

The Aerospace & Defense Forum

Welcome to our SCV & SFV Joint Chapter Meeting
April 15, 2021

SCV Chapter Host and Sponsor **SFV Chapter Host and Sponsors**



scvedc.org






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The Aerospace & Defense Forum

Who We Are...




- A 11-year-old global aerospace and defense leadership community of over 2,400 professionals that facilitates communication, collaboration, and commerce relative to the business of A&D
- Nine chapters – Los Angeles, San Fernando Valley, Santa Clarita Valley, South Bay, Orange County, San Diego, Arizona, Dallas-Ft. Worth, and Ventura County.
- Conduct monthly meetings with presentations, panels and tours with industry leaders focused on some aspect of the business of A&D



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Webinar Guidelines

- Turn off camera video  Alt+V ⌘+Shift+V
- Mute audio  Alt+A ⌘+Shift+A
- Active Speaker View Alt+F1 ⌘+Shift+W
- Questions in Chat  addressed to Everyone

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Sponsor Presentation



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How does Apprenticeship Help With Workforce Problems?

Presenters:

Daniel Wierman
Apprenticeship Coordinator
Goodwill Southern California and
The Strong Workforce Apprenticeship Group



Jeffrey Forrest
Vice-President of Economic Development
College of the Canyons



Tracy DiFilippis
Sector Strategies Implementation Manager
Goodwill of Southern California



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What Is Apprenticeship?
&
How Does It Help With Workforce Problems?



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Why Do Employers Feel Like This About Their Workforce?



A circular inset image showing a close-up of a golden retriever's face, looking directly at the camera.

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Do You Agree?

- I'm worried about the **Silver Tsunami**.




A circular inset image of an older male worker wearing a yellow hard hat and safety glasses, working in a factory or laboratory setting.

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Do You Agree?

- I'm worried about **The Revolving Door** of employees.



A circular inset image of a revolving door with several people walking through it, illustrating the concept of high employee turnover.

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Do You Agree?

- I'm worried about my **Talent Pipelines**.




A circular inset image divided into three colored sections: a blue section labeled 'Interview', a yellow section labeled 'Potential Worker', and an orange section labeled 'Hire'.

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Do You Agree?

- I'm worried about **UpSkill**ing my workforce.



A diagram with 'SKILLS' in a central blue circle. Lines radiate from this circle to seven surrounding boxes: 'KNOWLEDGE', 'LEARNING', 'EXPERIENCE', 'COMPETENCE', 'ABILITY', 'GROWTH', and 'ADVANCED TRAINING'. A hand is shown holding the central 'SKILLS' circle.

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If You Agree, Let Me Know In The Chat...

- Worry 1: **The Silver Tsunami** - Lost Brain Trust from Retirement.
- Worry 2: **The Revolving Door** - Employee Retention, Commitment, Engagement, Hard/Soft Costs of Turnover.
- Worry 3: **Talent Pipeline** - Finding People to Hire.
- Worry 4: **UpSkilling** - The Work is getting more complex and people are not prepared with the skills they need.

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A 2018 Report Said...

- Three of the top challenges in the next three years revolve around developing a skilled workforce. And these challenges directly affect another top challenge: Expanding business, which nearly 9 out of 10 (88%) of manufacturers said is a top concern.
- Manufacturers say their top workforce challenges are:
 - 99% Finding Skilled New Hires
 - 92% UpSkilling Incumbent Workforce
 - 84% Onboarding New Employees

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Three Reasons Why Employees Leave...

- 1: **Bad Manager:** Places roadblocks instead of removing them
- 2: **Bad Culture:** No Career Path, No Learning and Teaching Environment
- 3: **Better Opportunity Elsewhere:** No Career Path, UpSkilling Program, or Peer Acknowledgment

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Side By Side...

Employers...		Employees...
<ul style="list-style-type: none"> • 1: The Silver Tsunami • 2: The Revolving Door • 3: Talent Pipeline • 4: UpSkilling 		<ul style="list-style-type: none"> • 1: Bad Manager • 2: Horrible Culture • 3: Better Opportunity Elsewhere

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Hiring A Superstar!

<ul style="list-style-type: none"> • I Worked In Aerospace MFG as a Training Coordinator & Recruiter • Found A New Hire • Top of His Class • Perfect Attendance • Great Attitude 	<ul style="list-style-type: none"> • Quit After 6 Months • \$10K Hard/Soft Onboarding Costs • No Career Pathway Plan • No UpSkilling / Learning & Teaching Environment
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If you want one year of prosperity, grow seeds.
If you want ten years of prosperity, grow trees.
If you want one hundred years of prosperity, grow people.

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Who Are We?

Strong Workforce Apprenticeship Group

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Find Ways To Solve...

