The background of the top half of the slide is a composite image. On the left, a white industrial robotic arm is shown in a factory setting. In the center and right, a person is wearing a white VR headset and looking at a computer monitor. The monitor displays various data visualizations, including line graphs, bar charts, and circular gauges. The overall color palette is dominated by blues and greys, with a yellow semi-transparent banner overlaid at the bottom of this section.

Industry Pulse: Advancing Workforce Development tuX June 5, 2024



Our Purpose

Advance manufacturing to drive competitiveness, resiliency, and national security



Our Vision

Manufacturing is a diverse, thriving, and valued ecosystem



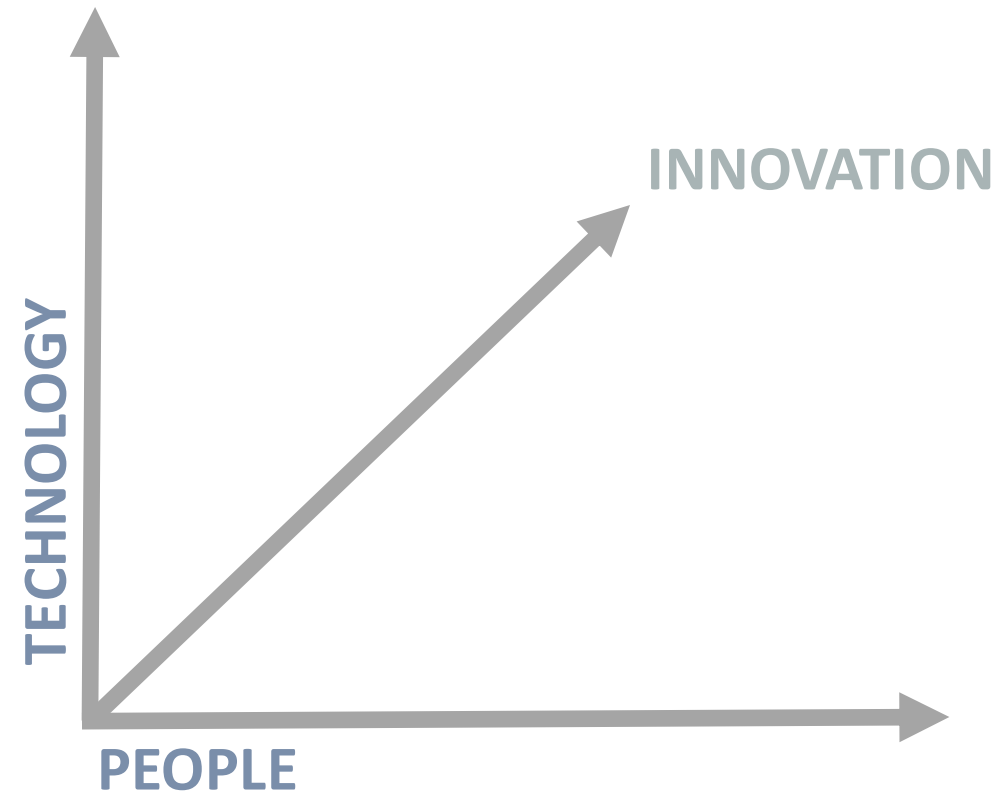
Our Mission

Accelerate widespread adoption of manufacturing technologies and build North America's talent and capabilities

