

Retooling the Labor Force: Connecting Today's Workers with Tomorrow's Occupations

Driving Change – Greening the Automotive Workforce

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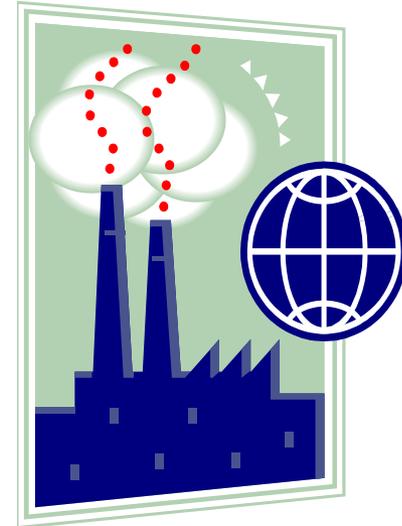


Ivy Tech Community College blankets Indiana creates pathways for student success through workforce development and student transfers to universities.



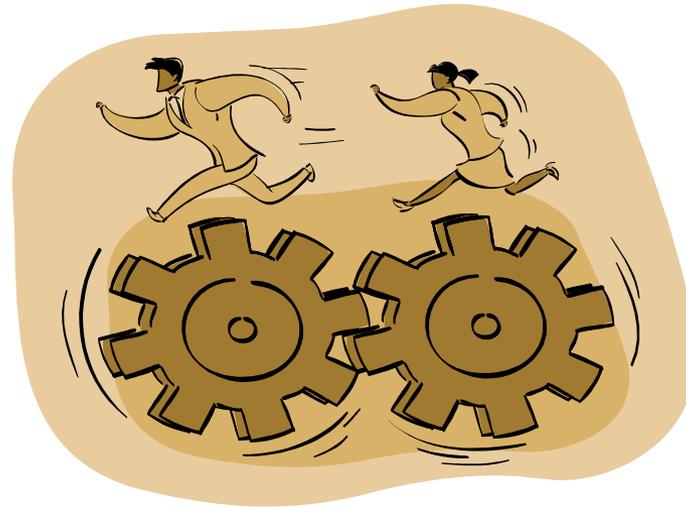
Indiana – A manufacturing state

- Manufacturing drives recovery in Indiana
- 1/3 of the state's economy depends on manufacturing
- One out of five Hoosiers works in manufacturing
- Manufacturing sector directly added 5,000 of the 10,000 jobs created in March, 2011
- Indiana manufacturers - greening up and cleaning up



New Spin on Old Workforce Challenges

- Manufacturing sector is rebounding – workforce is not
- Skills deficits further exacerbated by increased technology and green/lean performance expectations
- No funding to support incumbent worker training
- Attracting and retaining talent is becoming more difficult



Challenges

Manufacturing Institute 2010 Study

Public View of Manufacturing

- 68% think a strong manufacturing base is critical to US economy
- 63% agree manufacturing is now high tech
- 30% would encourage manufacturing as a career choice



National Skills Certification Initiative

The Manufacturing Institute, Conexus, Ivy Tech, and 23 other states address skills shortages

- Employers cannot hire and retain adequate workforce – particularly entry level
- Value education and training but not yet enough to pay entry level employees for demonstrated skills
- Demand critical thinking, problem solving, and teamwork – unsure how to get those skills
- Not willing to fund employee training



Examples – Innovation – Creative Manufacturing

Pure Power Technologies – Foundry Rebirth

- January 2009-Navistar announced closure of Indianapolis facility
- July 2010-all facilities were closed in Indianapolis all workers dislocated
- July 2010-UAW worked with Navistar to form a new division Pure Power Technologies
- Retrain workforce – self directed, multi-craft, new green technology - Compacted Graphite Iron (CGI), LEAN processes
- Recall 40 expect to recall 100 total this year



Biggest Problem Facing Manufacturing Today

“I think it is education. From a manufacturing standpoint, the thing that will limit our growth the most is not being able to find skilled workers....Everywhere we are in the U.S. we run the risk of not having enough skilled workers.”

Tim Solso, CEO, Cummins Inc.

