

# Challenges and Solutions in



## Thank you sponsors



# A Case Study

## Reviewing What Works

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11:00am – 12:00pm



# IMPACT Ministries

- Alvin Person** – Stockroom Assistant, Deck Builder, IMPACT Graduate  
**Ethan Blount** – Lamination Manager, IMPACT Coach  
**Keith Stevens** – VP of Operations, IMPACT Coach



**IMPROVING MY PERSONALITY AND CHARACTER TRAITS**



September 30, 2019  
Challenges & Solutions Workforce Super Session



# WHAT IS IMPACT ?

- **IMPACT IS A FAITH-BASED MENTORING APPRENTICESHIP PROGRAM WITH A TRIPLE PURPOSE:**
  - **BUILD TROUBLED MEN INTO PRODUCTIVE CITIZENS**
  - **DEVELOP THEM INTO EFFECTIVE ASSOCIATES BY HONING SKILL SETS**
  - **CHALLENGE THESE MEN TO GIVE BACK TO OUR YOUTH & COMMUNITY**



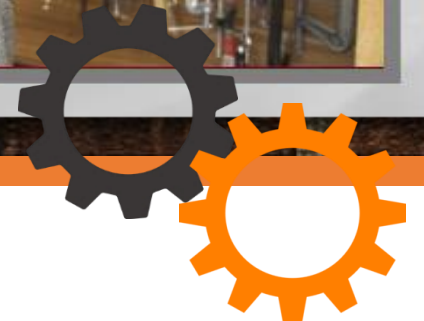
# WHY WAS **IMPACT** CREATED ?

- **IMPACT** WAS CREATED, FIRST & FOREMOST, TO HELP MAKE A POSITIVE “IMPACT” ON OUR COMMUNITY:
  - **VOID OF PRODUCTIVE MALE ROLE-MODELS IN MANY ACTIVITIES**
    - EDENTON UNITED, A COMMUNITY BACK-TO-SCHOOL EVENT
    - SCHOOL EVENTS, SPORTING EVENTS, & OTHER DEVELOPMENTAL ACTIVITIES
  - **LURE OF EMPLOYMENT MIGHT MOTIVATE, INSPIRE, & STABILIZE**



# IMPACT APPRENTICESHIP

- **5 TROUBLED YOUNG ADULTS ARE SELECTED (VIA INTERVIEW PROCESS)**
  - **SECOND-CHANCE IMPLEMENTED AT BEGINNING OF PROGRAM, AS NEEDED.**
- **13-WEEK PROGRAM**
- **MENTOR ASSIGNED TO OVERSEE APPRENTICE THROUGHOUT PROGRAM**
- **1 WEEK WITH EACH TEAM**
- **1 DAY A WEEK SHADOWING – TO HELP SEE THE BIGGER PICTURE**
- **WEEKLY 1-ON1 LUNCH WITH MENTOR**
- **WEEKLY FEEDBACK FROM SUPERVISOR**
- **WEEKLY WRITE-UP: *“HOW THIS WEEK IMPACTED ME”***
- **WEEKLY ROUNDTABLE WITH IMPACT LEADERS**
- **ANTICIPATED FULL-TIME EMPLOYMENT**
- ***...WITH SUCCESSFUL COMPLETION OF PROGRAM!***



# IMPACT APPRENTICESHIP

## 13 WORK CELLS

LAMINATION SMALL PARTS  
LINER / DECK / STRINGER  
LAM HULLS  
TOPS / CONSOLES  
MOLD MAINTENANCE / P&D  
LID WORLD  
HULL / LINER / DECK BUILD  
LINER / DECK SETTING  
PRE-FAB  
LID INSTALL  
COMPLETION  
FACILITIES / STOCKROOM  
APPRENTICE CHOICE

## 13 SHADOWS

PRESIDENT  
VP, OPERATIONS  
SAFETY MANAGER  
PRODUCTION CONTROL MANAGER  
ASSEMBLY MANAGER  
LAMINATION MANAGER  
SUPPLY CHAIN / STOCKROOM  
ASSEMBLY ENGINEERING  
LAMINATION ENGINEERING  
FACILITIES  
FINANCE  
SALES  
HUMAN RESOURCES

