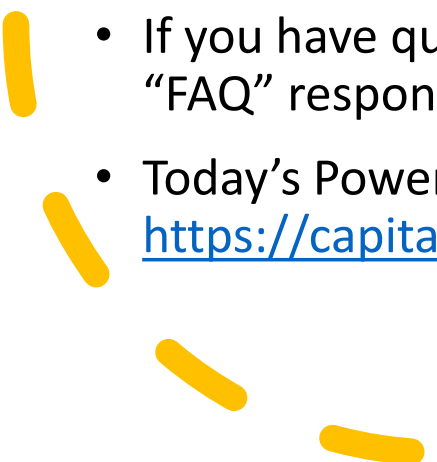




Welcome to CWP Lunch & Learn

* Special Topics

- **Please Note that Today's Session will be Recorded**
 - **Please Consider:**
 - Shutting Off Your Video & Audio
 - Please use the chat box to write your name, organization affiliation and email address
 - In the chat consider responding in one or two sentences: **“Why is job training so important in your community or to you?”**
 - If you have questions throughout the meeting, please post it in the chat dialogue. We will post a “FAQ” response soon after the meeting.
 - Today's PowerPoint presentation will be made available on the CWP website:
<https://capitalworkforce.org/>
- 

Lunch & Learn: Manufacturing

Regional Sector Profile, Opportunities and Employer Discussion

Lunch & Learn Webinar Series

February 18, 2022 | Noon – 1 p.m.

Agenda

- Welcome and Introduction
- CWP Overview
- AJC Overview
- Manufacturing's Economic Footprint
- Employer Introduction & Discussion
- Next Steps

Lunch & Learn: Manufacturing

Regional Sector Profile, Opportunities and Employer Discussion

Benjamin Clapp, Business Partnership Coordinator - Manufacturing

About CWP

- Helping businesses **find**, **retain** and **grow** the most qualified talent
- Our Mission is to **leverage public and private resources** to produce **skilled workers** for a **competitive regional economy**
- The lead Regional Workforce Development Organization in each of the 37 cities and towns in North Central Connecticut to grow their business sectors and communities
- Successfully form partnerships between and among businesses, philanthropic organizations, and government to partner around workforce development strategies
- Provide certified training to participants and connecting them with the right employers to provide good, middle-skilled jobs that provide livable wages

About CWP

- Sector partnerships in Manufacturing, IT, Health Care, and Construction
- Collaborator with the Governor's Workforce Council and Office of Workforce Strategies
- Successfully supported 706 businesses in our region while investing \$1.4M in business hiring and training subsidies
- Through American Jobs Centers and partners, serve approximately 10,000 individuals, including 1,200 youth
- Vital to the region's fiscal health and sustainability by helping participants gain employment, becoming new taxpayers, and enhancing the region's economy

