



Northeast Advanced Manufacturing Consortium (NAMC) Living MassHire

Expanding and improving a regional partnership to
develop Advanced Manufacturing skills across diverse
populations

October 1, 2020

Mary Sarris, Executive Director - MassHire Northshore Workforce Board

Brian Norris, Robin Dion, Kate O'Malley - NAMC

MassHire Workforce Boards: Greater Lowell, Merrimack Valley, Metro North, North Shore



Living MassHire

NAMC is a partnership among 4 MassHire Workforce Boards, their affiliated Career Centers, 5 Community Colleges, 12 Technical High Schools, over 200 Advanced Manufacturing companies, and several state governmental agencies.

In 2019 NAMC built on its reputation as the “go-to” resource for training job-seekers and incumbent workers in the skills valued by advanced manufacturers in northeastern Massachusetts.

NAMC staff achieved particular success with two initiatives: the Massachusetts Apprenticeship Initiative and the Advanced Manufacturing Training Expansion Program (AMTEP) funded by the GE Foundation.



Living MassHire Values

- Collaboration: Developed a sustainable, multi-partner pipeline to train candidates for advanced manufacturing careers.
- Ingenuity: Innovative approach to developing Registered Apprenticeships at advanced manufacturers. Developed and implemented an Instructor Training Program
- Reliability: Data driven and trusted by industry.
- Respect: Building Bridges to State agencies.



What we Learned

- One Workforce Board alone cannot successfully do this work.
 - Combining forces on a regional basis makes work more successful and makes more sense to the companies we are serving.
 - The NAMC team focuses on Teamwork and Collaboration with all partners (Career Centers, Vocational High Schools, Community Colleges, Workforce Boards, State Agencies, and Advanced Manufacturers).



Sustainability

- Initially funded solely through public grants we built a solid corporate following.
 - This helped us win our first private grant for training, a big step toward sustainability.
- Next steps include working with our tech schools to build Pell-grant eligibility, and with our community colleges to build credit opportunities for learners.
 - We will continue to identify and develop new sources of private sector financial contributions.



Professional Skills

- Persistence and dedication to the process. We believe in our partners and make sure each is included in our project planning and execution. Staff and partners are always included in RFP budgets to ensure recruitment and placement support will be in place.
- Flexible approach to solving problems. Never say NO to an opportunity; always find solutions to overcome obstacles.
- Innovation: continuously align the training and services needed by job candidates with the expectations of Manufacturers.
- Data collection and analysis to keep current or ahead of trends in manufacturing and in training.



Obstacles

- Hard to predict funding streams: interferes with planning and scheduling of training.
 - hinders both recruitment and job placement activities.
- The unknowns: Trends in manufacturing activities, impacts of catastrophes.
 - need to stay close to our manufacturing and training providers.



Adapting to Covid

- Quick pivot to remote learning for cohorts in progress.
 - Returned to hands-on training in June through August.
 - Developed innovative “virtual” job fair.
- Developed a uniform curriculum for Precision Machining.
 - Google docs frameworks can be adapted to individual instructor styles.
 - Integrates remote learning modules.
 - Hired independent team to conduct a detailed Remote Learning study.
- Instructor Training Project
 - Smaller class sizes and remote learning modules will require more instructors. Four candidates now in training.

Questions?

- Coordinating large and diverse sets of partners is time consuming –
 - Do any of you have any tips or best practices that you have found to produce better outcomes and save time?
- Private sector funding?
 - have any of you been successful in securing philanthropic foundation and corporate grants?