## ADDITIONAL DIMENSIONS

FEEDBACK LOOP FROM AREA SUPERVISOR  
"HOW THIS WEEK IMPACTED ME"  
WEEKLY 1-ON-1 LUNCH WITH MENTOR  
WEEKLY ROUNDTABLE DISCUSSION  
GRADUATION RECOGNITION



# IMPACT SCHOLARS

## ELEMENTARY

- **WORK WITH ADMINISTRATION**
- **MENTORING TROUBLE AREAS**
- **READING, WRITING, MATH**

## MIDDLE

- **WORK WITH ADMINISTRATION**
- **MENTORING TROUBLE AREAS**
- **READING, WRITING, MATH**
- **MAINTAIN PROGRESS WITH SUSPENDED STUDENTS**

## HIGH

- **WORK WITH ADMINISTRATION**
- **MENTORING TROUBLE AREAS**
- **READING, WRITING, MATH**
- **MAINTAIN PROGRESS WITH SUSPENDED STUDENTS**
- **COLLEGE / TRADE GUIDANCE**
- **HOW TO INTERVIEW**
- **HOW TO DRESS / PRESENTATION**





# IMPACT FUN IN THE SON

- **30-40 CHILDREN, DAY TRIP**
- **8-10 ADULTS, INCLUDING COUNSELORS / PASTORS**
- **SEEING THE “BIGGER” PICTURE / OUTSIDE EXPOSURE**
- **DEVOTIONAL TIME WITH PASTOR**
  
- **FALL 2018/19: NC A&T FOOTBALL GAME** (RALEIGH, NC)
  
  
  
  
  
  
  
  
  
  
- **2020: BUSCH GARDENS** (WILLIAMSBURG, VA)



