



Employer Convening to Strengthen the Advanced Manufacturing Pipeline

Summary

Outreach and Participation

On November 30, 2016, the Cuyahoga Community College (Tri-C) Manufacturing Technology Center of Excellence convened manufacturing and regional stakeholders, at their Corporate College East location. The event was organized in conjunction with Achieving the Dream's Career Pathways initiative funded by the Arconic Foundation.

Tri-C brought together over 70 industry leaders, and regional and local stakeholders to discuss specific strategies aimed at improving the manufacturing talent pipeline, and easing the skills gap in Northeast Ohio. A summary of the convening is included below. **The full report is available at www.tri-c.edu/manufacturing.**

As you can see, the work has begun but there is more left to do. We are seeking your assistance to move this important work forward. We will follow up with you soon to begin engaging a work group.

Please review and send responses to the two questions below to starr.sherman@tri-c.edu

- 1. Which two areas are you most interested in engaging in future discussions?**
 - A. Progression of internship programs
 - B. Apprenticeship development
 - C. Marketing and community outreach
 - D. Recruitment, hiring, pipeline strategies
- 2. We would like to create a sector based approach to collaboratively address the talent pipeline needs. Please list the top 3 challenges you believe are effecting the advanced manufacturing sector in the region?**

Summarizing the convening; the group focused on the three areas underlined below for their discussion:

1. Challenges and Opportunities

- Aligning the economic development and workforce development efforts
- Marketing and recruitment to establish a "just in time" network of qualified talent
- Technical skills gap and transparency of manufacturing career pathways
- Employer's preference to hire temps vs. direct hires or begin internship programs
- Lack of soft skills (work ethics, communication, professional etiquette and conflict management)

2. Priorities for Community College/Industry Collaboration

- Remove obstacles for recruitment through outreach to colleges, K-12 and workforce organizations
- Create strategies to market advancement opportunities beyond entry-level
- Increase experiential learning opportunities

3. Progress and Next Steps (Initiated in response to the issues raised at the convening)

- Dominion Gas partnered with Tri-C to assist with recruitment and preliminary assessments
- Pentair initiated a community-based focus group to discuss its workforce needs
- WIRE-Net continues to assess new sustainable apprenticeship programs in Northeast Ohio
- Participants requested Tri-C act as the catalyst to organize follow-up meetings to develop a work plan

For additional assistance, please contact Starr Sherman at starr.sherman@tri-c.edu or 216-987-0146