

Career Pathways Annual Report – HB15-1274

Transportation & Advanced Manufacturing

Career Pathways 2021 - 2022

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Career Pathways Overview

In Colorado, industry-driven, competency-based career pathways ensure that education, training, and workforce systems stay attuned and responsive to the needs of the labor market in order to:

- Ensure businesses have access to an appropriately skilled talent pipeline.
- Prepare students and workers with the skills and credentials they need for jobs and careers.

For additional information on career pathways as a strategy please refer to this webpage: <https://cwdc.colorado.gov/strategies/career-pathways>.

An overview of the key themes that emerged from career pathways discussions with transportation and manufacturing employers from July 2021 to June 2022 follows.

Transportation Industry

The following overview information was identified by employers (private partners), public partners, and from the Office of Economic Development and International Trade about the Transportation industry (and included in the Transportation Industry Pathways in [My Colorado Journey](#)):

- **Transportation Hub:** Busy, well-connected airports and our location at the crossroads of interstate highways and rail lines make Colorado a natural hub for transportation.
- **Significant Workforce:** Colorado has 16,700 Transportation companies with almost 200,000 employees with an annual payroll of \$13.4 billion.
- **Setting a Foundation:** Colorado's excellent transportation companies and infrastructure provide a foundation for all other industries to receive the goods they need and ship the goods they produce in a cost-effective and timely manner.
- **Key Assets:** Colorado has 956 miles of Interstate highway, 146 miles of rapid transit network, 3,000 miles of Class I railroad track and 80 airports.

Transportation Pathway Themes

The published transportation career pathways present information collected and edited as “tidbits” to students and job seekers. This is intended to encourage a deeper exploration of occupations in the transportation industry. The following “tidbits” are presented on My Colorado Journey based on discussions with transportation industry employers and public partners from July 2021 to June 2022.

Freight:

- Each year, \$305 billion in goods are shipped to and from sites in Colorado. 67% of those goods are carried by trucks. Careers go beyond loading and driving trucks as shipping all of those goods requires careful planning and tracking.
- Want to own your own business? Consider a career in freight. Much of the freight is moved across the country by small business owners called owner-operators. It is one of the best-supported ways to own your own company.
- From big airlines, air/ground freight, rental car, trucking, and logistics companies, to individually owned and operated trucks, Colorado has a wide variety of Transportation companies statewide.
- Many companies in many industries are short of Truck Drivers. Many are offering sign-on bonuses and decreasing nights spent on the road. Workforce Centers often offset the cost to obtain your license. Why wouldn't you consider a career in truck driving?

Air:

- Each airport is like a miniature city requiring jobs to get people and goods to and from the airport and on to their final destination while also meeting a wide variety of needs for hours - food, hospitality, safety, retail, and other services. And don't forget about the wide variety of jobs that keep the airport clean and running.

- About 35,000 employees support or are connected to Denver International Airport, and other airports across Colorado offer similar opportunities. Explore the wide variety of jobs on the Air pathway and remember that there are retail, food/beverage, business operations, and IT jobs there too!
- Employers identified customer service and effective communication skills as important competencies in the Air Industry, with many workers bringing those skills from entry-level jobs in other industries.

Public Transportation:

- Getting passengers to their destination on time, safely and in comfort, requires a team of customer-oriented people.
- Explore a career driving a bus. Many companies and governments are short of Bus Drivers. Many are offering signing bonuses and paying for their employees to obtain their Commercial Driver's License!
- Employers identified customer service and a safety mindset as important competencies in Public Transportation.

Technicians/Mechanics:

- Keeping the airplanes, trucks, engines, buses, shuttles, and cars running to fill our transportation needs requires a large number of mechanically-minded problem solvers!
- Employers need more mechanics and technicians! Start by tinkering and fixing items around your house, get a paid job quickly in a lube shop, explore an entry-level job or apprenticeship as a mechanic/technician, develop skills on the job and through education and training, and move on to high-paying and complex jobs as Master or Aircraft Techs!
- Employers identified mechanical aptitude (can you look at gears or an engine and begin to understand how they work), an interest in "tinkering" (with cars, robotics, appliances), teamwork (you often work with another tech), and problem-solving (you often have to think outside of the box to solve an issue) as important competencies for success as a Mechanic/Technician.

