

# BUILDING THE MANUFACTURING TALENT PIPELINE

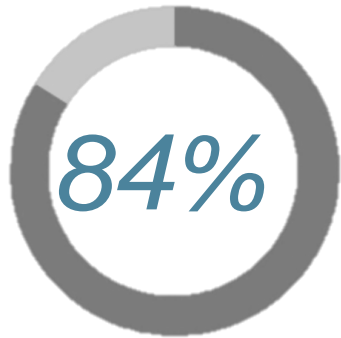
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Process Technology Talent Council



# Filling Jobs Nationally Is Difficult...

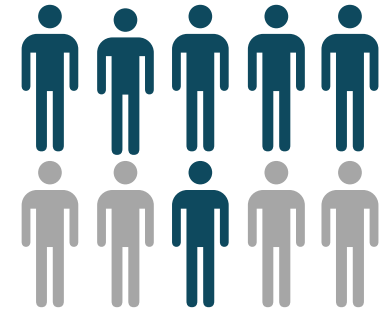
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of executives surveyed agree there is a **talent shortage in U.S. manufacturing**

*SIX out of TEN*

**open skilled production positions**  
are unfilled due to talent shortage



*even when*

**80%** of manufacturers are **willing to pay more than the market rates**

# ...And It's Going to Get More Difficult

*Over the next decade nearly 3 ½ Million manufacturing jobs likely need filled*

For every \$1 invested in manufacturing, another \$1.32 in additional value is created in other sectors<sup>1</sup>

**2.7 Million**

*baby boomer retirements*

**700K**

*manufacturing jobs from economic expansion*

*Only 1.4 Million jobs are likely to be filled*

*leading to 2 Million manufacturing jobs unfilled due to the skills gap*

**3.4 Million**

*manufacturing jobs needed over the next decade*

The skills gap is expected to result in **2,000,000** of those jobs being **unfilled**

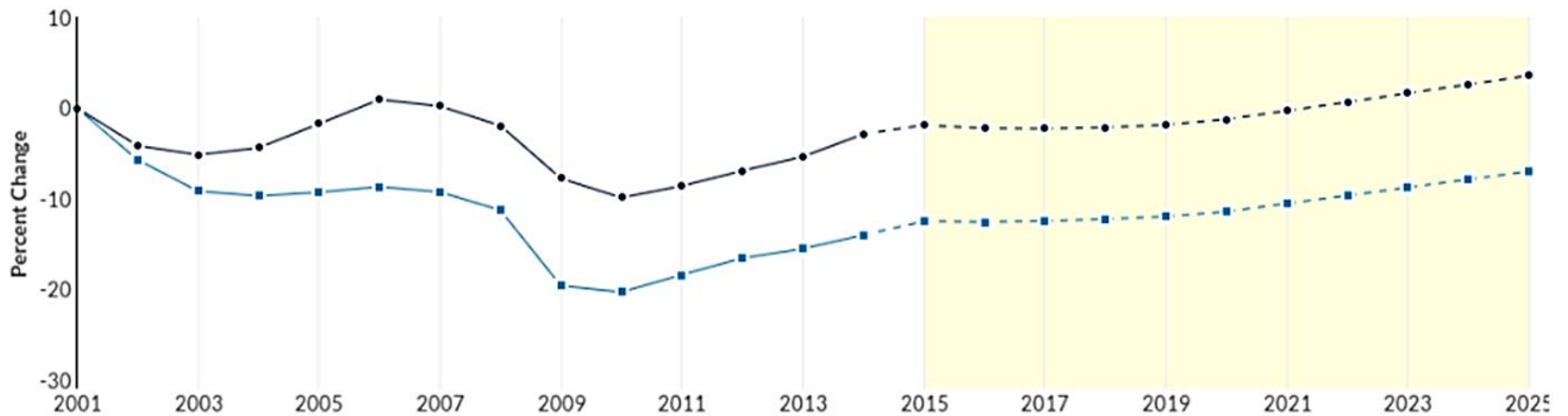
In 2011, **600K** jobs were unfilled due to the skills gap



By 2025 the skills gap is expected to grow to **2 million**

# This trend extends to the Mid-South Region

Regional Trends - Process Control Technician Positions



Region	2015 Jobs	2025 Jobs	Change	% Change
● Region	3,527	3,723	196	5.6%
■ Nation	790,857	840,538	49,681	6.3%

