

Advance NEO

Make It In America Challenge grant

For IEDC's

“Chutes & Ladders: The New Rules of the Game for Upskilling Workers”, 9/25/16



Advance NEO & Upskilling Workers

- Who we are, and how we came together as a Team
- Strategic Fit: Regionally, and from Partnership perspective
- Execution
- Outcomes
 - Incumbent Worker Training
 - On-The -Job Training
 - ITA & Internships

How we define “Advanced Materials” and our Sectors

- Chemicals, plastics, rubbers, composites, metals and/or*
- New innovations in process technology*

Sector Focus:

- *Biomedical*
 - Agricultural biotechnology, medical device and equipment manufacturers, pharmaceutical & therapeutics, medical & testing laboratories, biomedical research & development
- *Transportation (auto, aero, etc.)*
 - Aviation and/or Aerospace components
 - Interior components, exterior components, drive train, under-hood
- *Advanced Energy*
 - Energy storage, waste & biomass-to-energy, smart grid, fuel cells, energy efficiency, wind and other renewable energy technology, shale gas

Strategic Partnership Model



Steering Team

Lead: Team NEO

Team

Members:

Reps from Project Team Organizations

Assessment Team

Lead: WIRE-NET, MAGNET

Team

Members:

Relationship Manager, Commercial and/or Technical Experts, Workforce

Delivery Team

Lead: Partner-specific, Medina County Workforce

Team

Members:

Relationship Manager, Commercial and/or Technical Experts, and Workforce

Steering Team

Lead: Team NEO

Team

Members:

Reps from Project Team Organizations

Company Assessment

Company		Project	Date				Supporting Data	Score
		Strongly Agree 4	Agree 3	Disagree 2	Strongly Disagree 1	Need more info		
ANEQ project match		Company is in or supplies one of the 3 identified industry sectors: * Biomedical * Transportation * Advanced Energy						0
		Company is using Advance Materials or Materials processing						0
		Company is seeking to use new materials or new materials processing						0
Growth Project Upside	Direct EI Potential	Project is could be new business opportunity						0
		Opportunity will include workforce development						0
		Opportunity could include new capital investment						0
		Opportunity could lead to new jobs						0
		Opportunity has potential for sales growth						0
Growth Project Upside	Indirect EI ANEQ other criteria	Potential for use of regional resources						0
		Employment potential from core cities						0
		located in a core city or looking to move/expand to a core city						0
		Opportunity for re-shoring on-shoring						0
		supply chain assistance need						0
Growth Project Risk	Market risk	Strongly Agree (Minimal risk)	Agree (Low risk)	Disagree (Medium Risk)	Strongly Disagree (High Risk)			
		Value proposition is strong						0
		Product/service is targeted for a well-defined, sufficiently large market niche						0
		Targeted markets are identical or adjacent to current markets OR product has been sufficiently validated in market						0
	Business	Can succeed with current organizational culture						0
		Can succeed with current technical capabilities						0
		In strong position financially to defend/extend their core, especially financially						0
		Project is market ready						0
Upside Summary		1= low potential, 4 = high potential	All Items Evaluated	Risk summary:	1 = minimal risk, 4 = high risk	All items evaluated?		
ANEQ Project match		0		Market risk	0.0			
Growth project -- Direct EI Potential		0		Business	0.0			
Growth Project -- Indirect EI and ANEQ match		0						
				Overall:				
		Rating	0		Rating	0		
<u>Overview of proposal from Interview team</u>								

Training Expectations VS. Delivery

Training Type	MIIA Expectations	Training Delivery
ITA	34	38
OJT	27	9
IWT	83	163
Internships	24	48
Manufacturers Served	25	31 (US DOL ETA Only)

Working Learners



Types of training

- Individual Training Accounts
- On-The-Job Training
- Incumbent Worker Training
- Internships

Working Learners

Individual Training Account

- Training schedule adjusted to meet the needs of working job seekers
- Survey of regional employers / feed back - focused efforts
 - Welding
 - CNC machining
- Achieving industry recognized certifications and/or academic credit
- Job placements

Working Learners

On-The-Job Training

- Customized training:
 - Cuyahoga Community College addressing the needs of business
 - MAGNET helped create structured OJT at The Great Lakes Towing Company
- Training was paid for through the grant
- Job placements

Working Learners

Internships

- Regional companies requested interns
 - Engineers – electrical, mechanical, industrial, quality, IT, and petroleum
- Regional universities helped place interns
- Meaningful work
 - Projects included process improvements, quality, product design and testing
- Job placement
 - Interns offered full/part-time employment

Working Learners

Incumbent Worker Training:

- Companies struggle with finding skilled talent
- Upskilling current workforce
- Scheduling/time restraints
- Customized training
- Job retention or advancement
 - Organizational culture shift
- Six Sigma - Black/Green/Yellow Belt
- Applied Project Management
- Supervisory and Leadership
- ISO 13485

Contact Information

For any future questions for the Team, please contact Paul Boulier at Team NEO
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And he'll direct to the best Team Member for response.