

CONNECTICUT MANUFACTURING *WILL RISE!*

FEATURING

**MELISSA A. MOURA, GM, ADVANCED ENGINES | POWER & CONTROLS
COLLINS AEROSPACE**

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

August 6, 2020

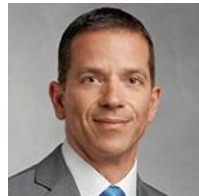
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Agenda

- Made in America Minute (Ari Santiago)
- Governor's Workforce Council (Dr. Kelli Vallieres)
- Manufacturing WILL Rise (Melissa Moura, GM, Advanced Military Programs, Collins Aerospace)
- CT Manufacturers Perspectives – Employer Panel
- Federal Updates from McAllister & Quinn
- CCAT Program Updates

Presenters



- Ron Angelo, CCAT, President & CEO
- AMEP Co-Chairs
 - North CT: Glenn Ford, President, Phoenix Manufacturing
 - Central CT: Charles Daniels, Chief Financial Officer, Wepco Plastics
- Dr. Kelli Vallieres, Executive Director, CT Workforce Development Unit
- Melissa Moura, GM, Advanced Military Programs, Collins Aerospace
- Ari Santiago, President, IT Direct
- Alyce Stiles, Associate Director STEM Education, CCAT
- 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/>

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Women of Innovation® 2020 Finalists



Governor's Workforce Council

Core Priorities

Career Building



Help students explore and enter educational programs that are aligned with in-demand career pathways.

- Align high school and postsecondary educational programs with in-demand career pathways
- Students supported by comprehensive academic and career advising
- Increase dual enrollment programs to improve college affordability
- Redesign adult education system to improve outcomes
- Expand computer science education and digital literacy
- Increase sector-focused education and training for high-demand jobs

Business Leadership



Build a dynamic workforce through a system of regional sector partnerships that integrate businesses needs with supporting parties.

Create a system of regional sector partnerships across the state

- Develop work-based learning programs supporting target industries
- Promote a skills-based hiring and training system
- Retain Connecticut's college graduates
- Support a quality jobs initiative ensuring family-supporting wages

Workforce Participation: Equity & Access



Reduce the barriers that have limited access to training, sustainable work, and high-quality career opportunities.

- Expand capacity of childcare system to support the sustainability of work
- Reduce transportation barriers that undermine sustained workforce participation
- Expand access to behavioral health services that allow individuals to lead healthy, productive careers
- Reduce the adverse effects of benefit cliffs

Future-Proofing & Innovation



Create an innovative data and technological infrastructure that enhances the delivery and outcomes of workforce services.

- Build and implement a career pathways system that allows students and workers explore different career paths
- Create a certificate and degree inventory system
- Create a dynamic data and performance management infrastructure
- Enhance our digital front-end system that serves job seekers, employers and policymakers
- Improve longitudinal data system used for analyzing educational and workforce outcomes
- Improve alignment of regional workforce board activities with state workforce board strategies



Melissa Moura, GM Advanced Military Programs
Collins Aerospace

WILL RISE

CREATING A PIPELINE



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Agenda

- Case for change
- Company responses
- About WILL Rise
- What can you do?

Case for Change

For profitable companies, a move from 0% to 30% female leaders is associated with a **15% INCREASED** net revenue margin.¹

A Credit Suisse report finds that companies with more women in decision-making roles continue to generate higher market returns and **superior profits**.²

Companies in the top quartile for gender diversity on their executive teams were **15% more likely** to experience above-average profitability than companies in the fourth quartile.³

1. [Peterson Institute for International Economics 2016](#)
2. [Credit Suisse 2016](#)
3. [McKinsey 2018](#)

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Company Responses

The biggest obstacle women face on the path to senior leadership is at the first step up to manager. For every 100 men promoted and hired to manager, only 72 women are promoted and hired.¹

- **MetLife**
 - Created Development Women’s Career Experience to train women in key leadership skills
- **AB InBEV**
 - Designed strategy to (1) Get employees to buy in to diversity, (2) Build managers’ skills and (3) Create a supportive cultures
- **Collins Aerospace and Pratt & Whitney**
 - Created WILL Rise (Women In Line Leadership Rise) to accelerate the growth and advancement of women in line aerospace leadership positions

1. [Women in the Workplace 2019](#)

Creating a pipeline

Background:

A small grassroots group of female P&L executives
from Collins Aerospace & Pratt & Whitney



Objectives:

- Break down barriers for current and future women in line leadership roles
- Build and support current and future generations of women in line leadership roles'
- Empowerment
- Create a community of passionate, strong and confident women who help support each other to grow as a leader and as an individual