Transportation Occupation Themes

The published transportation occupations present information collected and edited as "occupational summaries" to students and job seekers. The following "occupational summaries" are presented on My Colorado Journey based on discussions with transportation industry employers and public partners from July 2021 to June 2022.

Freight:

- Employers have identified a shortage of Mechanic and Diesel Engine Technicians. Some Technicians will also work on Electric, Hydrogen, or Natural Gas Vehicles, with additional skills required and developed for those specialties.
- Transportation Dispatchers provide opportunities for Truck Drivers to advance in their careers without needing to be on the road.

- Gain experience as a Truck Driver and then become a business owner and your own boss by becoming a Truck Owner Operator! Many trucking companies provide support for Truck Drivers that want to purchase their own trucks.

Air:

- A common activity for Passenger Service Agents is helping passengers that need assistance make it to their gate.
- Customer Service Agents are a critical role for many organizations at an airport - the airlines, rental car agencies, parking lots, and the airport organization all rely on this job to provide great customer service. Local transportation agencies also value this role.
- For Flight Attendants, most companies provide the training needed.
- Because of international customers, speaking more than one language is valued in several customer service roles in the air industry.
- Entry-level Air positions can also lead to back office roles such as Finance, Human Resources, and Information Technology roles.
- Some airline companies provide formal training and experience programs to help employees transition from "Leads" to "Supervisors" or "Management Trainees".
- Aircraft Technicians/Mechanics can continue to advance in their careers by building specialized skills in sheet metal/composites, and in leadership roles within the shop or across airports by monitoring or planning required airplane maintenance. Employers identified that women are highly successful in this role and they are hoping that more will pursue a career in Aircraft Mechanics. When you work for an airline at a regional/international airport, you quickly earn over \$100,000 in salary with the potential to get significantly higher!
- Some Automotive Service Technicians/Mechanics will also work on Electric, Hydrogen, or Natural Gas Vehicles. The same skills working on automobiles can be used to maintain Aviation Ground Support Equipment, potentially leading to an Aircraft Mechanic job.
- There are additional requirements for being an Airline Captain, First Officer, or Pilot that should be reviewed. For instance, you will need to have an FAA Class 1 Medical Certificate and your vision must be corrected to 20/20.

Public Transportation:

- Some Shuttle Drivers work with people with disabilities, requiring additional knowledge about the Americans with Disabilities Act.
- A Cleaner of Vehicles and Equipment can be a good entry-level role to gain experience before moving on to another role or as someone completes their education.
- Some Transportation Dispatchers for buses have experience as a bus driver and some can be entry-level jobs.

Technicians/Mechanics:

- Employers have identified a shortage of Mechanics and Diesel Engine Technicians and Automotive Service Technicians/Mechanics. Some Technicians/Mechanics will

also work on Electric, Hydrogen, or Natural Gas Vehicles, with additional skills required and developed, often through additional training/certification, for those specialties.

Transportation Competencies

The following items were identified as being valued by employers. A competency is the capability to apply a set of related knowledge, skills, and abilities to successfully perform functions or tasks in a defined work setting. Competencies often serve as the basis for skill standards that specify the level of knowledge, skills, and abilities needed for success, as well as potential measurement criteria for assessing competency attainment. My Colorado Journey presents competency information to students and job seekers to help them prepare for success in a job and career.

Feedback from employers identified the following competencies as being critical to success for Transportation Dispatchers: excellent communication and organization skills.

Feedback from employers identifies the following competencies as being critical to success for entry-level Air roles: customer service, effective communication, safety mindset, level-headedness, and critical thinking.

For Aircraft Technicians/Mechanics, employers identified mechanical aptitude (can you look at gears or an engine and begin to understand how they work), an interest in "tinkering" (with cars, robotics, appliances), teamwork (you usually work with another tech), and problem-solving (you often have to think outside of the box to solve an issue) as important competencies for success.