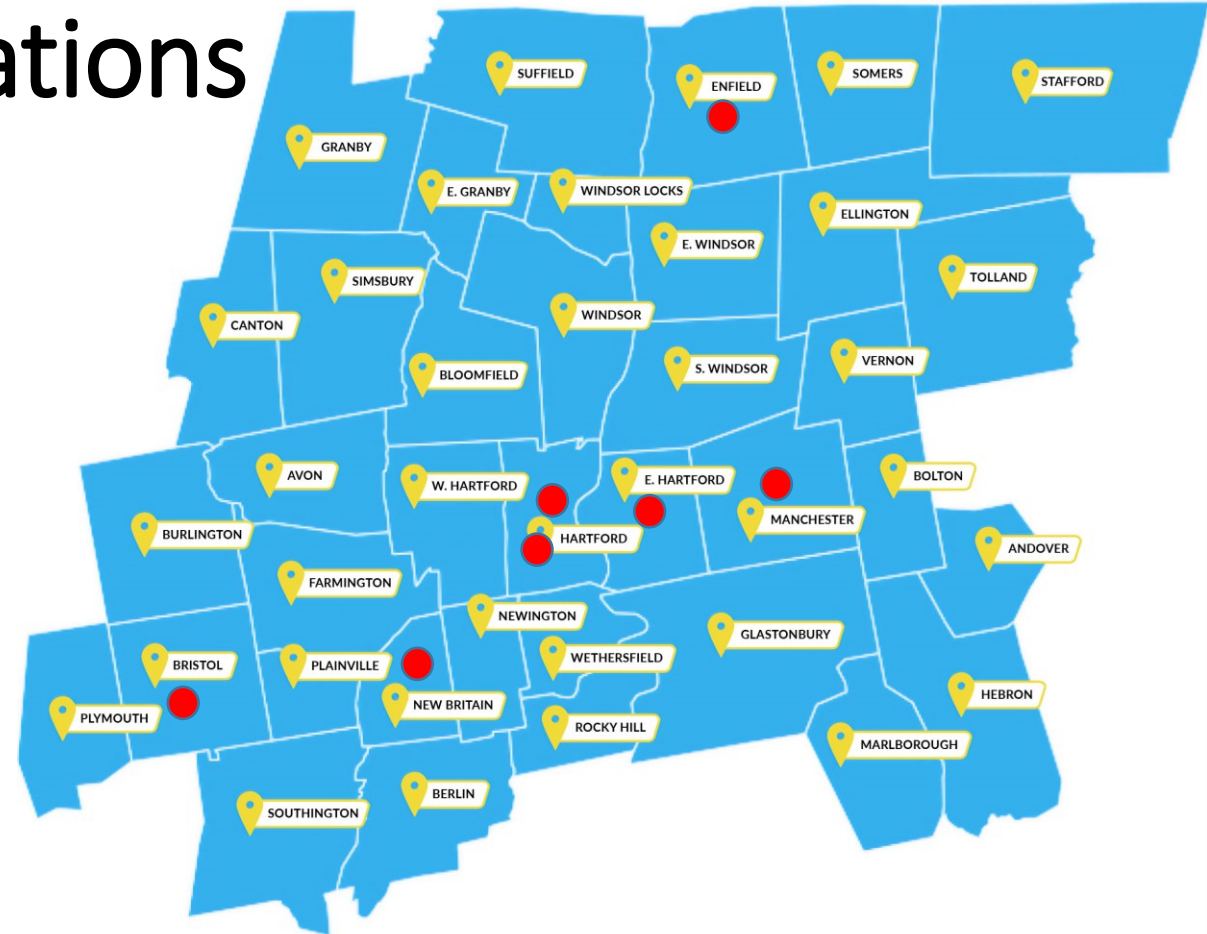
About American Job Centers

- American Job Centers (AJCs) provide free help to job seekers for a variety of career and employment-related needs
- Nearly 2,400 AJCs are located throughout the United States, 20 of which are in Connecticut
- ‘Universal’ services available through the Connecticut Dept. of Labor include employer recruitment events, workshops, access to assistive technology and assistance with unemployment
- Offers individualized services under the auspices of the Workforce Innovation and Opportunities Act (“WIOA”)
- WIOA services are designed to help job seekers access employment, education, training and supportive services
- Available to eligible dislocated workers, adults and youth in need of training or job search assistance

American Job Center Locations

There are seven (7) American Job Center Locations in the North Central Region of CT:

- Hartford
- Hartford @ Hartford Public Library
- New Britain
- Manchester
- East Hartford @ Goodwin University
- Enfield @ Asnuntuck Community College
- Bristol @ Tunxis Community College



Why Manufacturing Matters in Connecticut

- CT Manufacturers make \$29.66 billion worth of products for domestic and international markets
- If CT were a country, it would be the sixth-most productive on earth (ahead of the US)
- For every \$1 spent in manufacturing, another \$2.79 is added to the economy
- Approximately 160,000 people are employed in manufacturing in CT
 - 60,000 are employed with the 25 largest manufacturers
 - 100,000 have employment distributed across the other 4,000 manufacturers statewide
- The median size manufacturer in CT has only 20 to 25 employees (small but specialized)
- Connecticut has always been a vanguard for manufacturing innovation, dating back to the 18th century

Connecticut Business and Industry Association (2021 Annual Manufacturing Report)

