

Manufacturing Industry Talent Development Roundtable

North Carolina Chamber

Apollo Education Group



Agenda



- North Carolina Vision 2030
- Roundtable Format
- Results
- Next Steps
- Questions

North Carolina Vision 2030 – A Plan for Accelerating Job Growth and Securing North Carolina’s Future is a forward-thinking, initiative-driven plan that provides focused economic development strategies to create good jobs for North Carolinians.

Four Pillars of a Secure Future

- Education and Talent Supply
- Competitive Business Climate
- Entrepreneurship and Innovation
- Infrastructure and Growth Leadership

- 3 Key Areas
 - Greensboro
 - Raleigh
 - Charlotte
- Manufacturing Representation
 - Small, Medium, and Large Companies
 - HR, Operations, Supply Chain
- Job Data
 - Job Openings
 - Key Skills/Competencies

- 5 Critical Areas for North Carolina Manufacturers
 - Need for trade and soft skills
 - Increased focus on coaching and mentoring
 - Collaboration between manufacturers and colleges/universities
 - Perceptions about careers in manufacturing
 - Sharing best practices

Trade and Soft Skills

Roundtable participants stressed the need to more holistically educate and train workers with the necessary skills for a technologically and globally oriented manufacturing sector.

Key Skills:

Situational Awareness

Critical Thinking

Problem Solving

Project Management

Effective Coaching



The need for employees to have both trade and soft skills

Coaching and Mentoring

To meet the challenge of skills assurance, roundtable participants recommended programs that provide supervised opportunities for coaching and established mentorship programs for new recruits and emerging employees to gain hands-on experience.

Key Point:

On-the-job mentoring is a critical strategy for helping manufacturing employees acquire additional industry-specific technical skills as well as soft skills such as business acumen, communication, supervision and leadership.



The importance
of placing a
greater focus on
internal training,
mentoring and
coaching

Manufacturing and Higher Education Collaboration



Do schools understand manufacturing?

Opportunities:

Manufacturers to clearly define skills and competencies needed for their workers

Partner with colleges and universities to develop curriculum aligned to those needs

The biggest areas of opportunity for colleges and universities are agility and shortening the talent-development life cycle

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The need for manufacturers to work more closely with local community colleges and universities

Perception Versus Reality

Part of the challenge in today's education system is that students do not see how what they learned in class applies to the real world

Avenues to Connect:

Attending career days at local schools

Hosting field trips at their manufacturing facilities

Participating in regional and national events such as the Manufacturing Institute's Dream It Do It program

Manufacturing Day events hosted by North Carolina's Community Colleges

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The need
to change
perceptions
about
careers in the
manufacturing
industry

Sharing the Wealth

The primary concern for the roundtable participants is that they often operate in numerous cities and counties around the state, and have difficulties locating talent and employee development resources in all of the local markets in which they operate.

Current Strategies

Society for Human Resource Management (SHRM)

Association for Talent Development (ATD)

Chamber of Commerce



The importance of sharing best practices and aligning available resources

- Call to Action
 - Create a central repository of talent and workforce development tools so that manufacturers in Boone or Wilmington or anywhere in between will be able to easily determine what resources are available in their area
 - Community Colleges
 - Four-year universities
 - Professional training organizations

Questions



Thank you!