

Operations Plan

NHMA Workforce Enhancement Committee – 2015/16

Vision: The NHMA Workforce Enhancement Committee will be a catalyst, collaborator, and leader in the creation, maintenance, and enhancement of the future, and existing manufacturing cadre in Connecticut.

Mission: The NHMA Workforce Enhancement Committee, through a diverse membership base, will represent, inform, advocate, educate, and collaborate with those entities and persons who have an impact on the creation, maintenance, enhancement, and certification of those skill sets which are critical to existing and future manufacturing success and growth in Connecticut.

A) Three Specific Objectives

- 1) Endeavor to ensure that the new workers entering the market place have the requisite skills and certifications to be employable and successful
- 2) Provide avenues and networks so that incumbent workers and unemployed workers are able to obtain sufficient training as to improve their employability and job retention skills
- 3) Establish the requisite networks that will enable NHMA to have an effect on education K- 16, skills acquisition and certification policies and programs recognizing the needs of a diverse manufacturing community

B) Focus Areas

- 1) **Experiential/Kinesthetic Learning** – this specifically relates to the education models of both the Agri-Science and Technology Centers (Sound School, Bridgeport Aquaculture Center, and Trumbull) and the Technical High Schools (Eli Whitney, Emmett O'Brien, Bullard Havens, Wilcox, and Vinyl and Platt Tech). Additionally, we stand ready as a resource for projects in High Schools in New Haven (presently Career and Hillhouse) and in Bridgeport (presently Fairchild Wheeler and Harding). Involvement with other Career and Technical High School Programs and the magnet & comprehensive high schools is as needed and requested, being within the scope of available resources and committee mission.
- 2) **Advanced Skills Talent** – we focus on two distinct populations in the NHMA service area – the first is the community college system – specifically Gateway and Housatonic (there is some fringe involvement at Greater Naugatuck Valley which provides some additional resources and connectivity), the second is the university system where we have established a close working relationship with SCSU especially with their applied physics/material science department and the

teacher training and outreach segment. Additionally, we are developing a relationship with Quinnipiac University where they are establishing a school of engineering. [Andrew Mays](#), [Ken Lisk](#), Bob Klancko and Kathy Saint are involved with UCONN at the Storrs campus, however the connectivity with them is not a major focus at this time.

- 3) **Incumbent and Job Seeker Training** – we continue to keep open lines of communication with Workforce Alliance in New Haven and The Workplace in Bridgeport and seek ways to effectively network. Due to the sluggish economy, there has not been a lot of manufacturer involvement in this arena.
- 4) **Having a Seat at the Table** – we not only provide testimony to the State Legislature, but know and work with key members of the Legislature's Education Committee, the Department of Education, State Board of Education, State Department of Higher Education, the State Labor Department and the State Department of Economic and Community Development. In addition, we have begun a dialog with the Regional Area Cooperative Education Services office in Hamden. We also network with other industry groups such as METAL, SMA, CBIA, MAC, etc. and technical societies such as the So. CT. Chapt. ASM.

C) Specific Involvements (not complete)

- 1) We have members who sit on the TTAC committees for Electro-Mechanical, Drafting, and Manufacturing Technologies at Platt Tech, and the Manufacturing TTAC committees at Eli Whitney, Emmett O'Brien, Wilcox, and Vinyl. The Committee leadership meets regularly with the Technical High School Superintendent. In addition we have a seat of the School Governance Council at Eli and the Citizens Advisory committee at Platt.
- 2) Our committee members sit on advisory committees at the Sound School, Gateway CC, Housatonic CC, SCSU and UCONN to name a few.
- 3) Our membership serve on other committees such as the State Administrator Standards Advisory Committee, sub committees of the State Board of Education, and on the education committees of numerous professional and business organizations.
- 4) We have created a very successful new and novel Materials & Manufacturing Summer Teachers Institute collaborating with SCSU, Bridgeport Schools, New Haven Schools and the Technical High School system creating a first ever comprehensive summer program to involve teachers in how STEM (science, technology, engineering, and math) relates to how a product is manufactured. We are seeking to do this again in 2015 along with an institute focused on comprehensive middle and high school guidance counselors.
- 5) We are collaborating with SMA on worker apprenticeship programs, and advocate certification credentialing of graduates and workers.
- 6) We are collaborating with SCSU on future workforce focused programs and seminars and have met SCSU's President and Deans of Business, Education, and Liberal Arts and Sciences and we are strengthening our ties with the Bridgeport and New Haven School systems.
- 7) We are part of the statewide Dream It – Do It initiative with Paul Hoffman and Maribel Morgan involved in this effort.

- 8) We now working with the Chairman of the New Haven Department of Economic Development regarding new avenues for partnering for the creation of a skilled cadre of workforce ready individuals.
- 9) We collaborate with many state entities, we have been asked to work with the Area Cooperative education Services in Hamden on Industry's perspective of adequate math skills
- 10) The NHMA Workforce Enhancement Foundation was created with \$500 seed money, at the 37th Annual Materials Manufacturing Week Banquet in April 2014, the So. CT. Chapt. Of the ASM generously augmented this seed money with a \$5000 donation.