# Maturing Workforce

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Process Control Technicians: Workforce by Age Cohorts, 2015



	Age	2015 Percent	
●	14-18	0.3%	I
●	19-24	6.2%	■
●	25-34	17.7%	■
●	35-44	22.7%	■
●	45-54	28.1%	■
●	55-64	20.7%	■
●	65+	4.3%	■

25% of the Workforce is 55+ years old

# GMACW PROCESS TECHNOLOGY PATHWAYS

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Getting to Action



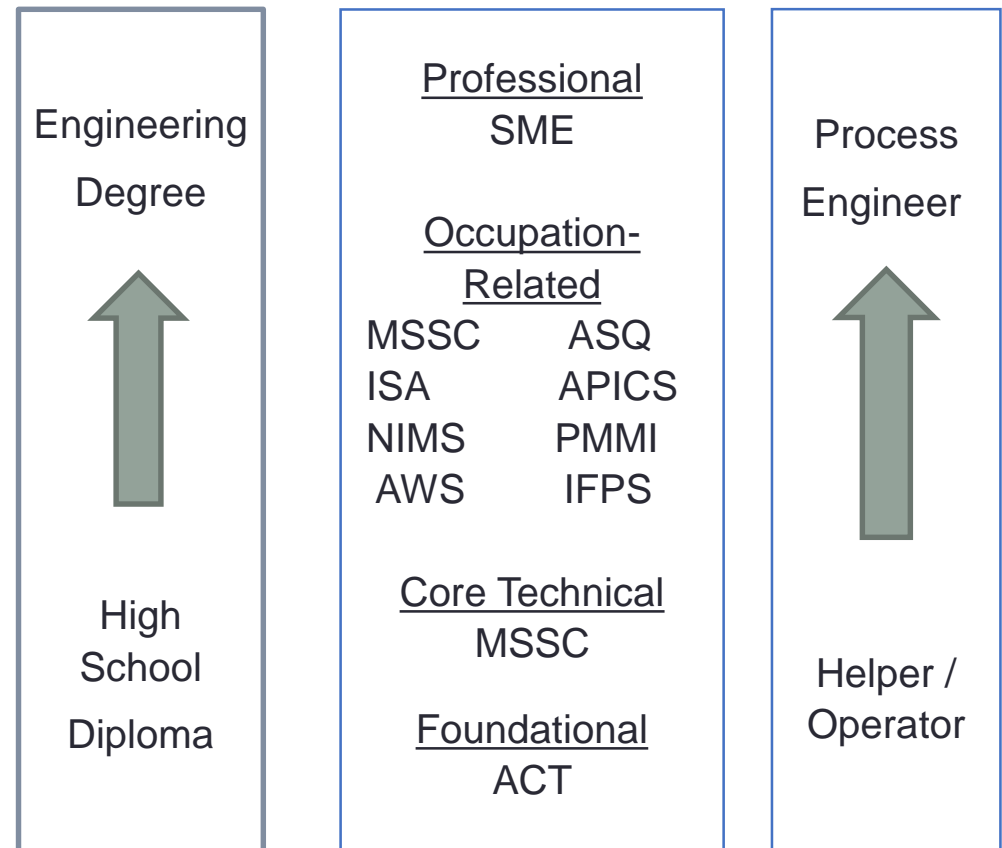
# **North American Process Technology Alliance (NAPTA) Curriculum Inclusion**

- Introduction to Process Technology
- Process Technology I - Equipment
- Process Instrumentation
- Process Technology II - Systems
- Safety, Health and Environment
- Process Technology III - Operations
- Quality
- Process Troubleshooting

# Pipeline for the GMACW Consortium

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- Links education and work through manufacturing related industry certifications
- Education, certification, and occupation/career pathways are aligned