# IMPACT PROGRESSION



# GRADUATION



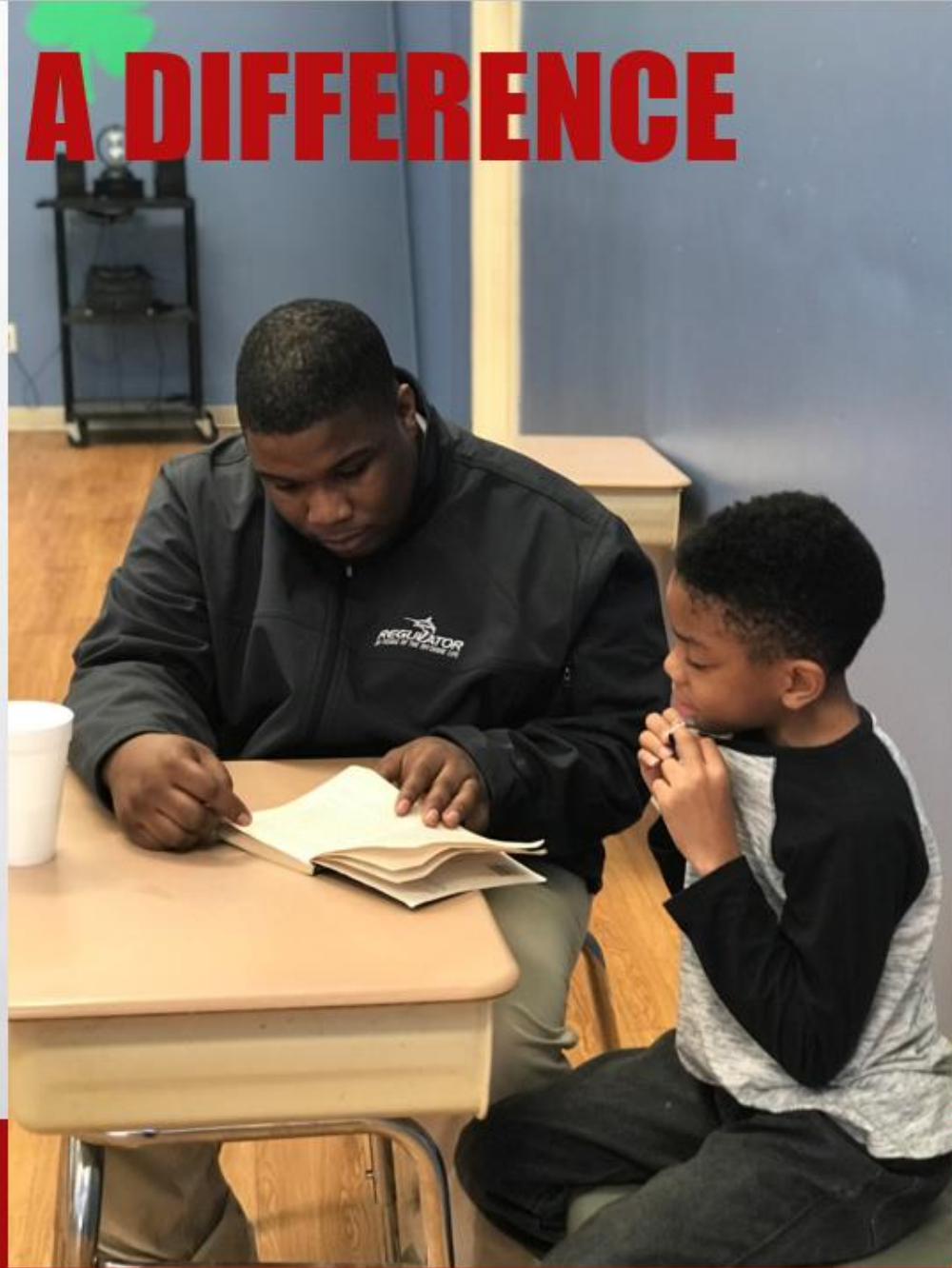
# GRADUATION



# GRADUATION



# MAKING A DIFFERENCE



**BE SALT & LIGHT! ...MAKE AN IMPACT!**





# Investing in the Future of Marina Employees

Holly Ashton, Dir. Of Workforce Development



**SAFE HARBOR**

M A R I N A S



SAFE HARBOR  
MARINAS



September 30, 2019  
Challenges & Solutions Workforce Super Session





# Where to start?



# Safe Harbor Marinas Offers:



## *Boatyards nationwide*

We have national footprint across the US and are continually expanding our network.



## *Growth potential*

As we grow, you'll grow too, with unlimited potential and opportunities for career advancement.



## *Employment year-round*

Peace of mind with financial stability & consistent year-round service work available.



## *Environmental stewards*

We are unwavering advocates for the health and cleanliness of our waterways and uplands.



## *Expand your knowledge*

We offer continuing education and training courses so your knowledge is always up to date.



## *Employee perks*

Enjoy storage discounts, Tool Repurchase Program, Employee referral bonuses & more.



## *Better benefits*

Receive a competitive salary, benefits, paid holidays, vacation, & bonus potential.



## *Culture is key*

Our inclusive and friendly work environment provides you the opportunity to work with & learn from the best.



# What Works?

Identify key stakeholders and build relationships to ensure buy-in





# What Works?

Develop structure but leave room for customization because each manager/team will have unique needs.



## SHM Family

- 2000 employees
- 80+ properties
- 17 states

## Possible Career Pathways

Dockhand - Dockmaster

Dockmaster - General Manager

Technician - Service Manager

Service Manager - General Manager

General Manager - Regional VP





# What Works?

Choose a manageable group to pilot a program with before rolling something out company-wide



# SHM Apprenticeship Program

- 3000 hours
- 22 different topics
- Registered apprenticeship



# Greg

- First job in marine industry at 14
- Graduate of IYRS School of Technology & Trades
- Apprentice at Safe Harbor Cowesett



# What Works?

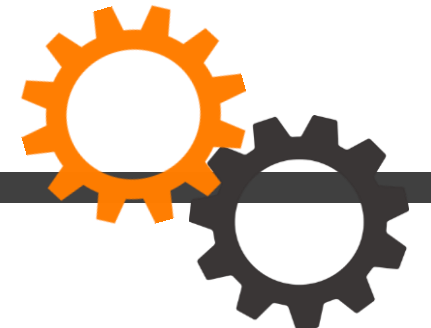
- Identify key stakeholders and build relationships to ensure buy-in
- Develop structure but leave room for customization because each manager/team will have unique needs
- Choose a manageable group to pilot a program with before rolling something out company-wide
- Invest in training your employees





