

BUILDING THE MANUFACTURING TALENT PIPELINE



The Manufacturers' 501(c)3

The Problem



**Every day, we try to combat the misperceptions.
Today's manufacturing is *not* your grandfather's
manufacturing.**

We lose good, talented workers due to the misperceptions



3 out of 10 parents would encourage their kids into manufacturing as a career

Out of Inventory

Skills Shortage Threatens Growth for US Manufacturing

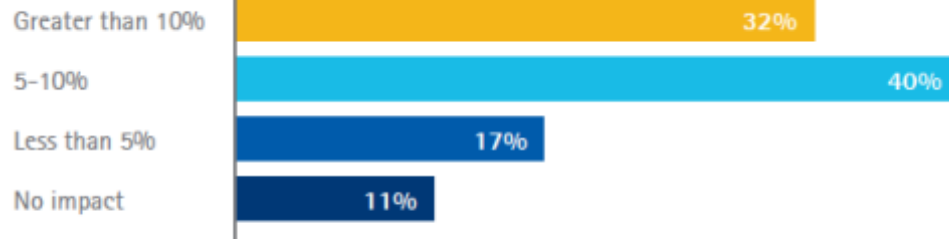


The skills gap is real.

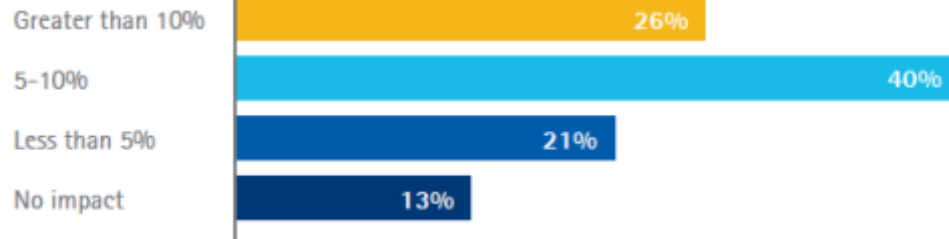
**And it's costing
manufacturers.**

COSTING US 11% OF POTENTIAL EARNINGS

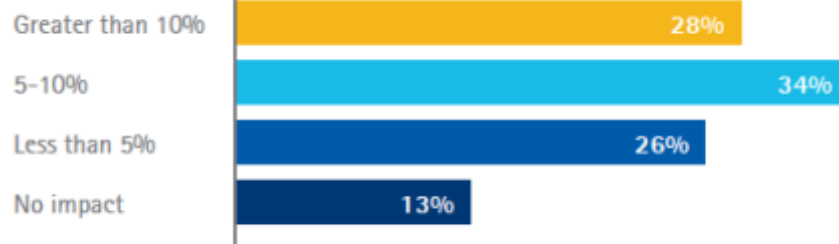
Overtime



Cycle Time



Down Time



Source: Accenture 2014 Manufacturing Skills and Training Study

12% increase in overtime

+

8% increase in cycletime

+

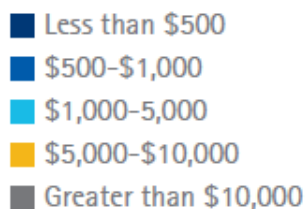
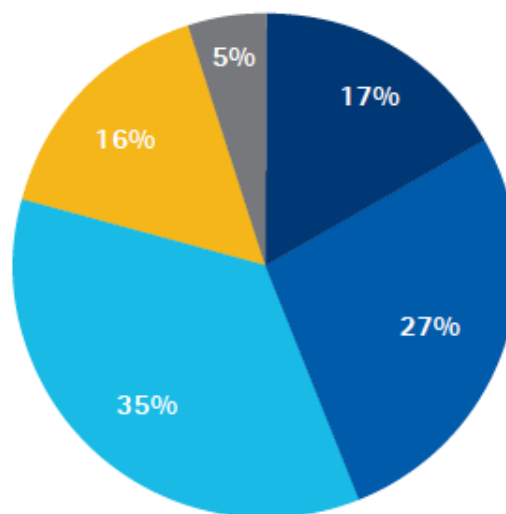
10% increase in downtime

