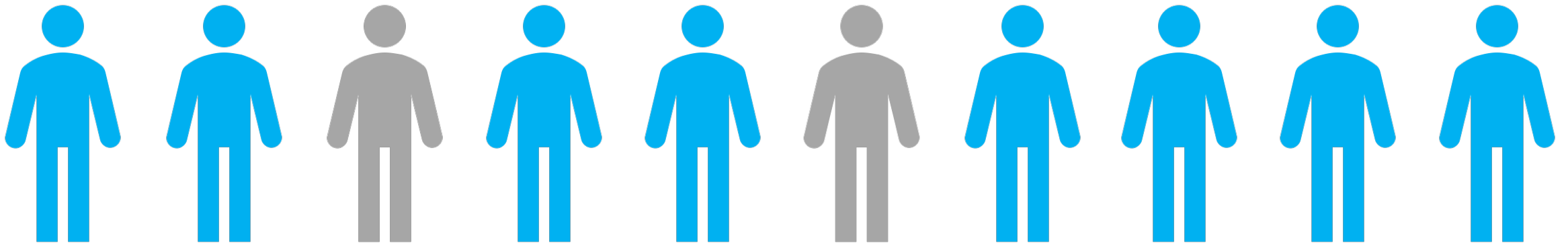
It's not a skills gap, it's an access gap.



Only 2 out of 10 people that need funding
for training have access to it



Why compete for the 2 when you could be selecting from the 8, determining how they're trained and building a pipeline for your workforce?



Too many people currently lack....

Access to Funding

Access to Training

Access to Employment



The Solution:

Meritize SkillsBuilding™ Training

We partner with employers to create pipelines for
skills-based talent



Meritize Assumes Recruitment Effort & Risk



Training Investment Risk



Retention Risk

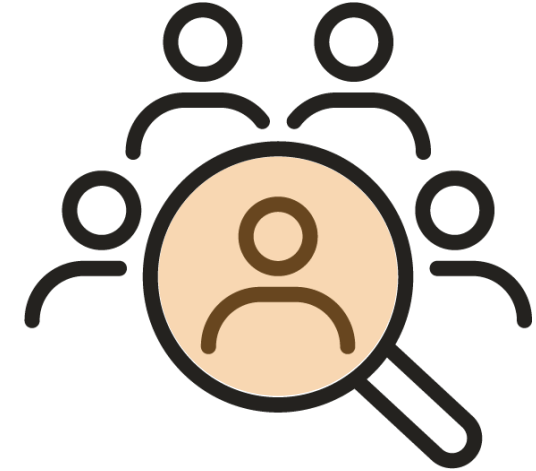


Hiring Risk



Meritize Will...

- Recruit and vet
- Screen and interview
- Pay upfront for training, both hard skills and life skills
- Manage trainees through “working interview”
- Deliver ready-to-work employees



Employer Will...

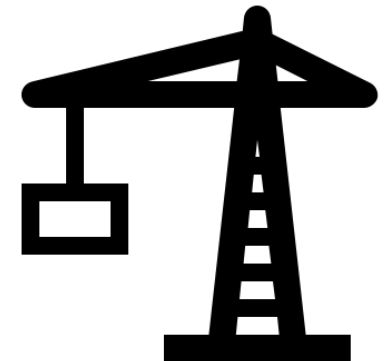
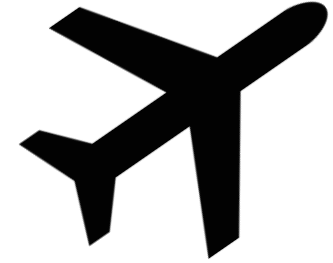
- Agree to 90-day *working interview* with trainee, paying a contract hourly rate
- Evaluate the trainee with the option to:
 - Continue employment on a contract basis up to one year
 - Discontinue employment if not satisfied
 - Hire on a permanent basis and pay conversion fee



Trainees Will...



