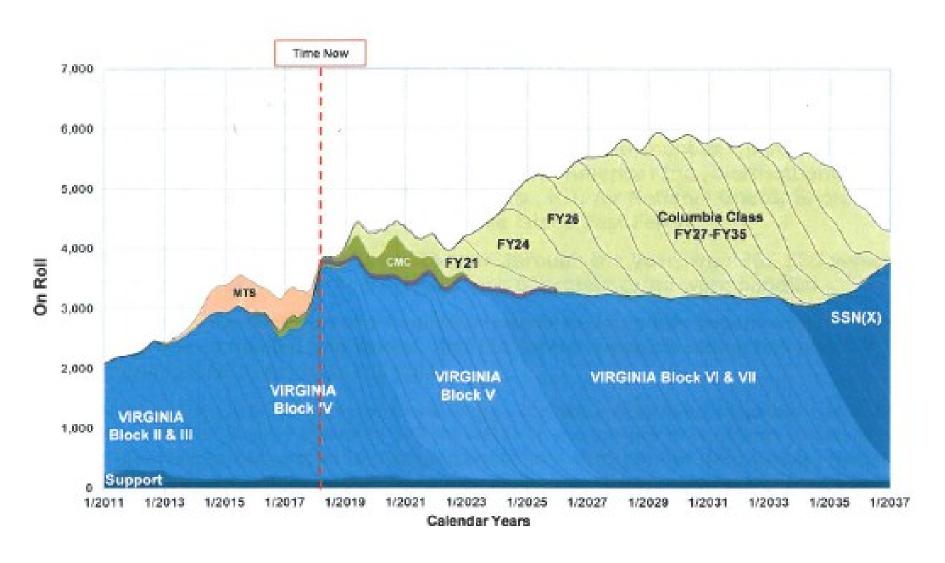


A Workforce Problem







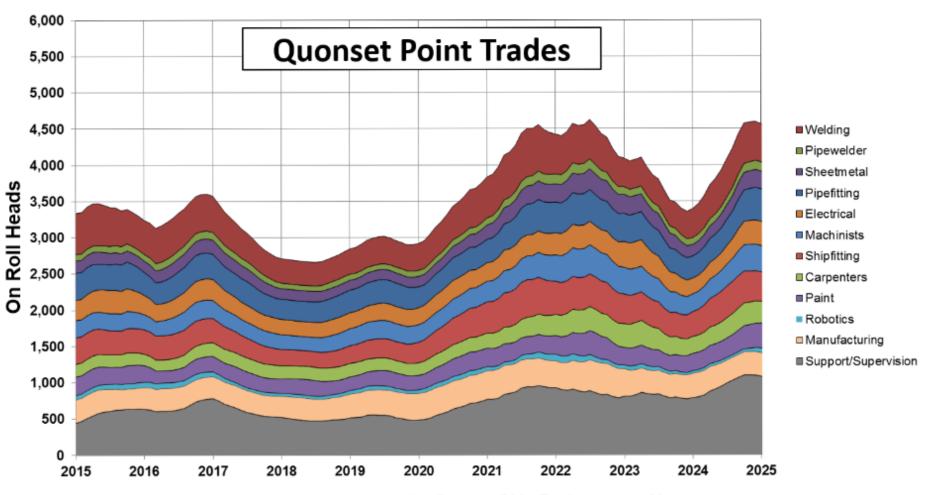
Industry-Designed High School Career and Technical Programs

Trade / Discipline Pipelines	Rhode Island Training Partners							
	Chariho	Coventry	Cranston	Davies	Newport	Providence	Warwick	
Maritime Electrical				√	√	\checkmark		
Machining				✓				
Maritime Pipefitting					✓	✓		
Robotics			✓	✓		✓		
Maritime Sheetmetal					✓	√		
Shipfitting							√	
Welding	✓	✓	\checkmark			\checkmark	\checkmark	





