

Rethink, Recommit, Re-engage Your Current Workforce - Use 180 Skills as part of your Incumbent Worker Training

*Hosted by Connecticut Center for Advanced Technology, Inc. (CCAT)
& Advanced Manufacturing Employer Partnership (AMEP)*

July 16, 2020

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Agenda

- Made in America Minute (Ari Santiago)
- State Updates (Colin Cooper)
- Governor's Workforce Council (Kelli Vallieres)
- Overview of 180 Skills Online Learning (Joe Kitterman)
- CT Manufacturers Perspectives (Glenn Ford & Charles Daniels)
- CT Dept of Labor Perspectives (Todd Berch)
- ACM: Industry Perspective (Paul Murphy)
- M&Q: Federal Updates
- CCAT Program Updates

Presenters

- Ron Angelo, CCAT, President & CEO
- Kelli Vallieres, CEO, Sound Manufacturing, Inc.
- Colin Cooper, Chief Manufacturing Officer
- AMEP Co-Chairs
 - Hartford-Area: Glenn Ford, President, Phoenix Manufacturing
 - Central CT: Charles Daniels, Chief Financial Officer, Wepco Plastics
- Todd Berch, Department of Labor, Office of Apprenticeship
- Paul Murphy, Executive Director, ACM
- Ari Santiago, President, IT Direct
- Joe Kitterman, Founder & CEO, 180 Skills
- McAllister & Quinn
 - Chris Fish, Vice President
 - Jake Parduhn, Director of Federal Affairs





Join me weekly for the podcast!

Podcast website: <http://madeinamericawithari.com/>

YouTube channel:

<https://www.youtube.com/user/itdirect151>

***Or Search for Made in America with Ari Santiago on
your favorite podcast app!***

**Connect with me on LinkedIn for more great
content for CT manufacturers:**

<https://www.linkedin.com/in/asantiago104/>

Powered by:



Application for DMC Designation and Associated Grant Application

DMC Designation

- Applied for Designation as a Defense Manufacturing Community
- Designation prerequisite for consideration for grant award
- Designation positions the state for subsequent awards

Grant Award Application

- Establish Advisory Committee: OEMs, supplier representatives, educational institutions, CCAT and CONNSTEP
- Focus of Advisory Committee is the *Digital Transformation of the CT Defense Manufacturing Supply Base*
- Pilot Program focused on:
 - Implementation of Model Based Definition (MBD) capabilities: two Pratt (jet engines), two Sikorsky (helicopter) and two EB suppliers (submarines)
 - MBD a foundational capability for Digital Transformation
 - MBD required for participation in next generation DoD programs
 - Development of a “Playbook” to facilitate MBD implementation across the ~700 CT defense manufacturers
 - Identify training and curriculum requirements for workforce development needs



STATE OF CONNECTICUT

Governor's Workforce Council

- **CT Back to Work** Initiative to Help Workers and Businesses Recover from the Economic Fallout of the Public Health Emergency
- Provide workers and businesses in Connecticut with high-quality, user-friendly career tools
 - “Whether you are a worker looking for a job, seeking to **upgrade your career skills** or change careers, or if you’re an **employer looking to hire**, this initiative will provide residents and businesses with helpful resources at **no cost**,” Governor Lamont said.
 - Garrett Moran, chair of the Governor’s Workforce Council, said, “Work as we know it is changing. We must set all job seekers up for success by equipping them with the most relevant and important skills sought by employers in Connecticut today.”

Connecticut



HELPING STUDENTS, JOB SEEKERS, AND
WORKERS BUILD MEANINGFUL CAREERS

AGENDA

- Connecticut skills training and 180 Skills
- How 180 Skills teaches complex skills online
- How to create a skilled worker in days not months
- How 180 Skills gets a learner to mastery
- The 180 Skills course library
- How to be more competitive in your recruitment and retention strategies
- How to get started

ABOUT THE 180 SKILLS INITIATIVE FOR CONNECTICUT EMPLOYERS

- 180 Skills has the largest library in the world of skills training
- Courses for every employer
- Free licenses to help:
 - People on unemployment
 - Incumbent workers
 - The Connecticut Workforce System
- The governor is making this available to help Connecticut employers recover and grow