- Earn a debt-free career by:
 - Successfully completing training
 - Performing well during the working interview
 - Satisfying employer obligations



You're paying to recruit and train talent one way or another

Traditional Recruiting

- Recruitment Cost
- Opportunity Cost
- Significant Hiring Risk
- Lost Revenue
- Reduced Employee Loyalty

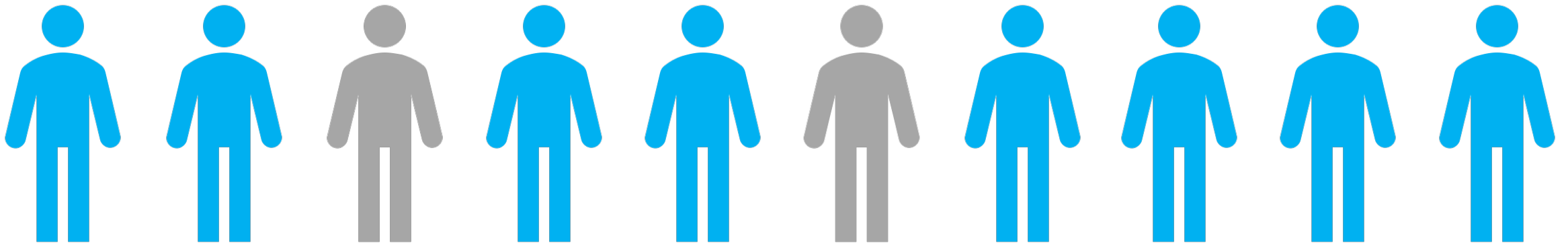


Meritize Training

- Cost-efficient talent pipeline
- Evaluate talent before you commit
- Contribute to training curriculum
- Increase recruitment ROI
- Increase retention



Why compete for the 2 when you could be selecting from the 8, determining how they're trained and building a pipeline for your workforce?



Your only commitment is agreeing to a 90-day working interview with well-trained, fully vetted candidates.

Isn't this worth a conversation?



CGIA Updates

Frank Jelercic

CGIA Executive Director

CGIA - Who We Are

CGIA serves as the VOICE of industry along the Central Gulf Coast. We are a regional alliance composed of industrial owners, contractors, and training organizations focused on improving industry performance in the areas of workforce development, work safety, quality and productivity.

CGIA Board of Directors



Eddie Clayton - *Southern Company, CGIA President*

Steve Johnson - *Chevron Corporation, CGIA Vice President*

Kel Boisvert - *Evonik Corporation*

Josh Duplantis - *SAWDC AlabamaWorks*

Katherine Greene - *AM/NS Calvert*

Kristie Kelley - *Gulf Power*

Garry Mercer - *Ingalls Shipbuilding*

Tyler Sines - *Eastman Chemical Company*

Highlights of Activities & Plans

2019 Membership Update

- 35 of 50 renewed so far this year; 4 new members

- Thank you to our new members:

Gulf Power

Meritize

Star Service, Inc.

Wesco Gas & Welding Supply, Inc.

Highlights of Activities & Plans

Key Priorities	Initiatives
Ensuring the quality of regional craft labor market information	- CGIA Craft Wage Bulletin sent to members in January with the next update in July.
Enhancing the use of regional craft labor market information	- CLMA Labor Forecasting Report sent to members at least annually. - Report will be sent in April.

Highlights of Activities & Plans

Key Priorities	Initiatives
<p>Evaluating and aligning industrial craft training programs to meet industry needs</p>	<p>CGIA Endorsement Program</p> <ul style="list-style-type: none">- In 2018, CGIA reviewed 5 programs; 4 endorsed- In 2019, CGIA plans to review 5-6 programs.- Also in 2019, CGIA will introduce a craft specific core competencies prerequisite checklist to ensure programs asking to be endorsed meet minimum criteria. <p>A total of 34 programs have been reviewed to date; 22 endorsed (including re-reviews), 3 emerging partners</p>

Highlights of Activities & Plans

Key Priorities

Connecting graduates of CGIA-endorsed programs with job opportunities

Initiatives

CGIA GradConnect

- Semi-annually, CGIA surveys endorsed programs & compiles a list of highly qualified graduates – widely distributed at all CGIA events
- Over the past year, CGIA developed a more user friendly platform to access available graduates & embedded a link for graduates to identify current job openings with our member companies.
- Annually, CGIA hosts Industrial Career Expo (FKA Hiring Conference).

