

WORKING **at HEIGHT**

CONFERENCE & AWARDS

Built to Last: The Secret to a Successful Apprenticeship

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Workforce development isn't just HR — it's a key ingredient for long-term success.

Session Objectives:

- Pull back the curtain on what makes JCB's apprenticeship program work
- Explore how **strategic partnerships**, **jobsite relevance**, and **community partnerships** shape a sustainable talent pipeline.
- Leave with practical, proven strategies to launch, strengthen or scale your own early career programs



From Classroom to Career Pipeline

- **Work-Based Learning Coordinator** in Savannah-Chatham County Public Schools, guiding high school seniors into real-world job placements
- Create meaningful **career pathways** for students pursuing trades, military or higher education
- **Early Career Development Manager at JCB** building apprenticeship pipelines from the employer side
- Combine passion for education with workforce strategy — creating **hands-on, purpose-driven career starts** for the next generation

Beyond the Buzzword: What's Really Causing the Skills Shortage?

- Over **8.8 million job openings** nationwide — but only **6.5 million unemployed workers** to fill them (U.S. Chamber, 2024)
- Most affected: **skilled trades, manufacturing, and healthcare**
 - **Construction:** Needs 500,000+ new workers this year (ABC, 2024)
 - **Manufacturing:** 2.1 million jobs could go unfilled by 2030 (Deloitte & The Manufacturing Institute)
 - **Healthcare:** 1.2 million openings projected annually through 2032 (BLS)
- Why?
 - Retirement
 - Declining Career and Technology Education Programs
 - Perception



JCB's Recipe for Success

Apprenticeships Built for the Real World

We need talent that's **ready to contribute**, not just show up.

- **Embedded** Corporate Culture
- **Enthusiastic** about Business Goals & Values
- **Committed** to Learn
- **Desire** to be a part of your brand

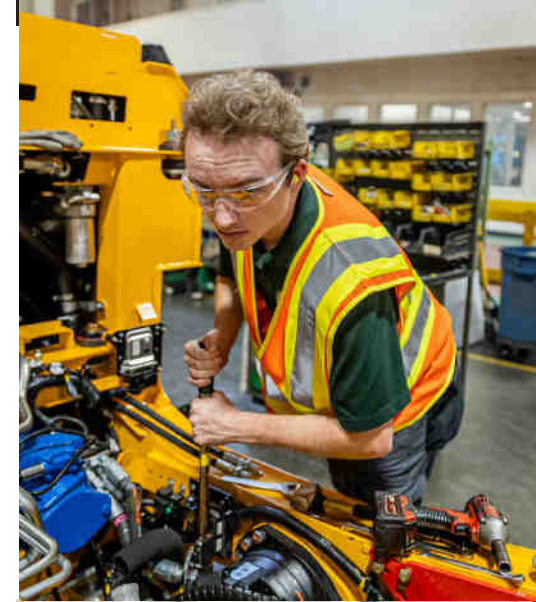


Let's play a little game.



Closing the Skills Gap

- Apprenticeships solve for both **quantity** and **quality**
- They create a **sustainable talent pipeline** in industries hit hardest
- Apprenticeships aren't a stopgap — they're **essential for U.S. competitiveness** in the global market



Ready for the Sauce?

- Make the **First Move**
- Schools Want to **Work with You**
- Get Involved in **Meaningful Ways**
- **Tap** Into Work-Based Learning





Q&A