# SAFE HARBOR

M A R I N A S





# Marquis Yachts – Work Release Program

Sasha Wesolowski, HR Manager



Photograph (left) – Action 2 News WBAY, 2019



September 30, 2019  
Challenges & Solutions Workforce Super Session

# What is it?

- Partnership with Wisconsin Department of Corrections
- Sanger Powers - minimum security correctional facility
- Allows inmates opportunities to be released for work and educational opportunities with local technical college

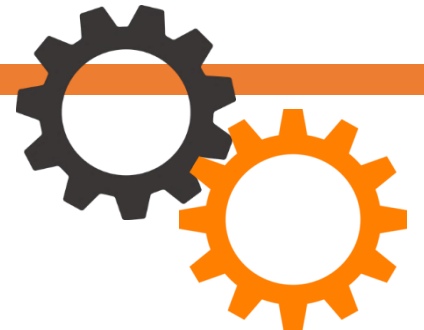


Photographs – Action 2 News WBAY, 2019



# How does it work?

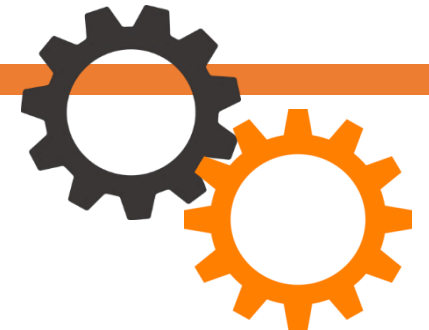
- Pre screened by trained correctional staff
- Regular employees
- Transportation
- Compensation
- Monitoring





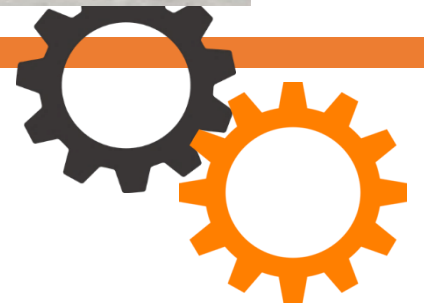
# Benefits of the Program

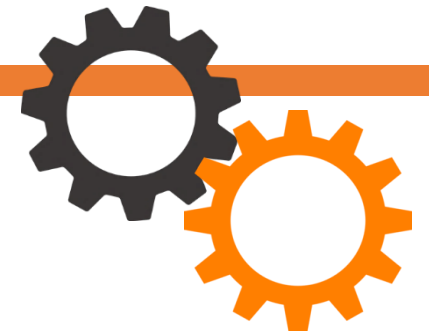
- No absenteeism issues
- Skilled work
- Long term employees
- WOTC
- Minimal employee benefit costs
- Benefits to Inmate/Taxpayers



# Concerns

- Lack of notice of transfers/releases
- Coworker concerns/employee reactions to the program







# Evinrude – ABYC/NMDA Engine Donation Program

Jeff Wasil, Engineering Manager

***EVINRUDE***®



# Background

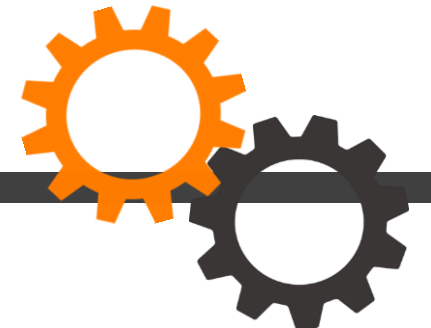
- Evinrude donated \$2 million dollars worth of outboard engines to the ABYC Foundation to combat industry-wide technician shortage.