WILL Rise Experience

Shared journey of
connection and
learning

Empower women to
lift each other up
and reach their full
potential



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My Experience

- Pod is a sounding board for guidance
 - Sharing of similar experiences
 - Able to provide professional & personal support
- Created long-lasting bonds
- Comfortable with being authentic
- Able to pay it forward

Small Businesses

Small businesses stand to gain from diversity and inclusion initiatives just as large companies do¹

Revenue

Gender-diverse companies are **21%** more likely to outperform²

Ease in Hiring

67% of job seekers said a diverse workforce is an important factor when evaluating job offers²

Better & Faster Decisions

Decisions of diverse teams deliver **60%** better results²

1. Assess Your Organization: Do both men and women have equal chances to advance?
 2. “Tone at the top” is essential
 3. Include staff in the process, which helps to create equity in the process
 4. Slow and steady³

1. [Small Biz Trends 2020](#)

2. [SCORE](#)

3. [Strategic Finance 2020](#)

What can you do?

- *Get interested*, review the case studies
- *Brainstorm*, what can you do within your company or organization?
- *Take action*, create the pipeline!

Panel - Employer Perspectives

- Melissa Moura, GM, Advanced Military Programs, Collins Aerospace
- Glenn Ford, President, Phoenix Manufacturing
- Alyce Stiles, Associate Director of STEM Education, CCAT

Building a Diverse Pipeline





CONNECTICUT
chapter



The Women in Manufacturing (WiM)

Connecticut Chapter has an active base of members in and around Connecticut. Chapters provide excellent opportunities for you to expand your local network, build valuable business relationships, and enjoy industry-related programming.

If you are interested in any of the WiM Connecticut Chapter programs, or would like to volunteer, please contact [Audrey Imes](mailto:audrey@womeninmfg.org), Chapter Marketing Coordinator.

aimes@womeninmfg.org

CHAIRPERSON

CYNDI ZOLDY

Executive Director, Smaller Manufacturers Association - Waterbury, CT

McAllister & Quinn Federal Update

Next Stimulus Package

Status – Little Progress Since Last Week:

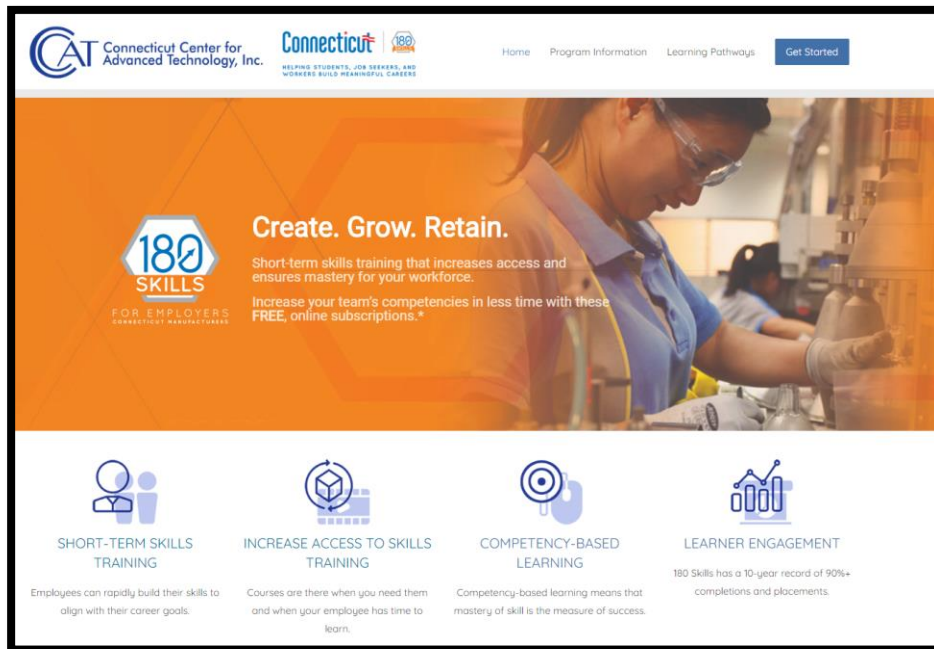
- The House of Representatives passed the \$3 trillion HEROES Act (stimulus package legislation in May). **This is not law.**
- On July 27th, the Senate released their legislative proposal for the next stimulus package (calling it the HEALS Act). **This is not law.**
- **Major differences** between the two bills. House Bill is an approximately \$3 trillion package, Senate Bill is an approximately \$1 trillion package. Different programs and priorities in each bill. For programs/priorities that are included in both bills, differences in funding levels for those programs.
- Negotiating sticking points have been the extension of additional federal unemployment subsidies (\$600/week) that have been given on top of state unemployment benefits; and the liability protections for businesses/schools/health systems included in the Senate Republicans' proposal.