WHAT CONNECTICUT EMPLOYERS GET WITH 180 SKILLS



HOSTED ON THE 180 SKILLS LMS

ACCESS TO THE 180 SKILLS LIBRARY

Employability skills

Technical skills

Career programs

LEARNING MANAGEMENT SYSTEM

Private team space on our LMS

Course creation tools

Student progress reports

User management tools

TRAINING

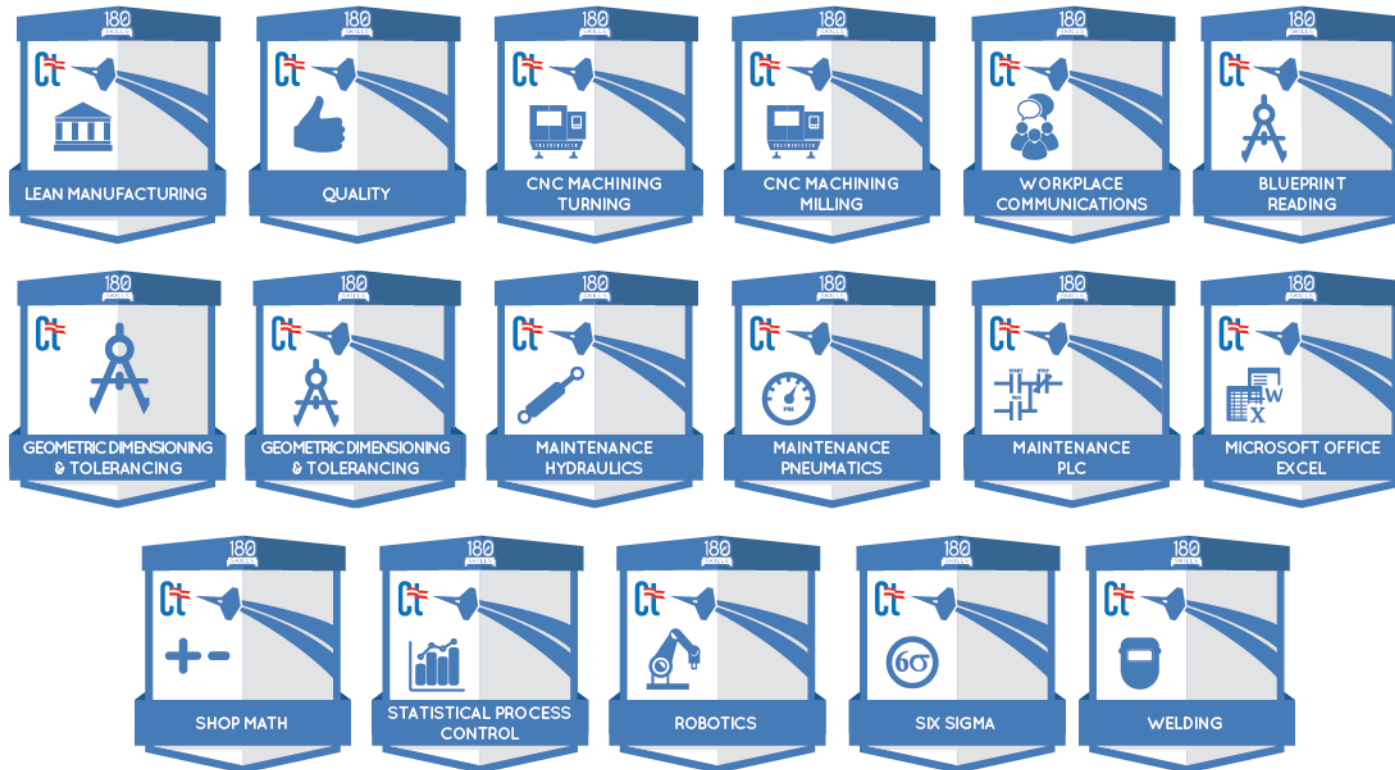
Training on content organization

Training on the LMS

BASIC MANUFACTURING SKILLS BADGES



AEROSPACE COMPONENT MANUFACTURERS BADGES



EMPLOYERS IMPACT

Why **employers** use 180 Skills
to **improve** their organizations.

WE LOWER THE
COST OF A HIRE
AND IMPROVE
RETENTION



WE REDUCE
OPERATING
EXPENSES



QUALITY
SYSTEM
ALIGNMENT



24/7
TRAINING



WHO IS 180 SKILLS?

TEN 10 YEARS

Since 2009, 180 Skills has been working with companies and educators to create the world's largest library of skills training courses for the manufacturing and logistics sector.

They have also created over 150 employability skills courses that apply to all jobs in every sector.

 **700+**
SKILLS
COURSES



2009
Headquartered in
Indianapolis, Indiana



180 Skills is accredited as an
occupation and career school.



Working with schools and companies, they have
graduated over 250,000 students and maintained
a 90% completion and placement rate.