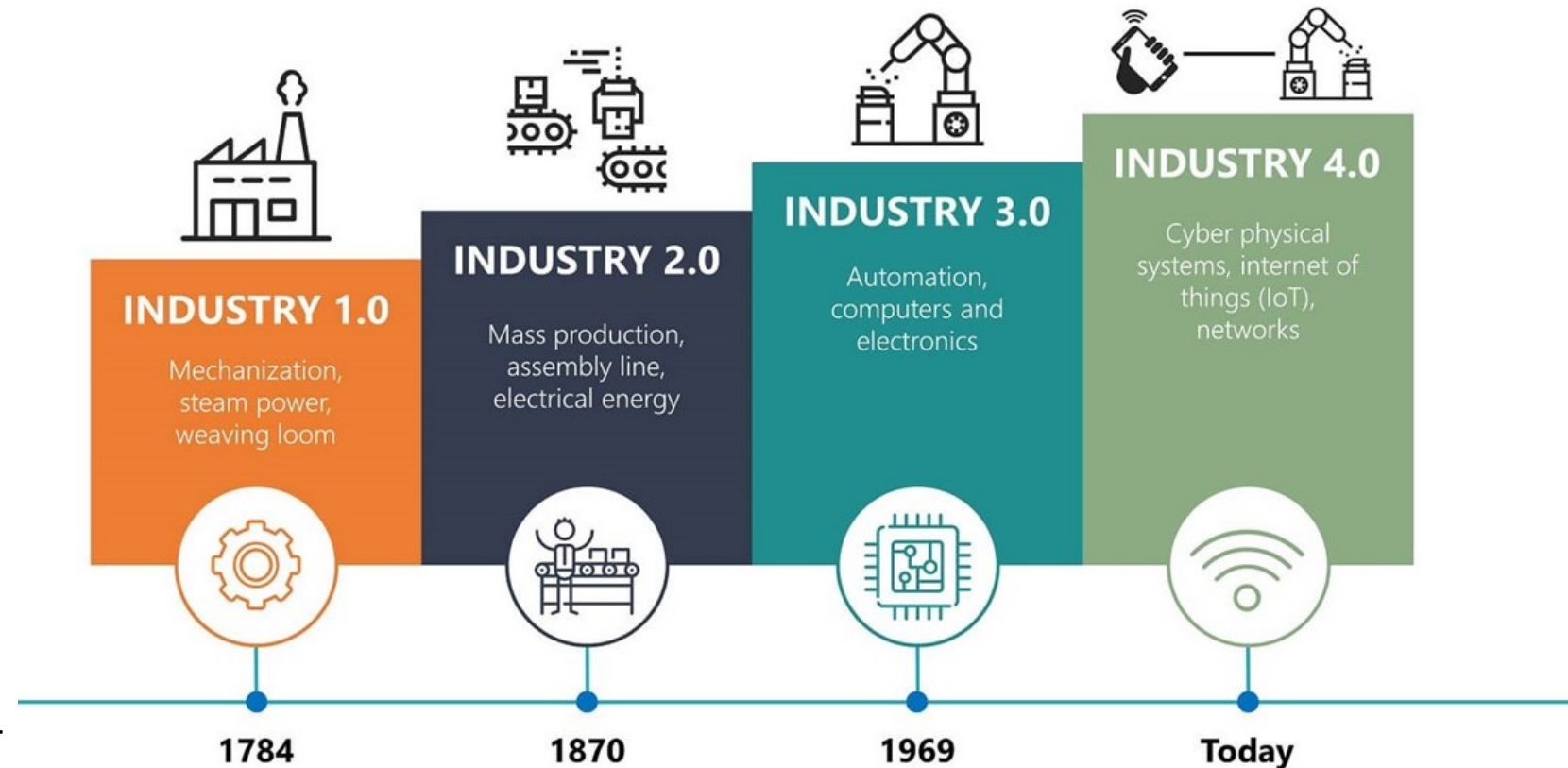
Post-Pandemic Outlook: Demand is High

- Demand for skilled talent is more than 40% above pre-pandemic levels
- Vast majority of manufacturers remained operational during the pandemic's peak, determined as "essential"
- 73% of manufacturers report they had no disruptions amidst the pandemic
- 35% of manufacturers report the labor shortage as the biggest challenge to growth
 - 35% of manufacturing workforce is 55 years old or more
 - 44% of manufacturers expect their workforce to grow in 2022 (as opposed to 20% in 2021)
 - 53% see their businesses growing, up from 18% last year
 - Job openings are at a 5-year high – CT needs 6,000 to 8,000 new entrants
- Manufacturers report a lack of skilled workers as the single largest impediment to ongoing growth

Connecticut Business and Industry Association (2021 Annual Manufacturing Report)