Employers identified Customer Service, a Safety mindset, and timeliness as important competencies for Shuttle Drivers and Chauffeurs; Drivers; Bus Drivers, Transit and Intercity and Bus Drivers, and Schools. One employer mentioned it was difficult to be a good bus driver if you don't enjoy interacting with people.

Feedback from employers identifies the following competencies as being critical to success for entry-level Mechanics/Technicians: mechanical aptitude, troubleshooting abilities, critical thinking, and basic computer skills (for using diagnostic tools).

Transportation Certifications Valued

The following certifications were identified as valued by employers:

- For all levels of Truck Drivers, a Commercial Driver's License (CDL) is required for this job. For Special Endorsement Truck Drivers, additional endorsements are required.
- Some occupations (such as some drivers) and employers (such as airports) require drug testing, background checks, or citizenship requirements to satisfy regulations or insurance requirements. If this could impact your eligibility for some jobs, please double-check the requirements of the jobs by looking at local job postings before you begin to train for these occupations.

- For entry-level Air positions, no certification is required or expected, though working at an airport requires passing a federal background check. Baggage Handlers may also require a driver's license and an additional certification so they can load/unload mail.
- For Mechanic and Diesel Engine Technicians and Automotive Service Technicians/Mechanics, completion of a mechanic training program is expected by many employers and Automotive Service Excellence certifications are valued as well.
- For Aircraft Technicians/Mechanics and Avionics Technicians, an Airframe and Power Plant (A&P) Mechanics certification is expected to be obtained before or shortly after obtaining this job.
- For Airfield Operations Specialists, no certification is required, but you will obtain the Aircraft Rescue and Fire Fighting Certificate soon after you are hired.
- For Commercial Pilots and Airline Captains, First Officers, or Pilots, a Commercial Pilot Certificate is required.
- For Shuttle Drivers and Chauffeur Drivers, no certification is required or expected. However, having a driver's license is required, a good driving record is important and some companies will require you to be at least 21 years old.
- For Subway and Light Rail Operators; Bus Drivers, Transit and Intercity and Bus Drivers, School, a Commercial Driver's License (CDL) Class B is required. Some employers require this before you start and others will help you get it after you are hired. Some employers require this before you start and others will help you get it after you are hired.
- For Mobile Heavy Equipment Mechanics, Except Engines, since you will be fixing heavy equipment, a Commercial Driver's License (CDL) Class A is preferred so you can also drive the equipment. Some employers require this before you start and others will help you get it.

Transportation Work Experience and Education

The following work experience and/or education were identified as valued by employers:

- For Transportation Dispatchers, extensive on-the-job training and experience, often as a Truck Driver, is expected.
- For most entry-level Air positions, no previous work experience is required, though previous experience in a customer service role is highly valued.
- For Premium Customer Service Agents, previous experience in entry-level transportation roles, with strong customer service skills is expected.
- For Automotive Service Technicians/Mechanics, employers expect some experience working with cars, engines, etc. You can obtain that through training, at a lube shop, or in a similar job. Some employers have apprenticeships to help you get started in the industry.
- For Aircraft Technicians/Mechanics, previous experience in a mechanical role is expected, often as an Auto Tech. Completion of a CFR 147 accredited A&P Mechanic program is expected. For Avionics Technicians, experience as an Aircraft Technician/Mechanic is expected.

- For Airline Captains, First Officers, and Pilots, significant experience piloting an airplane is required (at least 1500 hours, though some employers require much more).
- For Subway and Light Rail Operators, many employers expect some previous work experience, with Customer Service experience being highly valued.

Transportation Critical Occupations

The following jobs were identified as Critical Occupations within the transportation industry. Critical Occupations are identified by the industry as the occupations for which the industry may be facing shortages, difficulties in hiring or retention, or are occupations needed for a comprehensive career pathway.

