

## Next Gen IMT Project Abstract

- I. **Lead Applicant Name:** Jobs for the Future
- II. **Lead Applicant City/State:** Boston, MA
- III. **Primary Partnership Entities:**
  - a. *Legal Name and Type of Private Sector Entity:* Jobs for the Future, Business-Related Non-Profit Organization
  - b. *Legal Name and Type of Public Sector Entity:* Wisconsin Regional Training Partnership (WRTP), Eligible Training Partner
- IV. **Additional Key Partners:** AFL-CIO's Working for America Institute; Labor Institute for Training (LIFT); Michigan State AFL-CIO Human Resources Development, Inc. (Michigan HRDI); Chicago Worker Assistance Committee/Chicago Federation of Labor; Keystone Development Partnership
- V. **Areas Served by Grant:** Wisconsin, Minnesota, Indiana, Kentucky, Ohio, Michigan, Pennsylvania, Lake, DuPage, McHenry, Will, Kane, and Cook Counties, IL
- VI. **Total Funding Level Requested:** \$5,000,000
- VII. **Project Name:** Next Gen IMT
- VIII. **Summary of Program Activities:**

Led by Jobs for the Future, in partnership with the Working for America Institute of the AFL-CIO, Wisconsin Regional Training Partnership, and four other local intermediary organizations, the *Next Gen IMT* project will enhance and expand apprenticeship in the industrial sector as a means to promote the sector's continued growth and to advance the skills of the industrial labor force in eight states. The project will replicate the **Industrial Manufacturing Technician (IMT) hybrid manufacturing apprenticeship**, focused on new and incumbent entry-level workers and currently being piloted in three states, to increase the pipeline of highly qualified and diverse individuals prepared to enter into middle- and high-skilled occupations within the growing manufacturing sector. Next Gen IMT incorporates a number of innovative strategies designed to increase the return on investment for both workers and employers, expand access to apprenticeship for underrepresented groups, and develop a supportive ecosystem that can sustain and continue to expand apprenticeship across the eight participating states.

Developed and piloted through an H-1B grant from the US DOL to the AFL-CIO Working for America Institute (WAI), in partnership with WRTP and JFF, the IMT Registered Apprenticeship was formally recognized by the USDOL Office of Apprenticeship in November 2014 as a hybrid competency-based apprenticeship. Expansion of the IMT in the pilot states of WI, MI, and MN will increase the market penetration of the IMT registered apprenticeship to make it the industry standard for achieving a highly skilled workforce starting with entry levels of the production process. Expansion will also introduce the IMT registered apprenticeship to Cook County IL, working with the Chicago Federation of Labor Worker Assistance Center; to Pennsylvania, working with the Keystone Development Partnership; and to Indiana, Ohio, and Kentucky, working with the Labor Institute for Training. Over the course of the grant period, Next Gen IMT will register 1,450 new IMT apprentices across eight states, resulting in at least 700 Journey Worker IMTs.

Key to the success of the Next Gen IMT is the contribution of experienced labor management intermediary partners. Intermediaries will: become clearinghouses for industrial apprenticeship information and technical assistance; market the IMT registered apprenticeship to

manufacturing firms, industrial unions, and to employees; assist employers and unions in becoming sponsors and developing apprenticeship agreements with state or federal apprenticeship agencies; support employers and unions in managing the apprenticeship and providing the on-the-job learning; coordinate the provision of the related technical instruction; and support apprentices in completing the requirements of the apprenticeship. JFF, AFL-CIO WAI, and WRTP will deliver technical assistance, develop resources to market, sustain, and scale the model, conduct professional development, and support policy advocacy.

The project will include a systems focus to: 1) address the lack of knowledge among industrial employers and unions on the value of a shorter-term apprenticeship program such as the IMT through effective marketing strategies; 2) build career ladders for participants to higher-skilled industrial apprenticeships and associate's degrees; 3) document employers' reduced turnover, down time, and waste; and 4) demonstrate and promote apprenticeship's return on investment to employers in addressing their skill gaps among incumbent production workers. Next Gen IMT will also develop centers of expertise on registered apprenticeship in the industrial sector that support local workforce areas' capacity to implement the incumbent worker, business services, and apprenticeship aspects of the Workforce Innovation and Opportunity Act.

**IX. Numbers of Individuals to be Served:** 1,450

**X. Populations to be Served:** entry-level incumbent workers in manufacturing, such as Assemblers, Machine Operators, and Tenders; these workers tend to be lower-skilled and are more often from underrepresented populations in manufacturing (English Language Learners, women, people of color) than in the manufacturing industry overall

**XI. Targeted H-1B Industry:** Advanced Manufacturing

**XII. Contact Information for Partners:**

<i>Organization</i>	<i>Contact Name</i>	<i>Title</i>	<i>Phone/Email</i>
Jobs for the Future	Geri Scott	Program Director	617-728-4446 gscott@jff.org
WRTP	Mark Kessenich	Executive Director	414-342-9787 mkessenich@wrtp.org
AFL-CIO Working for America	Jane McDonald	Special Assistant to the AFL-CIO President; Chair of WAI Board	(202) 637-3975 Jmcdonal@aflcio.org
LIFT	Kathy Clayton	Director	317-409-3517 kclayton@lift-usa.org
HRDI	Ron Rose	CEO	(517) 372-0784 rrose@mhrdi.org
Chicago Worker Assistance Committee	Mary Gallagher	Executive Director	312-565-9431 gallagherm@cflwac.org
Keystone Development Partnership	Stuart Bass	Executive Director	(215) 732-7476 Ext. 21 sbass@kdpworks.org