

**BayStateWorks
North Shore Workforce Investment Board
Jobs In Aerospace Manufacturing (“JAM”) - Award: \$267,389**

Project Focus:

This project will address the growing labor gaps within this skilled manufacturing job sector, one that requires a highly educated and trained labor pool. Most importantly, this project addresses the economic polemic: there are minimal appropriate training opportunities for this vital goods producing industry that has an aging workforce and opportunities for growth.

The Partnership:

North Shore Workforce Investment Board, Middleton Aerospace, Bomco, Inc., Hansen Engineering & Machinery company, Boston Centerless, Wilbur Tracey, Associates, Inc., North Shore Trades Coalition, North Shore Career Centers, Teamsters Local 42, North Shore Community College, E-Team Machinist Program, Lynn Vocational Technical High School, North Shore Technical High School and City of Salem.

Project Goal:

The primary goal of project is to develop and implement a system through which entry-level workers can successfully enter and remain employed in the aerospace manufacturing/metal-working trade, a critical industry in our region. The project will also ensure that incumbent workers can increase their skill levels and improve their employment positions. The project will endeavor to:

- Enhance aerospace manufacturing companies’ ability to hire, train, and grow their workforce in a cost effective manner.
- Connect ABE, CBOs, Perkins providers, local vocational schools, the community college and local One-Stop Career Centers to the Aerospace Industry (and larger metal-working industry) to better understand and meet industry workforce development needs.
- Establish Continuous Quality Improvement (CQI) principals to the project, on all levels, to enhance program delivery and to met the unique needs of the industry.
- Assist companies to improve their ability to understand and articulate their hiring needs and expectations to members of the workforce development system, so that these needs are more readily and efficiently met--particularly after the grant cycle is complete.

Enrollment Goals:

- 25 entry-level workers will be trained and given an opportunity to be hired into the aerospace manufacturing industry at a metal worker apprentice level.
- 25 incumbent workers will receive math, ESOL, ‘soft-skills’ training, as well as occupational skill development opportunities.

Project Design:

They will provide a well-balanced training curriculum for their incumbent workforce, as well as for those who would be new hires. Service strategies for the JAM project curriculum will emphasize career ladder exploration and education as being critical to participants’ success. The partner companies identified “soft skills” and basic education as one the most important skills manufacturing apprentice can receive. The JAM project will institute a “team” approach, with staff from service provider partners lending input and expertise in providing case management in a holistic manner. Through an employer survey the partnership companies identified the following ‘high priority’ areas for skill training:

- Technical metalworking & manufacturing training, as well as *academic* training.
- Basic math and English comprehension training is seen as a vital program component in order to improve communication and eliminate skill gaps.
- English as a second language training to help with communication, production, and quality control.
- Basic fundamentals of metalworking and manufacturing.
- Several trades related courses, including blue print reading, computer applications, basic NC control, etc.