The Training Gap

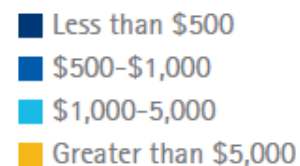
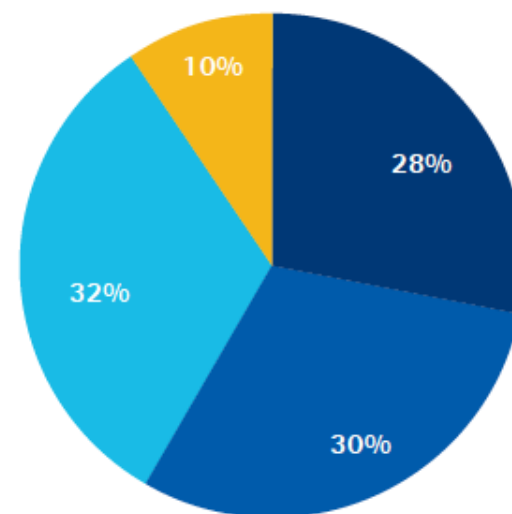
Manufacturers spend an average of \$3,000 per new employee training and only \$1,000 per current employee.

Figure 7: Average annual expenditure on skills training for manufacturing roles.

New Hire Skills Training Spend



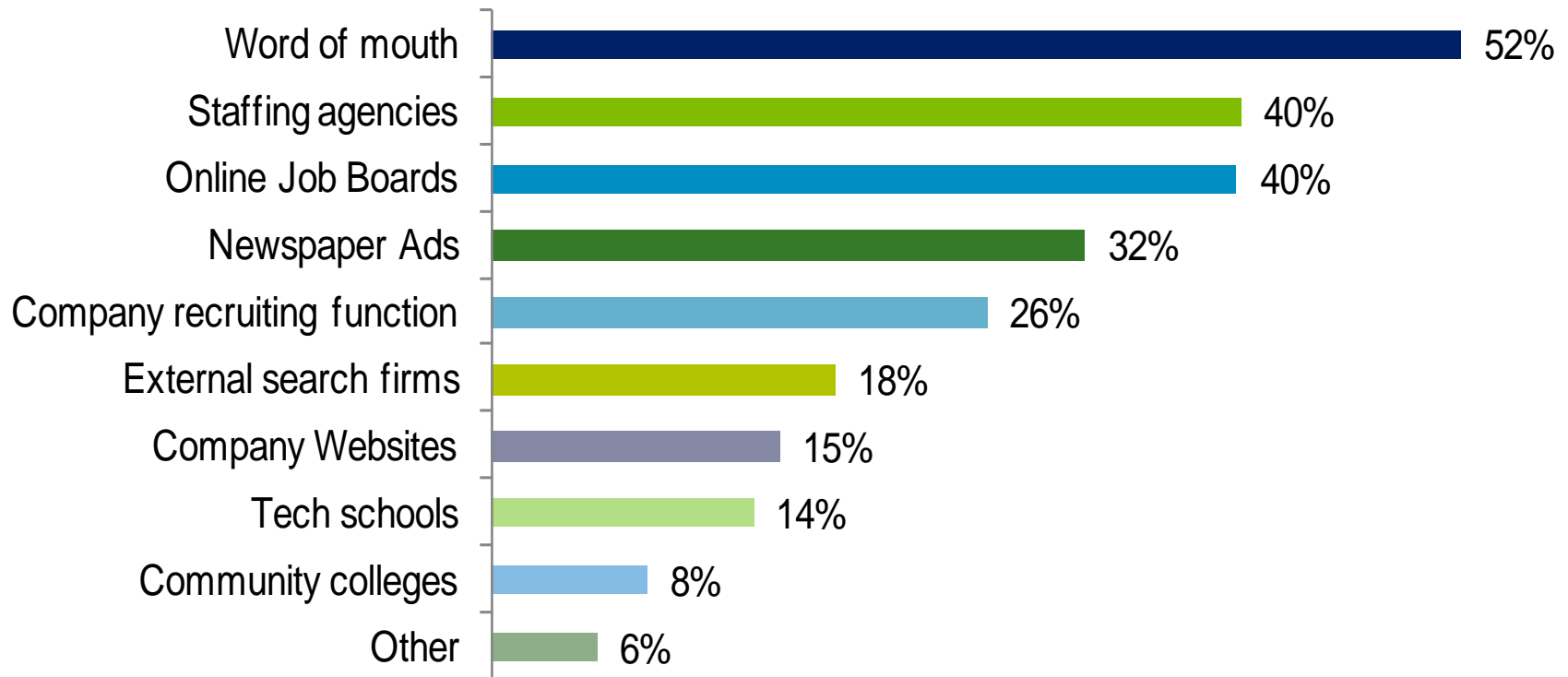
Overall Skills Training Spend



Source: Accenture 2014 Manufacturing Skills and Training Study

MANUFACTURERS NEED NEW WORKFORCE STRATEGIES

Top sources for new employees



The Solution

NATIONAL LEADERSHIP – LOCAL ACTION

PUBLIC – PRIVATE PARTNERSHIP



IMAGE

LEARNING

MANUFACTURING

ENGAGE

QUALITY

EDUCATION

ADVOCACY

PARTNERSHIPS

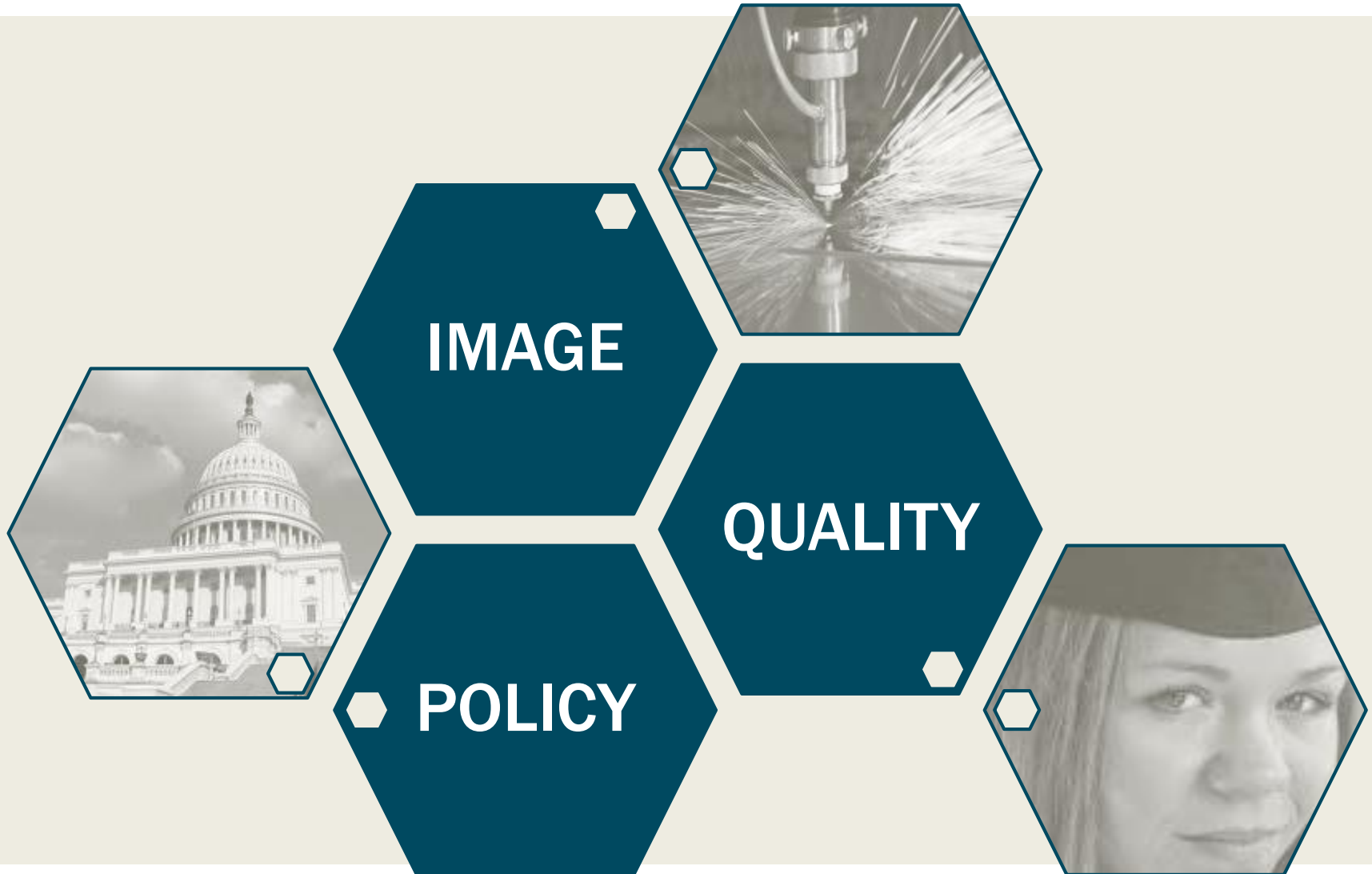
WORKFORCE

TECHNICAL

CERTIFICATIONS

POLICY

SUCCESS



**GOAL 1:
CHANGE THE
PERCEPTION OF
CAREERS IN
MANUFACTURING**

Image



Diversity

Military

