



> Our Mission

Building, diversifying and strengthening the manufacturing workforce for individual opportunity, community prosperity and a competitive manufacturing industry for the future.

> Our Impact

The Manufacturing Institute helps build a manufacturing workforce resilient to the challenges and prepared for the opportunities of the 21st century. As the 501(c)3 nonprofit workforce development and education affiliate of the National Association of Manufacturers, the MI is a trusted adviser to manufacturers, equipping them with solutions to address the toughest workforce issues.

> Our Core Functions



Strategic Workforce Development: Scaling up the industry's workforce solutions—to enhance recruitment, retention, upskilling and innovation—with our unmatched expertise and network.



Convening Industry Leaders: Facilitating vital industry conversations, forging alliances between manufacturing and national workforce development leaders to shape a stronger future.



Innovative Research: Offering forward-thinking research and actionable insights, ensuring you stay ahead in an industry that never stands still.



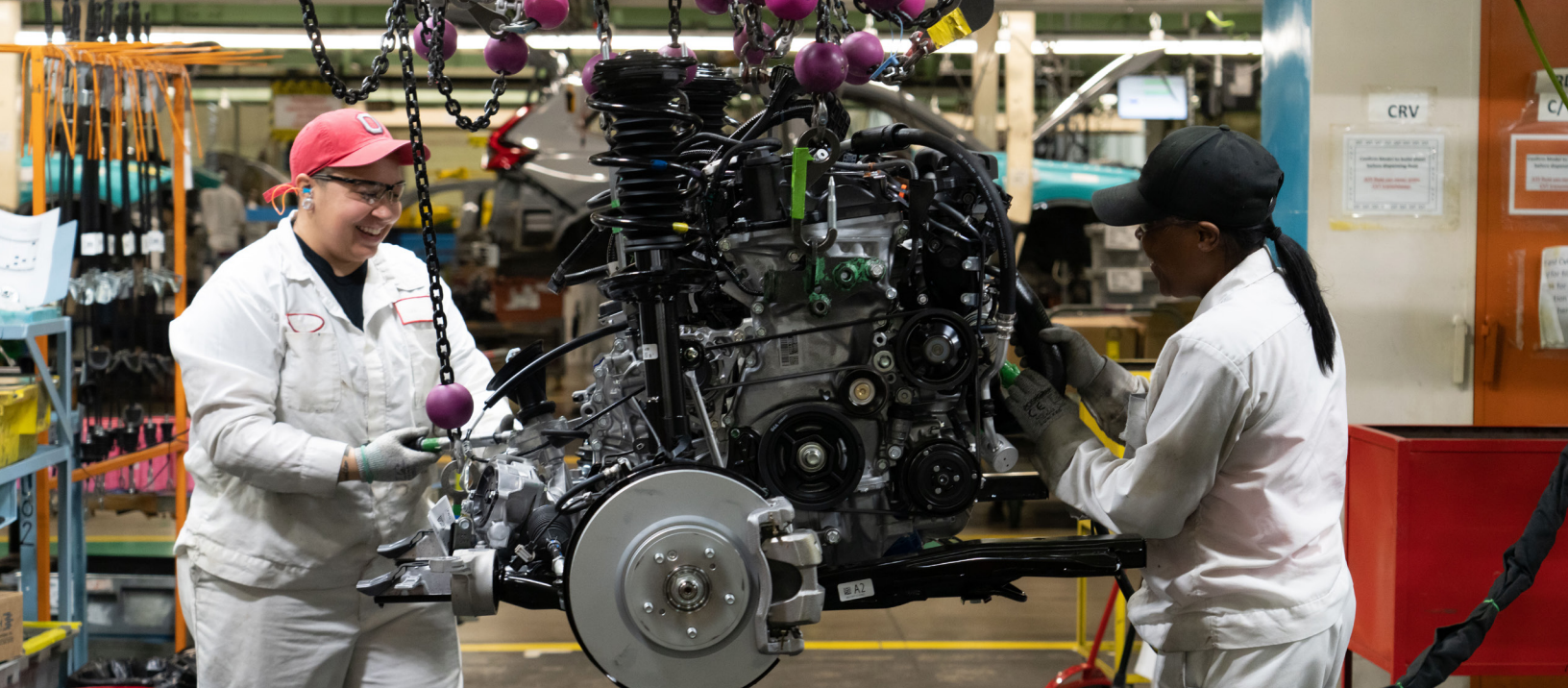
Groundbreaking Programs: Pioneering initiatives to advance individual skills and industry-wide competencies.

