Developing Youth Talent Initiative

Nucor Detailing Center and Norfolk Area Schools
Nucor Statistics

• Largest steel producer in U.S.
• Largest recycler in North America
• 26,000 teammates
• Never laid off a single teammate
Nucor in Nebraska

Four Facilities in Norfolk:

- Bar Mill
- Cold Finish
- Detailing Center
- Vulcraft

More than 1,000 teammates in Norfolk
Talent Supply vs Demand

- Drafters & Technician Demand – Up 12% in next 10 years
  (NE Dept of Labor, Office of Labor Market Info)
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• 40 Drafting-related positions posted on Northeast CC job board
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• 12 Northeast CC drafting graduates in 2018
  • Nucor hired 20 entry level drafters in Norfolk in 2018
Talent Pipeline

- Norfolk Career Academy – High School
- College or University
- Workforce
Talent Pipeline

• Developing Youth Talent Initiative – Junior High

• Norfolk Career Academy – High School

• College or University

• Workforce
• Collaboration between Nebraska businesses and public schools

• Connect students to learning opportunities in IT and manufacturing

• Hands-on career exploration and relevant learning opportunities

• Up to $125,000 available
• Nucor partnered with five local school districts

• Exposure to design software and age-appropriate manufacturing

• IT and manufacturing career awareness
Implementation

• Nucor manages/maintains equipment
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- Educators tailor the use of equipment to their class subject
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• Equipment used for class projects and fundraisers
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• Nucor teammates give career presentation to 1,000 students
  • Correlate drafting – draw or model with software then manufacture
Results

• Letters from educators, parents, and students
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• Expanding program next year
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• Future of DYTI