Youth





OCTOBER 4, 2013 REACH



30,000 students



11,000 parents & teachers

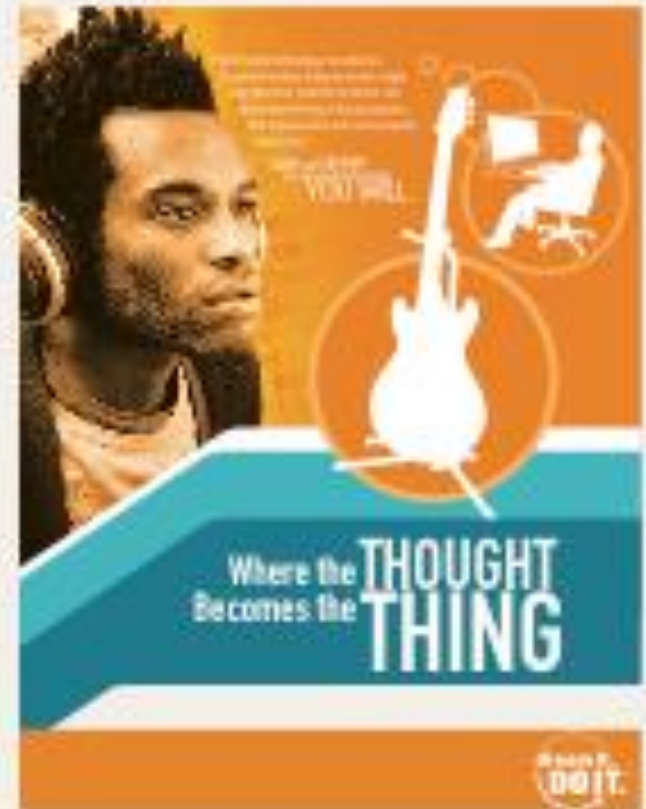


in 48 states



15 Proclamations

DREAM IT. DO IT.



2013 REACH



**Last Year
Reached:**



250,000 students



50,000 parents



11,000 educators



in 25 states

STEP AHEAD: WOMEN IN MANUFACTURING



1. Honor leadership
2. Celebrate careers
3. Develop a more diverse workforce
4. Ensure new opportunities
5. Inspire the next-generation

GET SKILLS TO WORK: TRANSITIONING VETERANS



Success by the Numbers

- 50,000+ vets were reached through Get Skills to Work
- 8,000+ veterans hired
- 12,000+ vets have had matches through LinkedIn
- 5,000+ vets have been trained via community and technical college partners, Tech Shop, Hiring our Heroes and GSTW pilots

WHAT CAN YOU DO?

Employers

- Tell your company story
- Form meaningful and long-term partnerships with schools

Educators

- Learn about modern manufacturing
- Promote manufacturing careers

Community Leaders

- Stress the impact of manufacturing on the local and regional economy
- Join the Dream It. Do It. network and support Manufacturing Day

**GOAL 2:
RE-ESTABLISH THE U.S.
AS THE GLOBAL LEADER
OF MANUFACTURING
EDUCATION.**

Quality

**We are developing
quality education through**

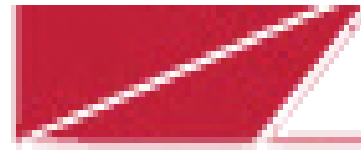


**SKILLS
CERTIFICATION
SYSTEM**



SKILLS CERTIFICATION SYSTEM

ACT



sme

APICS



MSI
MANUFACTURING
SKILLS INSTITUTE



NADCA
NORTH AMERICAN DIE CASTING ASSOCIATION



WOULDN'T IT BE NICE IF...

You *knew* a job applicant had baseline skills in:

Reading & Writing

Applied Math

Locating Information
(like in a table or
blueprint)

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Career Readiness Certificate

ACT[®]

WOULDN'T IT BE *EVEN BETTER* IF...

