



# THE MANUFACTURING INSTITUTE LEADING THROUGH 2024

➤ JUNE 2024





# ➤ PROVIDING SOLUTIONS TO THE WORKFORCE CRISIS

The MI is delivering new solutions to help manufacturers build, diversify and strengthen their workforce and offering the latest insights and practices on workforce development. Funded by non-dues contributions and grants, the MI is the go-to source for knowledge and initiatives that are building the workforce of today and tomorrow, ensuring manufacturers can compete in this highly competitive labor market. From daylong strategy sessions to monthslong engagements, the MI is partnering with leading companies to build solutions that meet their growing and complex workforce needs.



## Workforce Strategy Examples

The MI is partnering with leading manufacturers, economic development authorities, foundations and educational institutions to craft tailored workforce solutions, bringing its wealth of experience and expertise to advise and support employers as they develop comprehensive strategies for creating a world-class manufacturing workforce.

- In Fresno, California, the MI is working with the Fresno County Economic Development Corporation and the San Joaquin Valley Manufacturing Alliance to build a regionwide manufacturing workforce development strategy for the Central Valley, including the development and deployment of recruiting, training and retention strategies for a full range of occupations, with the direction, buy-in and support of the region's leading manufacturing companies.
- In Ohio, through the deployment of the MI's Second Chance Toolkit, its expertise in recruiting and enabling women in manufacturing and its industry-leading military-to-manufacturing experience, the MI is supporting the Ohio Manufacturers' Association and its network of industry sector partnerships to expand recruiting practices to a more diverse population.

The latest version of the MI's far-reaching workforce study, conducted with Deloitte, indicates that manufacturers in the U.S. will need to fill 3.8 million jobs over the next 10 years, and that as the need for higher-level skills grows, nearly half of these positions could remain unfilled. Manufacturers in the U.S. have emerged from the global pandemic on strong footing and will need even more workers, including entry-level workers, to keep up with that growth, whether skilled or unskilled—meaning that manufacturers must lean heavily on the retention and upskilling tools that the MI provides.



Learn more ➤



## SOLUTIONS CENTER

The actionable insights provided by the MI's Solutions Center are focused on the biggest workforce issues: recruitment, upskilling and retention. Through its Solutions Center, the MI has convened employers at workshops in the MI's Solutions Series to speed up manufacturers' efforts to address these challenges and ensure they have the workforce they need to compete, facilitating a structured problem-solving methodology for a small group of companies to create solutions.

## HEROES MAKE AMERICA

The MI's Heroes MAKE America initiative continues to grow in influence and impact, evolving from a five-site program into a national military-to-manufacturing strategy matching qualified talent from the military community with manufacturers across the country.



**Heroes MAKE America's virtual career fairs have welcomed more than 1,600 registrants, leveraging technology to bridge the gap between veterans, military spouses and potential employers.**

Heroes MAKE America expanded its training portfolio to include a 100% virtual Logistics Technician certification, an accelerated course that offers veterans and military spouses a comprehensive learning experience to achieve certifications that are vital for success in the logistics roles in manufacturing. To date, the Heroes MAKE America program has issued more than 6,500 certifications and placed graduates with 350 companies across 48 states.





## WOMEN MAKE AMERICA

In April, 130 accomplished, talented and ambitious women were recognized in Washington, D.C., during the MI's Women MAKE Awards leadership conference and awards gala. The awards recognize women in science, technology, engineering and production careers who exemplify leadership within their companies and who have made a profound difference in reducing the gender gap in manufacturing. The two-day event featured networking and philanthropic engagement for the program's Honorees and Emerging Leaders, culminating in a gala and awards ceremony, which saw near-record attendance, demonstrating the broad industry support for these women leaders.



Through the 35x30 Women's Campaign, the MI is sharing insights on the impact of women in manufacturing careers who serve as the best recruiters for other women to pursue career opportunities in our industry. To complement the Multiplier Effect Case Study, which demonstrates how the success of one entrepreneur leads to the success of other entrepreneurs, the MI also developed an Ambassador Toolkit, both made possible with support from General Motors, which serves as an effective recruiting resource for employers seeking to diversify their talent pipelines.

## SECOND CHANCE HIRING

The MI launched its Manufacturing 101 Bootcamp as part of its second chance hiring initiative, working with manufacturers to develop a virtual training program that will help justice-affected individuals better understand what working in manufacturing is all about. Building on the MI's second chance work over the past three years, the MI partnered with manufacturers from their pilot programs in Los Angeles, Minneapolis, Houston and San Antonio and community-based organizations that refer justice-involved individuals to these companies.

### Second Chance Hiring



## FAME

The MI continues to grow and strengthen the Federation for Advanced Manufacturing Education (FAME) USA network, founded by Toyota in 2010 and currently supported by the MI, which has become the new American model for skills training. To accommodate growing interest in the program, the MI is on track to expand it with five new regional chapters being formed so far this year. In addition to providing Advanced Manufacturing Technician training, the program has expanded with a new Process Technician offering as the initial cohort graduated in May. At the same time, the MI recently convened its annual FAME National Conference where members of the network and those interested in forming a chapter met to foster collaboration across the network.



## MFG DAY

The MI is gearing up for MFG Day, Oct. 4, 2024, the industry's biggest annual day to shape perceptions among young people about modern manufacturing careers, convening hundreds of manufacturing companies already to help plan, market and promote this year's events and activities.



## CREATORS WANTED

In concert with the NAM, the MI is advancing the momentum of the Creators Wanted Tour of 2021-2023, sharing education and job resources with our industry-leading network of students and career mentors online to continue building excitement about manufacturing careers. The MI is also developing, with the support of Honda, new immersive and hands-on tools to help manufacturers leverage the lessons of Creators Wanted to engage and inspire the next generation and their educators in their communities nationwide.





## Connect with Us



> [THEMANUFACTURINGINSTITUTE.ORG](https://www.themanufacturinginstitute.org)