HOW 180 SKILLS GETS LEARNERS TO MASTERY
GREAT CONTENT MATTERS

THIS IS THE STANDARD IN THE WORLD FOR ONLINE LEARNING (WHY LEARNERS DREAD ONLINE LEARNING)

PASSIVE AND
BORING VIDEOS



LOW-QUALITY
IMAGES

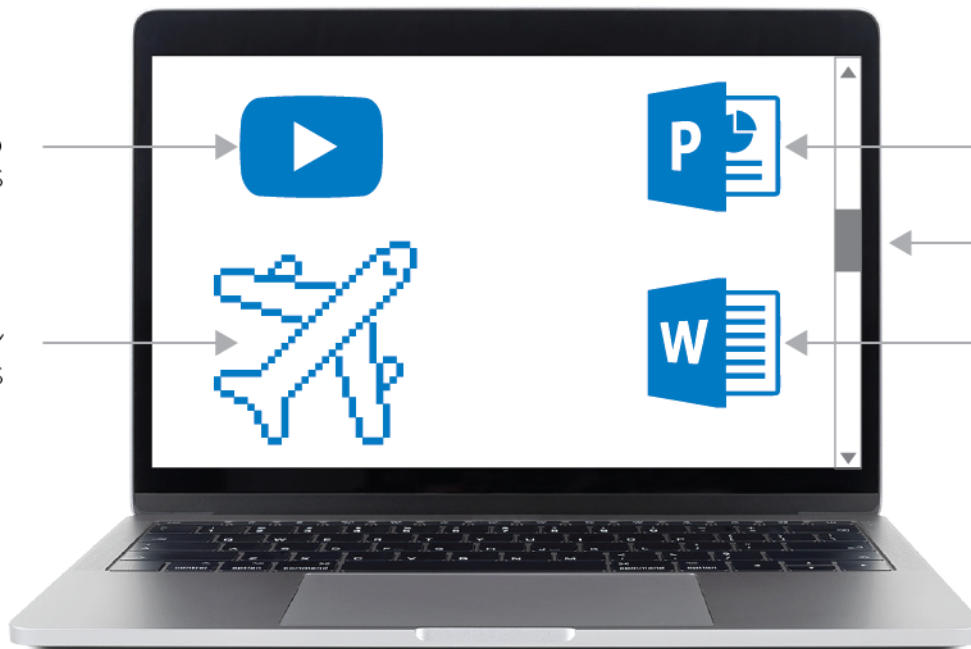


DEATH BY
POWERPOINT

NEVER-ENDING
SCROLL BARS



WORD DOCS
AREN'T ONLINE
LEARNING



HOW 180 SKILLS COURSES GET LEARNERS TO MASTERY (WHY LEARNERS LOVE 180 SKILLS COURSES)

NEVER TOO MUCH READING

THIS IS THE FUN SPACE WHERE LEARNERS INTERACT, PRACTICE, AND LEARN HOW TO DO STUFF

LEARNERS CAN LISTEN, READ, OR DO BOTH

EVERY WORD ON THE PAGE IS NARRATED, AND EVERY NARRATED WORD IS ON THE PAGE

HIGHLY DETAILED GRAPHICS THAT REALLY WORK

NO SCROLL BARS, EVER

Resistance Welding Equipment

Resistance welding with an industrial robot requires the following equipment:

- Spot welding end effector
- Power supply
- Energy storage unit
- Welding transformer

The quality of a resistance weld depends upon the amount of electrical current and length of time the current is applied. Insufficient time, or amount of current, will produce weak welds. Too much time or current can burn holes through the sheets of metal.

Special robot operating system software is normally used to control the time and current required to produce quality welds.

Resistance welding equipment

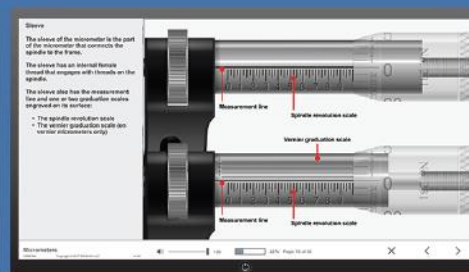
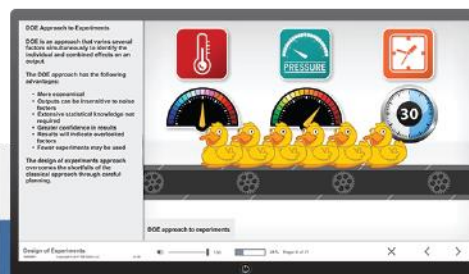
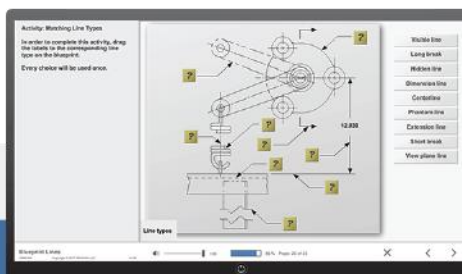
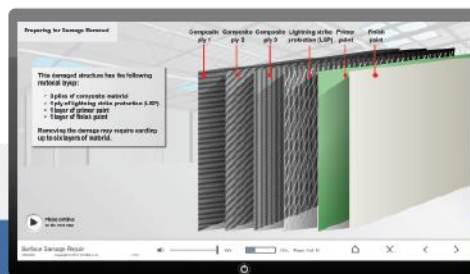
Resistance welding end effector

