



Hispanic Training Initiative

*New Generation Skills Development Leadership
In Today's Global Economy*



Welcome

Mr. Reggie Newson

Secretary

**Wisconsin Department of Workforce
Development**

Mr. Jonathon Barry

WI DWD Deputy Secretary

Mr. Scott Jansen

Director

New DWD Office of Skills Development

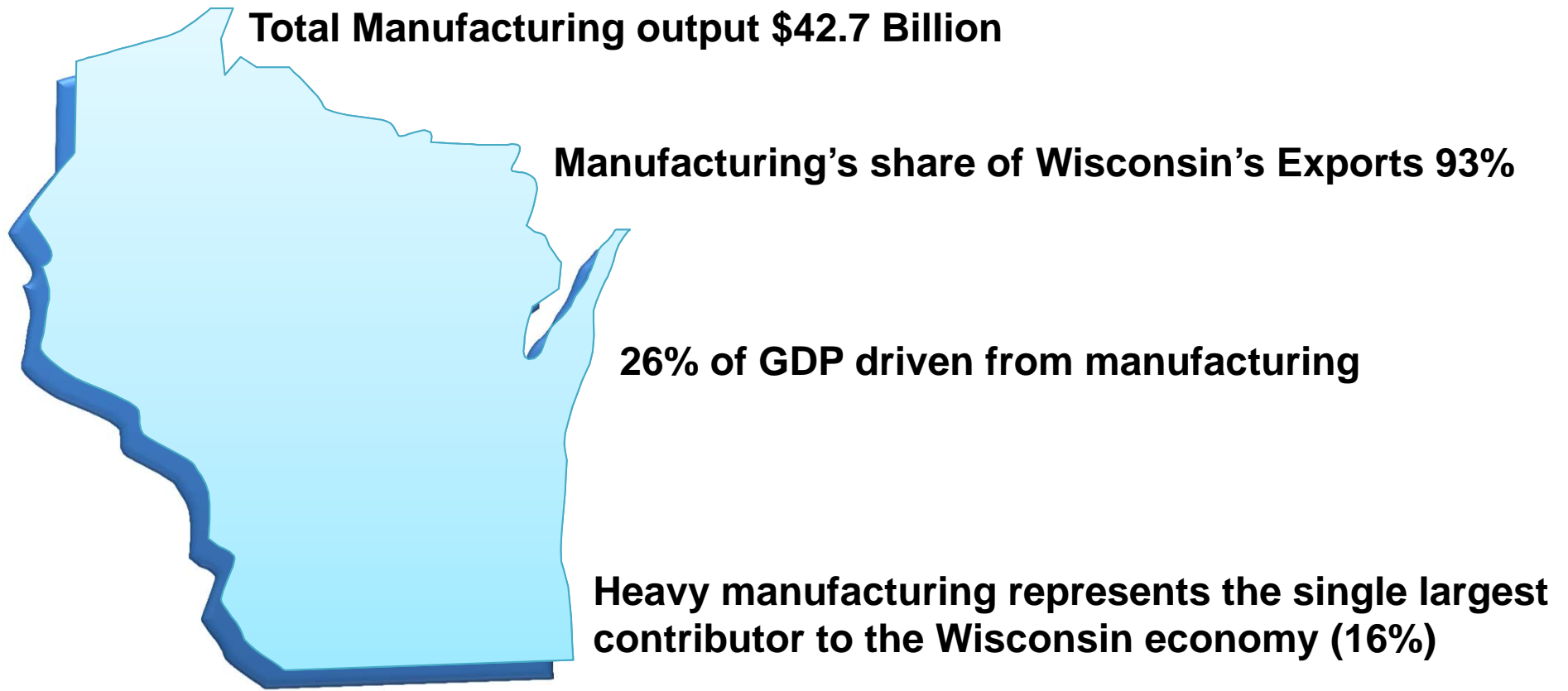
Overview


- **Advanced Manufacturing Partnership**
- **Wisconsin Manufacturing**
- **New Welding Jobs**
- **Earnings Potential**
- **Private-Public Collaboration**
- **Industry Support**
- **Employer Commitment**
- **Retirements**
- **Career Paths in Welding**
- **Accreditation**
- **Funding**
- **Action Item**
- **Timeline**
- **Sources**

Advanced Manufacturing Partnership



Wisconsin Manufacturing





Welding is a key process in at least 90% of durable goods produced in the United States



