

Stealth Isn't Just for Fighter Jets: The Sky's the Limit When Collaboration Replaces Competition

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Workforce Innovations 2008



**DFW Regional
Aerospace Cluster**



County & Regional Demographics

- Tarrant County Workforce Board which includes the cities of Fort Worth & Arlington

| | |
|------------------------------------|-----------|
| ■ County population | 1,690,000 |
| ■ Number of cities | 33 |
| ■ Number of school districts | 16 |
| ■ Number of Community Colleges | 1 |
| ■ Number of four year universities | 3 |

- Region includes: 3 Workforce Boards - a 16 county area

| | |
|------------------------------------|-----------|
| ■ Total population | 6,234,000 |
| ■ Total number of cities | 156 |
| ■ Total number of school districts | 133 |
| ■ Number of Colleges/Universities | 31 |
| ■ Number of rural/small counties | 11 |

Workforce Solutions for Tarrant County

Judy McDonald, Workforce Solutions for Tarrant County

We were regional before regional was “Cool”

- Creation of Regional Workforce Leadership Council
- Partners
- Relationships
- Frank discussions
- Work out issues up front
- Locally driven vs regionally
- THEN more formal relations





The First “Cool” move

Workforce Summit 2001 - the seed of good ideas

1. Industry Clusters
 - Tarrant takes the lead in Aerospace
2. Best, Brightest and Biggest
 - Industry Champions – Bell Helicopter, Vought Aircraft, and Lockheed Martin
3. Great Minds – Chambers, Education and yes, even Government
4. The issues – Started with listening to industry champions
 - Where are our future engineers and aerospace professionals?



DFW Regional Aerospace Cluster

Jon Gustafson, Lockheed Martin

- A collaborative partnership focused on sustaining a pipeline of skilled engineers and aircraft assemblers for the aerospace industry
- Membership
 - Lockheed Martin Aeronautics Company, Bell Helicopter TEXTRON, Vought Aircraft, and Raytheon
 - Texas Manufacturing Assistance Center
 - Workforce Solutions for Tarrant County
 - Fort Worth and Arlington Chamber of Commerce
 - Hillwood





Initial Accomplishments

■ **Vision**

- To be the regional center of excellence in meeting the education and workforce needs of the Aerospace Industry.

■ **Strategic Plan**

- Contains national, state and regional aerospace industry market analysis data, workforce challenges, regional assets, goals, plan, etc.

■ **Skills Matrix**

- Represents common engineering and manufacturing entry-level skills
- Industry engineers contributed to development and invited area universities to review the document

■ **Outcomes**

- A collaboration of aerospace employers, the education community, regional workforce system, and other interested agencies and institutions



Additional Outcomes and Pipeline Efforts

- Aviation Academy and associated training program that provides the core common aerospace Manufacturing and engineering skills and produces a sustained pipeline of skilled, entry-level aerospace workers
- A plan to address the loss of an aging aerospace workforce
- Marketing plan designed to create awareness of aerospace opportunities
- Identify and support the best use of government funds for aerospace education
- Industry commitment to support the development of workforce pipeline programs
 - Aerospace Manufacturing Training Program (AMTP)
 - Project Lead the Way (PLTW) – local school districts



Aerospace Cluster Projects Past and Present

Judy Bell, Workforce Solutions for Tarrant County

- Annual Career Insight Forum
- Industry work on Aerospace Manufacturing Training Program (AMTP) curriculum
- Education Engagement Luncheon - 2006
- “Gotta Jet?” Marketing program to attract high school students and their parents to the aerospace manufacturing industry.
- Emphasizing both engineering and manufacturing jobs, an 8 minute DVD was shot live at Bell, Lockheed and Vought.