Industrial Robot Applications

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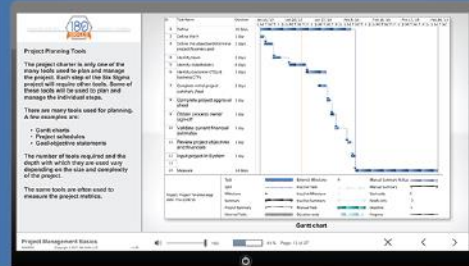
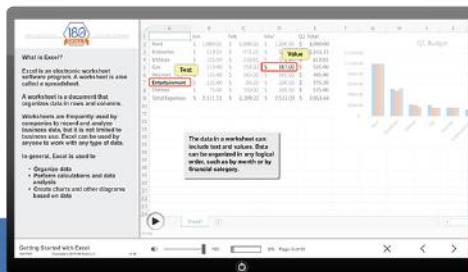
ALL OF 180 SKILLS COURSES ARE BUILT THIS WAY

They get the learner to want to turn the page and complete



EMPLOYABILITY SKILLS COURSES

Basic and soft skills training courses are designed to be engaging



180 SKILLS ENSURES THE STUDENT ACHIEVES MASTERY

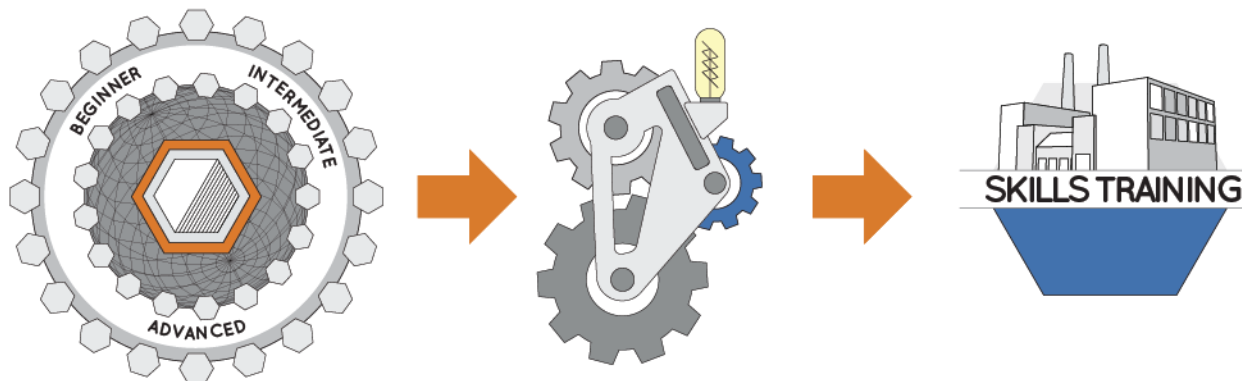
70% IS NOT OK

- 180 Skills requires students to get a 100% passmark on all course assessments
- No pressure to get the work done in a predetermined amount of time
- Students love having the time to learn and get to 100% mastery
- Assessment questions are drawn from a larger pool of questions
- Questions and answer choices are randomized
- Unlimited attempts to achieve mastery

