



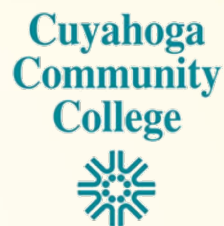
M MANUFACTURING TECHNOLOGY

A TRI-C[®] CENTER OF EXCELLENCE





**Employer Convening to Strengthen the
Advanced Manufacturing
Talent Pipeline
*Strategy Luncheon***



Employer Convening Summary

Summarizing the convening, the group focused on three areas for discussion:

1. Challenges and Opportunities
2. Priorities for Community College/Industry Collaboration
3. Progress and Next Steps
(Initiated in response to the issues raised at the convening)

The full report is available at www.tri-c.edu/manufacturing

Challenges and Opportunities

- Aligning the economic development and workforce development efforts
- Marketing and recruitment to establish a “just in time” network of qualified talent
- Technical skills gap and transparency of manufacturing career pathways
- Employer’s preference to hire temps vs. direct hires or begin internship programs
- Lack of soft skills (work ethics, communication, professional etiquette and conflict management)

Priorities for Community College/ Industry Collaboration

- Remove obstacles for recruitment through outreach to colleges, K-12 and workforce organizations
- Create strategies to market advancement opportunities beyond entry-level
- Increase experiential learning opportunities

Progress and Next Steps

- Dominion Gas partnered with Tri-C to assist with recruitment and preliminary assessments
- Pentair initiated a community-based focus group to discuss its workforce needs
- WIRE-Net continues to assess new sustainable apprenticeship programs in Northeast Ohio
- Participants requested Tri-C act as the catalyst to organize follow-up meetings to develop a work plan

Survey Questions

- 1. Which two areas are you most interested in engaging in future discussions?**
 1. Progression of internship programs
 2. Apprenticeship development
 3. Marketing and community outreach
 4. Recruitment, hiring, pipeline strategies

Survey Questions

2. We would like to create a sector based approach to collaboratively address the needs of the majority vs. the individual. Please list the top 3 challenges that are effecting the entire manufacturing industry/ sector in the region?

1.

2.

3.

Online Survey

**Take the survey to become part of the solution
and have your voice heard!!**

- This quick survey is available to take online
<https://forms.tri-c.edu/Player/EmployerConvening>

Survey is also available on the Tri-C site:

<http://www.tri-c.edu/workforce/advanced-manufacturing-andengineering/employer-convening-forum.html>

Preliminary Survey Results

of Participants: 23

- Employer = 43.47% (10)
 - Non-Employer = 56.52% (13)
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- Employer represents employers in the manufacturing industry only
 - Non-Employer represents all others
 - regional governmental agencies
 - education and training organizations, and
 - civic stakeholders, etc.

Preliminary Survey Results – Q.1

Q1 Which two areas are you most interested in engaging in future discussions?

Q1 (ALL)			Q1 (Employers)			Q1 (NON-Employers)		
1=	43.47%	(10)	1=	50%	(5)	1=	38.46%	(5)
2=	34.78%	(8)	2=	40%	(4)	2=	30.76%	(4)
3=	30.43%	(7)	3=	30%	(3)	3=	30.76%	(4)
4=	78.26%	(18)	4=	70%	(7)	4=	92.30%	(12)
5=	13.04%	(3)	5=	10%	(1)	5=	15.38%	(2)
	*Listed 1 area			*Listed 1 area			<i>*Listed 1 area</i>	

Preliminary Survey Results – Q.2

List the top 3 challenges that effect the entire manufacturing sector in the region?

Lack of Soft Skills

A= 82.60% **E= 47.82%** **N= 34.78%**

Need for Marketing & Outreach (including K-12)

A= 69.56% **E= 30.43%** **N= 39.13%**

Experiential Learning, Training and Community College Alignments w/ Employer Needs

A= 69.56% **E= 26.08%** **N= 43.47%**

Technical Skills Gap

A= 65.21% **E= 39.13%** **N= 26.08%**

Align Workforce & Economic Development Efforts

A= 39.13% **E= 0%** **N= 39.13%**

Next Steps

- Our approach going forward is to do an analysis of the region
 - Gather information
- Next meeting
 - Goals
 - Present work plan
 - Share survey data

May 10, 2017*

Next

**Employer Convening
Metropolitan Campus
@ UTC Building**

**Due to UTC Building renovations we've changed the date to 4/27/17*

- **May 22, 2017 – Workforce Career/Job Fair**



Questions



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