

BUILDING A NEW ADVANCED MANUFACTURING WORKFORCE IN WICHITA

PREPARATION FOR AVIATION/ADVANCED CAREER EMPLOYMENT SYSTEM

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. Address the workforce shortage in the fields of aviation and advanced manufacturing
2. Target unemployed or underemployed individuals who would not normally be considered by large or corporate manufacturing employers

Targeted Occupations

- > Entry to mid-level skilled aviation and advanced manufacturing including:
 - Assembly positions
 - Fabrication
- > These positions are existing full-time, benefits eligible, permanent openings with sustainable wages and a strong probability for long-term retention

Target Population

- > PACES will be recruiting primarily from unemployed or underemployed candidates with little to no manufacturing experience
 - Priority will be given to veterans, women, minorities, and individuals with disabilities

Participating Employers

- > Cox Machine*

OJT Program Design

Employers will develop training plans that will allow participants to acquire occupational, employer, and/or industry-specific skills, competencies, and credentials. PACES has an existing training plan template required for OJTs. It includes flexibility for multiple training styles, exposure to work tasks, tools, and other methods individual employers deem necessary to complete training. PACES also incorporates a strong upfront assessment to identify barriers, supportive service, or employment needs. PACES will also determine the need for additional pre-employment training with employer recommendation. Soft skills and work ethic as well as technical and hard skills training are made available to OJT participants through PACES.

* Cox Machine participated in the National Fund's 2012-2014 Boeing OJT project

“We understand that the employment environment is changing, which requires our organization to think differently. By changing our recruiting and training techniques with the support of PACES, we are able to hire different levels of experience and help build a stronger well-rounded employee base.”

– Cheryl Childers, Human Resource Manager, Cox Machine

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 PREPARATION FOR AVIATION/ADVANCED CAREER EMPLOYMENT SYSTEM



Preparation for Aviation/Advanced Career Employment System (PACES) works to prepare central Kansas's manufacturing and aviation workforce by investing in high-demand skills and working with local employers to prepare individuals for work in manufacturing, aviation, and healthcare. PACES is funded through a regional funding collaborative of local philanthropy working together to strengthen and expand workforce partnerships in the region. The mission of PACES is to create a more accessible and flexible employment and training system to move both unemployed and underemployed workers into high-demand and high-skill careers in the aviation, healthcare, and advanced manufacturing industries.

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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