COMPETENCY-BASED
EDUCATION IS ABOUT
MASTERY OF
SKILLS
NOT TIME SPENT
IN A CLASSROOM®

THE 180 SKILLS COURSE LIBRARY

A SIMPLE SOLUTION FOR SKILLS TRAINING

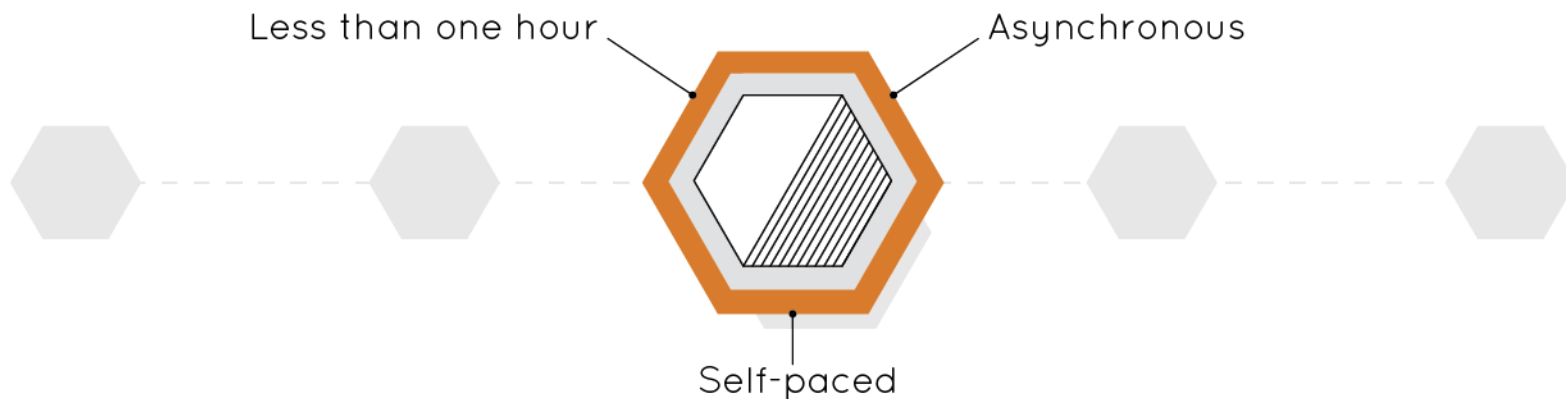


AWARD-WINNING LIBRARY
OF OVER 700
SKILLS COURSES

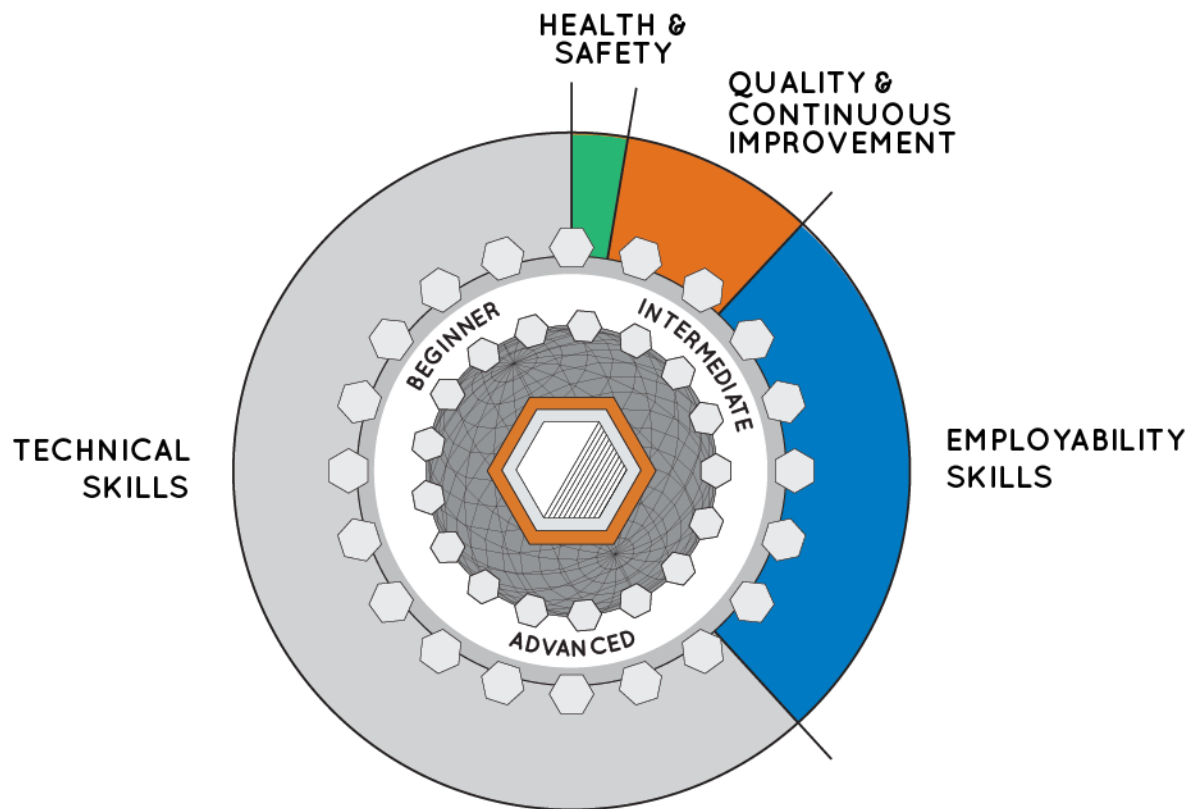
EASILY
ORGANIZED

TO ACHIEVE ANY
SKILLS TRAINING
OUTCOME

ALL OF OUR COURSES ARE SINGLE MODULES OF LEARNING



AWARD WINNING LIBRARY



EMPLOYABILITY COMPETENCIES - SOMETHING FOR EVERYONE



Employability competencies cover a broad range of important, non-technical skills that are listed by employers as essential to job performance.