> Strategic Workforce Development

Workforce Strategy

- **Industry Collaboration:** Partnering with leading companies and foundations, economic development authorities and educational institutions for tailored workforce solutions.
- **Region-Specific Solutions:** Driving custom strategies bolstering workforce development across the country, in partnership with local business associations, educational institutions, economic development groups and local governments and agencies.
- **Second Chance Hiring Initiative:** Championing inclusive employment through a partnership with Stand Together Trust, leading pilot programs, providing best practice toolkits and research and supporting individual companies to reform their recruiting and HR processes to support hiring second chance individuals.
- **Diversity, Equity & Inclusion (DE&I) Commitment:** Bolstering equal opportunity by sharing best practices through webinars, reports and exclusive research, including the industry's first-ever benchmarking studies.





Workforce Policy

- **Advocacy at the Forefront:** Influencing federal and state policies on workforce development to advance manufacturing competitiveness, and calling for federal and state workforce initiatives that place manufacturing companies at their core. Workforce solutions must be local, specific to the needs of companies in the community and responsive to the characteristics of the local population.

› Convening Industry Leaders

Manufacturing Institute Workforce Summit: The industry's premier workforce development conference, the MI Workforce Summit brings leaders together to exchange solutions and set the forthcoming year's strategic direction for the industry.

MI Solutions Center and Solutions Series: The MI's Solutions Center provides manufacturers with actionable insights focused on the biggest workforce issues: recruitment, upskilling and retention. Through a series of workshops, the MI works with manufacturers to develop specialized solutions to their workforce challenges, employing structured problem-solving methodologies.

› Innovative Research

The Manufacturing Institute's Center for Manufacturing Research is the leading source of research and insights on manufacturing workforce issues.

- **Actionable Insights:** Delivering analytical reports and case studies and a monthly newsletter to inform and inspire policy and practice.
- **Collaborative Studies:** Partnering with the world's most respected firms and institutions on groundbreaking research on workforce trends.

Selected Studies from 2023:

- [Attracting and Retaining Manufacturing Talent in a Rural vs. Urban Setting](#)
- [The Role of Culture and Employee Engagement](#)
- [How Firms Would Invest a Marginal Dollar with Their Company](#)
- [Improving the Frontline Employee Experience—in partnership with PwC.](#)

➤ Groundbreaking Programs

FAME: The Gold Standard in Skills Development

Originated by Toyota and now spearheaded by the Manufacturing Institute, FAME (Federation for Advanced Manufacturing Education) sets the benchmark for manufacturing skills development. The FAME model develops highly skilled, professional and sought-after talent who can meet the unique needs and challenges of today's modern manufacturing workforce.

- **Work-Study Excellence:** An earn-while-you-learn approach, with 36 chapters in 14 states and growing, FAME combines on-the-job training with classroom education, producing graduates ready to excel in the manufacturing sector. FAME Students attend classes at a local community college two days a week and will work at least 24 hours a week for a local, sponsoring employer.
- **Employer-Driven Curriculum:** Focusing on the specific skills needed in modern manufacturing, FAME ensures that its programs meet industry demands, creating a seamless transition from education to employment.
- **Proven Success:** FAME's approach has significantly higher completion rates compared to traditional programs, according to research by Opportunity America and the Brookings Institution, reflecting its effectiveness in preparing a new generation of manufacturing professionals.



FAMeUSA

FAME's Impact by Numbers

- **400+ Companies:** A strong network of businesses committed to developing the next generation of skilled manufacturers. Expanding rapidly, with the goal of national coverage, FAME's model is becoming the standard for manufacturing education.
- **High ROI:** A dedicated team and technology platforms ensure maximum return on investment for employers and students alike.

