




CHOOSEMILWAUKEE  
7 COUNTIES. 1 GREAT REGION.

▶ Welcome

Ben Cordani  
HR Leader Global Mining



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▶ Welcome

Suzanne Kelly  
President  
Waukesha County Business Alliance



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▶ Welcome




Tim Sullivan  
Chair  
Metropolitan Milwaukee Association of Commerce





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▶ Gratitude

Partners

Sponsors

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▶ Session Design Team

Alto Shaam	Randy	Avrit	MMAC / Milwaukee 7	Shelley	Jurewicz
Caterpillar	Bonnie	Tate	Monarch Company	David	Mitchell
Cooper Power Systems	Jamie	Boettcher	Retired	Bill	Krugler
Facilitator	Karen	Hung	Second Chance	Stephanie	Borowski
GA Mfg. Precision	Claude	Lewis	Snap-On	John	Backus
GE Healthcare	Kyle	Kalmadge	Supersteel, LLC	Rosa	Figueroa
Harley-Davidson	George	Falk	Wacker Neuson Corp.	Scott	Zantow
Harley-Davidson	Jeffrey	Griffith	WCBA	Mary	Baer
Harley-Davidson	Carmen	Mabone			
Kolb & Co.	Cheryl	Aschenbrener			
Kolb & Co.	Marlin	Bochantin			
Kolb & Co.	Kerri	Nowicki			

Thank You!

▶ The Project

**Closing the Manufacturing Skills Gap Project**

A collaborative effort to put us in the best position to grow a skilled manufacturing workforce

▶ Morning Goal

To receive your input on how and where to proceed in closing the skills gap and growing a pipeline of **welders** and **machinists**

▶ Morning Outcomes

- With your input and direction we will:
- Verify the fundamental skills required
  - Identify the resources for education, training & development, and best practices and ideas for skills development
  - Prioritize which resources to focus on for greatest impact in closing the gap
  - Prioritize which avenues to market manufacturing jobs, careers and skills development

▶ Agenda

- |                  |  |
|------------------|--|
| 7:30-8:00 a.m.   | Continental Breakfast                          |
| 8:00-8:15 a.m.   | Welcome  |
| 8:15-8:30 a.m.   | Manufacturing Primer                           |
| 8:30-10:00 a.m.  | 1 <sup>st</sup> Discussion: Skills Development |
| 10:00-10:15 a.m. | Break  |
| 10:15-11:30 a.m. | 2 <sup>nd</sup> Discussion: Promoting MFG      |
| 11:30-11:50 a.m. | Recap and Next Steps                           |
| 11:50 a.m.-Noon  | Closing  |
| Noon-1:00 p.m.   | Grab a box lunch to go or stay                 |

▶ Today's Facilitators

Kolb & Co.	Bart Adams	MMAC	Jane Backes
	Cheryl Aschenbrener		Cathy Harrison
	Marlin Bochantin		Barb Smith
	Jim Brandenburg		
	Karen Doerner	Lead Facilitator	Karen Hung
	Erin Horman		
	Neil Keller		
	Tom Luken		
	Brad Netzel		
	Kerri Nowicki		
	Mark Sobczak		
	Les Tarjan		
	Jim Wagner		

**Thank You!**

▶ Manufacturing Primer

Wisconsin is **No. 1**  
in nation for the highest concentration of manufacturing workforce

The Milwaukee Region is **No. 2**  
**144,108** workers or **15.5%** of workforce

High Unemployment

9.1% national unemployment  
7.3% State unemployment  
8.2% Milwaukee Region unemployment

Wisconsin Department of Workforce Development

**HELP  
WANTED**

600,000 skilled manufacturing positions  
remain open nation-wide

Deloitte and The Manufacturing Institute, 2011

**HELP  
WANTED**

Over 5,600  
production positions remain  
unfilled in the Milwaukee Region

EMSI

**HELP  
WANTED**

757 positions in welding and machining  
are unfilled in the Milwaukee Region  
1,860 openings are projected by the year 2018

EMSI

**HELP  
WANTED**

2.7 million manufacturing employees are  
55 years of age or older and likely to  
retire in the next 10 years

Manufacturing Institute 2010

**HELP  
WANTED**

Nationally, just 28.6% of teens (16-19)  
were employed in 2010,  
down from 45.2% in 2000

Pathways to Prosperity Project Harvard 2011

# HELP WANTED

Skilled trades top list of  
hardest jobs to fill in 2010 and 2011

Manpower 2011

# CAREER CHOICES

Manufacturing tops list of  
types of **jobs wanted** in a community  
...but nears bottom of list as a career choice

Deloitte 2011

# CAREER CHOICES

Among **18-24** year olds,  
**manufacturing ranks "dead last"** among industries  
they would chose to start their careers

Deloitte 2011

# CAREER CHOICES

**27%** of people with **post-secondary**  
licenses or **certificates** – credentials short of  
an associate degree – **earn more than** the  
average **bachelor's** degree recipient

Pathways to Prosperity Project Harvard 2011

# CAREER CHOICES

**Welders** and **machinists** are promoted  
among **"Hot Jobs"** in Wisconsin

Wisconsin Department of Workforce Development – Wisconsin Worknet

# CAREER CHOICES

**1,222** **students** have **enrolled** in manufacturing  
programming for **welding and machining** between  
WCTC, MATC and Gateway technical colleges,