Fort Myers Technical College

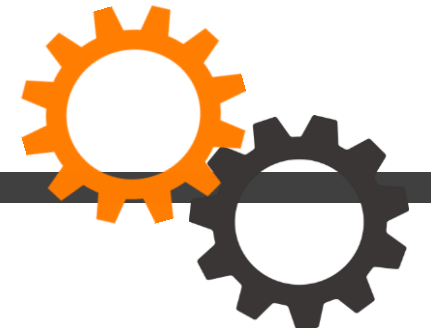
# Donation Summary:

- 100 Evinrude E-TEC G2 3.4 Liter V6 outboard engines
- Access to Evinrude's entire service training curriculum
  - Fundamentals and Professional Level Courses
  - Over 50 hours of on-line videos, quizzes, and tests
  - Option to transition to certification level course at Evinrude's training facility
- Discounted Evinrude Test Tank and Education Tool Packages
- National Marine Distributors Association (NMMA) - available funds for shipping and tools



# Why Donate?

- Industry shortage engine technicians
  - Feedback from Evinrude dealer network
  - Difficulty finding engineering technicians
- Provide access to latest clean-technology outboard engines
  - Many technical schools are still training with conventional carbureted two-stroke engines
  - Students don't have access to the 'virtual tools' which exist in modern computerized engine controls
  - Our industry has transitioned much later to high-technology engines relative to automotive



# Why Donate?

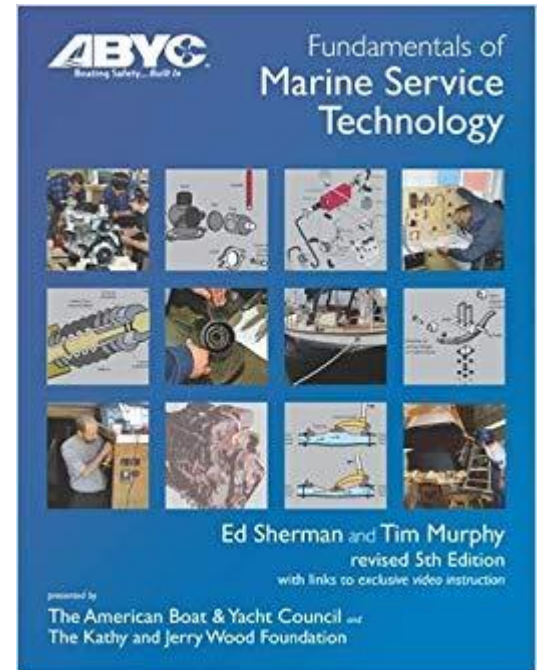
- Working in the marine industry is a great career!
  - High technology products and systems
  - Boating lifestyle!



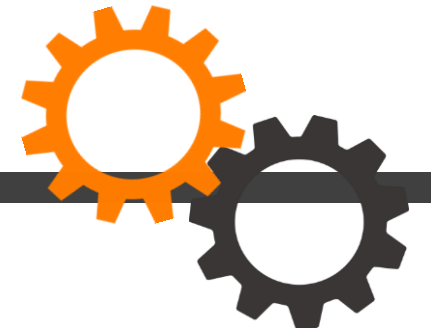


# Why ABYC Foundation?

- ABYC is well versed in education and marine training
  - Publishing and training on industry standards
  - Accredited marine training curriculum
- Evinrude's training curriculum focuses on the engine systems specific to Evinrude
- ABYC's program includes everything from the entire vessel systems to shop etiquette and safety.
  - Accredited text books, training guides, presentations, quizzes, and tests



**ABYC Provided a Well-Rounded Marine Education Program that Could be Easily Adopted by Accredited Schools**



# Other Activities:

- Participating in train-the-trainer events:
  - Evinrude instructors sponsored and presented at the ABYC education conference in July, 2019
- Hosted an education summit at Evinrude
- Created a local education partnership with Gateway Technical School



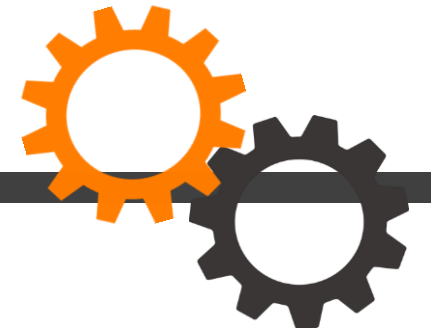
Evinrude Presentation at ABYC Education Conference



