



EAMA RSP Hybrid Meeting

August 16, 2023

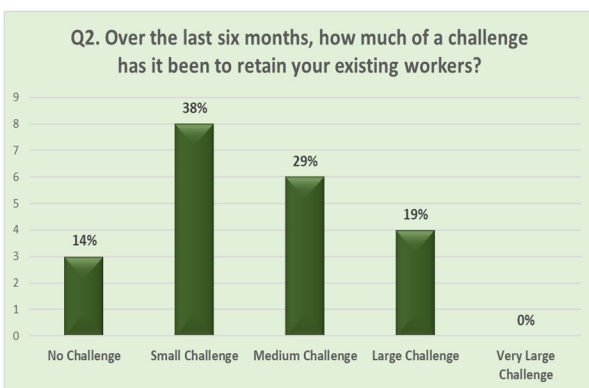
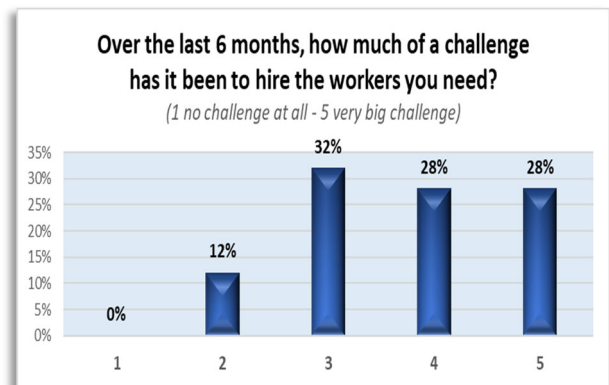
MEETING NOTES

- **Welcome** – Chairman Jewell called the meeting to order at 9:03 a.m.
- **Employer Instant Poll** – In an effort to see if EAMA RSP manufacturing members are experiencing any changes to hiring over the past year, the instant poll conducted 6-months ago was conducted again to see what, if any, changes had occurred. In the discussion, Manufacturing members reported that they have seen an increase in applicants but continue to be challenged with applicant quality and retention of the employees.

2023



2022

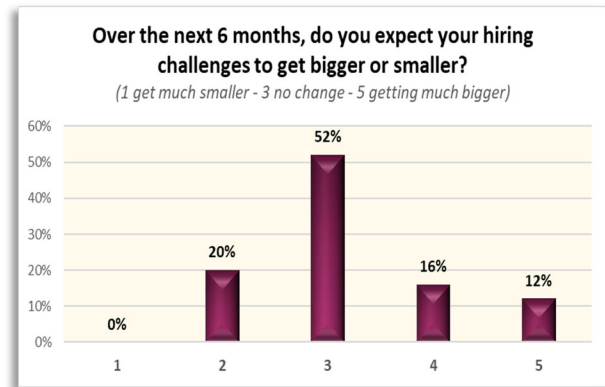


Eastern Advanced Manufacturing Alliance – A Connecticut Regional Sector Partnership

2023



2022



Business to Business (B2B) Working Group – Daniel Chaplin reported that the Northeast Regional Matchmaker – Small Business event held in Groton on August 8 & 9 was valuable for generating leads and providing information on requirements for companies seeking to do business with defense contractors & others. Paul Whitescarver added that seCTer helped organize this event, which was attended by 500+ people. To assess the challenges EAMA RSP companies face to doing more business in Connecticut, the working group will send a “sixty-second survey” to EAMA RSP members in the next week to uncover these challenges, which will become the focus of the B2B group’s work.

- **Plastics Working Group** – Reid Chamberlin reported that Quinebaug Valley (QV) has scheduled two courses on plastics manufacturing for this fall. Although there has been much interest in both programs, only two people have so far registered for the first class. QV needs at least 10 students to run each class. The cost of these courses may be covered by Incumbent Worker Training (IWT) or other sources. For information regarding possible funding opportunities contact either Jeff Martel (860-428-1854, jmartel@qvcc.edu) or Joelle Garrett (860-961-6234, jgarrett@chamberect.com).
 - **Introduction to Plastics** – Will be held on Tuesdays & Thursdays from 5:00 – 8:00 p.m., September 5 – September 26 at QV’s Danielson Campus. There is a \$540 fee for the program. **Note:** IWT funding is available that may cover the cost for this training, however, there is a ~4-week application process that *must* be completed *before* the training begins. Contact Jeff Martel or Joelle Garrett today.
 - **Hands-On Plastics Manufacturing** – Will be held on Tuesdays from 5:00 – 8:00 p.m., Oct. 3 – Dec. 19 at QV’s Danielson Campus & other sites. There’s a \$950 fee for the program. This course may qualify for IWT.
- **Second Chance Hiring** – As a follow-up to the instant poll in the June EAMA RSP meeting which found that 19 of 20 manufacturers were willing to hire justice-affected individuals or to learn more about such hiring, EWIB is meeting with the CT NAACP to explore a potential partnership between the Manufacturing Pipeline Initiative (MPI) and the NAACP’s Million Jobs Campaign. EWIB President Michael Nogelo shared potential benefits and barriers associated with second chance hiring. EWIB and EAMA RSP will continue to solicit feedback from EAMA RSP employers as the partnership continues to take shape. The combination of MPI’s excellent training with the recruiting and support of the Million Jobs Campaign is expected to help connect EAMA RSP members who need trained workers with a population that is underrepresented in the workforce.