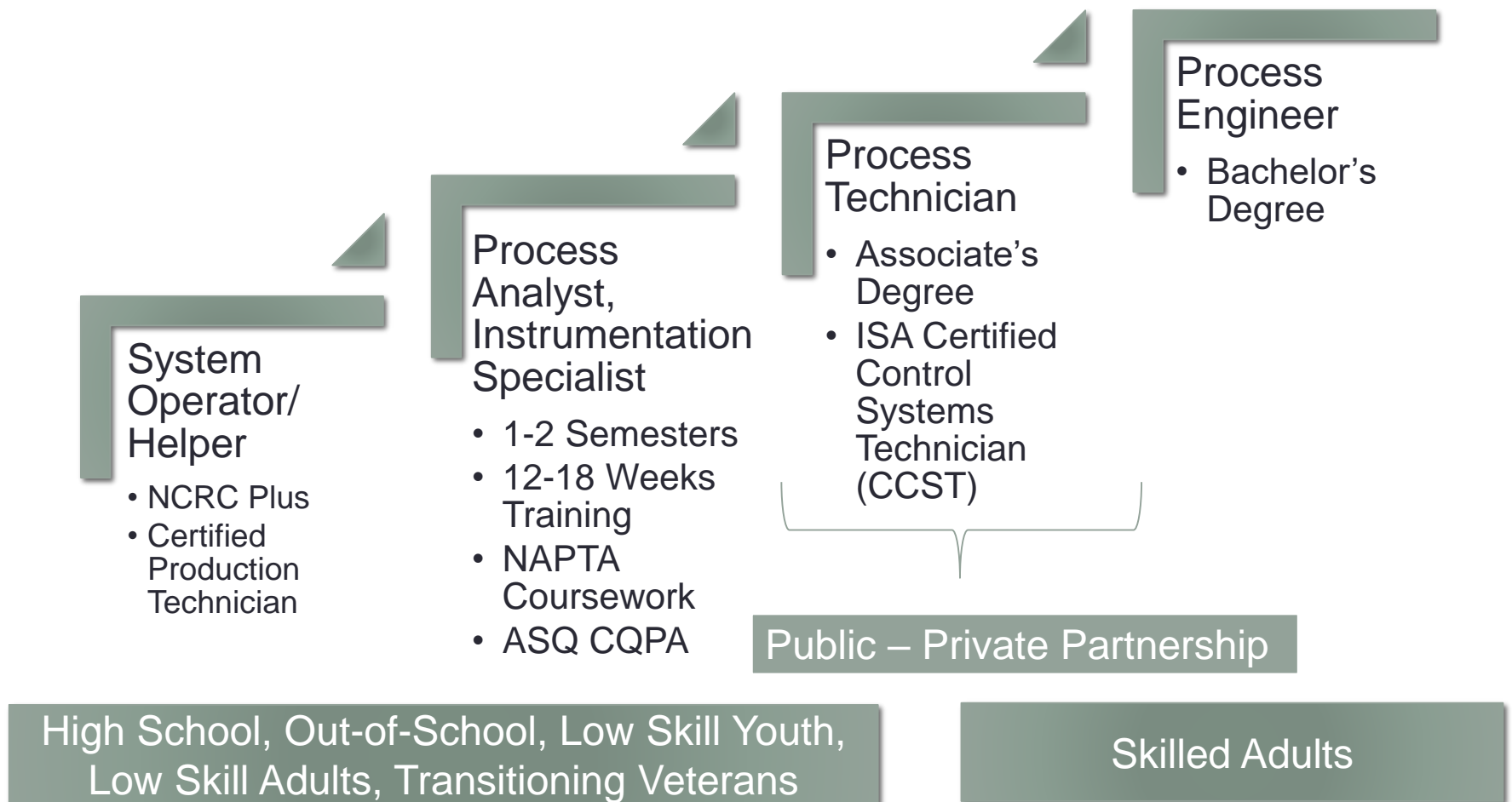




# FILLING IN THE TALENT PIPELINE (PROCESS TECHNOLOGY)

Talent Pipeline

Employee Development



# Target Occupations

## Oil and Gas Industry:

- Chemical Plant and System Operators (SOC #51-8091)
  - Reported job titles include: Operator, Chemical Operator, Process Technician, Process Operator, Operations Technician, Process Development Technician
- Petroleum Pump System Operators, Refinery Operators, and Gaugers (51-8093)
- Biofuels Processing Technicians (51-8099.01)
- Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders (51-9012.00)

## Other Industries:

- Manufacturing Production Technician, Engineering Technician (17-3029)
- Industrial Engineering Technician, Quality Control Engineering Technician (17-3026)
- Inspectors, Testers, Sorters, Samplers, and Weighers (51-9061)

# Contact Information

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