



# Supply Chain Automation Registered Apprenticeship Accelerator

June 15, 2022 | 1:00 – 2:00 PM

# Welcome and Introductions

Melanie Anderson, Executive Vice President,  
National Association of Workforce Boards

Marilia Mochel, Director, Manhattan Strategy Group

# Agenda Overview

- ▶ Welcome and Introductions
- ▶ Registered Apprenticeship and Supply Chain Automation
- ▶ Industry Focus on Registered Apprenticeships
- ▶ Supply Chain Automation Workforce Hub Overview
- ▶ Q&A and Discussion
- ▶ Wrap-Up

# Session Objectives

To help workforce development boards understand:

- ▶ The scope of need in the supply chain workforce
- ▶ Their role in supply chain RAPs
- ▶ How to partner with other stakeholders to develop successful RAPs
- ▶ The value of partnering with the Hub



# Registered Apprenticeship & Supply Chain Automation

Wendy Slee

Office of Apprenticeship, Education & Training Administration,  
U.S. Department of Labor

[www.apprenticeship.gov](http://www.apprenticeship.gov)



# Registered Apprenticeship Overview

Wendy Slee, Program Analyst, Business Engagement Team  
Office of Apprenticeship

[www.apprenticeship.gov](http://www.apprenticeship.gov)

# A Proven Workforce Solution

Registered Apprenticeship is an **industry-driven, high-quality** career pathway where employers can **develop** and prepare their **future workforce**, and individuals can obtain **paid work** experience, **classroom instruction**, and a portable, **nationally-recognized credential**.