Highlights of Activities & Plans

Key Priorities	Initiatives
Strengthening networking opportunities	- CGIA General Membership Meetings held semi-annually with the next held in November at The Steeple.
Identifying and pursuing areas of common interest	CGIA Best Practices Forums - 2 forums held in 2018: Safety and HR. <u>For 2019:</u> - HR: Industrial Career Expo to be held on May 1 st - Maintenance: To be held in June/July - Safety: To be held in December Let us know if you would like to host an upcoming forum!

Industrial Career Expo Overview

- Intended to connect students and instructors from CGIA Endorsed Programs to CGIA Industries.
- To be held at **Evonik's** Employee Activity Center – May 1, 2019
- Larger space will accommodate more attendees
 - In 2018, approximately **150** students attended & recruiters from **12** CGIA member companies attended (Student/Industry Hiring Conference)
- Tom McNeal (Southern Company) will provide training on “Getting Hired in a Digital World”, similar to last year.
- Participating companies will provide info about their company and hiring in advance for the students.

SAWDC Strategy

Josh Duplantis

SAWDC Executive Director

SAWDC/CGIA Joint Meeting
March 13, 2019



Feedback Appreciated

Agenda

SAWDC Updates/Strategy

- General Updates
- Pipeline Development

Results from the Advanced Manufacturing/Maritime Cluster Meeting

- Making Sense of the workforce guide -
- Toolkit-Curriculum
- Guide to Engaging Youth
- Pam Howze

