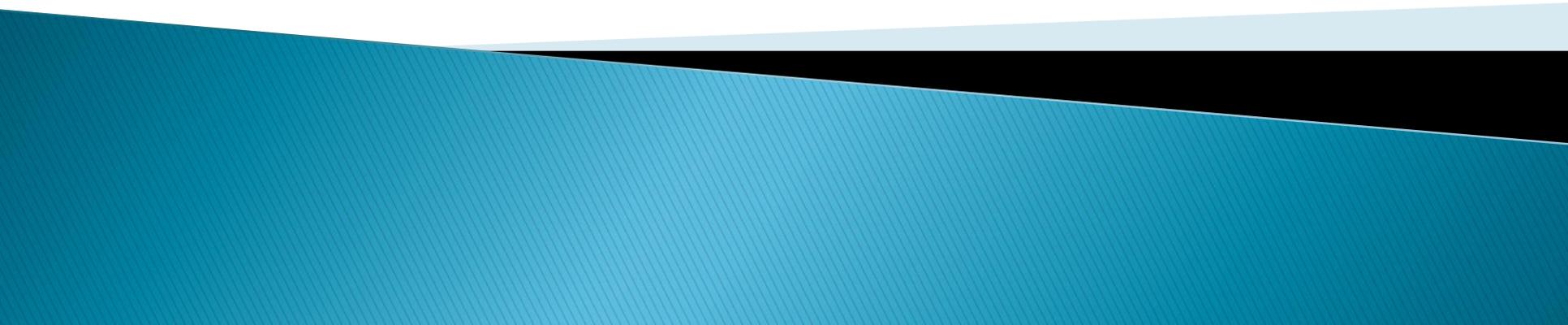


Filling the Skills Gap

Meeting Business Needs in Post-Recession Economy





Reynolda Manufacturing Solutions

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Yadkin and Alamance County Manufacturing
Facilities

Reynolda Manufacturing



Filling the Skills Gap

- ▶ **Trends in Manufacturing**
 - ▶ **Innovations in Technology**
 - ▶ **Challenges**
 - ▶ **Training**
 - ▶ **Strategies**
- 

Trends In Manufacturing

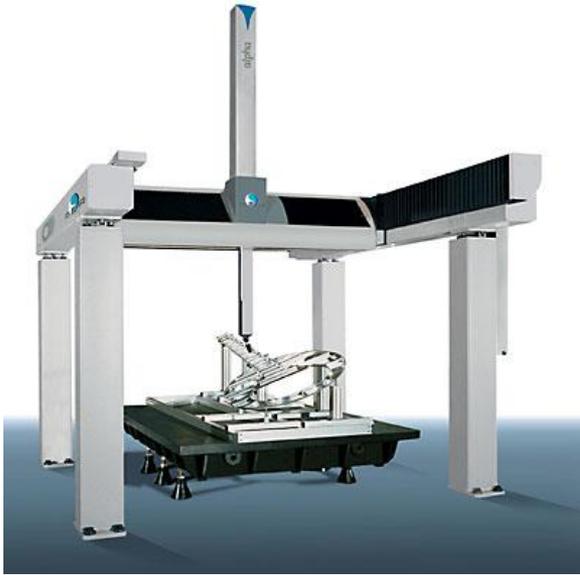
- ▶ **Global Economy** – Pushing American manufacturers to compete all over the world with cheaper labor and material
 - ▶ **Advanced Manufacturing** – Producing more product in the same amount of time. Equipment is more high tech. Machines are capable of producing complex shapes in one operation
 - ▶ **Growth** – Companies are busy, growth is rapid!
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Innovations in Technology

- ▶ **Computers** – The machines are driven by computers. They are becoming smaller and faster
- ▶ **Quality** – The level of quality is increasing. New technology is allowing for greater accuracy on a large scale basis



Innovations



Innovations in Technology

- ▶ **What is Driving Innovation?**
 - A. **Lack of skilled workers:** As we grow, we need the trained workforce to operate the machines, inspect the parts, and ship them to our customer. Greater effort is being put on manufacturers to find ways around the employee shortfall
 - B. **Greater Profits!**
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Challenges

- ▶ Washington DC



Challenges

- ▶ **Parents:** They are directing their children more than ever in history
 - ▶ **Old concepts and images:** People still think of industrial revolution style shops
 - ▶ **Mindset:** We are looking for the best and brightest
 - ▶ **Minorities and Women:** Figuring out how to attract more of them
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Challenges

- ▶ **Community Colleges:** Need to take a look at what and who they are training students
- ▶ **Equipment:** Getting the current equipment and software



Challenges



Right Skills Now

- ▶ Manufacturing Institute, ACT National Institute of Metal Working, Presidents Job Council, NAM, PMPA
 - ▶ **Fast Track Program**
 - ▶ **Credentials**
 - ▶ **Portability**
 - ▶ **National Acceptance**
 - ▶ **Public/Private Partnerships**
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Training

- ▶ **Apprenticeship and Training Programs:** Need to offer portable skills
- ▶ **Access to Grants:** Greater access to grants that encourage companies that are successful to train and recruit new and younger employees
- ▶ **Working with Veteran:** Easier access to GI Bill information and veterans
- ▶ **Community Colleges:** Need to address their programs and make sure they are on target

Strategies

- ▶ **Focus on Industry:** Stop putting so much time into training for one particular company
 - ▶ **Create local partnerships:** Focus on small and medium size companies
 - ▶ **High Schools:** Start working with students in earlier
 - ▶ **Work with trade groups**
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Thank You

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