



THE CHALLENGE

Manufacturing companies throughout the region and the nation have identified a few critical issues in hiring:

- Inability to attract workers with required skills
- Graying of the workforce — 50% of the workforce is projected to retire by 2010
- Emerging workforce unprepared for the workplace
- Retaining good employees difficult because of competition

THE SOLUTION

The pipeline process was developed as a demand-driven, flexible-entry-flexible-exit (FEFE) system. A US DOL Grant has enabled the pipeline to be brought to every manufacturer in Hampton Roads:

- Improving job skills standards
- Simplifying the hiring and training processes
- Facilitating the development of unskilled and underskilled job applicants in manufacturing
- Increasing the ability of workers to obtain “good” jobs with “good” wages and benefits



“The addition of WorkKeys to the hiring process at Siemens, has had a positive impact on hiring results and employee retention.”

MIKE LINDSEY
MANAGER, HUMAN RESOURCES
SIEMENS

With the help of SEVAMP and the Paul D. Camp Community College, we are training our present workforce to get their skill levels in-line with the requirements for the job. The end result has been qualified workers with a skill level to succeed and understand the constant technology changes in today’s workplace with limited supervision and training.

DOROTHY HICKMAN
ADMINISTRATIVE ASSISTANT TO THE PLANT MANAGER
HERCULES INCORPORATED

To discover more about SEVAMP and manufacturing job opportunities in Hampton Roads, call your local community college at one of the following numbers.



Hampton, Newport News, Williamsburg,
York and James City Counties
757-865-3122



Chesapeake, Norfolk, Portsmouth and Virginia Beach
757-822-1234



Franklin, Suffolk, Smithfield and Isle of Wight County
757-569-6050



Eastern Shore
757-789-1756

This project is supported with funds from a grant awarded under the President’s High Growth Job Training Initiative, as implemented by the U.S. Department of Labor’s Employment and Training Administration.

SEVAMP

Southeast Virginia
Advanced Manufacturing Pipeline



SEVAMP is a successful demand-driven pipeline designed to resolve hiring issues and workforce training requirements for manufacturing companies in Hampton Roads.

THERE ARE OVER 60,000 MANUFACTURING WORKERS IN HAMPTON ROADS

— *Be One!*

- SEVAMP can help you find a job in a manufacturing company in Hampton Roads
- Earn a **FREE** Career Readiness Certificate
- Earn your *Manufacturing Driver's License*, at your own pace and in your own time (coming soon)
- Learn what jobs in manufacturing companies require and get your License
- Earn endorsements for the different skills such as conventional machining, CNC machining, welding, assembling, material handling, maintaining, molding, etc.



SEVAMP is happening in Hampton Roads

Using the resources of SEVAMP, manufacturing companies throughout Hampton Roads have access to a \$2 million grant from the US Department of Labor. Awarded under the President's High Growth Job Training Initiative to The Greater Peninsula Workforce Development Consortium, the grant is directed by Thomas Nelson Community College through Tidewater, Paul D. Camp and Eastern Shore community colleges.

SEVAMP identifies quality workers who have a greater chance of success and higher potential of retention. In addition, SEVAMP offers very flexible approaches to train new and existing employees.

Use the resources of SEVAMP to recruit, hire, and train your own employees.



FOR THE EMPLOYER

SEVAMP is a federal grant awarded to support advanced manufacturing in Hampton Roads. Here are your federal tax dollars returned to you to use in your manufacturing company.

Take advantage of this US DOL Grant and find out how to save up to 50% of the costs of

- Hiring competent people
- Training new hires
- Possibly even training your existing workforce

The Advanced Manufacturing Pipeline helps the employer

- Benefit from a 50/50 break federal grant
- Replace a retiring workforce with capable people
- Reduce hiring time up to 30%
- Reduce hiring costs by up to 50%
- Increase retention by up to 84%
- Grow a skilled workforce

SEVAMP focuses on locating, training and placing people in manufacturing jobs. Using a national assessment system — WorkKeys — SEVAMP has placed almost 2,000 applicants in quality manufacturing positions in two years. WorkKeys identifies those essential skills required in today's manufacturing companies, and hence the statements above. WorkKeys has been adopted by Northrop Grumman, Siemens VDO Automotive, Catalina Cylinders, Liebherr Mining, Honda, Wellman Inc., AGFA, JW Aluminum and many other large and small companies around the nation. WorkKeys is currently being evaluated by Ball Corporation, Triton Industries, Newport News Industrial, STIHL, X-R-I Testing, Earle Industries, and many other companies on the Peninsula and around Hampton Roads.

ACT NOW Take These Next Steps

For the Job Seekers

- Register with the (Virginia Employment Commission) VEC/One Stops
- Attend a SEVAMP information session
- Watch realistic job preview videos
- Take WorkKeys assessments
- Meet with a placement coordinator
- Discover where the jobs are

For the Employers

- Register with SEVAMP and the VEC
- Job vacancies are posted with SEVAMP, e-Recruiting and VEC
- Preview a job video
- Adopt WorkKeys
 - Conduct job profiles
 - Identify WorkKeys assessment levels
- Guarantee interviews for successful WorkKeys applicants
- Keep SEVAMP informed

For Hampton Roads SEVAMP will

- Improve and simplify hiring processes
- Increase the ability of job seekers to obtain skilled jobs offering good wages and benefits
- Facilitate the development of unskilled and underskilled job seekers
- Contribute to the continuing economic vitality of our region in Virginia

SOME OF OUR CORPORATE PARTNERS

- ADVEX
- Allied Aerospace
- Anheuser Busch
- Avid Medical
- BAE Systems
- Ball Corporation
- Canon Virginia
- Catalina Cylinders
- Earl Industries
- Esterline Pressure Systems
- Hercules
- Howmet Castings
- Iceland Seafood
- International Paper
- Kinyo of Virginia
- Liebherr Construction
- Liebherr Mining
- Marva Maid
- Muller Martini
- Northrop Grumman
- PAR Technologies
- Printpack
- Siemens VDO Automotive
- TRITON Industries
- UNILEVER (Lipton)