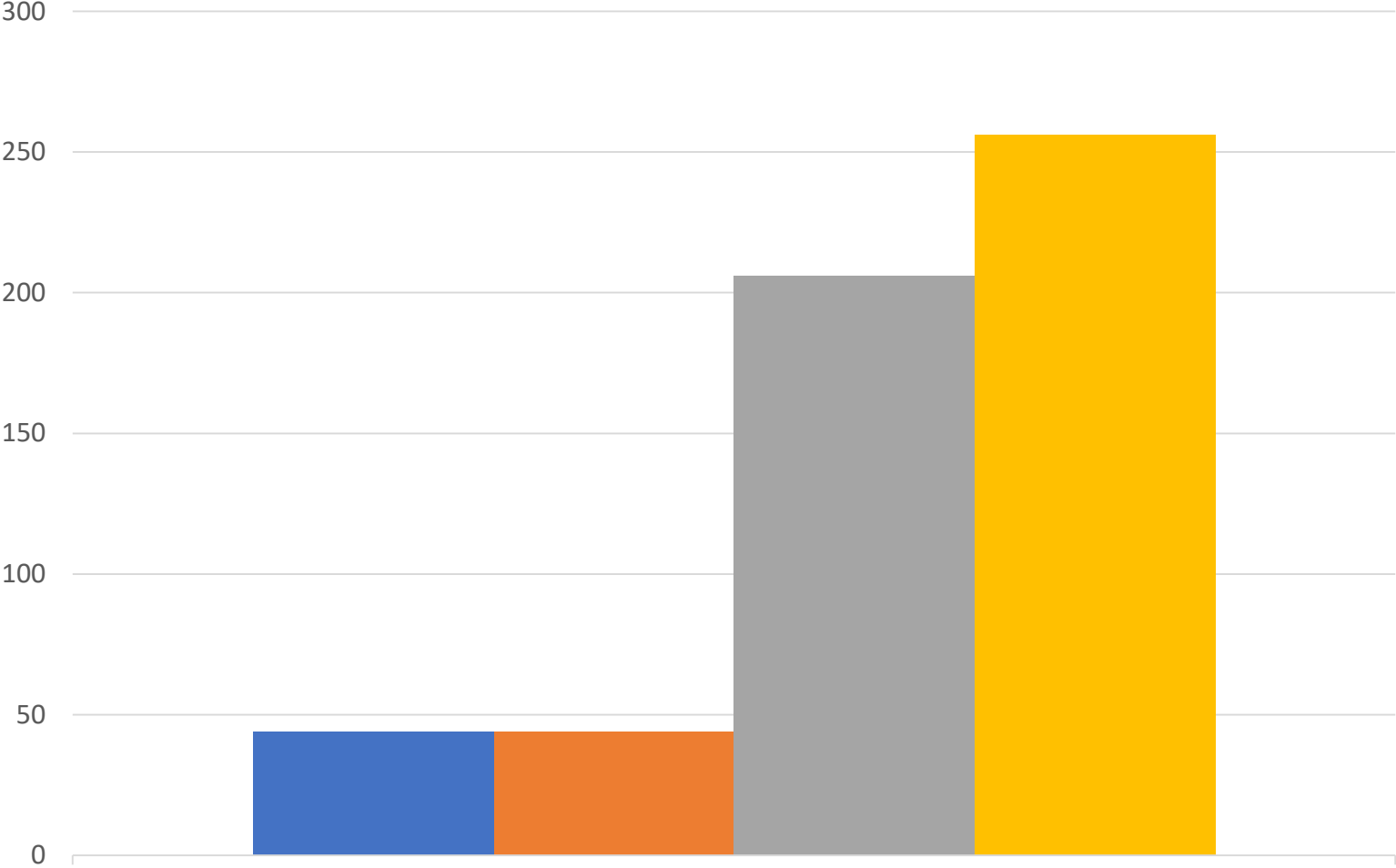
State Updates

- Bills Supporting Workforce Development – K-3, Computer Literacy, AOA (Not DOL)

Upcoming Events

- Cam Marston
- Hoover Field Trip

Job Seekers Served



Jobseekers Served Per Quarer

■ Quarter Average 2017 ■ Quarter Average 2018 ■ Oct-Dec 2018 ■ Jan-Mar 2019



People Into Jobs

4 People in a day Identified

- 2 People Have Jobs
- 1 is in Maritime Foundations
- 1 is Adult Ed and Still Working.