Meeting Critical Workforce Needs

Aerospace/Manufacturing TWC State Grant

- Workforce Board was awarded a \$1.02 million grant from TWC to develop a common entry level Aerospace Manufacturing Training Program (AMTP) - driven and developed by the industry. May 2007- May 2009
- Includes the Manufacturing Skills Standard Certificate (MSSC) as a training component & National Center for Aircraft Technician Training (NCATT)
- 240 hour program with both classroom and lab equipped per industry recommendations - open to recent high school grads, dislocated and incumbent workers and others wanting an aerospace manufacturing career
- University of Texas at Arlington – Engineering mentoring program for at risk students
- Project Lead the Way (PLTW) - implemented PLTW in local school district

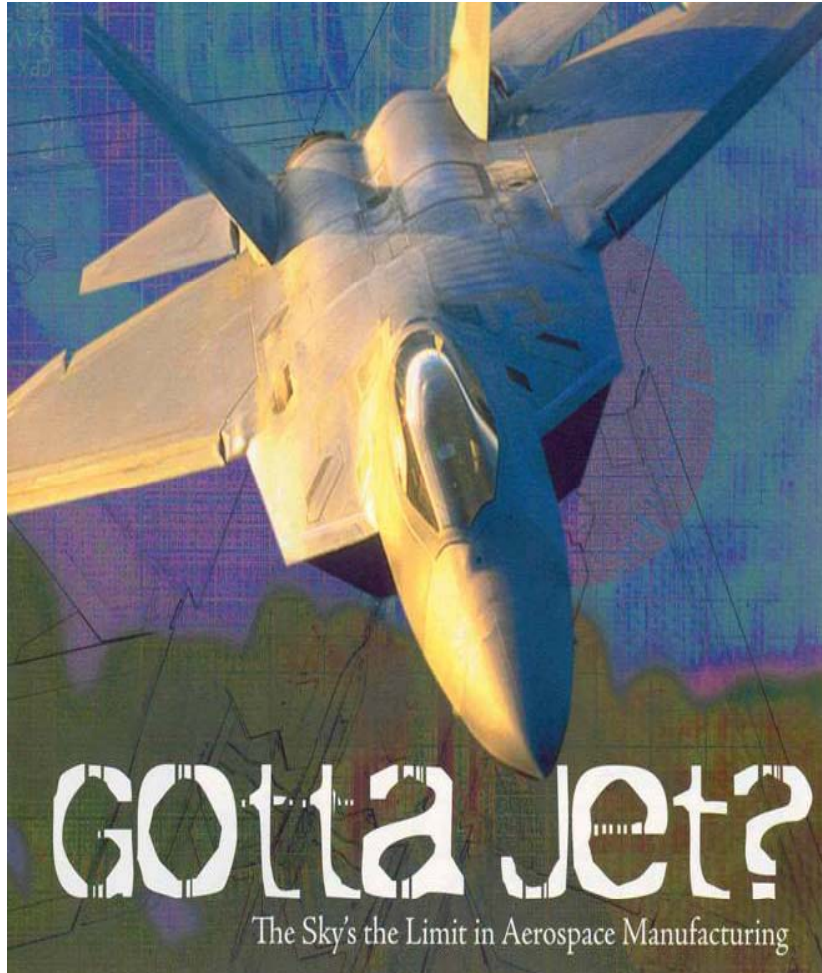


Aerospace Cluster Marketing Efforts

Renee Parker, Workforce Solutions for Tarrant County

- The DFW Aerospace Cluster's marketing campaign has soared through over 27 independent school districts across the region both large and small
- Over 5,000 students, parents, teachers and community leaders have been educated on the job opportunities in which the Aerospace industry has to offer.
- Launched "Gotta Jet?" video on You Tube:
"The Sky's the Limit in Aerospace Manufacturing"

Marketing Efforts Cont.



- Since August 2007, over 16,000 “Gotta Jet?” brochures have been distributed throughout the region
- Interactive Aerospace games have been designed to engage students in the classroom
- Aerospace related promotional material to distribute to counselors, teachers, and students



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