# Talent Pipeline Management Quarterly Report

## Manufacturing Collaborative

### Position:

**Machine Operator**

**TOTAL NUMBER OF POSITIONS AVAILABLE:** 30

**ESTIMATED HIRING NEED:** 8/21 – 8/23

### What is our goal:

- Build a sustainable talent pipeline to fill critical-need positions
- Upskill existing employees
- Increase retention
- Reduce onboarding costs for employers and individuals

### Collaborative members:

- Zehnder
- SOPARK
- TAPECON
- COBEY

### Training entities:

- The Service Collaborative
- Erie 1 BOCES

### Entry-level key hiring requirements:

- Maintain a healthy/safe/secure work environment
- Ability to apply math and reading skills to a project
- Reliable transportation
- Punctuality
- Flexibility to work weekends
- Communication Skills

### Timeline:

- **2022 Quarter 4**
  - Organized tours and meetings between all TPM Collaborative employers and job seekers that are enrolled in training partner programs

- **2023 Quarter 1**
  - In partnership with the Service Collaborative and the Foundry, placed six advanced manufacturing graduates into paid apprentice positions at Zehnder Rittling, Tapecon and Cobey