Industry 4.0

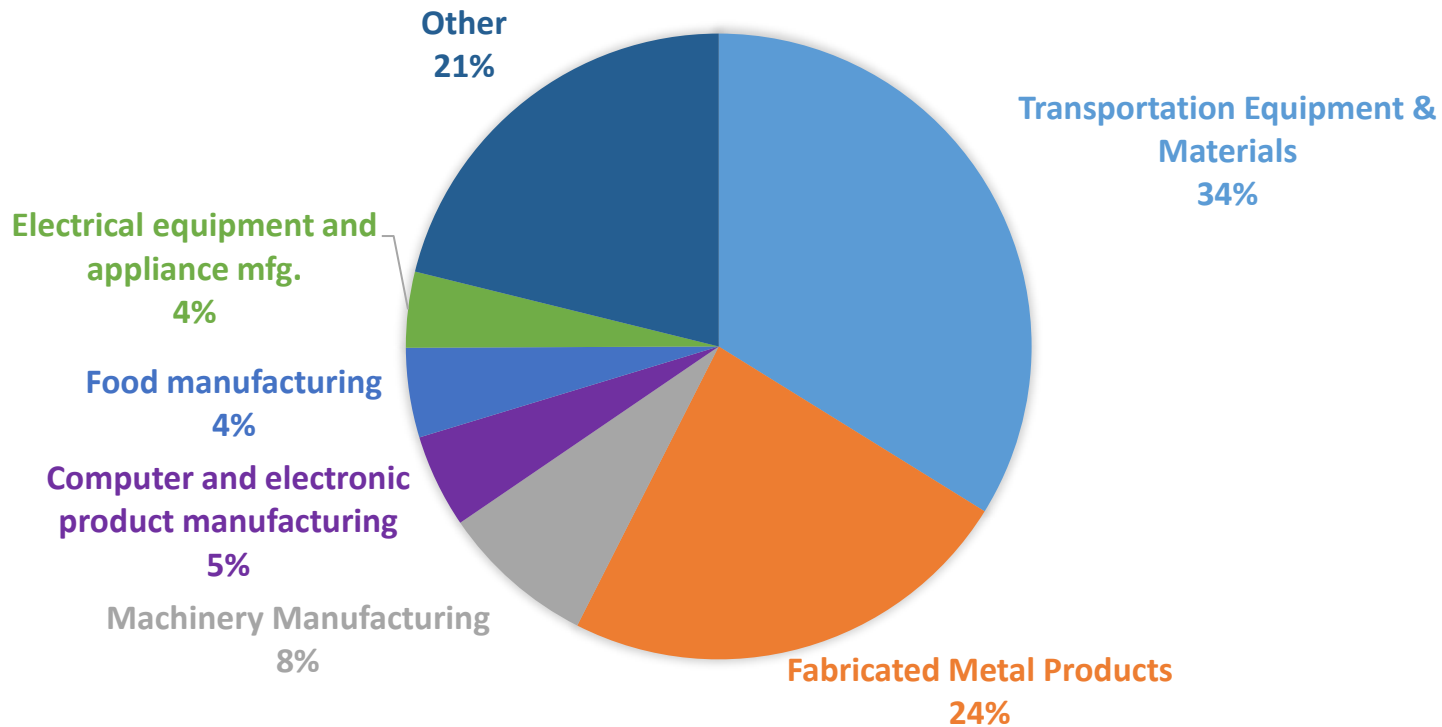
- Shift to additive methodologies
- Increasing reliance on robots, “cobotics”, smart factories, internet of things (IoT)
- Trend toward cyber networks with data feedback & inputs
- 3D printing, advanced composites, digital imaging
- Skill set increasingly resembles IT (coding, programming)



Not Your Grandfather's Industry

Perception	Reality
<i>"Manufacturing is a low-skill, dead-end job"</i>	Skills obtained in manufacturing are portable and in-demand; advancement opportunities abound, and in many cases, employers are willing to invest in upskilling their staff
<i>"Working conditions are dingy, dirty and dangerous"</i>	The high-complexity / low-volume nature of many manufacturers require clean, climate-controlled environments; ALL manufacturers prioritize staff safety above all else; there is concerted effort and thought put into ergonomics
<i>"Manufacturing is predictable; there is little opportunity to interact with others"</i>	Manufacturing rewards creative thinking and troubleshooting; the ability to communicate and operate as part of a larger team is critical – people skills are essential
<i>"Manufacturing is not a lucrative way to make a living"</i>	Skilled manufacturing roles consistently out pay most other sectors, without requiring a formal college degree; in many cases, employers will consider those with short-term training and the hunger to learn and adapt