You *knew* a production applicant had baseline skills in:

Safety

**Quality
Practices &
Measurement**

**Manufacturing
Processes**

Production

WOULDN'T IT BE *EVEN BETTER* IF...

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Safety

Quality
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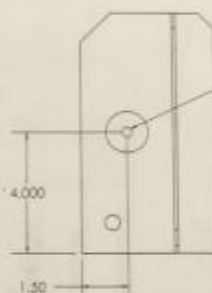
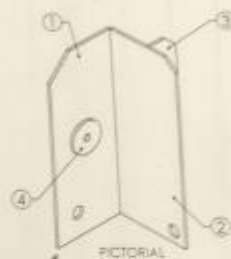
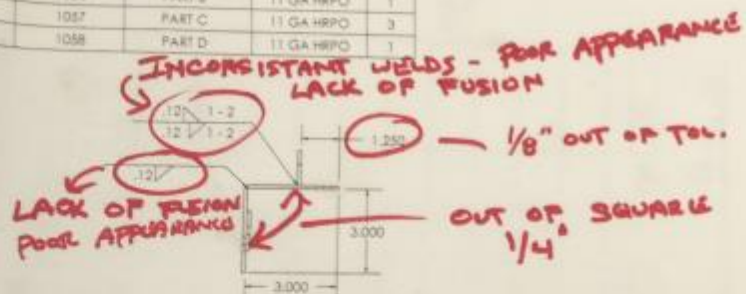


Certified Production Technician Certification



ITEM NO.	PART NUMBER	DESCRIPTION	MATERIAL	QTY.
1	1055	PART A	11 GA HRPO	1
2	1056	PART B	11 GA HRPO	1
3	1057	PART C	11 GA HRPO	3
4	1058	PART D	11 GA HRPO	1

REV.	DESCRIPTION	DATE	APPROVED
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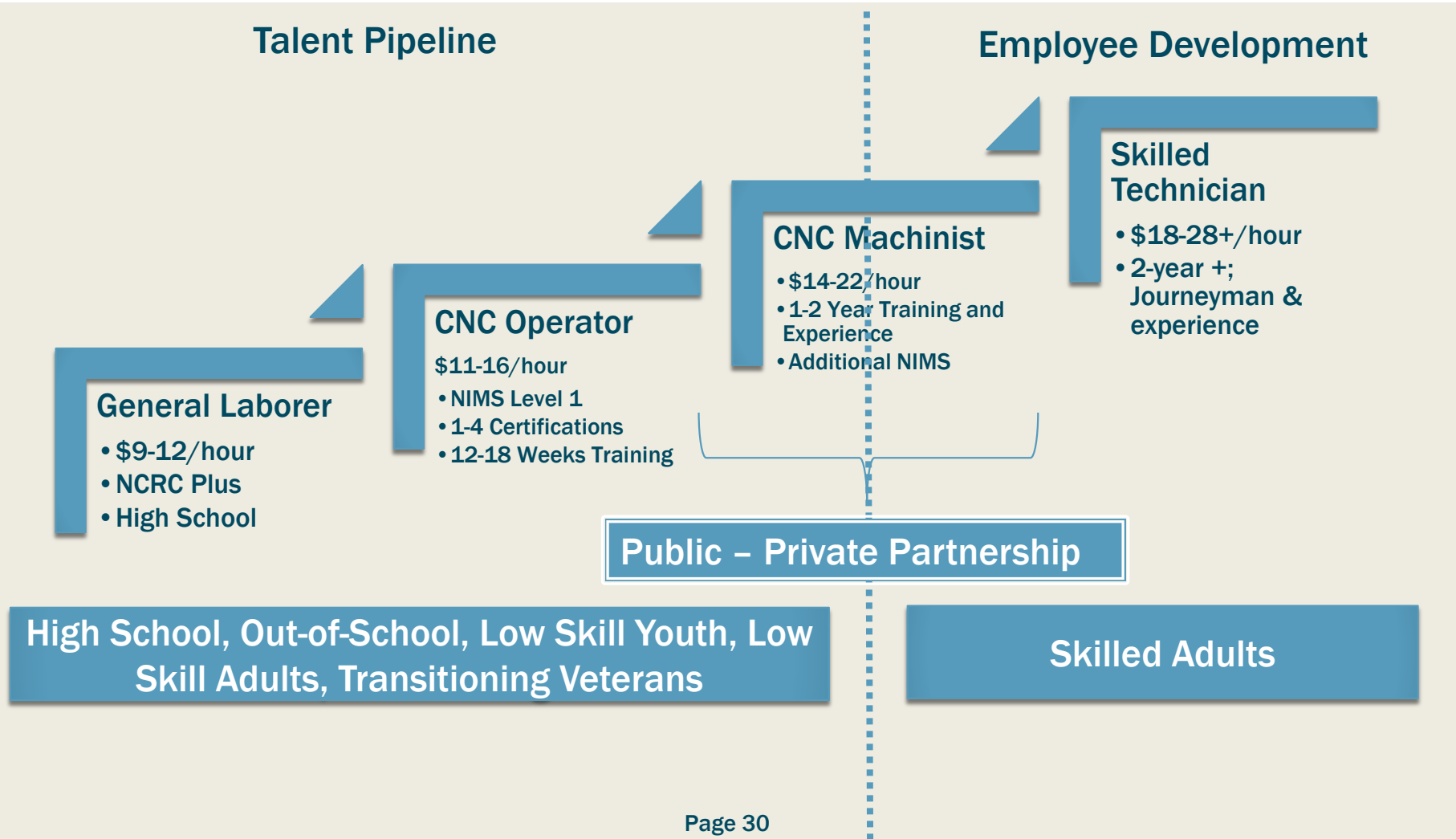


