

MANUFACTURING SECTOR PARTNERSHIP SCHOLARS

PROJECT DESCRIPTION

While African Americans are critically underrepresented in the manufacturing industry as a whole, this representation gap is especially evident in mid and senior levels of the industry. The MSP Scholars Program will attract & retain African American students enrolled in engineering or manufacturing-related technology degree programs. Through educational support, quality work-based learning, social capital development and placement at great jobs, this program will grow African American students into the next generation of leaders in Northeast Ohio's manufacturing industry.

SYSTEM CHANGE DRIVER

This program originated when the manufacturing executives participating in the Workforce Connect Manufacturing Sector Partnership agreed to complete GCP's Diversity & Inclusion Organization Assessment to benchmark their equity and inclusion efforts. This strategy was originally intended to gain insights on opportunities for improving equitable outcomes – both collectively and within each company. The Assessment tool allows confidential reporting of individual scorecards for each organization as well as aggregate results for all participating organizations.

WORKFORCE CONNECT MANUFACTURING SECTOR PARTNERSHIP



COMMUNITY COLLABORATION

After reviewing these aggregated results, our manufacturing leadership's first steps at collective action was the creation of a scholarship program to support African American college students pursuing careers in Manufacturing. Under the leadership of Andrew Jackson (Elsons International), Doug Lance (Lincoln Electric) and Jack Schron (Jergens, Inc.) a steering committee of community stakeholders was assembled to shape this work and build a program that could be open for applications in the spring of 2021. In addition to the representatives from Jergens, Elsons International and Lincoln Electric, steering committee participants include representatives from the Urban League of Greater Cleveland, The President's Council, National Society of Black Engineers, Nordson Corporation Foundation, Lubrizol, Rockwell Automation and the Cuyahoga County Department of Development.

PROGRAMATIC OUTCOMES

Thanks to the employer members of the Manufacturing Sector Partnership providing seed funding, the MSP Scholars Program will provide a financial award to that students can use to offset educational expenses. Perhaps more importantly, the MSP Scholars Program will connect students with opportunities to fully experience and fall in love with the Northeast Ohio Manufacturing industry. Through mentorship connections with industry executives, exclusive work-based learning opportunities with world-class organizations and unique professional development experiences, students will not simply have a competitive advantage for their first job out of college, but a career that accelerates them as the next generation of manufacturing leaders in the region. The MSP Scholars Program will accept applications from African American students who are currently enrolled in a post-secondary program, graduating high school seniors or incumbent workers pursuing an engineering or manufacturing-related degree. Program participation will be renewable through a student's senior year..

IMPLEMENTATION TIMELINE

The manufacturing sector partnership leaders, staff and steering committee members are putting the final pieces in place for the MSP Scholars Program to begin accepting applications in Spring of 2021. Awards will be announced in Summer 2021 and the first cohort of scholars will begin the program in conjunction with the Fall 2021 semester of college and participate in their first work-based learning activities in 2022.