12 COMPETENCY GROUPS
118 SKILLS COURSES

HEALTH & SAFETY COMPETENCIES



Health & safety competencies include the basic OSHA skills
required for employees in an industrial environment.

31 SKILLS COURSES

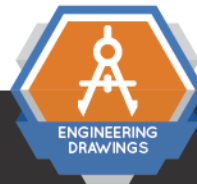
QUALITY & CONTINUOUS IMPROVEMENT COMPETENCIES



Continuous improvement competencies are aligned with the global quality management standards of ISO-9001, TS-16949 and Six Sigma.

3 COMPETENCY GROUPS
60 SKILLS COURSES

TECHNICAL COMPETENCIES



Technical competencies are aligned with industry-defined standards for the mastery required to perform technical job functions.

21 COMPETENCY GROUPS
492 SKILLS COURSES

TECHNICAL COMPETENCIES



HOW TO BE MORE COMPETITIVE CREATING AND RETAINING EMPLOYEES

DID YOU KNOW?

Most manufacturers are unaware of how their competition is attracting and retaining skills labor.

Skills development is the number one factor for improving employee retention.

Employees want to learn, and they prefer to learn at their own pace.



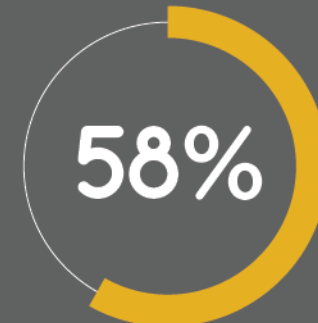
OF COMPANIES OFFER
DIGITAL LEARNING TODAY



OF EMPLOYEES WOULD STAY AT A
COMPANY IF IT INVESTED IN THEIR
CAREER DEVELOPMENT



OF EMPLOYEES WANT THEIR
BOSSES TO ASK THEM TO LEARN



OF EMPLOYEES PREFER TO
LEARN AT THEIR OWN PACE

SUMMARY REVIEW THE CONNECTICUT - 180 SKILLS INITIATIVE FOR EMPLOYERS

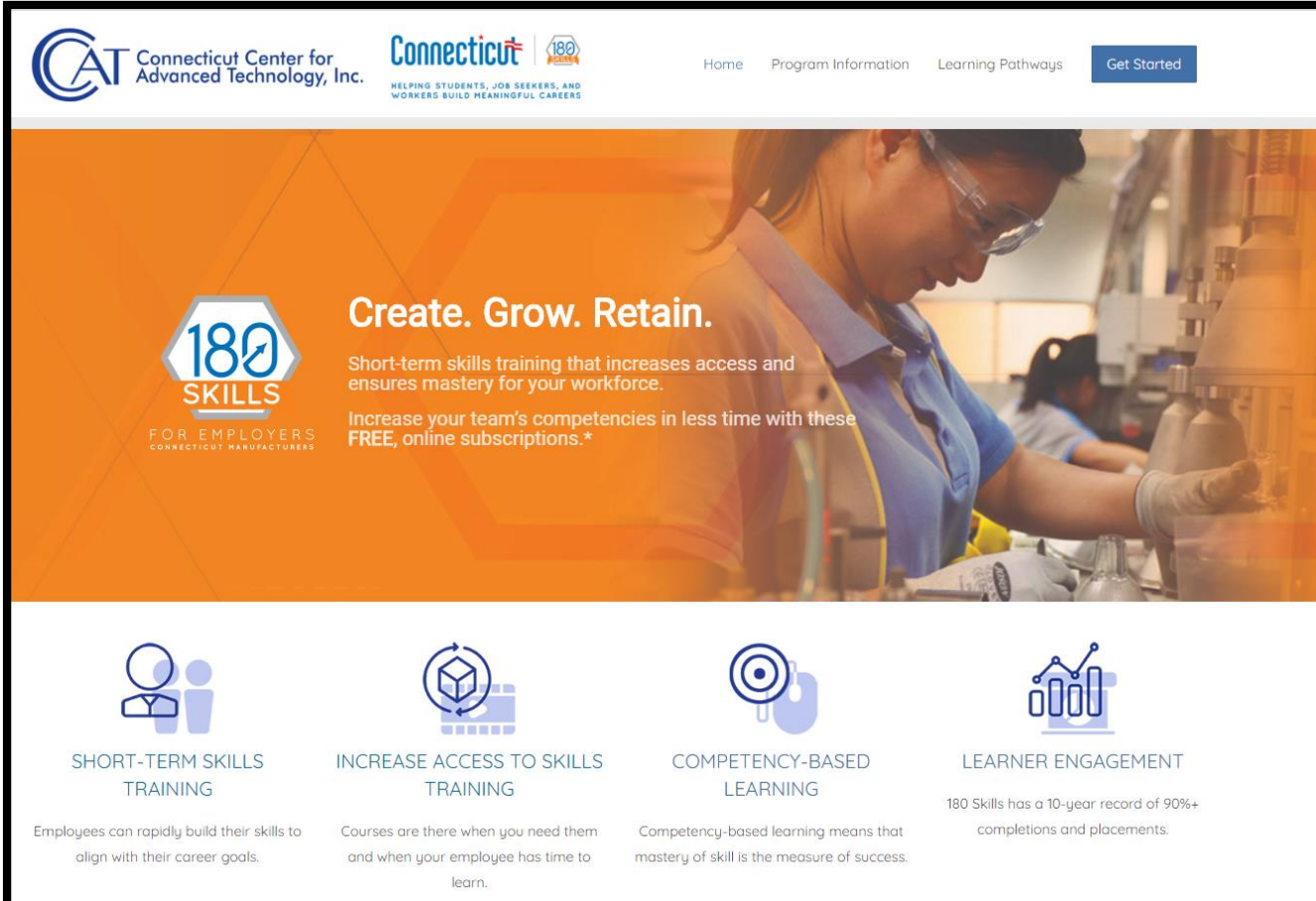
- Employers get free access to the 180 Skills library
- Employers get a private team space on the 180 Skills Learning Management System
- Employers can offer training to anyone in their company