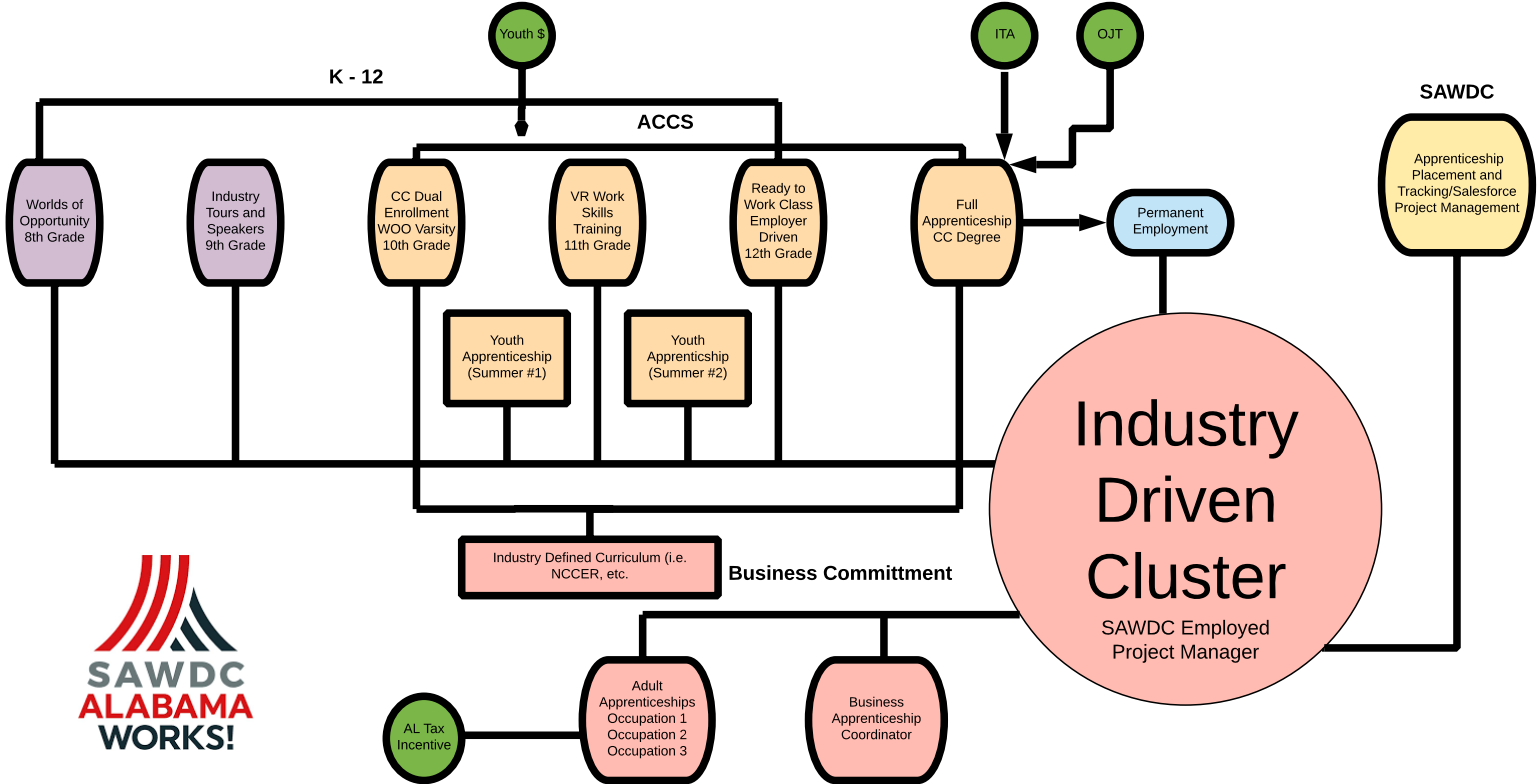
Man, I've been looking for a better career for a while, I should've come here. Ya'll know everybody.

Cluster Management

- Identify Needs
- Close the gap between trained employees and workforce
- Feed the training programs
- Facebook Marketing
- Surveys
- Pipeline Development



Emerging Worker Pipeline



Worlds of Opportunity

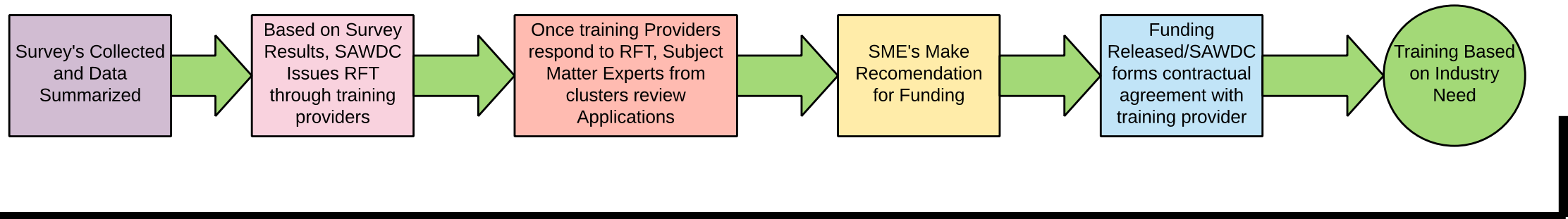


- Logistical Changes
- Educators Workforce Academy
- *WOO Varsity*
- *Possibility of WOO North*



Why Do These Survey's Matter?

TAKE THE SURVEY NOW!!



Your Voice is critical in assuring that funding is allocated to training providers in the areas that you NEED!

https://SAWDCAlabamaWorks.formstack.com/forms/sawdc_alabama_works_training_needs_assessment_v3

What are the results?