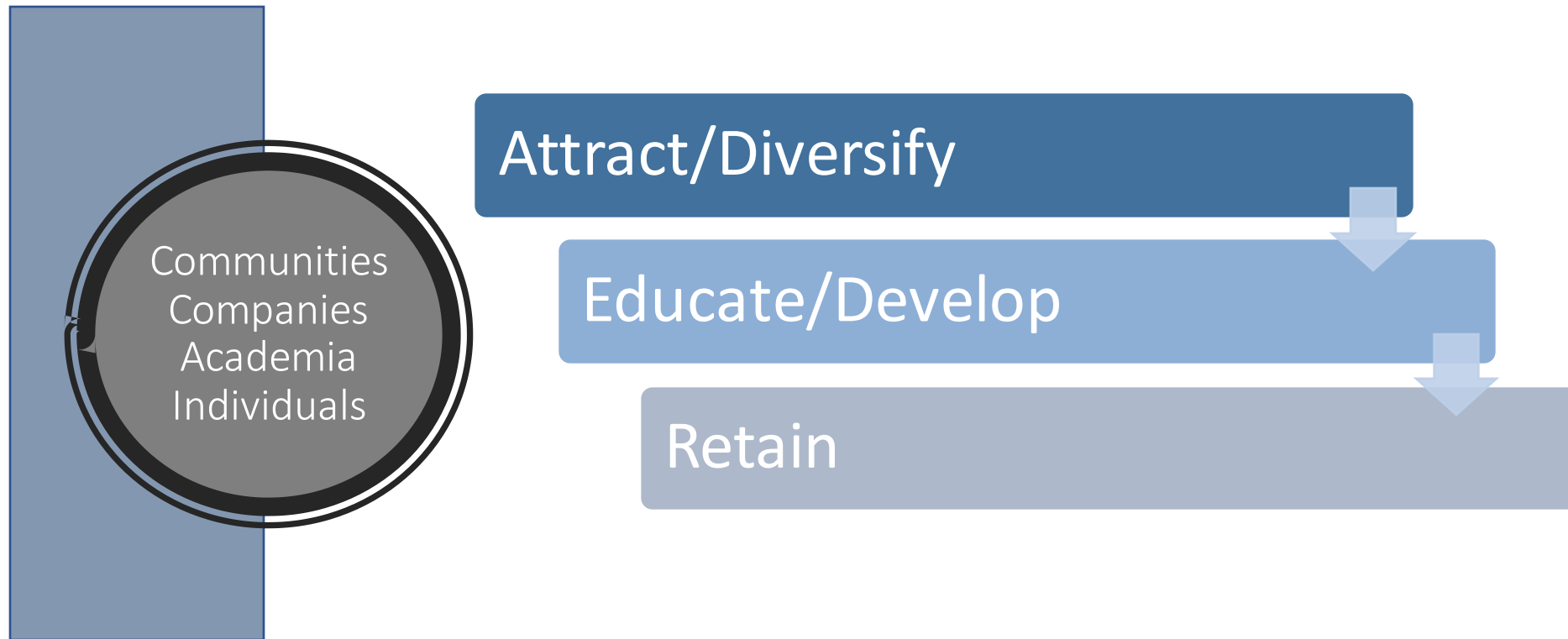
SME is a nonprofit organization that supports manufacturing based on our core belief:
Manufacturing is key to economic growth and prosperity.



Building Innovation Capabilities



*“Thinking Nationally and Acting Locally.....
Seeing Locally and Scaling Nationally”*



The background features several decorative elements: a large, light green circular arc in the top left corner; a large, light green circular arc in the bottom right corner; and a faint, light gray circular graphic on the left side that resembles a gauge or a stylized clock face with radial lines and dots.

Changing Workforce Landscape

Everything Changed





Where are
the people?

Thu, Oct 19 at 6:29 AM

[NPS] Route M is canceled today, 10/19/23, Both AM and PM, due to unexpected driver absence. We apologize for this inconvenience.