Connecticut 



HELPING STUDENTS, JOB SEEKERS, AND
WORKERS BUILD MEANINGFUL CAREERS

QUESTIONS?




The screenshot shows the homepage of the 180 Skills website. At the top, there are logos for CAT (Connecticut Center for Advanced Technology, Inc.) and Connecticut 180 Skills, along with navigation links: Home, Program Information, Learning Pathways, and a Get Started button. The main banner features a woman in a lab setting with the text 'Create. Grow. Retain.' and 'Short-term skills training that increases access and ensures mastery for your workforce.' Below this, it says 'Increase your team's competencies in less time with these FREE, online subscriptions.*' and a hexagonal icon with '180 SKILLS FOR EMPLOYERS CONNECTICUT MANUFACTURERS'. The bottom section has four columns, each with an icon and a title: 'SHORT-TERM SKILLS TRAINING', 'INCREASE ACCESS TO SKILLS TRAINING', 'COMPETENCY-BASED LEARNING', and 'LEARNER ENGAGEMENT'. Each column has a brief description of the service.

180 SKILLS
FOR EMPLOYERS
CONNECTICUT MANUFACTURERS

Create. Grow. Retain.


Short-term skills training that increases access and ensures mastery for your workforce.

Increase your team's competencies in less time with these **FREE**, online subscriptions.*




SHORT-TERM SKILLS TRAINING

Employees can rapidly build their skills to align with their career goals.




INCREASE ACCESS TO SKILLS TRAINING

Courses are there when you need them and when your employee has time to learn.



COMPETENCY-BASED LEARNING

Competency-based learning means that mastery of skill is the measure of success.



LEARNER ENGAGEMENT

180 Skills has a 10-year record of 90%+ completions and placements.

Website for CT Manufacturers: 180skills.ccat.us

HOW TO SIGN UP FOR EMPLOYEE LICENSES

To Enroll your employees

1. Visit the CT-180 Skills license request page

www.180skills.com/ct-180skills-license-request/
2. Input your company information and the number of licenses you need.
3. You will receive coupon codes and employee enrollment information.

Employer Course License Request Form

Company Name *

Address *

Street Address

Address Line 2

City State ZIP / Postal Code Country

United States

Number of employees (total in the company) *

0-50

NAICS Code *

Please make a selection

Company Contact Person *

First name Last name

Company Contact Email Address *

Number of CT 180 Skills employee training licenses you would like *

Please enter a number less than or equal to 500.

SUBMIT

(317) 735-3370 info@180skills.com

[Subscribe](#) [Contact](#) [Student Login](#)



GREAT EDUCATION
FOR REAL CAREERS

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[DEMO](#)

CONNECTICUT – 180 SKILLS COURSE LICENSE REQUEST FORM

There are three steps to get your learners enrolled in the Connecticut – 180 Skills courses.

Step One

Review the program descriptions and determine how many employees you wish to enroll.

For detailed program descriptions visit our [CT-180 Skills learning pathways description](#) page

Step Two

Complete the Organization Course License Request form below.

Step Three

You will receive an email with a link to our self-enrollment page and coupon codes for your learners.

The coupon codes will allow your learners to self-enroll and access the courses you have chosen for them.