New Welding Jobs

576 forecasted openings statewide annually

160 openings in the New North

Earnings Potential

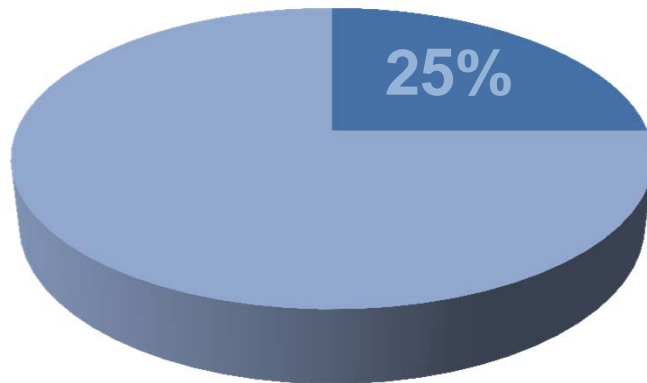
**Welding Median
Starting Pay**
\$35,450



**Welding Median Pay
after 5 years**
\$44,616

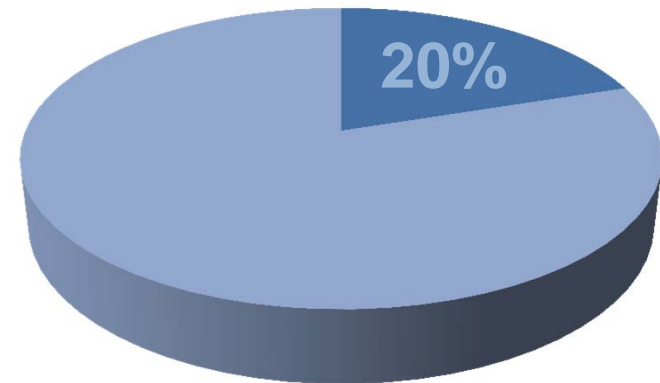
Power of a Certificate

Roughly one-quarter of students that attain a certificate earn more than the average Bachelor's degree recipient.



Associates Degree

Less than 20% of Latinos in their mid 20's have an associates degree or higher



Private-Public Collaboration

- **Industry Leader: Miller Electric Mfg. Co.**
- **Hispanic Chamber of Commerce of Wisconsin**
- **Advanced Manufacturing Employers**
- **Technical Colleges**
- **Workforce Investment Board(s)**
- **Private Foundations**
- **WI Department of Workforce Development**
- Welder Training Initiative Key Components:
 - ✓ **Industry-Developed Curriculum**
 - ✓ **Lifelong Learning Skills Development: Tuition Paid w/ Accreditation**
 - ✓ **Participant Pay & Placement Assistance**
 - ✓ **Pre-Screening & Ongoing Worker Support**