McAllister & Quinn Federal Update

Next Stimulus Package

What to Expect Next:

- Democratic Congressional Leadership and the Trump Administration are in ongoing discussions/negotiations on what will be included/excluded in the final bill. Expect this process to continue through the week.
- Once the House/Senate/Trump Administration reach an agreement, there will be a vote on the final legislation. This then needs to be signed by the President, at which point it becomes law.
- At the earliest, an agreement will be reached at the end of this week/over the weekend, with Congress voting the week of August 10th.
- Once a final agreement is made and enacted, we will provide an update on a future webinar, walking through the provisions that will have an impact on the Connecticut Manufacturing Community. At this point, it is not 100% certain which programs/provisions will be included in the final stimulus package.



FREE Online Trainings for CT Manufacturers

180skills.ccat.us



*Have you signed up
your employees?*

Watch the webinar to learn more:

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

For new hires...**The Dislocated Worker Program**

- Up to \$20k to cover training costs On the Job for up to the first six months of employment. **(50-75% wage reimbursement up to \$20k)**
- \$9k in training per person within CSCU System.
- Large number of eligible Dislocated Workers due to Covid-19 Layoffs. Where you – the employer – can find employees to be that qualify for funding.

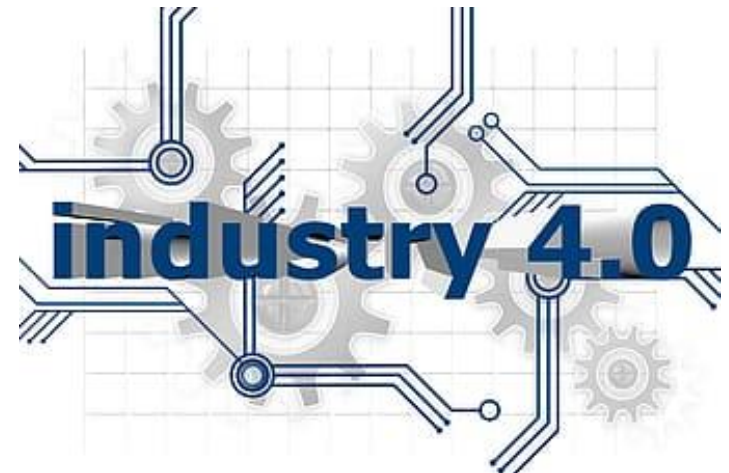


Contact Tim Blonsky

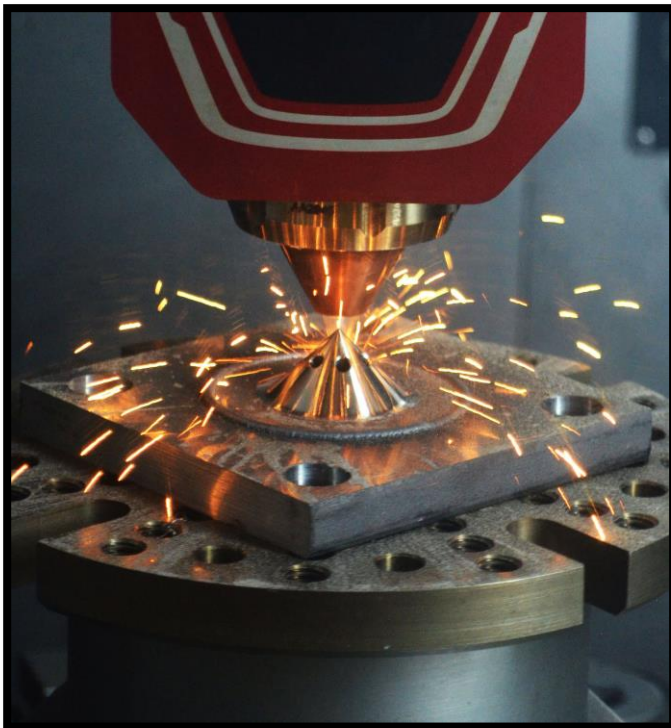
at tblonsky@capitalworkforce.org or via text at 860-461-6920 for more information.

CCAT Program Updates

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



Join us for a Virtual Tour of *Your* ADVANCED MANUFACTURING CENTER



WED. AUG. 19TH

1:00 - 1:45 PM

REGISTER:

ccat.us/events/tour-your-advanced-manufacturing-center/

FREE Industry 4.0 Workshops

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

- [Design to Print Technology](#)
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- [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, AUGUST 13 | 12 – 1 PM

MFG Day is Coming - *likely virtually* - Are You Ready?

Follow-Up

Slides have been posted on the CCAT website:
<https://www.ccat.us/2020/08/06-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

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