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THE MANUFACTURING WORKFORCE EVENT

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**DETROIT, MI**

April 8-10, 2025



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THE MANUFACTURING WORKFORCE EVENT

Building Workforce Pipelines:  
Leveraging State Funding for  
Industry & College Partnerships



## Constellium's Background

Constellium is a leader in transforming aluminum into advanced solutions, and in recycling.

We manufacture **innovative**, lightweight, aluminum products in a responsible way, mostly for the **aerospace**, **packaging**, and **automotive** markets.

100+

years of  
experience

~12,000

employees

3

R&D centers

750,000 + mt of  
recycling capacity –  
the equivalent of

55+

billion cans a year



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## Constellium's Automotive LLC Background

- **Location:** Metro Detroit, heart of the automotive industry
- **Opened:** 2014
- **Expanded:** 2015 (capacity doubled, enhanced prototype capabilities)
- **Products:** Customized aluminum automotive structures, Crash Management Systems
- **Capabilities:** Advanced development and prototyping
- **Collaboration:** Works closely with OEM customers and suppliers to meet precise performance specifications



## Brian Stavola



### Training and Development Professional

- Extensive experience in learning & development, mentorship programs, and e-learning implementation
- Passionate about aligning talent development with business goals

### Key Achievements:

- Led the implementation of company-wide training programs
- Received over \$50,000 in economic funds between multiple state grants and talent funds

# Maintenance Training Program Timeline



Hired into Constellium May  
2022

- **First Employee in role for Constellium Automotive**
- **Maintenance Training Program inherited from DOE**



Fact Finding and Overview

- **Reviewed program and misalignment between Stakeholders**



Tooling-U SME brought in  
early 2023

- **Tooling-U SME brought in as contactors**
- **DACUM Process**
- **Online Learning Portal**



Workshops

- **Initially started with Internal workshop development**
- **Ran into issues**



# Maintenance Training Program Timeline



Workshops



- **Internal Workshop Development Did not work**



Local Partners Identified

- Contacted numerous partners in different states to find the right one



Workshops developed with Curriculum

- **Using DACUM Curriculum was able to provide training content**



Development Funds acquired

- **Workshops Identified**
- **Employees in System**
- **Training is being done**



# The Hard Data

- **30 Employees Trained in 2 States**
- **3,280 Training Hours from Workshops**
- **320 Training Hours from Online Learning**

**Employees Trained on over 8 different identified topics**

- **IWT Funds in GA obtained –\$10,000**
- **2023 Going Pro Funds Obtained – \$50,000**



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MONROE COUNTY  
COMMUNITY COLLEGE

*enriching lives*

## Corporate & Community Services is your Training Partner

- Provide a needs assessment and plan
- Customized curriculum
- Expert trainers
- Onsite or at the College

We work to ensure **effective training**  
that **produces the results** needed  
to **accomplish your goals.**



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# MONROE COUNTY COMMUNITY COLLEGE

*enriching lives*

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Industrial Maintenance  
Classroom, Computer  
room & Lab

# IWT Training Constellium Team At CTC



The class covered electrical fundamentals, hydraulics, pneumatics and automation



**Industrial  
Maintenance  
Apprentice  
Program  
Graduation –  
Shaw  
Industries**



# CNC – Computer Numerical Control



# Welding Program



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# Aviation Campus Lockheed Cohort



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