



Job Recruitment, Training, and Retention and Advanced Technical Education are Critical to the Future of Manufacturing in America

MESSAGE TO CONGRESS:

Support manufacturing in America by supporting workforce development, job training, recruitment, and placement programs

As WIOA is implemented, we need to expand local involvement of small/medium sized manufacturing

Congress should support skills certifications and national industry-recognized employee credentialing

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Over 77% of NTMA and PMA members report they currently have job openings in their manufacturing plants. Of those, **97% have severe or moderate challenges recruiting qualified employees.**

Washington should support job training initiatives and programs that support in-demand jobs such as those in the manufacturing industry. Job recruitment, training, and placement and advanced technical education are critical to the future of manufacturing in America. From 2009-2012, manufacturing job openings increased by 200%. **277,000 skilled manufacturing jobs are currently unfilled** and over **2.7 million manufacturing employees are expected to retire** in the next decade. Washington must support training, education and product diversification programs such as those through the Manufacturing Extension Partnerships that create thousands of high paying jobs.

Businesses need a more direct role in establishing education policy at K-12 and higher education levels to help prepare students for the workforce and placement in successful manufacturing careers. **China and India are educating 10 engineers for every 1 in the U.S.**

Manufacturing technology continues to advance as does the need for highly skilled workers. With many manufacturing technology programs at secondary and post-secondary schools having closed in recent years, there are not enough skilled people to fill these essential roles. U.S. manufacturing employs 12,327,000 workers directly and almost 39 million work in the value chain of manufactured goods, according to a recent study. In 2012, the average total compensation for a U.S. manufacturing worker was \$79,662 annually in pay and benefits compared with \$62,117 for the average worker in all industries.

Manufacturers need a new source of workers and establish a pipeline which will supply employers with a steady stream into the future. This means tapping new resources. One Voice members launched the National Robotics League to attract young people to manufacturing. They also are leaders in the Women in Manufacturing initiative to target a demographic underrepresented in the executive suites and on shop floors. Both NTMA and PMA are partners with American Jobs for America's Heroes to encourage businesses to hire National Guardsmen and women.

Congress should:

- Support projects that recruit, screen, train, place, and retain workers in critical metalworking industries;
- Encourage the use of nationally recognized industry-led and industry-specific skill standards, such as those developed through the National Institute for Metalworking Skills (NIMS);
- Expand and reauthorize Perkins and Pell grants to provide students and employers with the flexibility needed to adapt educational and training programs to their industry;
- Promote manufacturing careers to students, parents, and educators during town halls and public appearances;
- Include metalworking manufacturers in job fairs and veterans outreach events; and
- Contact One Voice about touring a plant on Manufacturing Day, October 7th or during any Congressional recess.