

BUILDING PHILADELPHIA'S ADVANCED MANUFACTURING PIPELINE

JOB OPPORTUNITY INVESTMENT NETWORK

What is On-the-Job Training?

On-the-job training (OJT) is a hands-on method of teaching workers the knowledge, skills, and competencies needed to perform a specific job. Employees earn a paycheck while learning in the actual environment where the work is performed.

Regional Goals

1. Grow critical components of Greater Philadelphia's comprehensive career pathways system in advanced manufacturing
2. Support pipelines into entry-level employment by connecting individuals to bridge and OJT opportunities

Targeted Occupations

- Most positions will be at small to medium-sized companies who would benefit from implementing new OJT models as an on-ramp for long-term hires. These positions include:
 - Assistant and lead machine operator
 - Cabinetmakers
 - Calibrator
 - Finishers and painters
 - Machinist
 - Operational associate
 - Welder
 - Welding trainee

Targeted Population

- Job Opportunity Investment Network (JOIN) will partner with multiple organizations to recruit participants from populations that are currently underrepresented in Philadelphia's manufacturing industry – women, people of color, returning citizens, and low-income individuals. OJT participants will be found through:
 - In-house recruitment by individual employers
 - CareerLink, Pennsylvania's one-stop-shop career center
 - Graduates of manufacturing-based career exposure and secondary education programs
 - Manufacturing-focused postsecondary education institutions

Participating Employers

- Electro Soft
- Plastics Manufacturers, INC.
- PTR Baler

OJT Program Design

While each employer will have different individual requirements for selection criteria, all participating employers have agreed upon minimum screening requirements. These criteria were designed in conjunction with the development of a manufacturing boot-camp bridge program launched in May 2018. The boot-camp is designed to help individuals build industry-contextualized job readiness skills and be guaranteed interviews with employers. JOIN envisions this boot-camp, and similar secondary education programs, as ideal bridge programs to feed into OJT programs.

▄▄ The funding allows PTR to provide opportunities to unskilled and under-skilled community residents to obtain transferrable skills and knowledge that will help them continue to maintain sustainable employment and a career path that can support themselves and their families. ▄▄

BOEING ON-THE-JOB TRAINING 2.0

With a grant from the Boeing Company, the National Fund is implementing an on-the-job training program in five communities across the country. The goal of this project is to assist 200 job seekers and/or incumbent workers acquire in-demand advanced manufacturing skills. Participating employers will be able to fill open positions and introduce more racial and gender diversity into their workforce – and in manufacturing occupations generally. Additionally, this project will develop employer leaders who can advocate for public policies to encourage investments in skill development and work-based learning opportunities.

ABOUT JOB OPPORTUNITY INVESTMENT NETWORK



Job Opportunity Investment Network (JOIN) is a collaborative of workforce development funders committed to fostering racial and social equity through inclusive community and economic development investments throughout the region. JOIN has undertaken several efforts in the last year alone to better elevate the connectedness and intersection of race, class, poverty and its impact on the lack of economic mobility for all constituents in the greater Philadelphia region. These include: prioritizing racial and social equity in JOIN's *Operating Guidelines* and strategic plan, successfully advocating for the integration of racial equity into Philadelphia's citywide workforce development plan, and conducting a series of employer and workforce program graduate focus groups to inform strategy and grantmaking.

About National Fund for Workforce Solutions

The National Fund for Workforce Solutions is a national network promoting economic opportunity and prosperous communities through investment and innovation. Based in Washington D.C., the National Fund partners with philanthropy, employers, workers, public and private community organizations, and more than 30 regional collaboratives to invest in skills, improve workforce systems, and promote good jobs. The National Fund supports civic and business leaders in promoting evidence-based practices and policies that build shared prosperity. Learn more about the National Fund and its local partners at www.NationalFund.org.

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