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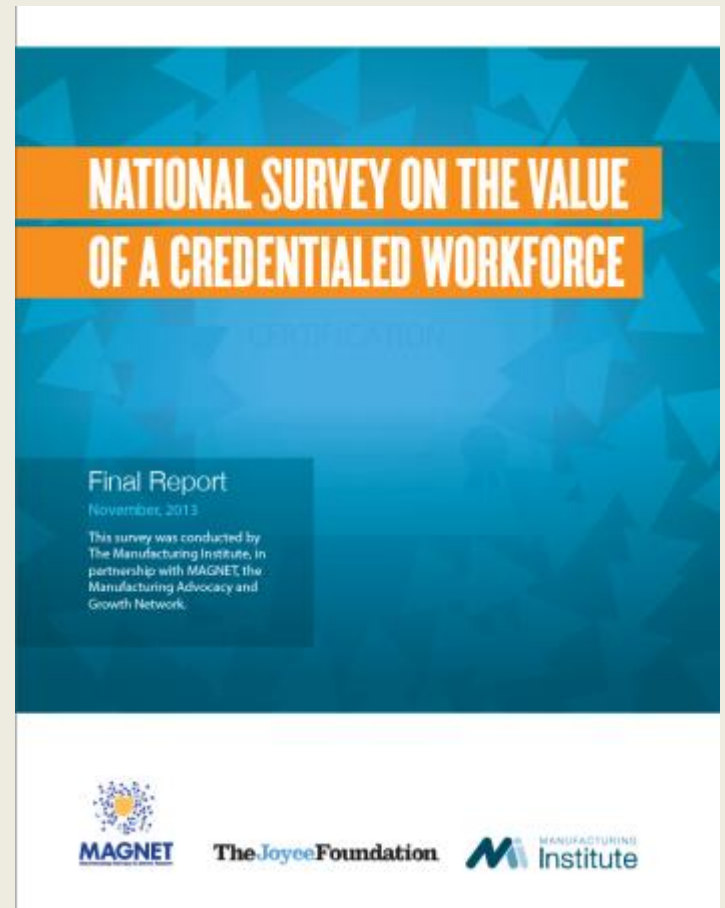


THE PATH FORWARD...



VALUE OF CREDENTIALS

- Over 90% of companies that use industry-recognized certifications believe they make a difference in validating the skills of their employees;
- Community colleges are the most used partner by companies looking to incorporate certifications.





