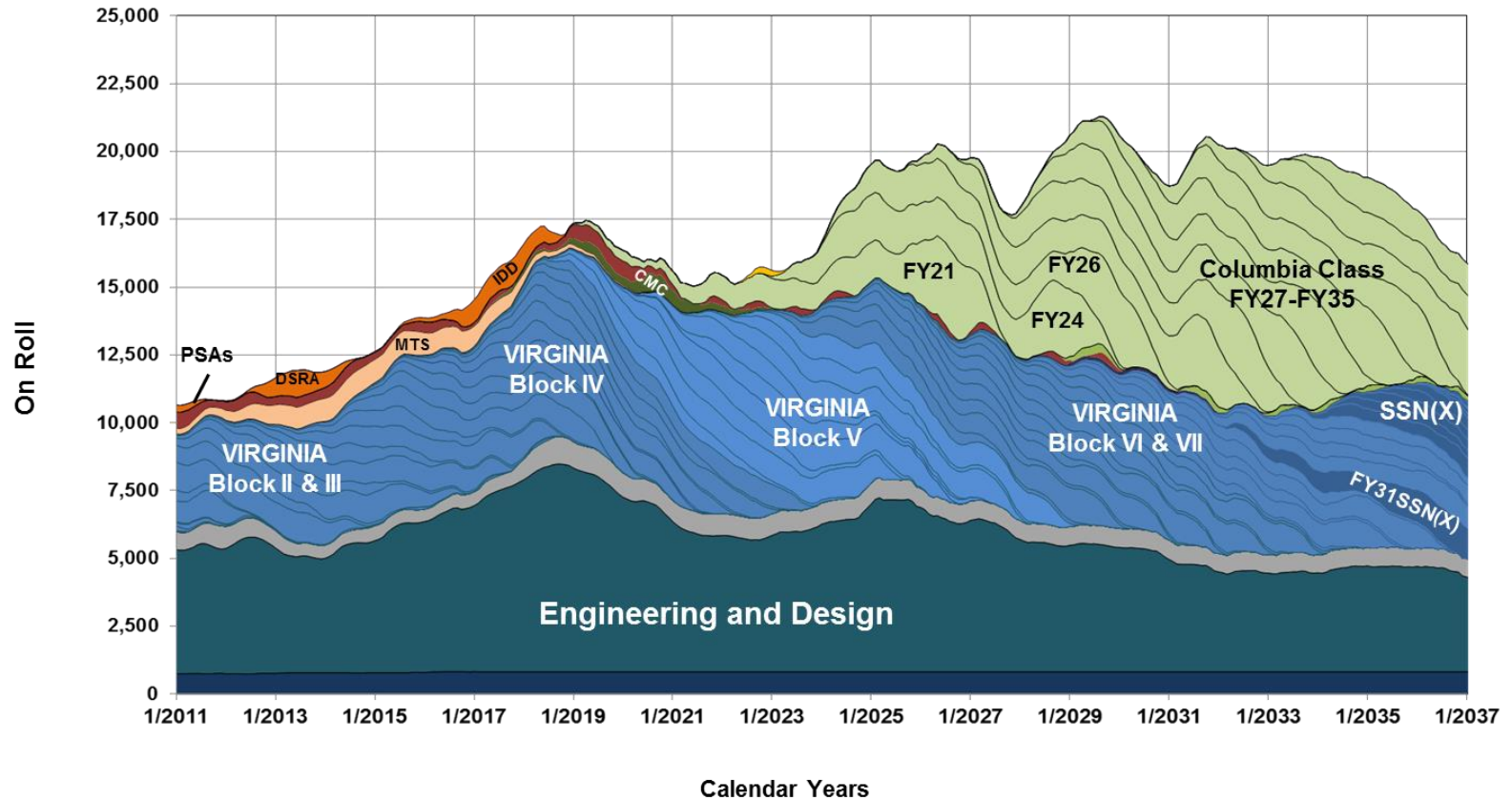


EB's Community Based Pipelines: *A Way to Address Trade Skill Gaps*

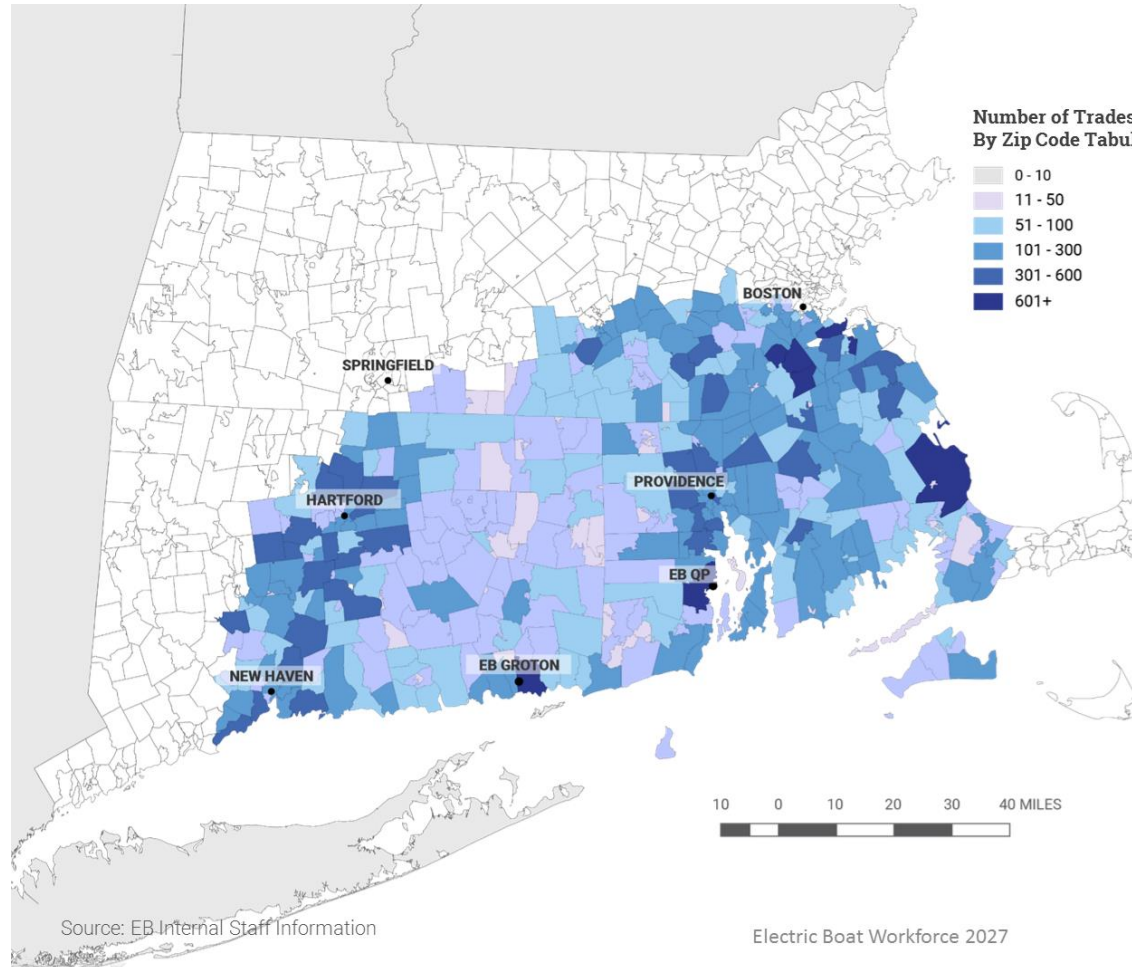
Maura Dunn
May 15, 2019

EB's 30 Year Challenge



To meet our customer demands, EB needs to hire 15,000 people within the next 10 years; most of this growth will be in the trades

Labor Pool Exists – But Lacks Skills



→ A large pool of skill compatibilities exists to fill in-demand jobs; more training required

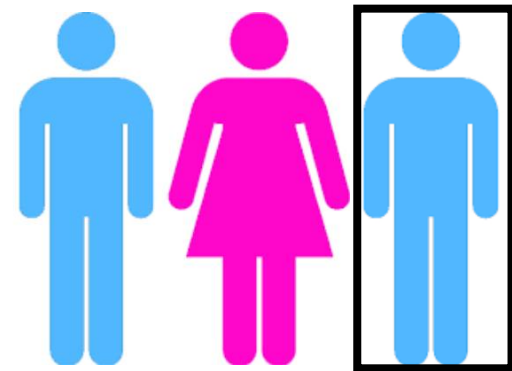
- 2016 point-in-time workforce in EB region
 - 88,186 trade workers
 - 63,758 technicians and specialists
 - 18,583 assemblers
 - 13,157 machine operators
- 14,473 ship building & repairing
- 850,000+ workers hold a high skill compatibility index
- 25% possess between some college and an Associates Degree – most states aspire to 50%+ by 2025

Is This Your Future?

- “Vo-Tech” programs from the 80’s no longer geared towards manufacturing
 - Entry Level hires required significant remediation
 - Increased demands on internal training
- Workplace demographics exacerbate the situation
- EB Training Capacity is limited
- Resources & Infrastructure exist in the community

3%

Percentage of employees hired with previous manufacturing skills



1 in 3 employees eligible for retirement

Solution: Demand Driven Partnerships

- EB has developed multiple partnerships in 2 states to tap into the Workforce Investment Opportunity Act (WIOA)
 - Over \$1B in funding available
 - Federal \$\$\$ distributed through all 50 States
- EB Provides
 - “Guarantee” to interview candidates created
 - Customized curriculum to meet our needs
- Collaborative hiring process with Partners
 - Pre-screening
 - Math/Reading Assessments

Resources to Help You

- State Department of Labor
- Workforce Boards
- Congressional Offices
- Community Colleges
- Career & Technical Education Schools