Industry Support



Partnerships Established

\$3.2 Million in equipment placed in FVTC, NWTC, & LTC

Employer Commitment

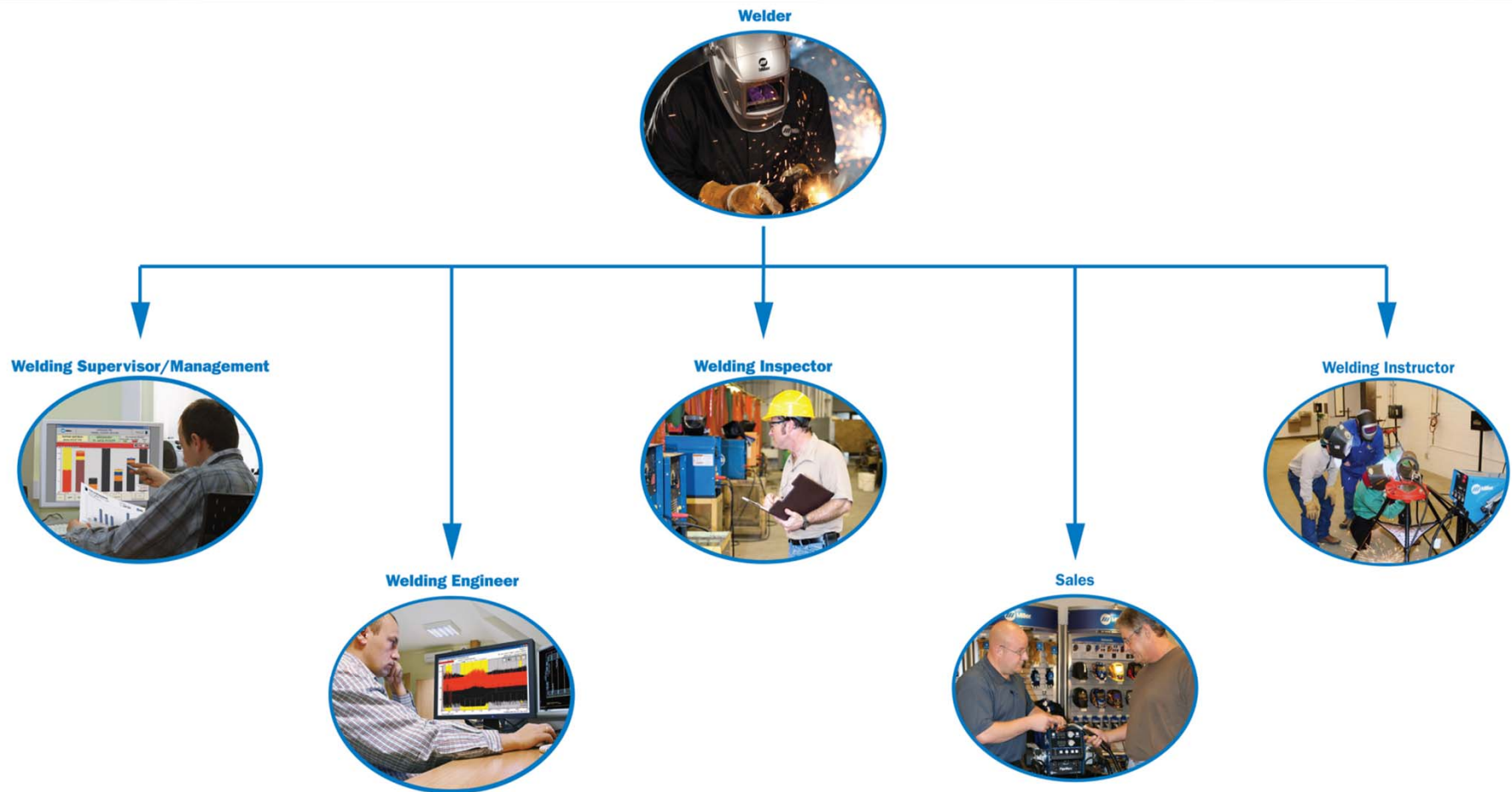
Q15. How many entry-level welders does your company intend to hire in the next 18 months in the State of Wisconsin?		
1	10-12	Dec 14, 2012 9:29 AM
2	2	Dec 14, 2012 7:03 AM
3	2-4	Dec 13, 2012 10:57 AM
4	30 welders	Dec 12, 2012 7:12 AM
5	5	Dec 11, 2012 1:33 PM
6	50	Dec 11, 2012 12:22 PM
7	Depends upon market conditions. 0 to 20	Dec 11, 2012 12:05 PM
8	50	Dec 11, 2012 8:34 AM

Advanced Manufacturing Partnership¹ employers receive priority access to graduates for placement upon successful completion of this new skills development program.²

¹ Advanced Manufacturing Partnership open to all manufacturers

² Governor's Visit & Tour of Miller Electric in Appleton WI on Thurs. 21 Feb. 2013