SKILLS CERTIFICATION SYSTEM

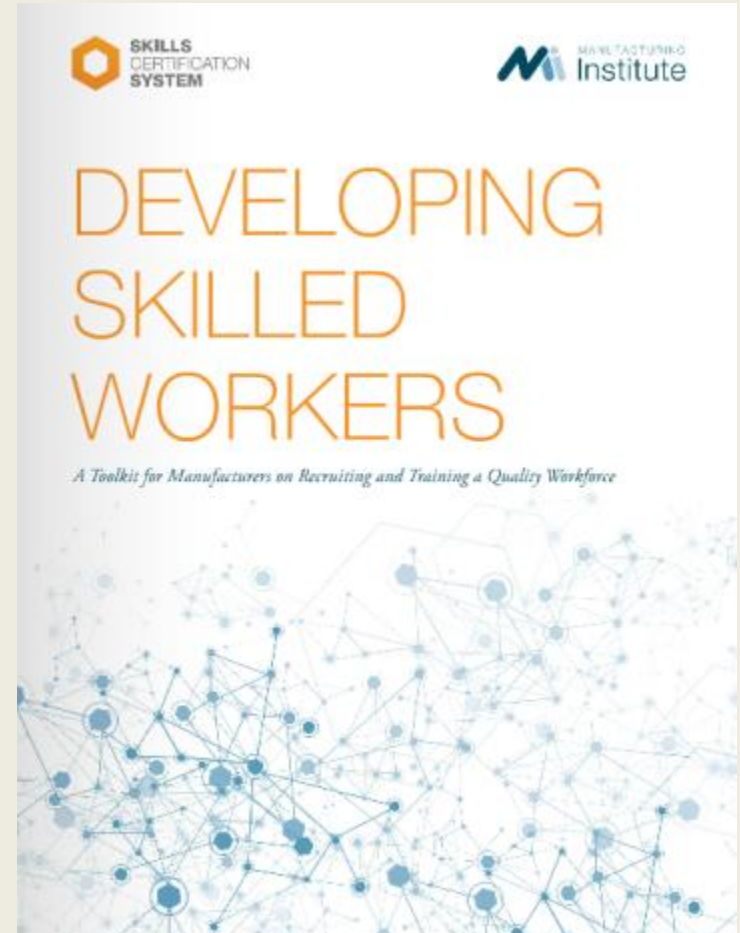


**In the past three years,
SCS reported over
290,000
industry certifications**

WHAT CAN EMPLOYERS DO?

What can EMPLOYERS do?

- Prefer certifications as part of the HR screening process for hiring and promoting workers.
- Ask your education partners to deliver nationally certified students.
- Provide work-based learning, co-op, internships and apprenticeship opportunities to give students real-world experience.



<http://www.themanufacturinginstitute.org/>

**GOAL 3:
ADVOCATE FOR
EDUCATION AND JOB
TRAINING POLICIES
THAT STRENGTHEN THE
U.S. MANUFACTURING
WORKFORCE**

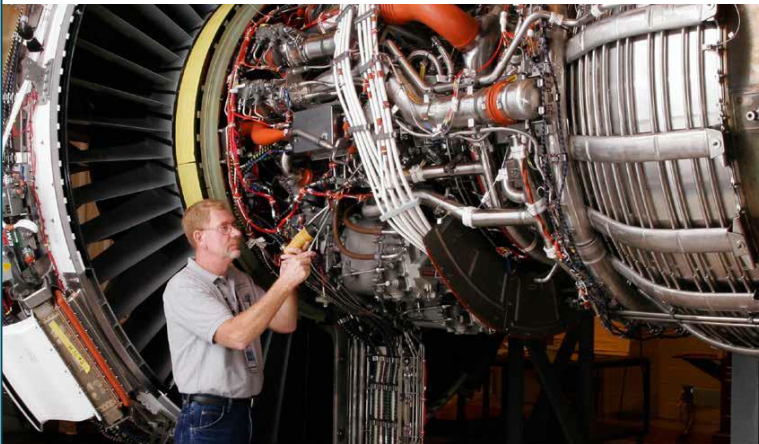
Policy

MAKE YOUR VOICE HEARD



WHAT WE'VE LEARNED

LESSONS LEARNED



EVALUATION REPORT

Moving Systemic Reform across 12 States to
Implement Nationally Portable, Industry-Recognized
Credentials in Advanced Manufacturing

OCTOBER 2013

EVALUATION CONDUCTED BY:
Kennedy Consulting LLC

- The most successful efforts were galvanized and led by business associations, engaging employers.
- The effort changed the conversation about the importance and value of industry-recognized credentials.
- State-level leadership convening activities result in unprecedented partnerships and collaboration.

LESSONS LEARNED FROM 12 STATES

- The effort has to be employer-driven.
- Select a champion to drive the change.
- There is no “one size fits all” approach.
- Take a good regional program and expand it.
- Persist and keep the momentum going.
- Use Dream It. Do It

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Title

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