- Coastal Alabama Community College
 - iSimulate REALTi Cardiac Monitor Simulators
 - Equipment – Aviation and Avionics Maintenance Technology
 - Equipment – Expansion of Industrial Engineering Technology Program – Pipefitting
 - Equipment – Millwright Program Expansion
- Bishop State Community College
 - Welding Facility Revitalization
- Reid State Technical College

Results from
December
Cluster
Meeting

Making Sense of the Resource Guide
EITP, WIOA, RTW

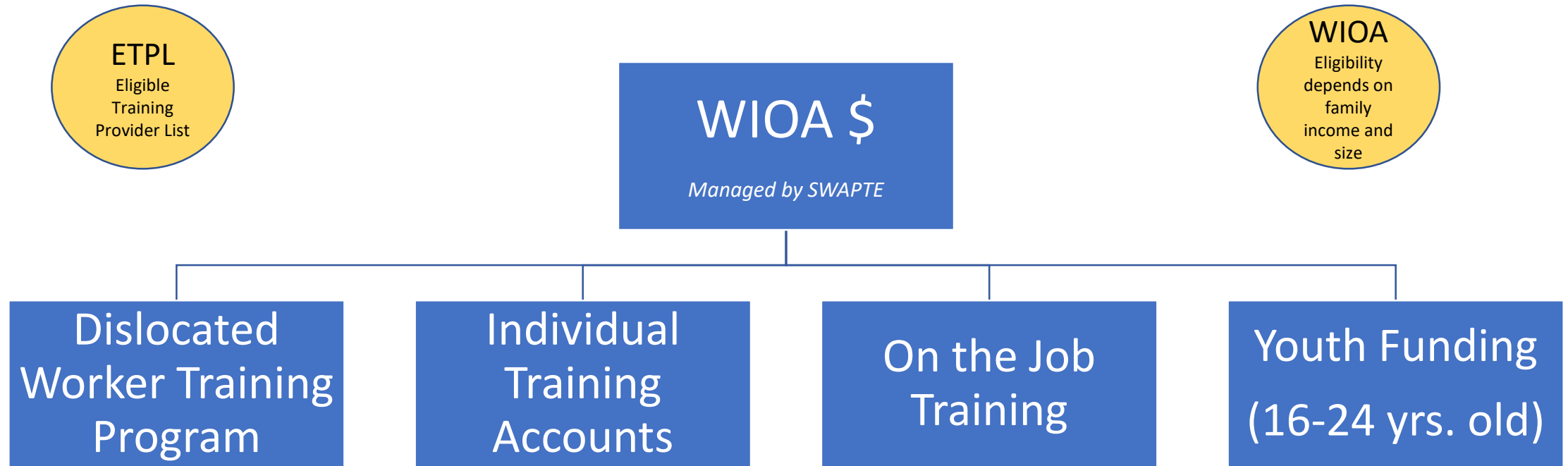


EITP (Existing Industry Training Program)

- Train and provide skills upgrades to existing full-time, permanent employees
- \$15,000 per company per projects
- \$60,000 cap over 10 years
- ATN, Community Colleges, Regional Workforce Council
- 30 Day Turnaround
- PLEASE USE THIS MONEY

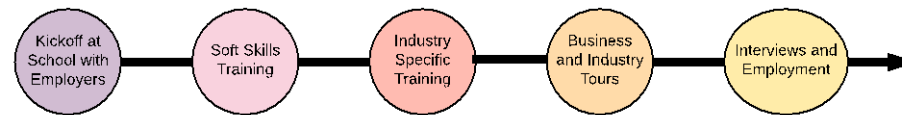
WIOA (wee-oh-a)

Workforce Innovation and Opportunity Act



High School Industry Driven Ready To Work

The AIDT Ready-to-Work Program was created to facilitate employability skills training for job seekers and to provide employers a standardized credential to certify potential employee's job readiness.