Members mentioned company HR policies and International Traffic in Arms Regulations (*ITAR*) compliance as barriers to hiring justice-involved individuals for some companies. Other members expressed interest in participating in second chance hiring through the potential partnership.

- **Business Services Team** – Two of the region’s Business Services Team members, Jeff Martel & Joelle Garrett, presented on two of the many programs available to help employers, Incumbent Worker Training and On-the-Job Training. They also noted that there are several other programs and funding available & can talk with members to help meet their workforce and training needs. For more information, please contact Jeff (860-428-1854, jmartel@qvc.edu) or Joelle (860-961-6234, jgarrett@chamberect.com).
 - **Incumbent Worker Training** – This program is available for current employees to obtain manufacturing skills or credentials that lead to career advancement and income mobility.
 - **On-the-Job Training (OJT)** – Funding is available to provide reimbursement for a percentage of the wages of recently hired MPI graduates or American Job Center-East candidates. The length of the OJT is negotiated & is based on the position, skills to be acquired, & funding availability.

MPI Update – Carol LaBelle reported that EWIB had submitted a letter of support for the Department of Economic and Community Development’s (*DECD*) proposal to the Economic Development Administration (*EDA*) Regional Technical Hubs Program for a project focused on model-based definition expansion. EWIB expects to receive a Good Jobs Challenge grant contract from the CT Office of Workforce Strategy (*OWS*) soon. Ms. LaBelle shared the current MPI infographic showing MPI outcomes. Mr. Nogelo noted that EWIB’s application for Congressionally Directed Spending funding for MPI capacity expansion had not been awarded, but EWIB is pursuing other funding sources.

Chairman Jewell said the EAMA RSP will send a brief survey to employer members asking them about their safety priorities. Members’ collective priorities will be cross-referenced with the safety modules Electric Boat (*EB*) has proposed adding to the MPI curriculum to ensure that changes benefit all EAMA RSP members.

Jeff Pugatch from EB said the current MPI curriculum does not lack safety, but an opportunity exists to do more to promote safety.

Brian Grossguth noted the importance of company culture in supporting a safe workplace.

- **YMPI Update** – David Allard reported that the Youth MPI (*YMPI*) program would start in two weeks at 10 schools that are running the full program. EWIB is working with seven other schools to develop the program. Chairman Jewell encouraged EAMA RSP members to let David know if their company would like to get exposure to YMPI students.
- **YMPI Employer Feedback** – Malia Sieve from ReadyCT shared highlights of the results from the *YMPI* survey that ReadyCT conducted and described results of the focus group held last week.
 - There is strong interest in the YMPI program as indicated by 50% response rate to the survey
 - 100% of respondents are interested in offering work-based learning opportunities to students & schools
 - In spite of the high interest, 85% of respondents were only somewhat familiar, or not at all familiar with the YMPI program (*highlighting an opportunity for members to learn more about the YMPI and its value to them*)
 - Creating externships for YMPI teachers could increase the impact of the program
 - Employers report that reliability and punctuality are major issues for young workers

- Employers said their vision of a YMPI graduate would include qualities such as teachable, self-aware, competent, respectful, and demonstrating integrity
- ReadyCT expects to circle back to employer members regarding opportunities to participate in work-based learning
- **Explore Manufacturing Expo** – The region’s premier event for career exploration in manufacturing will be held on September 28, 2023, at Dodd Stadium in Norwich. The event is anticipating 300 - 400 7th – 12th grade students from regional middle and high schools. The event will be an opportunity for the students to learn about careers in manufacturing. Spots are still available for manufacturers interested in connecting with students to enlighten them on the benefits of entering into manufacturing as a future career as well as educating them on your company. Interested companies can contact either John Murphy (jmurphy.ympi@gmail.com) or Angela Adams (angelaadams@norwichchamber.com).
- **Congratulations To**
 - **CT State Community College Quinebaug Valley** – For winning 3 out of 4 awards during the first-ever CT State Colleges & Universities Manufacturing Challenge!
 - **InCord** – For being this year’s recipient of the Family Business Award from the Hartford Business Journal!

Next Meeting – Will be held in a hybrid format at 9:00 a.m., October 18, 2023.