

Valley to Virginia (V2V)

Project Report-Final *6.17.2021*

American Apprenticeship Initiative | SVWDB | Debby Hopkins

American Apprenticeship Initiative Grant - 2015

- Historic – 1st Federal Apprenticeship Investment
- \$175M awarded to 46 Grantees
 - SVWDB awarded \$4 Million; 1 of 3 LWDBs
- Partner developed proposal & V2V Implementation Team
 - State Apprenticeship Agency
 - Community Colleges: LFCC, BRCC, DSLCC
 - Vocational Schools: MTC-Sandy Rinker; VCTC-Scott Gochenour


V2V Project Goals

- Ultimate goal of project
 - Expand the quantity, quality, and inclusivity of Registered Apprenticeship as a strategy to address critical skills gaps in Virginia advanced manufacturing
- Key Goals:
 - + 600 New Apprentices with 25% in target underrepresented populations
 - 175 Employers creating +18 new RA programs, and +37 expanded programs
 - 33% Completions

V2V Project Results

- Increase the number of registered apprentices
Goal: + 600 New Apprentices Result: +1156 New Apprentices (193%)
- Increase the number of employer RA programs
Goal: + 18 New Programs Result: +24 new RA programs (133%)
- Increase of the number of occupations in employer RA programs
Goal: + 37 New Occupations Result: +50 new occupations (135%)
- Increase diversity of apprentices, target population
Goal: + 150 target (25%) Result: +583 (389% / 50% of apprentices)
- Completion of apprenticeships
Goal: 150 completions (25%) Result: 313 or 208%

Business Served, *partial list*

- A.G. Stacker/AGS Mfg
 - A-Able Plumbing
 - Andros Foods
 - Artisan (Graham) Packaging
 - Ashworth Brothers
 - Axalta Coating Systems
 - B&B Electrical Systems
 - Ball Advanced Aluminum
 - Berry Global
 - Blauch Brothers
 - Byers, Inc
 - Cerro Fabricated Products
 - ComSonics
 - Danone Wave
 - Design Electric
 - F. R. Drake
 - Hershey
 - Howell Metal
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Business Served, *partial list*

- Innovative Refrigeration
 - IAC – Intl Automotive Components
 - LCI Service – Aire Serve
 - LSC Communications
 - Miller Coors (Molson)
 - NIBCO
 - O’Sullivan
 - RCD Electrical Services
 - Riddleberger Brothers
 - Shenandoah Valley Organic
 - Shickel Corporation
 - Sumpter Electric
 - Tenneco
 - ThermoFisher Scientific
 - Virginia Panel Corp
 - Virginia Poultry Growers Coop (VPGC)
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Apprenticeship Occupations, *partial list*

- CNC Machinist / CNC Milling Operator
- Diesel Mechanic
- Electrical Technician
- Electrician / Industrial Electrician
- Electromechanical Technician
- Fixture & Tool Designer
- HVAC Mechanic
- Industrial Maintenance Mechanic/Tech
- Industrial Manufacturing Technician
- Machine Operator
- Machinist
- Maintenance Mechanic / Refrigeration
- Mechatronics Technician / Multi-Craft
- Millwright
- Tool & Die Maker
- Welder

Highlights

- Subject Matter Expertise Recognized
 - SVWDB featured in DOL success stories
 - Led sessions in all DOL AAI grantee meetings and many DOL webinars
 - Employer outreach, innovations, alignment with workforce system
 - Engagement with the USDOL Office of Disability Employment Policy
 - Co-presenter in national workforce and disability conferences, webinars
 - Communities of Practice
 - Only known grantee selected for visit by the Office of the Inspector General
 - One of 10 grantees selected for AAI Grant Evaluation
 - Presentation to the U.S. House of Representatives Subcommittee

Spotlight on Innovations

- Introduced region's first apprenticeship for entry manufacturing
 - Industrial Manufacturing Technician
- Pre-Apprenticeship Programs Developed
 - Wilson Workforce Rehabilitation Center (individuals with disabilities)
 - At least 101 Pre-Apprentices became Registered Apprentices
- Developed state's 1st Boot Camp to Apprenticeship – Hershey
 - Designed and launched pilot in June 2018
 - Six camps through August 2020 with declining AAI staff support
 - Hershey has now integrated boot camp into their workforce strategy

➤ New Entry Manufacturing Apprenticeship

- ThermoFisher Scientific & LFCC Pilot IMT with MS/MT1 Credentials
- The Hershey Company
- Axalta Coating
- Cerro Fabricated Products
- ComSonics
- Danone Wave
- Eastman Chemical Company
- Perdue
- Phoenix Packaging
- Virginia Poultry Growers Cooperative

➤ WWRC Pre Apprenticeship

- Developed state's 1st pre-apprenticeship for individuals with disabilities
 - Wilson Workforce Rehabilitation Center
 - Employer Advisory Committee
 - Hershey and ComSonics
- Career Pathways for Individuals with Disabilities Grant (DARS,DBVI)
 - Virginia Manufacturers Association
 - Manufacturing Certifications: Manufacturing Technician I (MT1)
- WWRC is proceeding to develop pre-apprenticeship in multiple programs

➤ Hershey Boot Camp

- Developed state's 1st Boot Camp to Apprenticeship – Hershey
 - Designed and launched pilot in June 2018
 - Six boot camps with declining AAI staff support
 - June 2018 Pilot
 - June 2019 Hershey Corporate Management observed
 - October 2019
 - August 2020, two camps
 - March 2021
 - Hershey has fully integrated boot camp into their workforce strategy

In the News

- **HR Magazine**, National SHRM, Spring 2019, “Closing the Skills Gap”
 - Hershey Boot Camp and partnership with SVWDB and WWRC
- **Virginia Business**, Sept 2019
 - “Hershey boot camp gives new workers taste of success”
- **Virginia Economic Review**, VEDP, First Quarter 2020
 - “A Sweet Boot Camp at Hershey’s”
- **U.S. House of Representatives**, Subcommittee on Higher Education and Workforce Development, September, 2018

Milestones

- Quick Start due to partner collaboration in proposal development
- ThermoFisher/LFCC Pilot of Industrial Mfg Technician RA
- Pre Apprenticeship: WWRC recognized as a best practice in the field
- Expansion throughout Virginia
- Hershey Boot Camp - Recognized as a best practice in the field
- OIG Visit – July 2018
- Top 10 Grantee – NGA feedback session
- Evaluation – 2020