

ICATT CLUSTER ROUNDTABLE MAY 13, 2020

Summary notes

- I. How pandemic affecting work and apprentices
 - a. Only a few companies have had to furlough; some have changed shifts and/or hours as precautions to reduce contact, some had to take a few days off, getting back to work
 - b. Business continues, some have increased and are now seeing some levelling off, others decreased and are seeing some increase in work
 - c. Focus on keeping employees safe, limiting outside people, affecting HS intern programs and therefore recruiting for apprenticeships
 - d. Colleges shift to online, affecting lab courses which will need to be completed
 - e. Companies addressing how to do on floor training while maintaining social distancing expectations, eg fewer apprentices per trainer.
- II. Positive changes as a result of pandemic
 - a. Pushed company to be flexible and adaptable
 - b. Recognize need for planning for future work impacts
 - c. Value employees more – take care of them so they can focus on the work, shift to more training when work slows down
 - d. Better overall communication because leveraging various technology in new ways (radios, video meetings, etc)
- III. Additional measures taken by some companies and colleges beyond expected
 - a. Outside company comes in every 2 weeks to spray clean environment; 1 full time person to wipe down door handles, etc., all day, every day; wearing masks and face shields when employees cannot maintain 6' distance
 - b. Daily employee wellness check – physical, mental, emotional (family impacts). Esp the latter builds relationship for long-term loyalty.
 - c. Splitting shifts to reduce contact (one shift into two shifts, staggering shifts)
 - d. Interest in distance detecting / buzzing wristbands for social distancing which are tested by Ford Motor Co. but not implemented by ICATT companies thus far.
One example is the Halo wearable wristband: <https://www.wearable-technologies.com/2020/04/proxxi-launches-halo-wearable-wristband-to-maintain-social-distance-at-work-during-covid-19-pandemic/>
 - e. College adding barriers between lab workstations, alternate scheduling for fall. Most colleges plan online for most courses, with smaller onsite labs.
- IV. Plans for second pandemic wave in fall
 - a. Companies are in the process of further customizing the plans they recently implemented;
 - b. Colleges are looking at various scenarios: if this happens, we do x; If that happens, we do y, etc.
 - c. Increase communication on many levels so no one misses important information
 - d. Planning training for if work slows down, using time to the advantage
- V. Effects on on-the-job training
 - a. Adapting to 6' rule by using two-way radios, face shields when necessary
 - b. Christiani binder is designed for self-guided instruction, ideal for the first year or when trainers can't be present. In addition to the one provided, others are available for purchase. Ask ICATT team for details.

- c. Why filing and other basic skills? Dual purpose: to get feel for materials and to understand discipline necessary for manufacturing
 - d. Utilize YouTube videos or record trainers for demonstration purposes of new skills
- VI. How currently accommodate other-abled employees and applicants
 - a. Must be able to fulfill expectations of the job, but these may need to be revisited. Eg, is lifting 50 lb actually *required*, or simply leftover from old job descriptions?
 - b. Ask in interview, "Is there anything we can provide that may assist you in performing the job well?"
 - c. Special accommodations for testing , have parents and HS counselors involved occasionally
- VII. Recruiting update by ICATT team – Lee Wickham wickham@gaccmidwest.org
 - a. Virtual strategies implemented (information sessions, Open Houses, virtual interview workshop), see events calendar <https://www.icattapprenticeships.com/events/>
 - b. Continue to get applicants, easier to reach with their limited schedules
 - c. Sent updated candidate list Thursday May 14
- VIII. Benefits and challenges for non-male employees
 - a. Positive experience with female employees, able to do the work, may process emotions differently than males but can accommodate
 - b. Provided diversity training as more young adults enter the workplace to address generational differences in acceptable behavior, Powerpoint available upon request
 - c. Have seen a higher willingness to learn, seek out, and absorb knowledge from existing employees; implemented a loosen bolt test that does not rely on brute strength to emphasize problem solving
- IX. How ICATT can assist in increasing non-male candidates for apprenticeships
 - a. Telling the story of successful female candidates, involve them in recruiting efforts