Curriculum: Ready To Work Content						
ACT Work Keys	Technology Basics	FDIC	Communication	Workplace Behavior	Problem Solving	Job Preparation
Applied Math	Document Management	Budgeting Fundamentals	Nonverbal Skills	Diversity	Six-Step Problem Solving	Career Exploration Tools
Workplace Documents	Information Curation/Working Online	Setting up a Checking Account	Verbal Skills	Workplace Violence	Problem-Solving Strategies and Tools	Job Applications
Graphic Literacy	Social Networking	Using a Checking Account	Working in Teams	Sexual Harassment	Structured Decision-Making	Resume Writing
	Virtual Team Tools	Maintaining a Checking Account		Workplace Ethics	Time Management	Interviewing
	Productivity Tools			Safety	Negotiation	
					Conflict Resolution	

Certification Requirements include:

- 95% Attendance and punctuality rate
- Satisfactory achievement of work ethic, organizational skills, attitude and motivation
- 70% or higher on all required assessments
- Successful completion of Work Keys assessment with level 3 or higher

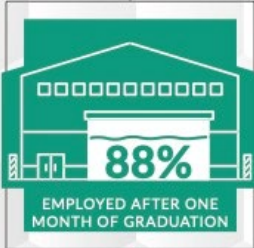
Ready-to-Work program graduates will receive Industry Recognized Credentials:

- National Career Readiness Certificate (NCRC) – issued by ACT
- Alabama Certified Work Certificate (ACWC) – issued by AIDT
- OSHA 10, CPR and other Certificates – issued by Employer (if applicable)

HIGH SCHOOL
**READY TO
WORK**

POWERED BY ONIN

2018/2019 Spring Projections



Our new friend, Pam

The average worker in Southwest Alabama makes ~\$42,500 a year. The average worker in Manufacturing makes ~\$69,000

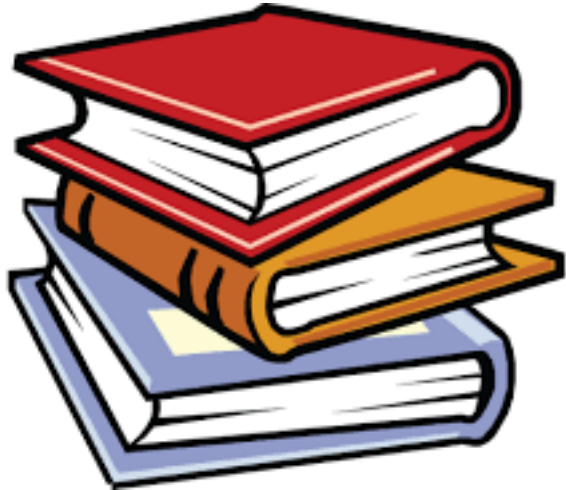


Statewide director of Apprenticeship, Business and Veterans Services for the North Carolina Department of Commerce/NC-Works.

Siemens and Merck as a Chief Learning Officer focusing on Workforce Development and Apprenticeship



State Updates



**APPRENTICESHIP
ALABAMA**

"Linking Talent to Opportunity"

Coming Soon

- Grant Deadlines
- Potential Field Trip
- Funding Opportunities
 - Workplace Financial Wellness (10K)
 - Equity Practices to move underemployed workers into better occupations (50K)
 - OJT (125k) - *The project will focus on helping diverse candidates enter manufacturing positions and learn on the job through structured training, while also helping companies establish or grow internal training and advancement programs for entry-level staff.*

SWAPTE In-School Youth

- RFP Coming out - In School Youth – THIS WEEK
- Summer and year round employment opportunities, pre-apprenticeship programs, internships and job shadowing, and on-the-job training; occupational skill training; education offered concurrently with workforce preparation and training; leadership development opportunities; supportive services; mentoring; follow-up services; comprehensive guidance and counseling; financial literacy education; entrepreneurial skills training; services that provide labor market and employment information; and postsecondary education and training preparation activities.



A Common Challenge



Lunch Break & Networking



Please enjoy a tasty lunch while networking!

We would like to thank  for sponsoring this event &  for hosting this event!!

Adjourn

Thank you very much for attending today's meeting!

We would also like to thank **meritize**[®] for
sponsoring this event & **AM/NS**
CALVERT for hosting
this event!!