Evinrude Hosting NC3 Educator Conference

# Ongoing efforts:

- Working with our dealer network to identify education priority areas which require attention
- Created education committee within Evinrude
- Interfacing with ABYC to approve schools
  - Offering financial support, if needed, through NMDA
- Meeting with educators to build relationships and ensure training best practices



# More Information:

**Jeff Wasil**

Engineering Manager  
10101 Science Drive  
Sturtevant, WI 53177  
262-884-5322

[Jeff.wasil@brp.com](mailto:Jeff.wasil@brp.com)

<https://www.abycfoundation.org/>

Online application:

<https://abycinc.org/page/CurriculumOBDonation>

ABYC Foundation President:

Margret Podlich [mpodlich@abycfoundation.org](mailto:mpodlich@abycfoundation.org)



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*Evinrude Donates 100 Engines  
to the ABYC Foundation!*



Support Workforce Development!

**NEWS: Evinrude  
Donates 100 Engines**

Press release: Evinrude donated  
2 million in outboard engines to  
the ABYC Foundation!

LEARN MORE

**Outboard Donation  
Program**

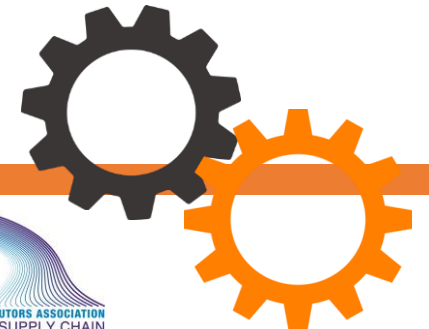
Interested school administrators  
can apply online to take advantage  
of the outboard donation program

LEARN MORE

**Education  
Scholarships**

Scholarships are available for  
traditional school programs & for  
continuing education events

LEARN MORE





# Closing the Skills Gap

Carolyn McMorran

Assistant Vice President for Professional Continuing Education

**Innovative solution producing results**  
**Regal University**



# Today's Workplace

10,000 per day

for the next 10 years

40 years of experience (Skilled Talent)



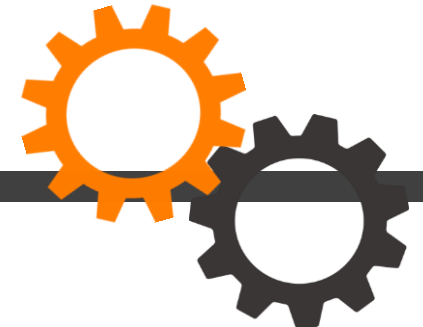
45 million



75 million



76 million



# Today's Workplace

## High School Drop Outs

-60% of this population is employed (33,000)



## High School Graduate But Doesn't go to College

-40% of this population is employed (64,000)

Orange County

Osceola County

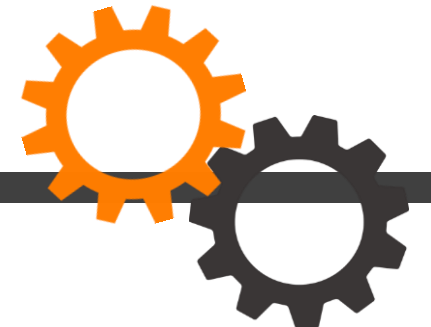


## Kids that go to College

Bachelor's degree  
\$23,500 to more than \$35,000

Federal loan amount per student  
was slightly more than \$6,000.