Electric Boat has Broken out the Demand by Trade



*This workload includes only the first two Ohio Replacement ships



Build Electric Boat Training Schools for Submarine Trades

- Electric Boat Training Schools at:
 - Community College of Rhode Island
 - New England Institute of Technology
- No cost to qualified participants
- Participants are provisional Electric Boat employees while in training

Trade /	EB Training Schools					
Discipline Pipelines	Community College of Rhode Island – Westerly	New England Institute of Technology				
Maritime Electrical	\checkmark					
Machining		✓				
Maritime Pipefitting	\checkmark					
Maritime Sheetmetal	✓					
Robotics		✓				
Shipfitting		✓				
Welding		✓				



The Recruitment Plan

Recruitment



Veterans



Students



Unemployed & Underemployed

Training

EB Training Schools					
Community College of Rhode Island – Westerly	New England Institute of Technology				
✓					
	✓				
✓					
✓					
	✓				
	✓				
	✓				
	Community College of				

*Some students graduate from the CTE program and are directly employed by EB





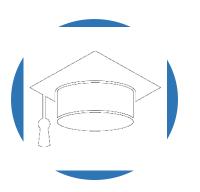




- Veteran Recruiting
- Benefit Awareness
- Peer Mentoring
- Networking







- 454 Rhode Island high school students are currently enrolled in CTE programs
- 28 students have completed paid summer internships at EB

Trade / Discipline Pipelines	Rhode Island Training Partners							
	Chariho	Coventry	Cranston	Davies	Newport	Providence	Warwick	
Maritime Electrical				√	√	√		
Machining				✓				
Maritime Pipefitting					√	✓		
Robotics			✓	✓		✓		
Maritime Sheetmetal					√	√		
Shipfitting							✓	
Welding	√	√	✓			✓	✓	





Unemployed and Underemployed

Engagement **SKILLS EMPLOYER** Governor Geiger Raimondo Nina Maura Pande Dunn Nancy Alyssa Alvarado Martin

- Multi-tiered engagement model based on private sector consulting best practices
- "White glove" service to businesses

Sourcing



Advertising & Digital Outreach

- Print Ads
 - Social Media
- Online Banner Ads •
- Behavioral and
 - Email Campaigns

Geo Targeted ads



Job Boards

- Top career sites (CareerBuilder, Indeed,
- Industry Specific/Niche job sites
- Educational partners (college career Internal Sourcing



- Skills database
- Career site databases
- Government unemployment database



Community Outreach

• Workforce & Community Partners



Events

- Internal job fairs
- External/Public hiring events
- Wide-reaching sourcing strategy to identify broad base of talent
- Extension of business' HR departments

Resume review of inbound candidates and outbound sourcing Phone screens Interviews Presented to **Employer** Offers to candidates Hires High volume phone outreach

- High-touch screening model; all candidates interviewed in person
- Metrics-driven organization that delivers results





The Pipeline to Manufacturing Careers in Shipbuilding has:

- Solved the shipbuilding workforce challenge of a major defense company that has frustrated other regions and for that reason, threatened the nation's security.
 - 98 percent placement rate
 - Retention 30 percent higher
 - Electric Boat is meeting hiring goals
- Trained and placed over 1,500 people into career employment at Electric Boat in 10 separate trades.
- Considering only new state income taxes, saving in unemployment benefits and increased consumption taxes, this unprecedented workforce investment pays for itself in less than four years.



Leadership and Rhode Islanders







Rhode Island now has:

- A CTE network geared towards one of its largest employers;
- Track-tested, data-driven, pay-for-performance training apparatus built through Real Jobs and Electric Boat; and is
- Positioned to responsibly invest in a proven means to get Electric Boat workers and Rhode Islanders good jobs.



To watch the full Pipeline to Manufacturing Careers in Shipbuilding Prezi, please visit:

https://prezi.com/kyz5hnlblali/?utm_campaign=share&utm_medium=copy&rc=ex0share

