

CLOSE THE SKILLS GAP

A Framework to Address the Current and Future Skills and Workforce Development Gaps





Manufacturing is revitalizing our economy and making America strong again. And, when manufacturing investments are strong, a multiplier effect ripples across the economy, creating jobs and growth in other industries.

In fact, every dollar in final sales of manufactured products supports \$1.48 in output from other sectors—the largest multiplier of any sector. Manufacturing employs more than 12 million people with innovative and rewarding jobs that include salaries and benefits well above the national average.

Yet, remarkably, over 80 percent of manufacturers still cannot find the skilled workers they need to fill important jobs within their companies. In a country with an unemployment rate hovering above six percent, this is simply unnecessary.

Over the past six years, The Manufacturing Institute has led the strategic effort to develop a manufacturing workforce and pipeline. Through their research and initiatives, The Manufacturing Institute has developed an evidence-based framework to close the skills gap.

The Manufacturing Institute is aggressively addressing the skills gap with initiatives focused on changing the perception of careers in manufacturing; re-establishing the U.S. as the global leader of manufacturing education; and advocating for education and job training policies that strengthen the U.S. manufacturing workforce.

In order to maintain a prosperous economy and increase productivity, U.S. manufacturing must remain globally competitive. We need to be innovative, adaptable, and accountable in order to take control of our future.

The framework laid out in the following pages is the path to do just that.

This is our call to action.

This is how we make U.S. manufacturing strong.

A handwritten signature in blue ink, appearing to read "Jeffery M. Kelly". The signature is fluid and cursive.



GOAL 1

Change the perception of careers in manufacturing to reflect its true status as the most advanced, high-tech industry in the country.



Did you know: 7 out of 10 parents want manufacturing in their community -- but only 3 out of 10 encourage their children to pursue manufacturing careers. When parents, teachers, and guidance counselors talk, their kids listen.

GOAL 1



WHAT CAN EMPLOYERS DO?

- Tell your company story and career opportunities to students, parents, teachers, counselors and the community– in person and via local media.
- Form meaningful and long-term partnerships with schools at all levels (K-16): hold open houses, sponsor students and teachers in internships.

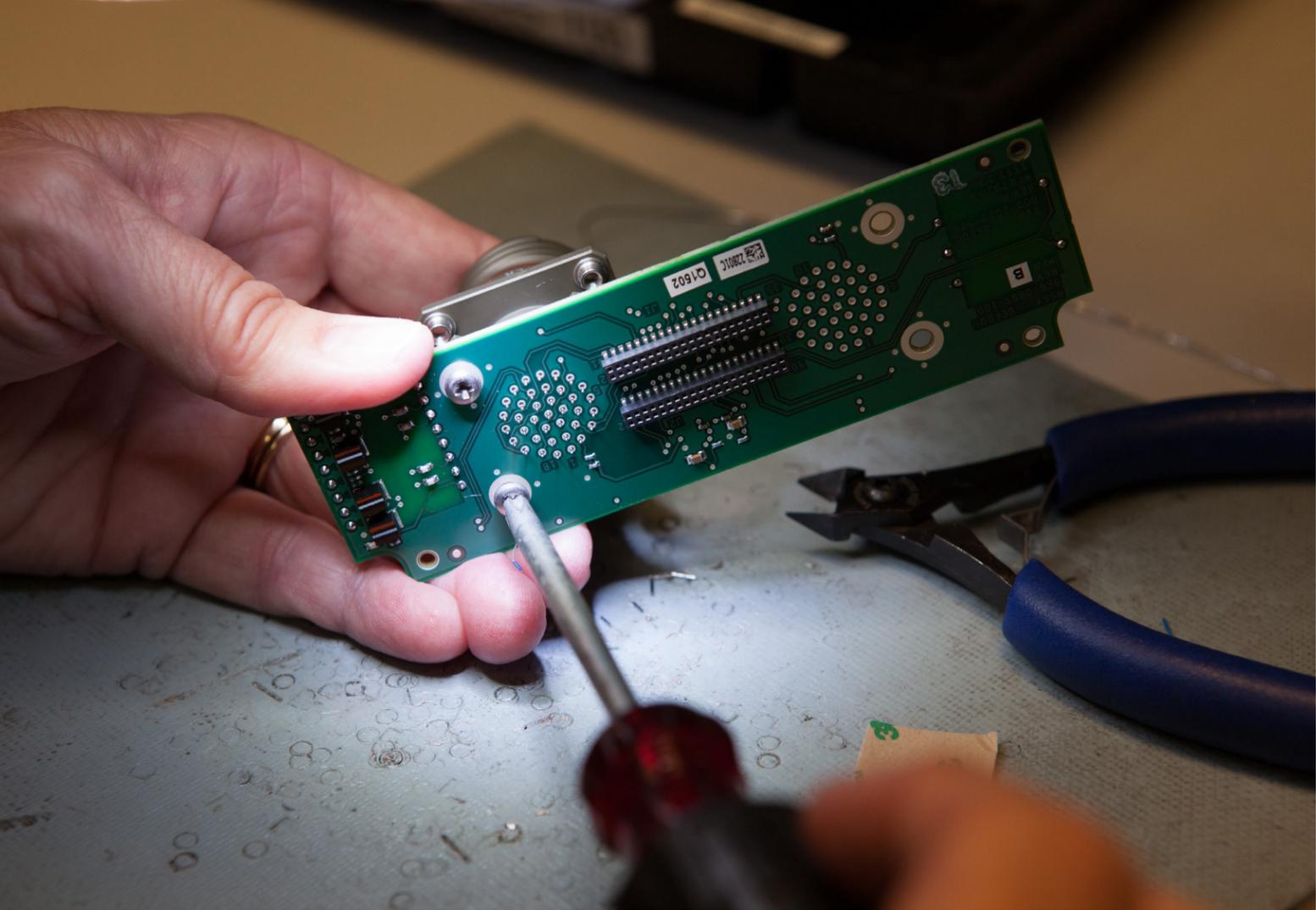
WHAT CAN EDUCATORS DO?