Wisconsin Technical Colleges Enrollment through 2011

# SKILLS REQUIRED

1. Employability Skills
2. Pre-Employment Machining
3. Pre-Employment Welding Skills
4. Basic Machining and Welding

Closing the Manufacturing Skills Gap Project  
Skills Assessment Survey

## Skills Assessment Survey Results

Employability Skills	No. of Respondents Requiring on Day 1	No. of Respondents Requiring w/ 90 Days
On time at work & meetings	22	0
Reliable & truthful	22	0
Acts professionally & accountable for actions	20	2
Asks questions when needed to perform work accurately	19	3
Maintains a safe work environment	19	3
Reads & understands written & printed material	18	4
Able to read numbers & calculate accurately	18	4
Works well with all people & customers	18	4
Able to read & use measurement tools accurately	16	6
Demonstrates proper safety procedures	16	6
Willing to continuously learn & grow	16	6
Communicates clearly with leads & others	14	8
Manages self & work responsibly	13	9
Accepts feedback to improve	12	10

## Resources and Partnerships

- |                          |                              |
|--------------------------|------------------------------|
| Project Lead the Way     | WIJobsCenter                 |
| Second Chance            | WIWorknet                    |
| MFG Bus Tours            | Apprenticeships              |
| Teach for America        | Youth Job Programs           |
| NAM Skills Certification | Project Return               |
| Dream It. Do It.         | H.S. School Partnerships     |
| Talent Dividend          | In-House Customized Training |
| KnowHow2GoWI             | Job Fairs                    |
| WICareerPathways         | Boot Camps                   |

## Morning Goal

To receive your input on how and where to proceed in closing the skills gap and growing a pipeline of **welders** and **machinists**

## Today's process

- Facilitated and timed table discussion
- Capture your discussion points on post-its
- Stick post-its to your table continuum chart
- Select your top choices to advance to a vote
- Table report top choices
- Full group prioritization exercise
- Break
- Repeat

## Discussion Guidelines

### Facilitators' Role

- Encourage engagement
- Balance speak time
- Manage time against outputs
- Manage discussion against outputs

### Participants' Role

- Contribute what you know and your ideas
- Stay positive and on point
- Hold judgment
- Seek to understand

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Discussion: Skills Development

**Given a common understanding of the employability and basic skills required to pursue a career as a welder or machinist....**

1. Brainstorm who, where and how these skills are being introduced and developed in the talent pool.
2. Share who you are partnering or working with currently to develop these skills.
3. Brainstorm if there are other ideas we should explore or expand.
4. Select the top 5 ideas or resources your table has identified as priorities for advancement in the *Closing the MFG Skills Gap Project*

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Discussion: Skills Development

Current Educational, Training & Development Programs, Best Practices	Post who, where and how skills are currently being developed					
	K-8th	High School	Tech Colleges	Employers	Dislocated Workers	Chronic Unemployed
New ideas	Post new ideas that should be explored or expanded					
Challenges or Barriers	Post to address at a future time					

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Prioritization Exercise: Skills Development

1. Each of you have been given 5 dots
2. If you are a manufacturer, your dots are red, all others are blue
3. Take your dots and place them on the ideas that have been advanced by each table that are of most interest to you
4. You may place all 5 dots on one, or spread them out over 5 ideas

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Discussion: Promoting Welding/Machining/MFG

**Given that many positions in welding and machining remaining open, even with high unemployment. And as skilled workers retire, there is low interest by young adults in manufacturing...**

1. Brainstorm who, where and how we are reaching those currently unemployed, underemployed and disenfranchised workers with development and job opportunities?
2. Brainstorm who, where and how we could promote the development and pursuit of careers in manufacturing, welding and machining to parents, teachers, counselors, students, the public, etc?
3. Brainstorm if there are other ideas we should explore or expand.
4. Select the top 5 ideas or resources your table has identified as priorities for advancement in the *Closing the MFG Skills Gap Project*.

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Marketing Discussion: Current & Pipeline

Promotion to Current Workforce	Post who, where and how skills are currently being developed					
	K-8th	High School	Parents	Tech Colleges	Employers	Unemployed Under Employed
Promotion to Workforce Pipeline						
Challenges or Barriers						

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Prioritization Exercise: Promoting MFG

1. Each of you have been given 5 dots
2. If you are a manufacturer, your dots are red, all others are blue
3. Take your dots and place them on the ideas that have been advanced by each table that are of most interest to you
4. You may place all 5 dots on one, or spread them out over 5 ideas

▶ Recap: Morning Goal

To receive your input on how and where to proceed in closing the skills gap and growing a pipeline of **welders** and **machinists**

▶ Recap: Morning Outcomes

With your input and direction we will:

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▶ Next Steps

Summarize the session  
Present findings at M7 Council Meeting  
November 3 in Racine  
Call for you to give your time to help us organize and move the priorities identified forward

▶ With gratitude to you all

Partners



Sponsors



▶ Lunch

Sponsor



Grab a box lunch to go,  
or relax right here until 1:00pm