

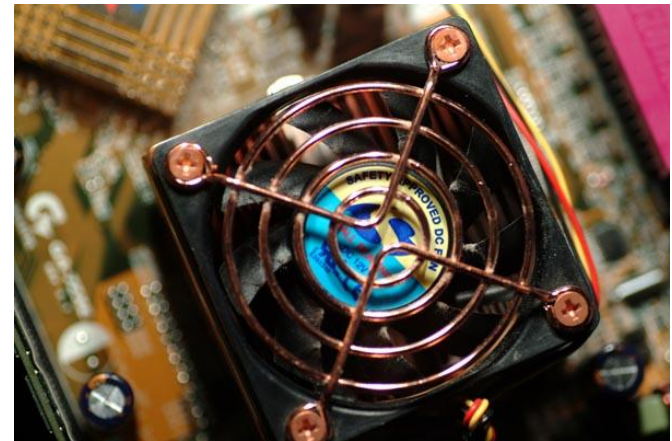
Business Expansion and Job Growth

A DOL Funded
Innovation Program

Innovation for Manufacturing/ High Tech Industries

In these firms the Research & Development (R & D) process consists of three components

- New Product Development – using new technologies or applying existing technologies to develop new offerings
- Product Adaptation – incorporating new technologies into existing products
- Commercialization – developing methods for producing products or services, or bringing them to market



TWMS' Innovation Program

- Funded by US DOL through H-1B Technical Skills program
 - \$12 million total, \$3 million per state in federal funds
 - \$9 million cash match total, over \$2 million per state to expand each budget
- Four statewide programs – Arizona, Florida, Maine, Massachusetts
- Workforce Investment Board (WIB) in each state - applicant, fiscal agent, and provides grant oversight

TWMS' Innovation Program



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- Universities and Federal laboratories participated on the technology roadmapping teams and provided technology mentoring
- One-Stops assisted with recruitment and screening of new hires
- Economic Development Organizations partnered in outreach
- Over 100 employers participated during the assessment and training phases
- During the sustainment phase an additional 75 employers are involved

TWMS' Innovation Program

Category	Amount
Ordinary Income/E	6.10
Income	500.00
Commission	1,136.09
Consultancy	60.00
Content Acquisition	4,816.79
Digital Images	700.00
3mb 72dpi image	7,555.06
Image A3	994.00
Image A4 (Advertising)	20,023.10
Image A4 (Editorial)	35.00
Image A5 (Advertising)	330.00
Image A5 (Editorial)	1,446.30
Image A6	1,940.90
Image 600k 72 dpi	991.97
Image int	100.00
Other Image	1,991.97
Total Digital Images	250.00
License and Fee Income	14.00
Management Services Income	14.00
License and Fee Income - Other	14.00
Total License and Fee Income	42.00
Other Photography	25.43
sales	444.57

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- Goals - out performed all projections by 300% or more
- Trainees - total of 4,129 trainees completed (370% of the initial goal)
- Job Creation / Retention - 700 new high wage jobs reported created and 2,100 jobs retained (only 30% of employers surveyed)
- Total Economic Impact - \$53 million (in surveys to date)

TWMS' Innovation Program

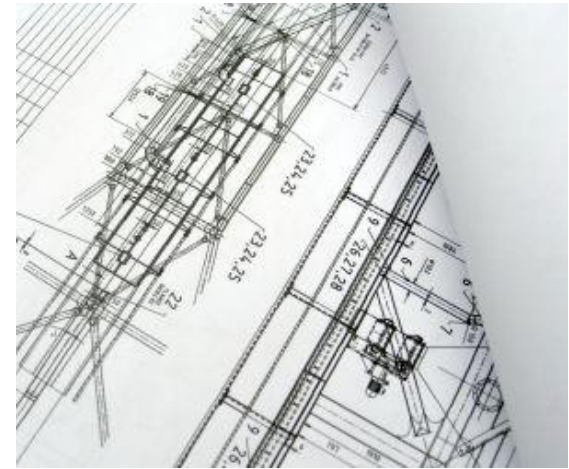


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The Program used a three phase process:

- Phase 1 - Every company received an Innovation Technology Roadmap
 - Enterprise-wide Checkup - an expert in the firm's unique technology and our assessment specialists focused on innovation and workforce
 - Comprehensive Report - recommendations for developing, adapting or commercializing technology for business expansion
 - Workforce Development Plan - identified gaps in skills in incumbent workforce and requirements for additional skilled workers

TWMS' Innovation Program



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Phase 2 - Training

- Training - customized technical training and mentoring with experts from universities and federal labs
- Innovation Program Trainees – limited to engineers and scientists. Other funding sources - supported required training of other incumbent workers
- Examples of non-traditional training funded - working with attorneys on intellectual property issues and with researchers on transferring technologies

TWMS' Innovation Program

Phase 3 - Sustainment

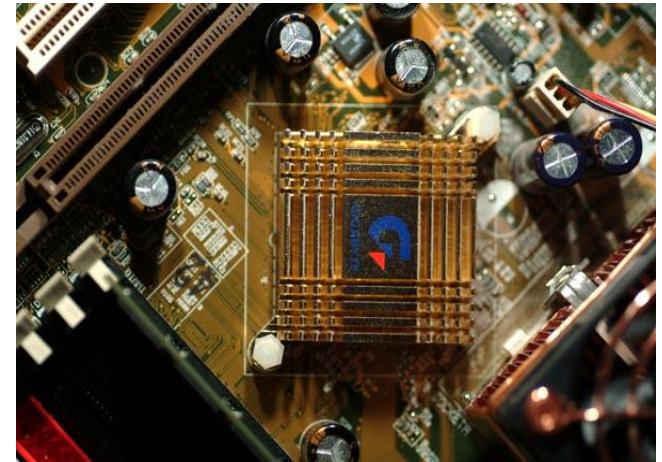
- Each state designed its own unique method for sustainment. Examples:
 - Maine's Innovation Resource Guides for each participating employer; information on international, federal, state and sector specific resources
 - Florida's Acquisition Response Training (ART) provides: individualized assistance to firms; goals to address opportunities in defense and related supply chains; and fuels job growth throughout the state



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Innovation Program Case Studies

- **Company #1 - Chip design for Department of Defense (DoD)**
 - Initial Staff - 15 Ph.D.s (mostly in physics) and a highly skilled office manager with a B.S.
 - Company's Goal - expand the market for their existing products to commercial customers.
 - Result - added 5 more Ph.D.s and an M.B.A.
 - What services does your organization offer to highly educated professionals to support placement and retention?



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Innovation Program Case Studies



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- **Company #2 – A medical device company**
 - Issue - product materials problems were inhibiting company growth
 - Result - connected this start-up company's design engineers and a university research partner for mentoring and training; job growth resulted
 - Does your organization play a role in bringing together partners for innovation to strengthen your regional economy?

Innovation Program Case Studies

- **Company #3 – A high performance mold injection systems company**

- Issue - product development process was flawed; hurting the company in a highly competitive market place
- Facilitated a partnership with industrial research firm to streamline and improve the new product development process
- Mentoring & Training – provided for the company's leadership and design engineer teams
- Result – 10 new high level technical positions to date; more to come
- Does your organization have a process for assisting highly specialized firms with nationwide searches for new hires?



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TWMS' Innovation Program

Is there a window of opportunity to accelerate economic development through innovation in your region?

- Asset Mapping – get specific data regarding innovation requirements by using the Innovation Roadmapping process
- Training – create an ecosystem for innovation by implementing the entire Innovation Program



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