

# 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:

COLLABORATIVE START DATE:

**JUNE 2021**

- 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**



## 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:

● 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

★ 2023 Quarter 2

• Prepared for the remaining 2023 advanced manufacturing apprenticeship programs in partnership with participating companies