# Five Components of Registered Apprenticeship



Registered Apprenticeships are jobs



Structured on-the-job training in a work setting



Job-related classroom training



Learning with the help of a mentor

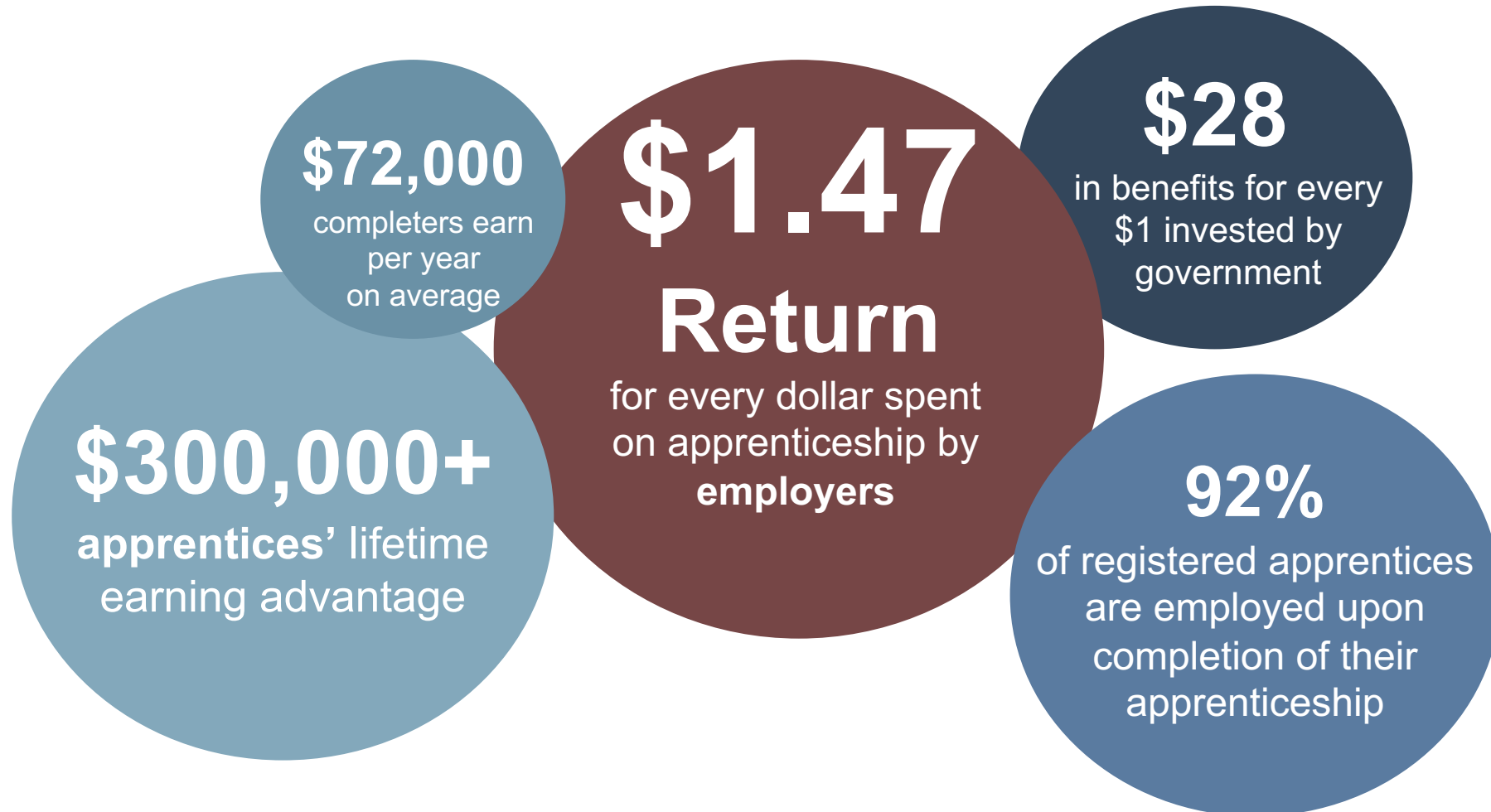


Industry-recognized credential



# Registered Apprenticeship Has a Proven Track Record of Producing Strong Results for Employers and Workers

Impressive Individual – Employee – Public Return on Investment



# A Diverse Range of Industries



Healthcare



Cybersecurity



Information  
Technology



Biotechnology



Transportation



Construction



Financial  
Services



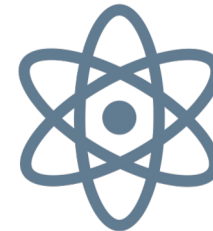
Advanced  
Manufacturing



Hospitality



Engineering



Energy



Telecommunications

# 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

**Want more info?** Visit the [Employer page on Apprenticeship.gov](#)  
**Helpful reading:** *Department of Commerce Study: The Benefits and Costs of Apprenticeship: A Business Perspective*



# Benefits for Workforce Development Boards

- ▶ Provide job seekers with immediate employment while also acquiring new skills
- ▶ Include high quality, systemized training that teaches required job skills
- ▶ Address the specific workforce needs of the local community and its employers
- ▶ Increase employment opportunities for underrepresented populations
- ▶ Encourage full utilization of the workforce
- ▶ Promote economic growth



Visit [Apprenticeship.gov](https://www.apprenticeship.gov) to learn more about Workforce Development Board case studies. [WIOA/RA Factsheet](#)

# Industry Intermediaries

<b>Contractor</b>	<b>Industry</b>
Appteon Inc.	Information Technology (IT)
Arbor E&T, LLC dba ResCare Workforce Services (RWS)	Healthcare, Health IT
District 1199C Training and Upgrading Fund	Care Economy
Fastport, Inc.	Transportation & Logistics
Healthcare Career Advancement Program (H-CAP)	Healthcare
Jobs For The Future, Inc.	Manufacturing
Maher & Maher	Information Technology (IT)
Manhattan Strategy Group	Supply Chain Automation
National Institute for Innovation and Technology	Supply Chain (Nanotechnology and Semiconductors)
North America's Building and Trades Unions (NABTU)	Construction
Net.America Corporation	Healthcare
National Restaurant Association Educational Foundation (NRAEF)	Hospitality (Restaurant & Hotels)
Safal Partners	Cybersecurity
Virginia Manufacturers Association	Critical Supply Chain (Adv. Manufacturing)
Washington Technology Industry Associations (WTIA)	Information Technology (IT)
Wireless Infrastructure Association (WIA)	Telecom Wireless 5G

