

**QUICK REFERENCE:** Below is a summary of key recommendations included in the NMA Workforce Development Work Group’s comprehensive workforce development strategy. *More detailed information is provided in the related Power Point deck.*

Increasing Capacity in Relevant Education & Training Programs
<ul style="list-style-type: none"><li>Expand <b>high-demand 4-year degrees</b>, like engineering</li></ul>
<ul style="list-style-type: none"><li>Expand <b>Community &amp; Technical College (CTC) programs</b> supporting the aerospace industry</li></ul>
<ul style="list-style-type: none"><li>Expand the state’s <b>Skill Centers (and other aerospace pathways for high school students)</b></li></ul>
<ul style="list-style-type: none"><li><b>Grow Core Plus</b> (K-12/industry partnership) via increasing manufacturing equipment and professional development grants and dedicating staff for aerospace outreach</li></ul>
<ul style="list-style-type: none"><li>Support <i>Career Connect Washington</i> efforts to expand entry into state-registered <b>apprenticeships and other career-connected learning</b> for high school students and young adults</li></ul>
<ul style="list-style-type: none"><li>Reauthorize and possibly expand the scope of the <b>Joint Center for Aerospace Technology Innovation</b> (JCATI, industry/university research center)</li></ul>
<ul style="list-style-type: none"><li>Expand research capabilities in aerospace via programs like the <b>Boeing Advanced Research Center</b> (UW), the envisioned <b>Washington Center for Advanced Manufacturing Innovation</b> (WSU) and others</li></ul>
<ul style="list-style-type: none"><li>Ease <b>movement from industry into education</b> for potential instructors</li></ul>

Strengthening Student/Parent Connection to Career Training & Education
<ul style="list-style-type: none"><li>Fund the ‘<i>Awareness Campaign for Career &amp; Technical Education</i>,’ to <b>promote CTE among parents, teachers, counselors, school administration and the public</b></li></ul>
<ul style="list-style-type: none"><li>Expand <i>Washington MESA</i> (math, engineering, science achievement), to build <b>diversity and retention in STEM fields</b></li></ul>
<ul style="list-style-type: none"><li>Expand organized <b>visits by K-12 students to CTC campuses &amp; other current K-12/CTC outreach</b></li></ul>
<ul style="list-style-type: none"><li>Encourage <b>industry involvement in the classroom</b></li></ul>
<ul style="list-style-type: none"><li>Support current <b>university outreach to the K-12 system</b> via engineering ambassadorship programs and others</li></ul>
<ul style="list-style-type: none"><li>Expand access to <b>aerospace assembler competitions through SkillsUSA</b></li></ul>
<ul style="list-style-type: none"><li>Ensure <b>K-12 credit requirements and teacher professional development resources include career readiness skills</b></li></ul>
<ul style="list-style-type: none"><li>Support <i>Career Connect Washington</i> efforts to increase <b>career-connected learning</b> (mentioned earlier)</li></ul>

Increase Industry-Valued Degree & Credential Attainment
<ul style="list-style-type: none"><li>Enhance <b>dual credits, articulation agreements and credit transferability</b> between K-12, CTCs and 4-year universities</li></ul>

<ul style="list-style-type: none"><li>• Develop a state-wide articulation agreement to <b>recognize Core Plus (K-12) credits toward CTC completion in aerospace programs</b></li></ul>
<ul style="list-style-type: none"><li>• Work with industry to <b>reinforce degree and credential completion</b></li></ul>
<ul style="list-style-type: none"><li>• Increase engagement with industry to <b>affirm the value of specific curriculum and credentials</b></li></ul>
<ul style="list-style-type: none"><li>• Include aerospace/advanced manufacturing as qualifying field to receive <b>Washington State Opportunity Scholarships</b></li></ul>
<ul style="list-style-type: none"><li>• Allocate funding to provide <b>childcare, transportation and other “wrap-around” support</b> while in training</li></ul>
<ul style="list-style-type: none"><li>• <i>(Increasing credential attainment is also closely tied to recommendations that fall under expanding capacity and connecting students to opportunities)</i></li></ul>

Focus on Job Placement and Career Outcomes
<ul style="list-style-type: none"><li>• Develop <b>state-supported paid internships</b> in partnership with industry groups</li></ul>
<ul style="list-style-type: none"><li>• Develop greater <b>recognition of the Core Plus certificate among suppliers</b> to increase direct/preferential hiring from the program</li></ul>
<ul style="list-style-type: none"><li>• Dedicate effort and investment in <b>greater tracking and analysis of education to workforce outcomes</b> from aerospace-related programs</li></ul>
<ul style="list-style-type: none"><li>• Support <i>Career Connect Washington</i> efforts that <b>foster employment relationships via career-connected learning</b></li></ul>

Facilitate Movement Between Industries
<ul style="list-style-type: none"><li>• Invest in studying and <b>better understanding the movement of workers among aerospace and other high-growth sectors, with particular attention to portable skills and credentials</b> obtained by workers and valued by industry</li></ul>
<ul style="list-style-type: none"><li>• <b>Improve tracking and analysis of education to workforce outcomes</b>, to better understand where skills currently are in the workforce (mentioned earlier)</li></ul>
<ul style="list-style-type: none"><li>• <b>Enhance industry-valued degree and credential attainment</b> (mentioned earlier)</li></ul>

Grow Skills in Current Workforce
<ul style="list-style-type: none"><li>• Work with industry to <b>reinforce degree and credential completion</b> for incumbent workers (mentioned earlier)</li></ul>
<ul style="list-style-type: none"><li>• <b>Expand on-the-job training programs for incumbent workers</b>, including existing models provided by CTCs and apprenticeship programs, as well as utilizing university professional certificate and degree programs for career development</li></ul>