- Learn about modern manufacturing by visiting plants, participating in externships, etc.
- Promote manufacturing as a viable career choice: emphasize advanced and emerging technologies and stress the high-wage career pathway from entry-level production through engineering.

WHAT CAN COMMUNITY LEADERS DO?

- Stress the impact of manufacturing on the local and regional economy, including high-wage careers and quality of life.
- Launch our join the Dream It. Do It. network, Support Manufacturing Day, promote women in manufacturing, and demonstrate that manufacturing is cool!





GOAL 2

Re-establish the U.S. as the global leader of manufacturing education.



Did you know: Over 90% of companies that use industry-recognized certifications believe they make a difference in validating the skills of their employees.

GOAL 2



Innovation propelled the U.S. to its global leadership position in manufacturing. But other nations have established themselves as leaders in technical education. To reclaim its mantle of leadership, the U.S. must transform its education system to create a clear path to successful and lucrative manufacturing careers.

Industries with skill certification programs enable students to directly control the focus of their career development. Aligning manufacturing education with industry standards and skills certification sets high expectations and establishes an effective and critical talent pipeline.

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.

WHAT CAN COMMUNITY LEADERS DO?

- Promote skills certification as an economic development tool.
- Strengthen connections among employers, educators and the workforce system.

WHAT CAN EDUCATORS DO?

- Align manufacturing programs with industry-based standards and certifications.
- Support faculty development, including certifying instructors.



GOAL 3

Advocate for education and job training policies that strengthen the U.S. manufacturing workforce.



DID YOU KNOW

Did you know: Advanced manufacturing dominates the U.S. industrial sector, creating more wealth than any other industry?

GOAL 3

The link between a thriving manufacturing industry and a prosperous economy is strong and direct. Nearly two-thirds of Americans believe that government leadership is generally not helping create a competitive advantage for U.S. manufacturers relative to all other countries. By reinvesting in America, both small and large manufacturers will be positioned to create thousands of high-paying manufacturing jobs, as well as spin-off jobs in other sectors of the economy.

To attract and retain workers of all skill levels Federal, state, and local policies should support innovation, educational opportunities and access to a certified manufacturing workforce.

WHAT CAN EMPLOYERS DO?

- Highlight the return on value of internal HR policies that promote certifications.
- Advocate for federal, state, and local policies toward alignment with industry certifications, requiring third-party skills validation.

WHAT CAN COMMUNITY LEADERS DO?

- Advocate for performance-based funding for educational institutions.
- Streamline the workforce system; launch manufacturing sector strategies.

WHAT CAN EDUCATORS DO?

- Redefine "completion" to include award of industry-certifications.
- Provide extra funding for higher-cost manufacturing programs.