HELPING STUDENTS, JOB SEEKERS, AND
WORKERS BUILD MEANINGFUL CAREERS

Connecticut



HELPING STUDENTS, JOB SEEKERS, AND
WORKERS BUILD MEANINGFUL CAREERS

Employers' Perspectives

- Glenn Ford, President, Phoenix Manufacturing
- Charles Daniels, CFO, Wepco Plastics



Todd Berch, Apprenticeship Manager
CT Department of Labor
Office of Apprenticeship Training

Industry Perspectives

Paul Murphy, Executive Director

Aerospace Components Manufacturers (ACM)



McAllister & Quinn Federal Update

What is next for the Paycheck Protection Program?

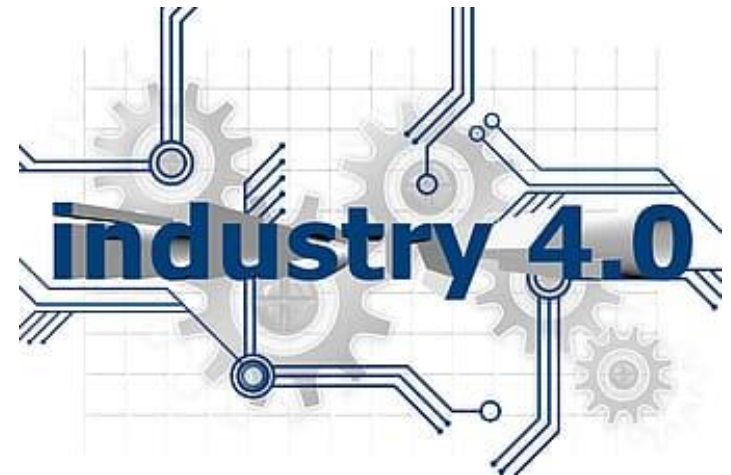
- Application deadline has been extended from June 30th to **August 8th**.
- **Over \$100 billion** in program funding remains unspent.
- Currently, there is **no option to secure a second PPP loan**.
- **Discussions in Congress** around what to do with remaining PPP funding.
- There was **no additional funding** provided for the PPP in the House of Representatives bill for the next stimulus package (HEROES Act).
- If you would like additional funding for the PPP or additional support for the small businesses to be provided, we encourage you to reach out to your Members of Congress with your input.

McAllister & Quinn Federal Update

- As a reminder, the **last stimulus package (CARES Act)** and additional funds for the PPP was passed March/April.
- The House of Representatives passed the \$3 trillion HEROES Act (next stimulus package in May). **This is not law yet.**
- The Senate needs to pass its version of the bill, next a negotiated House/Senate bill would be passed, then President can sign into law. Senate/Trump Administration looking at a bill closer to \$1 trillion.
- Senate Majority Leader Mitch McConnell has a **hard line on including liability protections for businesses** and other organizations to prevent COVID-19 related lawsuits.
- Expect the Senate to introduce their version of the bill and vote **next week (July 20th)**. Will provide more details on next webinar.

CCAT Program Updates

- Industry 4.0 Demonstrations & Trainings
- High Rate Additive Manufacturing
- Small Turbine Engine
- AMC Services
- CT MVP Program



FREE Industry 4.0 Workshops

For CT small to medium sized aerospace & defense manufacturers
On Demand Any Time

- [Design to Print Technology](#)
- [Data Dashboards & Applied AI](#)
- [Predictive Maintenance Technologies](#)
- [IoT/Cloud & Cognitive Computing](#)
- [Modernization Strategies](#)
- [High Speed Contact Metrology](#)
- [High Speed, Automated, 3D Scanning for Part Inspection](#)
- [Low-Cost 3D Scanning-Part Digitizing & Parametric Models](#)
- [Machine Tool Probing for Industry 4.0](#)
- [Augmented Reality Solutions in Manufacturing](#)
- [Industry 4.0 and Smart Manufacturing](#)
- [The Digital Twin aka Model Based Definition](#)

ccat.us/incumbent-worker-training



Every Thursday
@ 12pm

THURSDAY, JULY 23 | 12 – 1 PM

Attracting and Retaining America's Diverse Young Adult Manufacturing Workforce

THURSDAY, JULY 30 | 12 – 1 PM

**Industry 4.0 Technologies at CCAT's AMC – Big Data & Analytics used in Precision
Machining**

Follow-Up

Slides have been posted on the CCAT website along with recording:
<https://www.ccat.us/2020/06/07-16-webinar/>

- CCAT Point of Contact:

Lynn Raicik, Associate Director, Workforce Pipeline Programs
lraicik@ccat.us, (860) 982-6637

- For questions or suggested topics for upcoming webinars, email:
[**workforce@ccat.us**](mailto:workforce@ccat.us)

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