- All levels of Truck Drivers that require a Commercial Driver's License were identified by many employers in the Freight industry as being a Critical Occupation.
- Entry-level customer service roles (such as Customer Service Agents) are critical occupations for several different employers that support airport operations - the airlines, rental car agencies, parking lots, and the airport organization all rely on this job to provide great customer service.
- Jobs that require a Commercial Driver's License (CDL) Class B (Subway and Light Rail Operators; Bus Drivers, Transit and Intercity and Bus Drivers, School) were identified by employers as Critical Occupations.
- Mechanic and Diesel Engine Technicians, Automotive Service Technicians/Mechanics, Aircraft Technicians/Mechanics, and Avionics Technicians were identified by multiple employers as being Critical Occupations.

Transportation Additional Feedback

The following additional information was offered by industry leaders for potential follow-up, in response to two specific questions:

1. What are industry needs or challenges for education and training providers?
 - Qualified technicians are needed.
2. What opportunities exist to better train, attract and retain talent?
 - Internships and better educational institution/industry partnerships.

Advanced Manufacturing Industry

The following overview information was identified by employers (private partners), public partners, and from the Office of Economic Development and International Trade about the Advanced Manufacturing industry (and included in the Advance Manufacturing Industry Pathways in [My Colorado Journey](#)):

- Manufacturing Makes Everything - Better: Manufacturing is clean, tuned up, light, fast-paced, team-oriented, focused on sustainability, and filled with cool technologies that leverage precision. From nanotechnology to robotics, innovative ideas happen every day. But who transforms these raw ideas into the must-have products that improve the lives of everyone around us? With a career in manufacturing, YOU WILL.
- Advanced Manufacturing Careers: Explore the employers that are "Making Colorado" and industry talent needs in the "Manufacturing Resources" section of the Colorado Advanced Manufacturing Association website.
- Highly Skilled, Tech-Enabled Workforce: Nearly everything in manufacturing incorporates a computer or electronic circuitry. It's critical to have a highly-skilled staff of individuals who keep these advanced systems operating efficiently. If you love working with your hands and technology and you are a good problem solver, these positions could be a perfect match for you.
- Apprenticeship, internship, and mentoring programs provide interested students with a path to vocational education and a successful career in manufacturing. These opportunities help students gain valuable real-world experiences and employers a chance to directly impact workforce development.

A significant amount of work with Manufacturing employers was initially completed through combined efforts from HB13-1165 and the TAACCCT/CHAMP Grant through the Colorado Community College System. This work was reflected in the former Colorado Career Action Tools website, which My Colorado Journey had referenced for Advanced Manufacturing career pathway information until June 2022. We leveraged much of these pathways and the information gathered from employers at that time as a baseline for discussions with employers this year and in the creation of the My Colorado Journey Manufacturing pathways. We thank all of those that completed that great work and appreciate the opportunity to build upon what they had created.

Advanced Manufacturing Pathway Themes:

The published advanced manufacturing career pathways present information collected and edited as "tidbits" to students and job seekers. This is intended to encourage a deeper exploration of occupations in the advanced manufacturing industry. The following "tidbits" are presented on My Colorado Journey based on discussions with advanced manufacturing industry employers and public partners from July 2021 to June 2022.

Production:

- Production involves the fabrication and alignment of parts to construct a variety of

products - ranging from electronics to air and spacecraft to motor vehicles to wind turbines!

- There are many entry-level Production jobs that allow you to earn while you are developing the skills that enable you to advance in your career. Start today!
- Colorado's Manufacturing companies range from small shops creating one type of product to large, multi-national organizations creating many products. They also manufacture a variety of products: computers, electronics, food, beverages, medical devices, aerospace equipment, photonics, etc.
- Some Production workers specialize in a particular part, such as electric motors, a type of product, such as office machinery, or setting up and operating a specific machine.

Engineering:

- Engineers don't only dream it – they have a knack for figuring out how to do it by combining ingenuity and advanced technical abilities with the fundamental skill of problem-solving.
- Before products can be manufactured, they have to be developed. Engineers are a vital component of the product research and development process, determining how something should perform, and then verifying that it can indeed perform in the intended way. Today, this could include anything from wind turbine compressors to medical and dental devices.
- In manufacturing, some engineering roles focus on the development and creation of cutting-edge parts or products, while others focus on evaluating the manufacturing process to discover where refinement and improvements can be made.