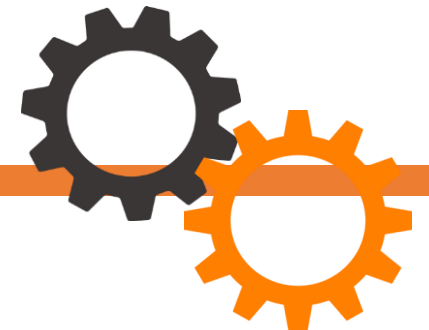
Broward/Palm Bay New Times





# Accelerated Skills Training

VALENCIA COLLEGE





# Accelerated Skills Training (AST)



Program lengths range from 8 -22 weeks



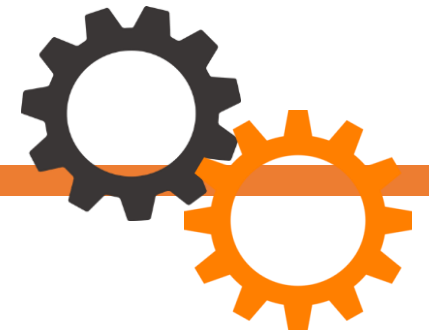
Classes are hands-on, high tech, in high demand industries



Nationally and Internationally recognized industry certifications



Industry collaboration on curriculum



# Advanced Manufacturing Programs



**Distribution Operations  
Technician**



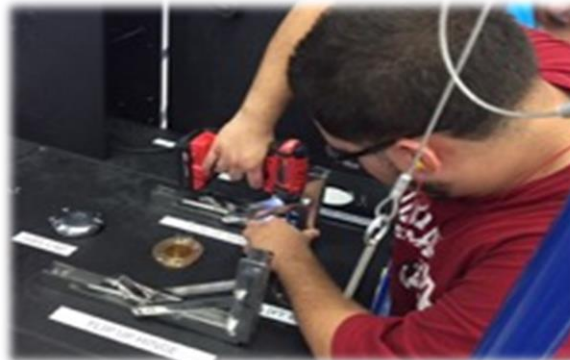
**Mechatronics (Industrial  
Maintenance Technician)**



