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

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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