Labor Shortage is Everywhere

Record low Labor Force Participation Rate

Misalignment Jobs to Workers

Accumulated Wealth

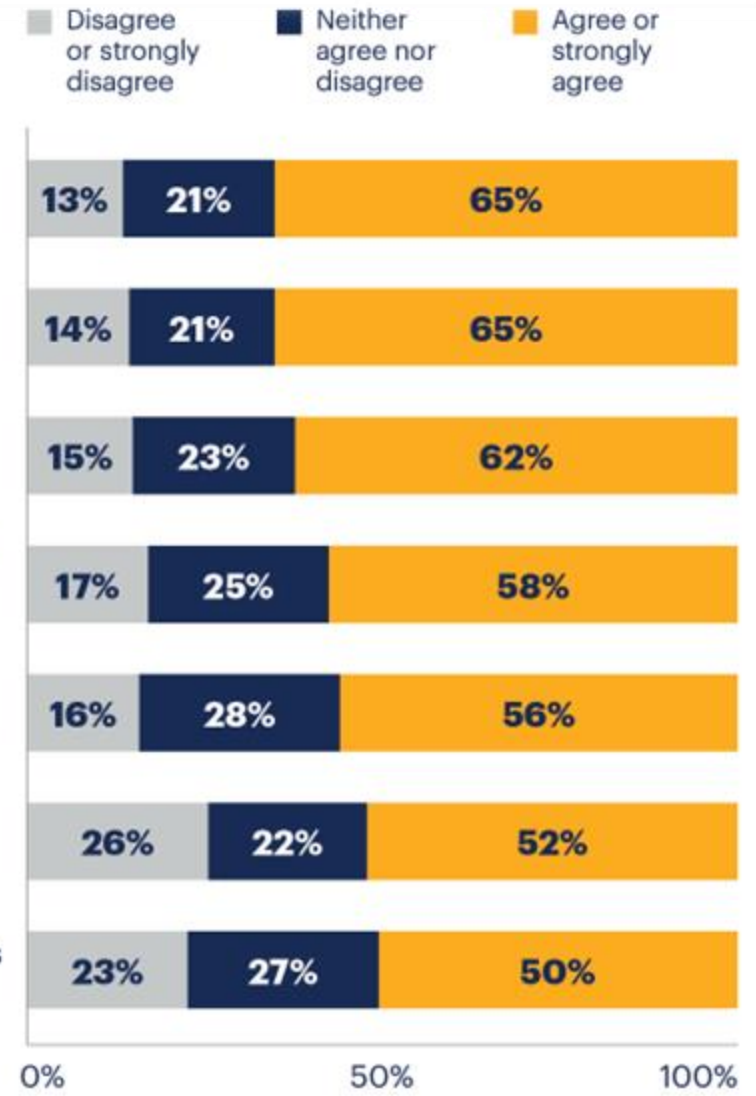
Massive Retirements

Lowest Birthrates in US History

Pandemic Induced Shift



- ... shifted my attitude toward the value of aspects outside work
- ... made me rethink the place that work should have in my life
- ... made me long for a bigger change in my life
- ... changed my perspective on the desirability of my workplace location
- ... made me want to contribute more to society
- ... made me question the purpose of my day-to-day job
- ... changed my expectations toward my employer

