

# REGIONAL SUMMIT ON APPRENTICESHIPS

Valley Forge Casino  
January 26, 2016  
10-12

- **National Tooling and Machining Association (NTMA)** Philadelphia/Greater Delaware Valley Chapter
- **Manufacturing Alliances** Bucks/Montgomery and Chester/Delaware Counties
- **Meridian Bank**

**CO-SPONSORED BY:**

## • The Event

- 10:00 - **Opening Remarks** – Meridian Bank, MA, NTMA
- 10:10 – **Skills Gap** – Tom Krol, Mfg. Alliance
- 10:20 – **Typical Employer Reactions** - Bud Tyler, Mfg. Alliance
- 10:30 – **Apprenticeships Revitalized** – John Shegda, NTMA
- 10:40 – **State of The Industry** – Dave Tilstone, NTMA
- 10:50 – **National Successes** - Dave Tilstone, NTMA
- 11:00 – **State (PA) Successes** – Dan Fogarty, Berks WDB
- 11:10 – **Our Region** – John Shegda, NTMA
- 11:30 – **Audience Q&A** – attendees
- 12:00 - **Lunch**

# AGENDA

- **Event Sponsor** - **Meridian Bank** - Chris Godshall
- **Manufacturing Alliance of Bucks/Montgomery** - Bud Tyler, Ken Kraus, and Tom Krol
- **NTMA** - John Shegda

**OPENING REMARKS**

## **Groundbreaking new Apprenticeship Model**

Tailored for small to mid-sized businesses

### **We need your input...**

...to get this off the ground and in alignment with your needs

**TODAY'S MEETING FOCUS:**

## Lack Of Candidates ..results in... Business Excuses

- Negative perception of manufacturing
- Long term value of machine training vs. College?
- Do we even make anything here anymore?
- I don't have the TIME, or the MONEY to train!
- Younger workers just don't want to WORK anymore!
- I don't even know where to start to find good people!

**SKILLS GAP: WHAT'S THE PROBLEM?**

## Typical Employer Reaction

- Poach someone else's trained employees
- Try to find online training programs and have the worker get the specific skills for that job
- Use You-Tube video's to problem solve
- Hire lower skilled workers – if you can find them – and have them shadow a top flight worker.....
- ....or train them the best you can, and pray!

**IS THIS THE SOLUTION?**

## Apprenticeships Revitalized

- Apprenticeship programs have worked for centuries, but can an “old world” solution work in today’s manufacturing climate?
- How can an apprenticeship program be successful if there is no interest by the Millennials in manufacturing?
- Is it worth the effort?

**THERE HAS TO BE A BETTER WAY!**



**Video** – the experiences of three young individuals at a local manufacturer....

**COULD WE BE WRONG ABOUT MILLENNIALS?**

## Apprenticeship Successes

- ***National Level*** - David Tilstone, President, NTMA National Organization
- ***State/Regional Level*** - Dan Fogarty, Director/COO, WDB Berks County
- ***Our Region*** - John Shegda, President, NTMA Philadelphia/Delaware Valley Chapter

**THE REAL SKINNY ON APPRENTICESHIPS**

**Video** – the thoughts of three manufacturers on what apprenticeships were, and what they **should be**....

**COULD APPRENTICESHIPS WORK HERE?!**

**Video** – what is a “competency based” apprenticeship?

**COULD APPRENTICESHIPS WORK HERE?!**

## The Program:

- *Pre-Apprenticeship programs are KEY!*
  - *Bucks County Community College model*
  - *Employers MUST be involved*
- *We have to commit to training our people & hiring younger*
- *This will be REGION wide, standardized, and **FLEXIBLE***
- *How NTMA fits in*

**HOW THIS WILL ALL GO TOGETHER**

## The Program will result in -

- *A younger, engaged, adaptable workforce – revitalizing our industry and our region for decades to come*
- *Compress time to get to TRUE proficiency – quicker payback/ROI*
- *Connect our employers, schools, colleges, and government agencies, producing success for all*
- *Strengthen our companies – teach a new generation a trade that has given many of us so much*

**HOW THIS WILL ALL GO TOGETHER**

## Funding

- *Since many of the candidates will come from your local CareerLink®, some of the burden will be carried by your County!*
- *We are applying to private foundations that support manufacturing – Arizona has their entire program funded this way*
- *We should have to ante-up. If it is no-cost, it has no-value.*

**HOW THIS WILL ALL GO TOGETHER**

## Q&A

- *This is one of the most important parts!*
- *Please ask – we want your input!*

**QUESTIONS? THOUGHTS? COMMENTS?**



## Call To Action

- *This begins, and ends, with us – the manufacturers*
- *Sign your name to show your interest*

**MAKE THIS HAPPEN!**