HARTFORD LABOR MARKET MANUFACTURING SECTORS (BY % EMPLOYED)



Connecticut Department of Labor (<https://www1.ctdol.state.ct.us/lmi/index2.asp>)

HARTFORD REGION PROJECTED EMPLOYMENT 2026 (# OF OPENINGS)

Occupation Title	Projected Employment 2026 (# of openings)	Median Hourly Wage
Metal Workers and Plastic Workers	10,144	\$19.18
Assemblers and Fabricators	4,581	\$15.00
Machinists	3,629	\$24.33
Inspectors, Testers, Sorters, Samplers, and Weighers	2,955	\$22.79
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1,894	\$18.03
Computer-Controlled Machine Tool Operators, Metal and Plastic	1,562	\$31.80
Welders, Cutters, Solderers, and Brazers	1,288	\$23.16

Connecticut Department of Labor (<https://www1.ctdol.state.ct.us/lmi/index2.asp>)

Featured Employer



Metal Finishing Technologies

Denise Smith, Human Resources Director, Metal Finishing Technologies

Website: <https://www.mftech.com/>

LinkedIn: www.linkedin.com/company/metal-finishing-technologies-llc

Apprenticeship CT Initiative Trainings

Mechatronics & Industrial Automation Technician

FREE TUITION!



Training for this 12-week program at Goodwin University runs
March 7, 2022 - June 3, 2022

Virtual course work with weekly in-person labs on
Wednesdays from 8am-12pm

Gain skills in: Electrical, Pneumatics, Hydraulics, Automation, PLC and Robotics,
Health & Safety in industry, OSHA-10 Certification, Basic Shop Math along with
study skill support and career building.

You will have the opportunity to meet with employers.

Call 860.406.3374

Monday thru Friday, 9:00AM – 4:00PM

Apprenticeship CT Initiative Trainings

Intro to Manufacturing

FREE TUITION!



Training for this 5-week program at Capital Community College runs March 28 to May 3, 2022

In-Person Training with classes Monday – Friday, 4:00 to 9:30 pm
*Hands-on Labs at AI Prince Tech on Wednesdays, Thursdays and Fridays and
Classes at Capital Community College on Mondays and Tuesdays*

You will earn: OSHA 10 Certification, Six Sigma White Belt Certification, and
Capital Manufacturing Program Certificate.
Meet prospective employers during training!

Program eligibility includes mandatory math and manufacturing aptitude
testing at Capital and US Work Eligibility. ***Testing held March 22 and March 23.***

Call 860.406.3374
Monday thru Friday, 9:00AM – 4:00PM

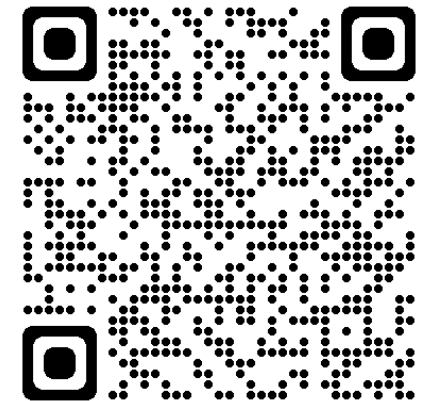
Lunch & Learn Webinar Series

Welcome to the new Lunch & Learn Webinar Series, occurring the second Friday of each month. The webinars will cover a variety of topics, and will feature a guest speaker, chat/Q&A, and will be made available for future viewing.

Sign up to receive information on CWP's Lunch and Learn Series

SAVE THE DATE – Friday, April 8th, 2022, 12 noon
Summer Youth Employment and Learning Program (SYELP) Overview & Process

<https://capitalworkforce.org/lunch-and-learn-webinar-series/>



Contact Us

Capital Workforce Partners, through the American Job Center (AJC), continues to serve clients virtually, by phone and in person “by appointment only.”

Please call 860-406-3374 press 3 to set up an appointment.

Visit our website or scan QR code

<https://capitalworkforce.org/american-job-centers/>



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