

Pre-Apprenticeship in the Skilled Trades



Building a Foundation for Success

Presenters:

Lisa White

Director

*Career and Technical Education
Spokane Public Schools*

Mark Mattke

*Workforce Strategy and Planning Director
Spokane Area Workforce
Development Council*

Agenda

- ◆ **Industry in Crisis**
- ◆ **Pipeline in Crisis**
- ◆ **Strategies to Engage Students**
- ◆ **Refining the Model for Success**
- ◆ **Future**

This isn't your father's construction industry...



Construction worker on the edge of the Empire State Building, a view of the Chrysler Building and midtown Manhattan. Photographed by Lewis Hine

Industry in Crisis

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in the world!



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The pending retirement of the “baby boom” generation was looming over this industry.

Over 50% of the current workforce will retire in the next decade, leaving millions of jobs vacant.

Pipeline in Crisis



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Young people are not aware of opportunities and/or not equipped with skills to succeed in the industry.

Generation Y (WHY)

- “Me” Focused
- Competitive
- Eager to spend
- Fiercely independent
- Technologically sophisticated
- Highly kinesthetic

Students want to work in fast-paced, high wage, incentive-based environments.



Strategies to Engage Students

Development of Pre-Apprenticeship Standards

Career Exploration and Development of an alternate work history

Exposure for young women and minorities.

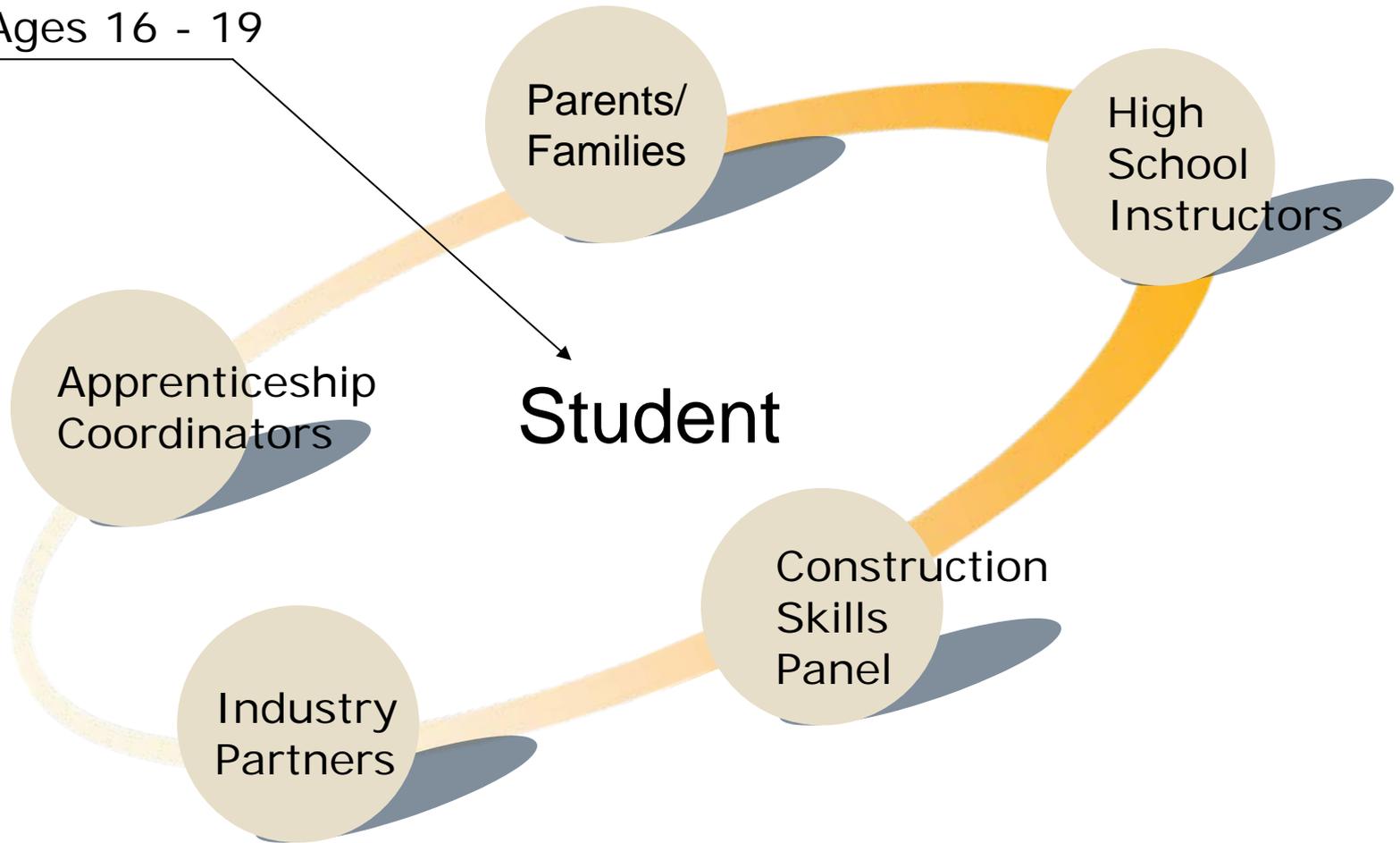
Successful entry into the Construction Workforce

Broaden stakeholder involvement



Circle of Support for Students

Ages 16 - 19



Foundation to the Skilled Trades

Funding a position to assist students in navigating the construction trades

Development and implementation of the Foundations website



Pizza Pop and Power Tools

Event: Day-long event offered to expose young women to the Construction Industry.