**Computer Numerical  
Control**



**Downtown  
NEW: Distribution  
Operations Technician**



**Downtown  
Electronic Board  
Assembly**



**Welding Levels 1 & 2  
& Weekend Welding**

# Construction Programs

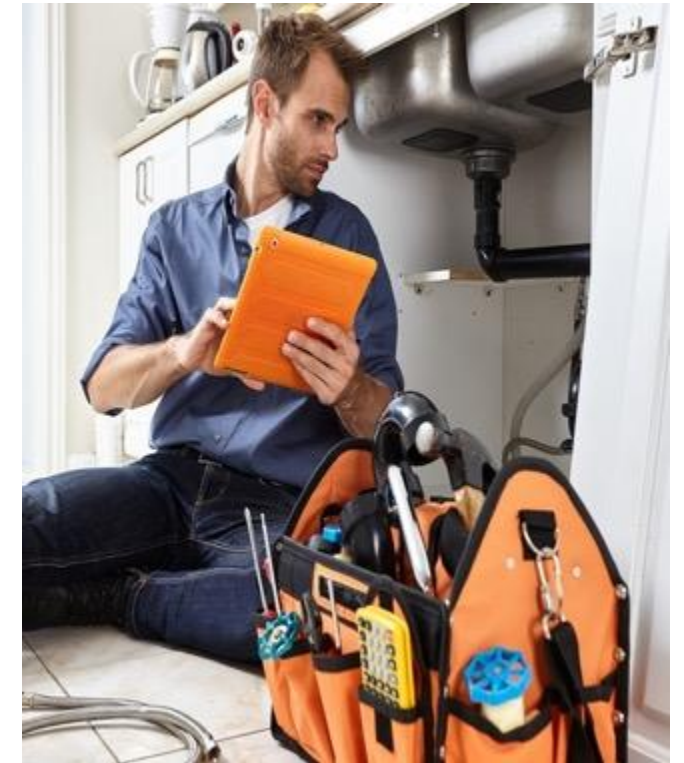


**Just Launched** Carpentry

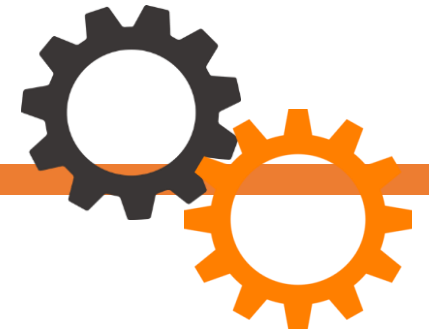


Heavy Equipment  
Operator

**Just Launched**  
Electrical Powerline  
Technician



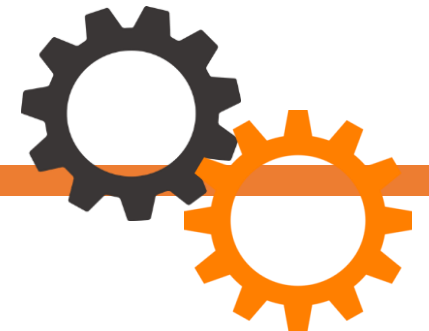
Apartment Maintenance  
Technician



# Certified Clinical Medical Assistant

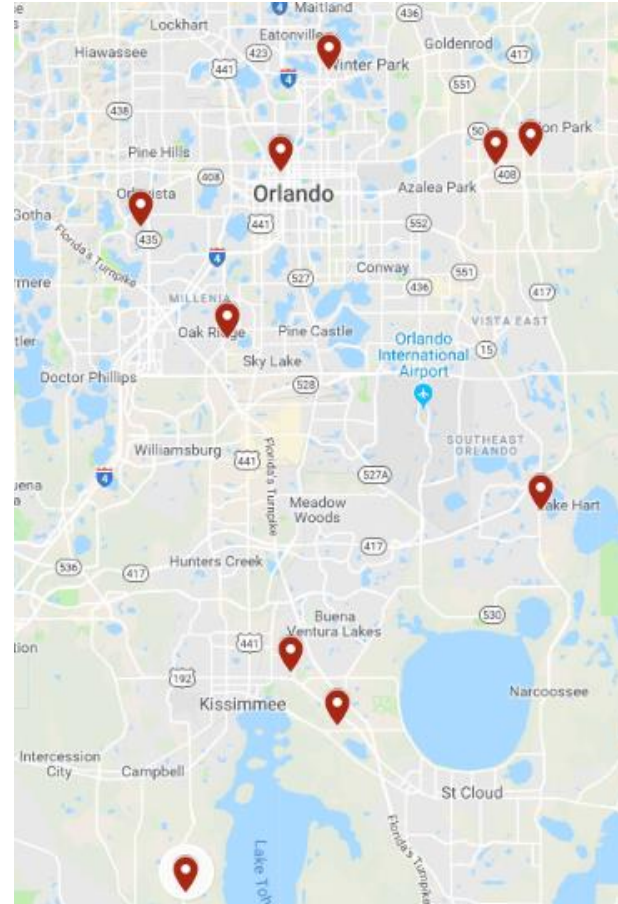


## A Dual Certification Program



# Creating Access through Multiple Locations

- West Campus
- East Campus
- Winter Park Campus
- Lake Nona Campus
- Osceola Campus\*
- Poinciana Campus\*
- Advanced Manufacturing Training Center\*
- **Downtown Orlando\***

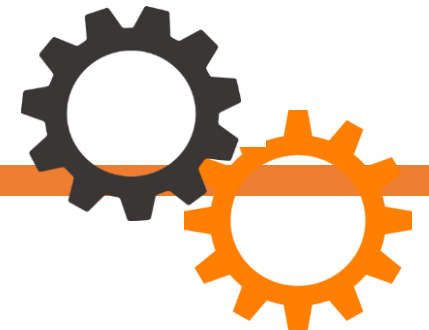


- School of Public Safety
- Fire Rescue Institute
- Downtown (UCF)
- Eatonville
- Apopka
- Bithlo
- CareerSource Osceola

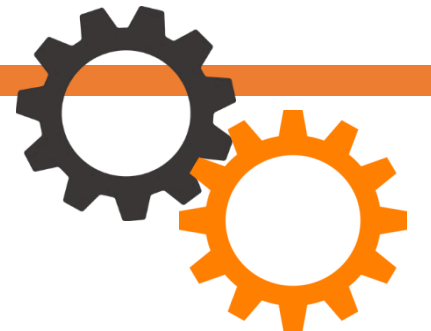
\* Current CAT facilities

\* New CAT facility opened in January 2019

\* New CAT facility opening in August 2019



# Questions?



# Lunch is served!

