

# GSSC Quarterly Meeting

June 24<sup>th</sup>-25<sup>th</sup>

New Orleans, Louisiana

Presented by: Michael Pearl, Director of Instruction



# Company Profile

- Headquartered in Milwaukee, Wisconsin
- Privately-owned, for-profit corporation
- Founded in 2006
- Corporate Mission:
  - Customized workforce training resulting in targeted job placement
- Strategic Intent:
  - Funded through local, state and federal governing bodies, maintain customer intimate relationships leading to the design of customized training programs to develop new or enhance existing skill sets leading directly to job placement or career growth.



# Differentiation: Project Management

- Develop customer (employer) relationships and assess ‘needs’
- Gain agreement on necessary training outcomes
- Curriculum development and customer approval
- Identify funding sources and secure resources
- Generate the applicant/student pool (as needed)
- Conduct training
- Deployment/re-deployment into workforce
- Program Assessment
- Goal: Min. 80% Employee Retention Rate

# Program Management at Work:

## Vicksburg, MS Location

- Develop customer (employer) relationships and assess ‘needs’

### Bunch-Ergon, Vicksburg Plant

Petroleum refiner experiencing severe shortage of qualified pipe welders, limited supply of qualified workforce in the immediate geography and expanding headcount needs based on construction schedules.



# Program Management at Work:

## Vicksburg, MS Location

- Gain agreement on necessary training outcomes

Bunch-Ergon, Vicksburg Plant

Training participants must pass pipe welding test and prove efficiency in training environment.



# Program Management at Work:

## Vicksburg, MS Location

- Curriculum development and customer approval

### Bunch-Ergon, Vicksburg Plant

Curriculum customized to insure meeting Bunch-Ergon Pipe Welder needs. Curriculum identified requirement to recruit welders with prior experience of 3-5 years. Entry-level candidates could not be trained in short-term training and be prepared to function at necessary production levels.



# Program Management at Work:

## Vicksburg, MS Location

- Identify funding sources and secure resources

### Bunch-Ergon, Vicksburg Plant

Edvance gained Mississippi ETPL (Eligible Training Provider List) certification. Identified funding availability through ITA (Individual Training Account) sources on state level.



# Program Management at Work:

## Vicksburg, MS Location

- Generate applicant/student pool (as needed)

### Bunch-Ergon, Vicksburg Plant

Edvance staff utilized candidate search resources to develop stream of candidates, assessed for suitability based on prior experience and work history, then assisted prospects through state and county registration and approval process. Eighteen of eighteen students approved for one-week intensive training program in mobile welding trailer.



# Program Management at Work:

## Vicksburg, MS Location

- Conduct training

### Bunch-Ergon, Vicksburg Plant

Edvance scheduled three consecutive one week classes commencing in March, 2009 for 18 students. Fifteen (15) students completed training with several requiring additional one-on-one tutoring prior to exam completion. Twelve (12) of the students passed the Pipe Welding exam.



# Program Management at Work:

## Vicksburg, MS Location

- Deployment/re-deployment into workforce

### Bunch-Ergon, Vicksburg Plant

In partnership with CLP Resources-Construction Trades Solutions Division, eight of twelve graduates placed with Ergon. Additional two placed with alternative employers and remaining two secured positions on their own.



# Program Management at Work:

## Vicksburg, MS Location

- Program Assessment

### Bunch-Ergon, Vicksburg Plant

12 of 18 entering training secured employment at a higher level than entry: 67.7% success rate.

Economic downturn led Ergon to temporarily suspend training program, anticipates fall 2009 re-start.



# Program Management at Work

## July, 2009 Project Planning

- Additional training location secured in Pascagoula, MS
- ITA Funding Sources confirmed and in place
- Edvance developing relationships with Gulf Coast shipbuilders to identify staffing needs and training outcomes
- Initial feedback is for Class A Welders and Shipfitters
- Edvance in process of gaining ETPL certifications in Alabama and Louisiana to expand training geography suited to candidate populations



# Program Management at Work

## July, 2009 Project Planning (cont'd)

- Edvance Goals:
  1. As GSSC member, support Workforce Development Initiatives
  2. Through GSSC, develop relationships with shipbuilders discovering their projected workforce shortages, design customized training programs, recruit suitable training candidates and commence training. Intent is to create labor supply where current and projected labor shortages exist.
- Edvance Needs:
  1. GSSC member participation