Target Audience: 8th grade girls from regional middle schools

Hands-On Demonstrations: welding, crane operation, chop saw, soldering, bricklaying, masonry, painting, simulators, bending conduit, circuitry

Projected Attendance: 400+



Construction Career Day

Event: Day-long event offered to expose high school students to the Construction Industry.

Target Audience: 11th and 12th grade students from regional high schools

Hands-On Demonstrations: welding, chop saw, soldering, bricklaying, masonry, painting, simulators, bending conduit, circuitry
Heavy Equipment Operation

Projected Attendance: 800+



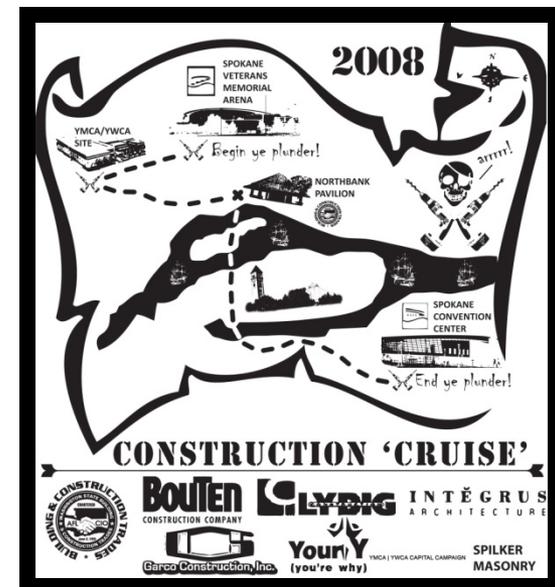
Construction Cruise

Event: Day-long event offered to expose students to various construction projects in the community.

Target Audience: high school students

Activities: Touring three local construction projects (1. LEED certified build, 2. In-process build 3. major community landmark

Projected Attendance: 30+



Manufacturing Technology Hands-On Workshop

Event: Week-long event held each summer at Spokane Community

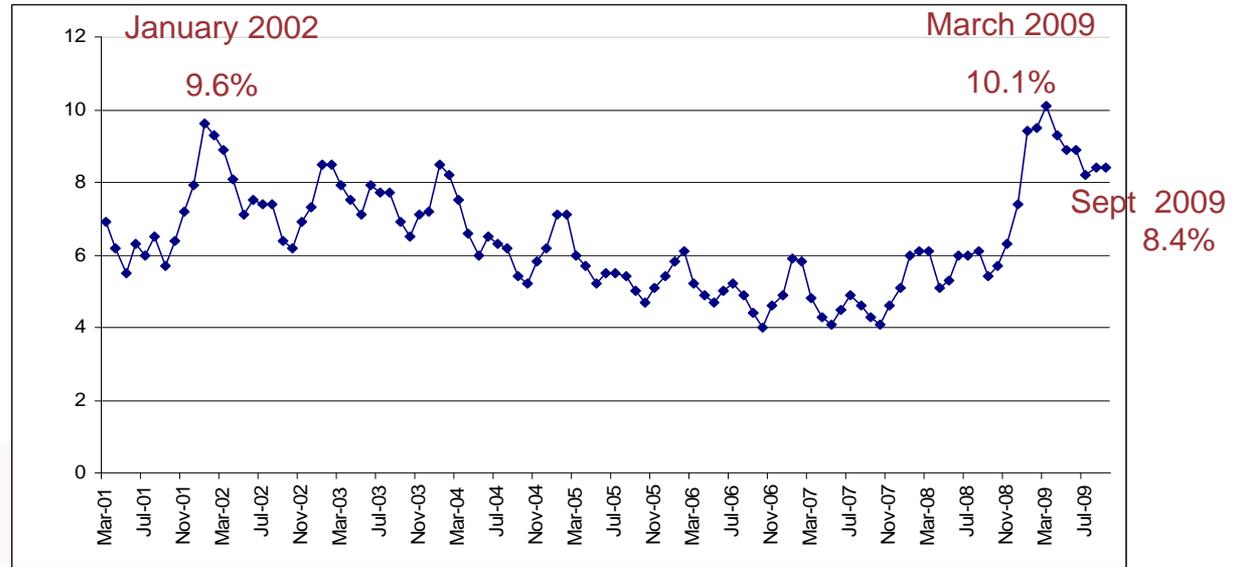
Target Audience: 11th and 12th grade students from regional high schools

Hands-On Demonstrations: Three Subject Areas: CAD/drafting, Machining/CNC, and Welding

Projected Attendance: 25+



Spokane County Unemployment Rate



Doug Tweedy, Regional Labor Economist,
Washington State Employment Security Department, *LMEA*
10/20/09

Refining the Model for Success

Lessons learned in the last five years:

Including Manufacturing and other skilled trades pathways

Marketable skills – 5S, Lean, Kaizan,

Leadership BTAC

Continuous Improvement Processes – Applicable to any Industry Cluster

The “college” option in times of economic downturn

Continuous Improvement Processes – applicable to any Industry Cluster

Safety as the key to future success



5s student video

Future

Mother Daughter TEA

IGNITE

Washington Business Week

Lego

FIRST Robotics

Green





Any Questions?

If you like what you heard and want more information!

*Lisa White,
Director, Career and Technical Education,
Spokane Public Schools
(509) 354-7335
lisawh@spokaneschools.org*

*Mark Mattke,
Workforce Strategy and Planning Director,
Spokane Area Workforce Development Council
(509) 625-6214
mmattke@wdcspokane.com*



Spokane Public Schools
excellence for everyone



**Spokane Area
WORKFORCE DEVELOPMENT COUNCIL**