- Accessing A Talent Pipeline
- UpSkilling The Workforce
- Look Into Apprenticeship

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Talent Pipeline

Local Manufacturing Schools

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UpSkilling The Workforce

UpSkilling Expert

- Train To Industry Standards: ISO, AS 9100, Quality Manual, SOPs etc...
- UpSkilling & Career Pathway Plan
- Learning & Teaching Environment

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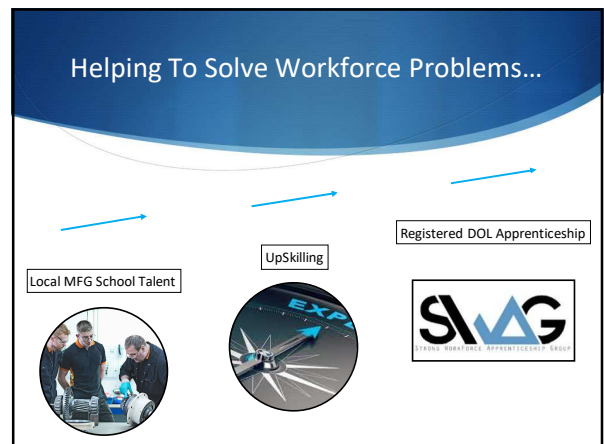
The 3 Keys To Good Apprenticeship

- #1 Select Good Mentors & Apprentices
- #2 Find Good Training Content (RTI)
- #3 On The Job Training (OJT)

Bonuses:

- Track Training Data
- Reward for skill gain
- National Certification

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Apprenticeship

US DOL Registered
Apprenticeship

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The Path Is Already Built for You

- US DOL Registered Apprenticeship
- Developed By Industry
- Multiple Occupations To Pick From

****Apprentice US DOL Certification****

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Cyber Security Apprenticeship for DoD Suppliers

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The Cybersecurity Apprenticeship - Registered Apprenticeship

Apprenticeship Logistics and Goals:

- ▶ The apprentice will work full-time and pursue their related instruction during non-work hours unless the employer approves otherwise
- ▶ The goal of the apprenticeship is to prepare individuals to monitor internal I.T. systems in compliance with NIST 800-171 standards through the creation of a Security Systems Plan (SSP) and a Plan of Action and Milestones (POAM) documents
- ▶ The SWAG Cyber Security Apprenticeship complements existing efforts of DoD Suppliers in achieving compliance according to DFARS 252.204.7012. (CMMC has not been validated by the DoD).

Strong Workforce Apprenticeship Group (SWAG) www.sw-apprenticeshipgroup.com

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The Cybersecurity Apprenticeship - Features

Occupation: **Cybersecurity Support Technician O*net 15.1122.00**

- ▶ "Virtual Apprenticeship Model" enables completion of requirements while complying with CDC guidelines for Social Distancing.
- ▶ Registered with the US Department of Labor
- ▶ 100% Competency Based
- ▶ Incorporates pre-apprenticeship leading to Security+ Certification
- ▶ Related Technical Instruction (RTI) aligns with certificates from Industry
- ▶ On-the-Job Training:
 - ▶ Development of Plan of Action and Milestones (POAM)
 - ▶ Development of Systems Security Plan (SSP)

Strong Workforce Apprenticeship Group (SWAG) www.sw-apprenticeshipgroup.com

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SWAG Company Partners



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Upcoming National Online Forums:

- **April 29:** "The 10P's of Manufacturing Services Marketing", Frank Nichols, Founder, CEO, President, Silicon Forest Electronics, sponsored by Moss Adams
- **May 12, 2021:** "Tax Credits Available to A&D Companies, Moss Adams

For more info:
<https://aerospacedefenseforum.org/>

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Upcoming Chapter Webinars:

- **April 21, 2021:** "Decrypting Aerospace Ventures and the SPAC Craze", Van Espahbodi, Co-Founder and Managing Partner, Starburst | [Los Angeles Chapter](#)
- **April 22, 2021, 5:30-7:00PM:** "Coronavirus & Digital Marketing - What's Changed and How You Can Benefit", Micah Mangione, CEO, Connect AI, Meeting and webinar sponsored by Kybun USA & Treffpunkt | [Arizona Chapter](#)

For more info:
<https://aerospacedefenseforum.org/>

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Upcoming Chapter Webinars:

- **May 7, 2021:** Peter Zimm, Cliff Collier, Charles Edwards Management Consulting | [Los Angeles Chapter](#)
- **May 27, 2021:** "How To Be Innovative and Creative", Dan Curry, visual effects producer and supervisor. He is best known for his work on *Star Trek: The Next Generation*, *Star Trek: Deep Space Nine*, *Star Trek: Voyager*, and *Star Trek: Enterprise*. His work on these series has earned him seven Emmy awards. He will speak how the innovativeness and creativity required in visual effects can be implemented by A&D organizations. | [Ventura Chapter – NEW Chapter](#)

For more info:
<https://aerospacedefenseforum.org/>

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Recordings of over 250 chapter and webinar presentations are available for download by A&D Forum members (Individual Membership is \$350/year), in addition to free attendance at all A&D Forum meetings and webinars. Membership is free for those not located near one of the nine operating chapters.

You can join the mailing lists of any chapters for free, which will also provide you the monthly A&D Forum Newsletter.

Opportunities to sponsor chapters and to sponsor webinars are available.

For more info:
<https://aerospacedefenseforum.org/>

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Thank You

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