



Tiered Training and Workforce Development

Proposed Model: Tiered Training and Workforce Development

1. Mexico-Based Experts Supervise and Train Lower-Level U.S. Workers

- Objective: Utilize Mexico's skilled professionals to provide affordable, high-quality training to entry-level workers in the U.S.
- Process:
- Bring skilled tradespeople from Mexico (electricians, plumbers, welders, etc.) to train entry-level U.S. workers.
- Training takes place on-site or through remote supervision, depending on the project.
- Advantages:
- Lower cost for expert training compared to hiring U.S.-based professionals.
- Builds a foundation of basic skills for the U.S. workforce at a manageable cost.

2. Graduated Training for U.S. Workers to Advance Skills

- Objective: Create a pathway for lower-level workers to progress toward advanced training with U.S.-based professionals.
- Process:
- After initial training under Mexican experts, U.S. workers can enroll in advanced, hands-on training with seasoned U.S. professionals.
- This creates a continuous skill-building pipeline.
- Advantages:
- Ensures U.S. workers are trained to meet higher industry standards over time.
- Gradually increases the pool of skilled labor within the U.S.

3. Affordable International Training Opportunities for Mexican Workers

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- Objective: Provide lower-cost U.S.-based training programs for international students or professionals.
- Process:
 - Mexican workers start with affordable on-site training in Mexico under U.S. experts or remotely.
 - They then have the option to advance to hands-on training in the U.S. through programs like internships or apprenticeships.
- Advantages:
 - Prepares international workers for leadership roles in their home countries.
 - Builds goodwill and partnerships between U.S. and Mexican industries.

4. Mixed Teams to Optimize Costs and Knowledge Sharing

- Objective: Blend U.S. and Mexican professionals and trainees for on-site and remote work.
- Process:
 - U.S. professionals train both U.S. and Mexican entry-level workers, ensuring skill parity.
 - Teams collaborate remotely or on-site for major projects, supervised by Mexican experts or U.S. professionals depending on skill requirements.
- Advantages:
 - Reduces project costs while maintaining high-quality outcomes.
 - Fosters a culture of mutual learning and respect across borders.

How This Benefits the U.S. and Mexico Long-Term

1. Workforce Development:
 - Improves the U.S. workforce by providing lower-cost, foundational training that feeds into advanced programs.
 - Empowers Mexican professionals to take leadership roles, driving economic growth in both countries.

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2. Cost Efficiency:
 - Leverages Mexico's lower labor costs for expert supervision, significantly reducing training and project expenses.
3. Sustainable Growth:
 - Builds a scalable pipeline of skilled workers who are prepared to meet future demand in construction, IT, and other industries.
 - Ensures U.S. industries have a steady supply of well-trained workers at all levels.
4. Cultural Exchange:
 - Creates stronger professional and cultural ties between the U.S. and Mexico.
 - Fosters a spirit of collaboration and innovation across borders.

Implementation Steps

1. Develop Partnerships:
 - Collaborate with trade schools, universities, and industry organizations in Mexico to identify experts willing to participate.
 - Partner with U.S. training programs and visa sponsorship organizations for international trainees.
2. Create a Training Framework:
 - Define clear training stages: entry-level, intermediate, and advanced.
 - Standardize the curriculum for each stage to ensure seamless skill progression.
3. Establish a Visa Program:
 - Use existing visa programs (e.g., J-1 for interns, TN for professionals) to bring Mexican experts and workers to the U.S. for training and work.
4. Launch Pilot Programs:
 - Start with small-scale projects to test the mixed model, gather feedback, and refine processes.
5. Promote the Program:



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- Highlight the cost-efficiency and mutual benefits of the program to attract funding, government support, and corporate partnerships.

Conclusion

This approach is not only beneficial for the Brownsville Business Development Group (BBDG) but also has the potential to become a scalable and sustainable workforce development model. It prepares both U.S. and Mexican workers for future industry demands, reduces training costs, and builds a strong foundation for international collaboration.