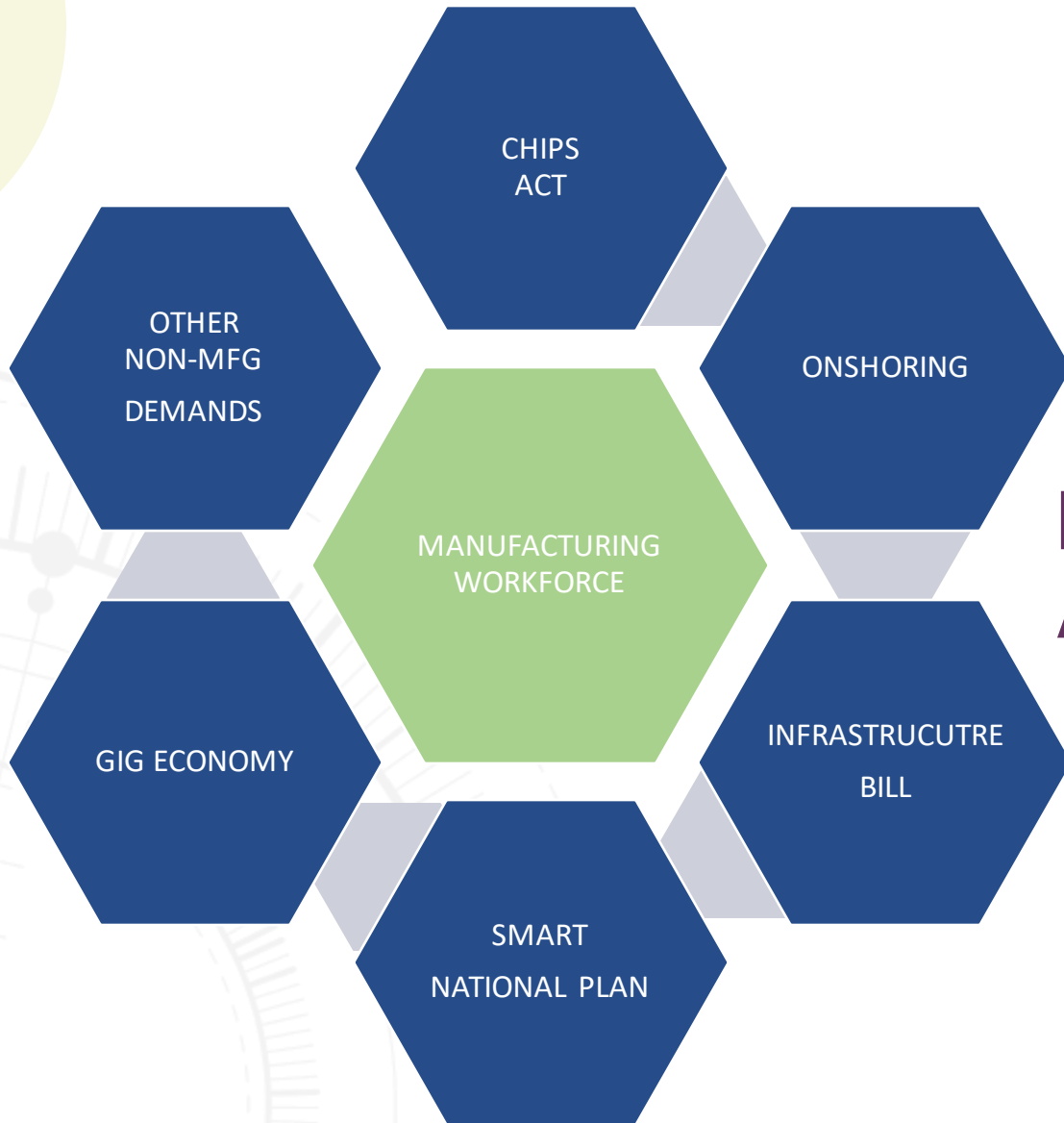


[gartner.com](https://www.gartner.com)

n = 3,515
 Source: Gartner 2021 Hybrid and Return to Work Survey
 Note: Percentages may not add up to 100% because of rounding.
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National Investment & Added Workforce Pressures

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Technology in Workforce Development and Training

*Confluence of
People and
Technology*

Disruption of How
We Work



Reskilling needs

Technology.
People.
Work.



of current workers' core skills are expected to change in the next 5 years.

Source: Future of Jobs Report 2020, World Economic Forum.

Top 10 skills of 2025

Type of skill

- Problem-solving
- Self-management
- Working with people
- Technology use and development