D) Additional Ongoing NHMA Support

- 1) Every year monies are budgeted to support work the programs at the schools mentioned item B-1.
- 2) 3 students and one teacher from many of these schools are invited as NHMA's guests to the Annual Meeting in June. The hope is to expand this in the future.
- 3) We provide exhibit tables at our annual meeting to each of the schools referred to in D 1 &2..
- 4) Additional support is provided on an 'ad hoc' basis for education focused needs at the schools with whom we have relationships.

The unique alliance we had with Amity Adult, Continuing, and Summer Education for industry focused courses is now being support by HCC's Outreach for Worker Training and Industry Support.

E) Summary

The NHMA Workforce Enhancement Committee's strength is its ability to capitalize on the resources, energy, networks, and abilities of its members to ensure that our membership is able to continue to have a skilled, focused, talented and reliable work force serving the multi-layered strata of their organizations.

This Committee is comprised of **Ex Officio Manufacturers**, **Manufacturers**, **Academia**, and **critical non NHMA member resources**, all of whom are dedicated to our mission and vision.

F) Key Committee Members who represent various critical network areas are:

- 1) Kris Lorch – Co- Chair – Alloy Engineering
- 2) Bob Klancko – Co-Chair – Klancko & Klancko, LLC, So. CT. Chapt. ASM
- 3) Kathy Saint – Schwerdtle Stamp
- 4) Tom Auray – Bridgeport Fittings
- 5) Paul Hoffman – Orange Research
- 6) Christine Broadbridge – SCSU

- 7) Ken Lisk – Lacy Manufacturing
- 8) Maribel Morgan – UniCorr – New Haven Focus Leader
- 9) Tom Daggart – Nomad Metallurgy – So. CT. Chapt. ASM
- 10) Steve Izzo – Bridgeport Fittings
- 11) Yvie Klancko – Klancko & Klancko, LLC – K-12 Education Resource Leader
- 12) David Williams - Holo-Krome
- 13) Larry Smith – Bridgeport Fittings
- 14) Steve Pynn – New Haven Schools
- 15) George Meunch – Precision Combustion – So. CT. Chapt. ASM
- 16) Bill Neal – Radiall – ex officio
- 17) Marna Wilber – ex officio – Assa Abloy
- 18) Jim Gildea – Bigelow Tea
- 19) Louise Mansolf -
- 20) Marilyn Caraballo – Prime Resources – Bridgeport Focus Leader
- 21) Marcia LaFemina – PennGlobe
- 22) Sabrina Beck – Altek
- 23) John Vincz – Gateway CC
- 24) Mary Meixell – Quinnipiac Univ.
- 25) Christopher Senger – Assa Abloy
- 26) John Brazil – Holo-krome
- 27) Rich Dupont – HCC
- 28) Mary Servino – Bgpt Schools
- 29) Andrew Mays – Ulbrich
- 30) Dave Tuttle – Platt Tech
- 31) Steve Gifford – Hartford Wire Works

In addition, there are many resource contacts, who assist on an ad hoc basis with our various programs and efforts.

G) Future Work

In addition to all of the work already on our plate, much of which is reoccurring, we are looking to the future in the following manner:

- 1) Create a policy regarding educational institute support at the NHMA Annual Meeting and the provision of display tables. As the depth and breadth of our involvement increases we need a flexible yet well defined and fair policy.
Goal – have in place by the 2017 Annual Meeting
- 2) Create a closer working relationship with the decision makers in Hartford – Commissioners, Legislators, staff.
Goal – on going

3) Seek new and novel programs to enhance teacher preparation in the STEM areas that provide greater knowledge and insight into how manufacturing functions and the skill sets we seek.

Goal – on going

4) Provide an information clearinghouse regarding skill set acquisition, maintenance and certification opportunities.

Goal – by 2017 Annual Meeting

5) Continue to support new initiatives with the New Haven Schools and in Bridgeport.

Goal – on going

6) Support and grow the NHMA Workforce Enhancement Education Foundation

Goal – kick off event during the 2015-16 Fiscal year

7) In partnership with SCSU hold a Workforce Skills Enhancement Conference in May of 2016

Goal – create committee by 8/15 hold conference/summit in May 2016

8) Continue to support relationship with Quinnipiac Univ.

Goal – on going

9) Cement relationships with the Bridgeport School System

Goal – 9/15

10) Investigate the restructuring of the Workforce Enhancement Committee into specific operating cells with distinct responsibilities

Goal – 6/16 - begun

11) Determine options to enable the Workforce Enhancement Committee to become Budget Neutral

Goal – 6/17

12) Create a Public Relations position for the committee and find a suitable candidate.

Goal - 9/15 – achieved – 5/15 – Louise Mansolf has volunteered

Additional input and ideas are always welcome.

Kris Lorch

Bob Klancko

5/1/15