Quality Assurance:

- Maintaining quality is essential in the manufacturing industry. This is done through quality control and quality assurance. Quality control is product oriented and ensures the results of what you have done are what you expected. Quality assurance is process oriented and makes sure the right things are done in the right way.
- Products can be inspected in a variety of ways from sampling or visual inspections to conducting more advanced tests on components or a product with specialized instruments.
- Keen observation and attention to detail are valued characteristics for individuals in quality control roles. Good communication skills are important to clearly articulate findings, and if corrective action needs to be taken, work with production staff to find and correct the problem.

Maintenance:

- Maintenance workers' number one priority is making sure the machines run smoothly through the proper installation as well as routine inspection and maintenance of the equipment.
- Due to the advancement in technology, a foundational understanding of both mechanical and electronic principles is ideal for individuals in these roles.
- Working with your hands and problem-solving are important for these positions.

Observation and analytical skills come into play when troubleshooting an issue. Many times technicians use computers or software to help inspect and diagnose issues with a machine.

Supply Chain/Logistics:

- Logistics typically refers to the distribution process within a single company whereas the supply chain includes several companies. Supply chains develop among companies that come into contact with a particular product. The supply chain for most products will encompass all the companies manufacturing parts for the product, assembling it, delivering it, and selling it.
- Logistics and supply chain management are two of the most rapidly expanding sectors of the advanced manufacturing industry. Each of these careers offers a lot of room for advancement and are a good place to develop your talents.
- Supply chain management professionals proactively operate at the center of an organization, interacting with all other departments in the organization, including finance, sales and marketing, operations management, and with suppliers and customers located around the world. Managing this process to maintain efficiency and effectiveness is both challenging and rewarding.

Advanced Manufacturing Occupation Themes

The published advanced manufacturing occupations present information collected and edited as “occupational summaries” to students and job seekers. The following “occupational summaries” are presented on My Colorado Journey based on discussions with advanced manufacturing industry employers and public partners from July 2021 to June 2022.

Production:

- Participation in a robotics league/competition is a good way to learn about working with and programming machines.
- Being a Helper/Apprentice - Production Worker could be part of or lead to an apprenticeship that opens the door to lots of opportunities in the advanced manufacturing world.

Engineering:

- For Engineers, some employers identified previous production experience as gaining knowledge of the manufacturing process and the ability to communicate with those creating a product. Plus some will pay for college while you work. Also, for smaller companies, Engineers often work in the factory while with bigger companies, Engineers often work in a local or regional office.

Quality Assurance:

- Inspectors often transition to or from other jobs on the assembly line, or within the quality assurance department.

Maintenance:

- N/A

Supply Chain/Logistics:

- For Purchasing Agents, basic IT/scripting skills that support the analysis of data are becoming increasingly important in the purchasing process.
- For Shipping, Receiving, and Traffic Clerks, shipping to international locations adds complexity to the role related to import/export compliance rules. Attention to Detail and Critical Thinking are also important skills to have.

Advanced Manufacturing Competencies

The following items were identified as being valued by employers. A competency is the capability to apply a set of related knowledge, skills, and abilities to successfully perform functions or tasks in a defined work setting. Competencies often serve as the basis for skill standards that specify the level of knowledge, skills, and abilities needed for success, as well as potential measurement criteria for assessing competency attainment. My Colorado Journey presents competency information to students and job seekers to help them prepare for success in a job and career.

Employers identified the following competencies as being most important for success in Supply Chain and Logistics jobs: Communication, Problem Solving, Critical Thinking, and Basic Computer Skills. In addition, for Production, Planning, and Expediting Clerks, understanding how to avoid goods/products being broken during the shipping process improves customer service and saves money.

Employers identified the following competencies as being most important for success in Quality Assurance roles: Effective communication with peers when a problem is found, the ability to read blueprints, and the use of hand and precision tools.