Analytical thinking and innovation



Active learning and learning strategies



Complex problem-solving



Critical thinking and analysis



Creativity, originality and initiative



Leadership and social influence



Technology use, monitoring and control



Technology design and programming



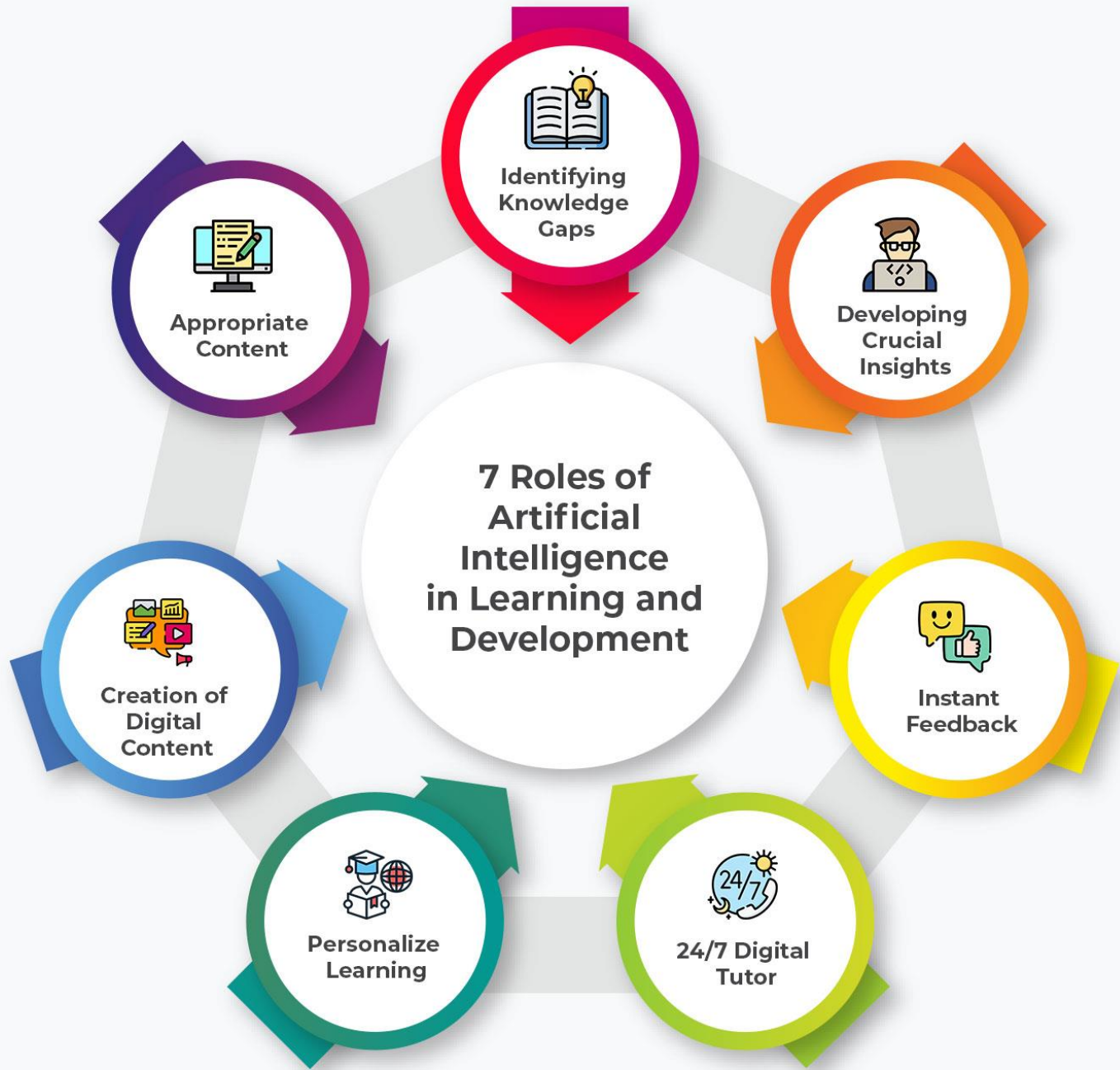
Resilience, stress tolerance and flexibility



Reasoning, problem-solving and ideation

Digital Skills Impacting All Jobs

- Being tech-and data-literate will be an integral part of the job description for everyone
- Digitally intensive jobs are growing twice as fast in middle skilled jobs than those not digitally intensive.
- Studies predict generative AI will be involved in 70% of text and data-heavy tasks by 2025, up from less than 10% in 2023
- 25% of employees fear their job will be made obsolete by AI up from 15% couple years ago
- AI, ML, Data Analytics, Robots, Automation, Cyber, Cloud Computing have all seen dramatic demand increases in the last 5 years





The Skills Imperative

We are facing an unprecedented increase in labor market transitions.

WEF 2023 Future of Jobs report finds that by 2027...