# Expanding Registered Apprenticeship Across Supply Chain Industries

- In December 2021, the U.S. Department of Labor awarded approximately \$8 million in contract investments to four national Industry Intermediaries to expand the use of Registered Apprenticeship in sectors affected by the pandemic.
- The department is seeking to develop apprenticeship opportunities for all U.S. workers, in particular those from under-represented and underserved populations.
- Three of these national Industry Intermediaries are focused on expanding RAPs in key supply chains:
  - Manhattan Strategy Group – Supply Chain Automation
  - National Institute for Innovation and Technology - Supply Chain (Nanotechnology and Semiconductors)
  - Virginia Manufacturers Association - Critical Supply Chain (Adv. Manufacturing)

*Learn more about these newest Industry Intermediaries [here on apprenticeship.gov](https://www.apprenticeship.gov)*

# Thank You for Joining Us Today

Let's continue to explore ideas to grow apprenticeship

**Any Questions? The Office of Apprenticeship is here to help!**

**Contact us at [apprenticeship@dol.gov](mailto:apprenticeship@dol.gov), or visit [www.apprenticeship.gov](http://www.apprenticeship.gov).**

**Workforce System and Partnerships with Registered Apprenticeship Programs and Collaboration Opportunities: [Resource Hub](#) and Search for “WIOA”**

# Industry Focus on Registered Apprenticeships



# Industry Focus on Registered Apprenticeships

# FESTO



**Tony Oran**  
Vice President of Sales  
Festo Didactic Inc.

# Supply Chain Automation Workforce Hub Overview

James Price, Project Manager,  
SCA Workforce Hub (Manhattan Strategy Group)

Jan Bray, Senior Advisor/SME, National Association of Workforce Boards

# 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 (mechatronics, logistics, transportation, warehousing)
- ▶ 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 Manager
  - ▶ Supply Chain Manager
  - ▶ Logistician
  - ▶ Logistics Analyst
  - ▶ Industrial Machinery Mechanic
  - ▶ Mechatronics Technician



# 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.*

# 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 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)



# 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 Supports to Workforce System

- ▶ Help workforce organizations identify local supply chain employers; conduct education and outreach about the value of RAPs in addressing supply chain automation talent development needs
- ▶ Connect interested employers with education and training providers that can support delivery of RAPs
- ▶ Partner with employers to develop RAPs customized to meet employer's training needs



# Hub Partnerships

## **Why partner with the SCA Workforce Hub?**

- ▶ The Hub helps employers, education institutions, and career seekers in many ways – all at no cost!
- ▶ Partners receive technical assistance support, national visibility, and access to resources and incentive fund

## **Who else is partnering with the SCA Workforce Hub?**

- ▶ SW Ohio Region Workforce Investment Board
- ▶ Ohio Workforce Association
- ▶ Workforce Development Board of Central Ohio
- ▶ Alexandria/Arlington Regional Workforce Council
- ▶ Workforce Development, Northern Kentucky Area Development District

# 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
  - ▶ Mentorship training
  - ▶ Training equipment
  - ▶ Curriculum development
  - ▶ Train the trainer workshops
- ▶ Applications due by September 30, 2022



# Contact the SCA Workforce Hub

[SCAWorkforceHub@manhattanstrategy.com](mailto:SCAWorkforceHub@manhattanstrategy.com)

<https://SCWorkforceHub.com/>

- ▶ Sign up for our newsletter
- ▶ Access resources and information on upcoming events
- ▶ Follow us on social media:

[LinkedIn](#) | [Facebook](#) | [Twitter](#)



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

# Q&A and Discussion

# Wrap-Up

Marilia Mochel, Director, Manhattan Strategy Group