Women MAKE America: Elevating Women in Manufacturing

The Women MAKE America initiative strengthens the modern manufacturing workforce by elevating and highlighting the women leading the industry at every level—from the shop floor to the C-suite. The initiative has created a network of women in the manufacturing industry, empowered to help the next generation of women through mentorship, ambassadorship and opportunities for personal and professional growth.

- **Bridging the Gender Gap:** Striving to increase the representation of women in manufacturing from 29% to 35% by 2030 through the 35x30 campaign, a best-in-class female-to-female mentoring program with employer resources, tools and case studies, and expanded personal and professional development programming for women currently in the industry, students and others considering a career path in manufacturing. The 35x30 campaign has trained and matched more than 300 mentees since it began in 2022.
- **Recognition and Development:** Celebrating women's achievements with the Women MAKE Awards, which annually honors 100 industry leaders ("honorees") and 30 rising stars ("emerging leaders") recognized by their employers for their innovation, dedication, contributions and good counsel. Honorees participate in a two-day leadership development conference and awards gala in Washington, D.C. Since its launch in 2011 the program has honored and recognized more than 1,400 honorees and emerging leaders.

WOMEN MAKE AMERICA



Heroes MAKE America: Connecting the Military Community with Manufacturing Careers

Nearly 200,000 men and women transition out of the military every year. With experience in many fields, especially with advanced technology, they are ideal candidates for manufacturing careers. The Manufacturing Institute's Heroes MAKE America initiative builds connections between the military community and the manufacturing industry. Its primary focus is to connect transitioning service members, veterans, National Guard members, reservists and military spouses with manufacturers and opportunities in the manufacturing sector.

**HEROES
MAKE
AMERICA**

- **SkillBridge Training Program:** Department of Defense-approved training program offering industry-recognized certifications, soft skills and career support in partnership with technical colleges. The program has issued more than 6,000 industry recognized certifications in the last five years, achieving a 90% placement rate among graduates in more than 350 companies in 48 states.
- **Military Talent Pipeline:** A dedicated initiative to facilitate the entry of veterans, reservists and military spouses into rewarding manufacturing careers.
- **Information, Career Fairs and Networking Platform:** Information and events allowing manufacturers to engage with and recruit the military community, as well as Heroes Connect, a virtual platform facilitating introductions between the manufacturing industry and military-community members seeking jobs. In 2023 alone, Heroes Connect has engaged more than 1,700 veterans and other transitioning servicemembers with events that connect manufacturers and those who have served. Since 2019, Heroes Make America has introduced more than 12 million individuals from the greater military community to information about manufacturing careers through social media, VA newsletters and virtual and in-person industry events.
- **Virtual Training:** Innovative remote training program, in partnership with Caterpillar Foundation and Texas State Technical College, leveraging virtual reality to provide hands-on experience regardless of physical location.
- **Manufacturing Readiness Badges:** A partnership, with support from Walmart, to build a comprehensive skills matching model between military and manufacturing skills for veterans and military personnel nearing their transition date. Manufacturing Readiness Badges take 301 military occupations across all military service branches and map the skills learned in those occupations to the foundational manufacturing skills of safety, quality assurance and maintenance awareness.



Education, Empowerment and Engagement: Shifting Perceptions about Manufacturing Careers

- **Creators Wanted:** In partnership with the NAM, award-winning in-person tour and immersive experience turned an online digital perception campaign and resources for more than 1.5 million students, educators and parental figures and growing to build excitement about modern manufacturing careers and the industry-at-large.
- **Student Engagement:** Inspiring the next generation through STEM education and manufacturing career awareness.
- **MFG Day:** Nationwide events, regularly recognized by federal and state officials, showcasing modern manufacturing realities and opportunities. The MI provides a variety of webinars, resources, insights and expertise to help organizations plan and execute successful MFG Day events across the country.
- **Future Creators & High School Internships:** Interactive programs and practical experiences to ignite student interest in manufacturing careers.

**CREATORS
WANTED**



**MFG
DAY**



➤ **Learn more at [TheManufacturingInstitute.org](https://www.themanufacturinginstitute.org).**