Career Paths in Welding

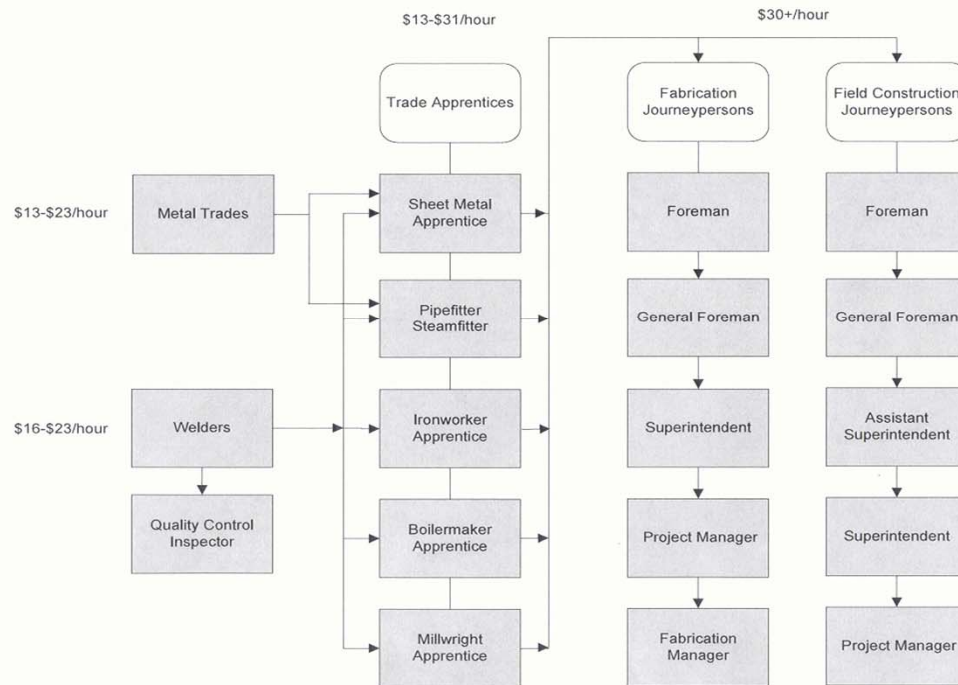


Welding Pathways

Benefits can add an additional \$12-\$17 per hour to base rate.



Welding Career Paths

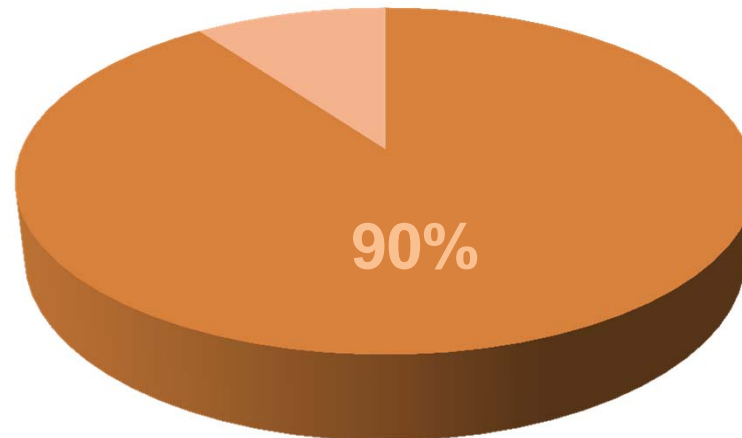


Apprenticeships run for 3-5 years. An apprentice can choose to go to day school or night school. Any previous experience and education can be applied towards apprenticeship requirements.

Accreditation

- 12 technical college credits offered that create a pathway to both the technical diploma and associate degree programs
- Students who complete associate degrees in welding can transfer credits to 18 different four-year programs including UW system institutions and Ferris State University (Credits Transferable)
- Curriculum created by Advanced Manufacturing Partnership employers in conjunction with Fox Valley Technical College
- Training leads to lifelong learning opportunities and personal advancement along with greater personal earnings potential
- Leads to enhanced economic impact due to the greater levels of income that can be achieved by participants resulting in greater income, sales, and property tax revenue generation at State and local levels

Funding



Currently, more than 90% of the state's workforce training funding comes from the Federal Government

Action Item

- **WI DWD's 'Fast Forward' Grant Funding Support of this HCCW Advanced Manufacturing Partnership's Welder Training Initiative**

Timeline

Key Performance Indicator:

Jun-Aug Sept Oct Nov Dec Jan Feb Mar Apr May

Grant Funding

DWD 6/10 | Funding Approval: Sept. 2nd

Curriculum Development

Completed Feb. 22

Governor's Annoucement

TBD

Recruit & Pre-Qualify Candidates

Nov 15

Launch Skills Training

16 Weeks In Skills Training

Governor's Graduation Ceremony

May 9



QUALIFIED CANDIDATES
PLACED

Sources

- **Wisconsin Manufacturing Facts:** nam.org/statedata
- **Pathways To Prosperity:** Meeting the Challenges of Preparing Young Americans for the 21st Century, Pathways to Prosperity Project, 2011
- **Be Bold 2:** Growing Wisconsin's Talent Pool, 2012
- **The Road Ahead:** Restoring Wisconsin's Workforce Development, Tim Sullivan, 2012
- **Moraine Park Technical College-** Building Tomorrow's Workforce Today, Video, 2013
- **Northeast Wisconsin:** The Once and Future Workforce, James M. Golembeski, 2013
- **Northeast Wisconsin Technical College:** Graduate Follow up Report 2007
- **Department of Workforce Development:** State of Wisconsin and New North, 2010-2020 estimates
- **United States Burrow of Labor and Statistics:** www.bls.gov
- **Welded:** www.weld-ed.org