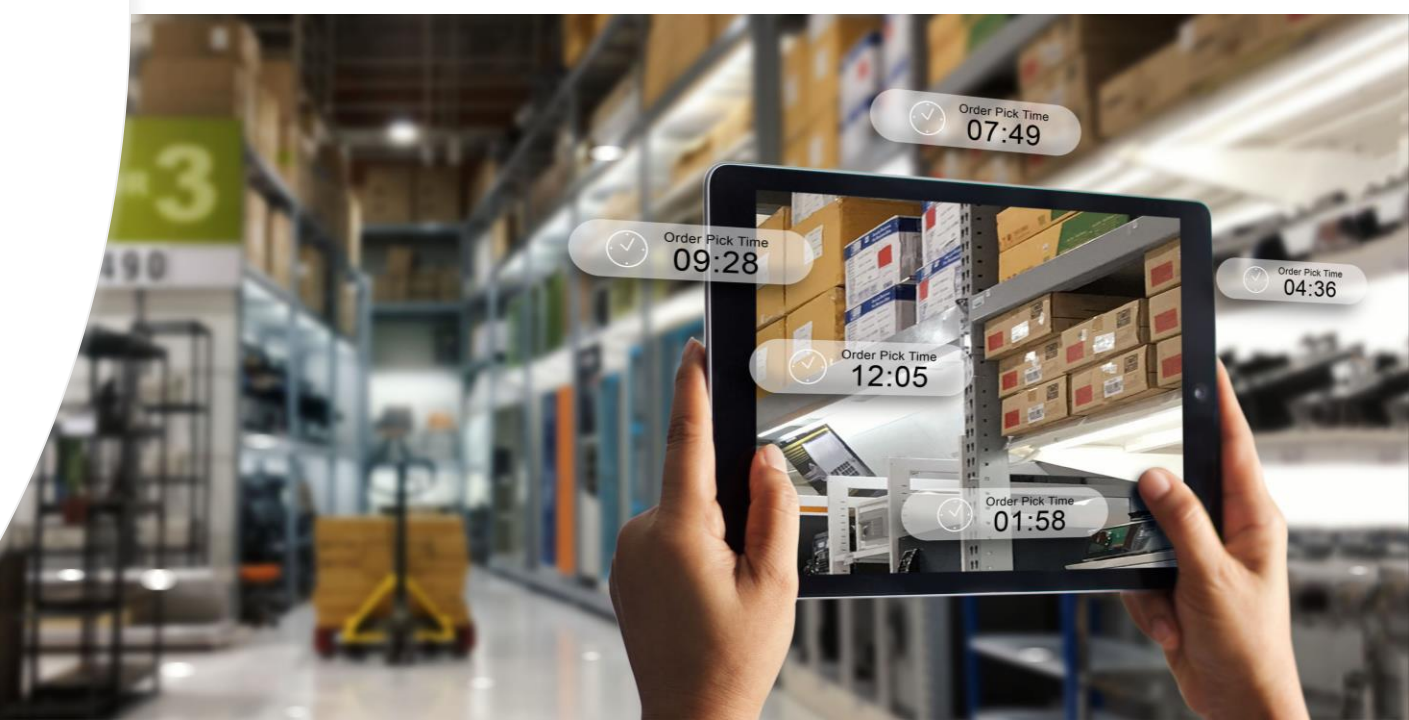
- **83 million jobs are expected to be displaced.**
- **69 million new roles may emerge.**

Skill demands will change constantly.

However, our systems lack a scalable, data-driven way of understanding in real-time the skills required in the labor market and how our own skills compare, in order to direct upskilling.

Just-in-Time Learning

- 70% knowledge lost in a 24-hour period and as much as 90% after 30 days
- Accessible on-demand
- Applications
 - Recall
 - Change
 - New information
- Performance support



Health Check Up Questions?

1. Do you have strong partnership between HR and operations?
2. Is talent and performance an active part of your company's strategic success?
3. Do you have a learning culture?
4. Do you use technology in attracting, developing and retaining employees?
5. Do you have updated job descriptions?
6. Have you identified competencies needed today/future?
7. Do you have structured onboarding?
8. Have you created career pathways?
9. Do you work with academic and local partners?
10. Do you measure knowledge and ability?



External Resources

- Non-profits
- Consultants
- Local academic partners (high schools, colleges and universities)
- Local workforce investment boards help particularly with dislocated workers
- Local community-based organizations such as Catalyst Connection or Goodwill
- Local Manufacturing Extension Partnerships – focus on small business
- State economic development or workforce agencies
- National Manufacturing USA Innovation Institutes

Lessons Learned from Atkore



The background features several decorative elements: a large, light green circular arc in the top-left corner; a large, light green circular arc in the bottom-right corner; and a faint, light gray circular graphic on the left side that resembles a clock face or a technical diagram with concentric circles and radial lines.

Thank you

Jeannine Kunz
Chief Workforce Development Officer
SME