Employers identified the following competencies as being most important for success in entry-level Production roles: mechanical aptitude, attention to detail (including the ability to build something to specifications and tolerance), diagnosing and problem-solving, basic computer skills, teamwork, a focus on safety, and accountability. To move up to jobs like Mechanical Drafter and CAD/CAM Programmer or Machinist, a solid understanding and practical application of math (such as Geometry and Trigonometry) are also valued.

Employers identified the following as being most important for success in entry-level Maintenance roles: While many employers offer on-the-job training, it's important to have some background in the principles of mechanics in order to be the best maintenance worker possible. Previous experience or training courses will make you a stand-out.

Advanced Manufacturing Certifications Valued:

The following certifications were identified as valued by employers:

- For Electrical and Electronic Engineering Technicians, a certificate could be expected for this job, such as a Journeyman certification from the state of Colorado, Electronics Technicians Association certification, or an International Society of Certified Electronics Technicians certification.
- For Project Coordinators, some employers value Six Sigma, Lean, or change management (such as Prosci) training or certification.
- For Forklift Operators, you will need to take and pass a short certification to drive a forklift.
- For Quality Assurance jobs, some manufactured goods must meet special quality requirements, such as Aerospace Manufacturing meeting AS 9100 Certification standards. In those cases, those certifications will be valued.
- For entry-level Maintenance jobs, a National Institute for Metalworking Skills (NIMS) Level I Certification or graduation from vocational training or an apprenticeship is valued.
- For Production Technicians, vocational training or certification courses that give you some hands-on experience is valued.
- For CNC Machine Operators, completion of a training program, apprenticeship, and a [National Institute for Metalworking Skills (NIMS) Level I Certification are valued
- For CNC Machine Programmers and Mechanical Drafter and CAD/CAM Programmers, CAD/CAM training and certifications, such as those from Autodesk are valued.
- For Logisticians, some employers value APICS certifications from the Association for Supply Chain Management.

Advanced Manufacturing Work Experience and Education

The following work experience and/or education were identified as valued by employers:

- Engineers generally require a Bachelor's degree plus certification. However, for a Facilities Engineer, some employers substitute work experience for a degree.
- For different types of Technicians, the position usually requires an Associate's Degree, though some employers substitute work experience (such as in the military or an apprenticeship) for that degree. Positions most likely will need to pass licensing exams in order to perform the job.
- For Industrial Machinery Mechanics, no previous work experience is required. However, previous experience with large machines or repairing machines is a bonus as is a mechanical training course. Most employers will offer on-the-job training and some will have apprenticeships.
- For Electrical/Electronic Equipment Assemblers, no previous work experience is required. However, a demonstrated interest in assembling parts of electronic systems (computers, cellular phones, televisions) and completion of vocational or technical courses on electronics or systems can be helpful.

- For Forklift Operators, no previous work experience is required, though a clean driving record and driving heavy equipment experience are helpful.
- For Machinists, previous experience is expected with experience as a machine operator is valued.
- For Mechanical Drafters and CAD/CAM Programmers, this can be an entry-level role or a promotion from other production floor positions.
- For CNC Machine Programmers, previous work experience is expected. Many CNC machine programmers are promoted from positions on the production floor. You will need an Associate's degree or CNC certificate training.
- For Separating, Filtering, Clarifying, Precipitating, and Still Machine Operators; Mixing and Blending Machine Setters, Operators, and Tenders; and Additional Machine Setters, Operators, and Tenders, these are entry-level roles so no experience is required. However, any previous experience working with large machines, engines, or on a production floor, or knowledge of basic mechanical principles is valued.
- For Chemical Equipment Operators and Tenders as well as Chemical Plant and System Operators, are entry-level roles so no experience is required. However, training/knowledge in science, technology, engineering, and mathematics is valued.
- CNC Machinist Operators need some kind of training and previous hands-on experience in order to land a job. Some are promoted from technician or machine operator positions, while others are hired from certification or training programs. You'll need courses in technical drawing reading and mechanical technology in order to succeed in your job.

Advanced Manufacturing Critical Occupations

The following jobs received votes for Critical Occupations within the Advanced Manufacturing industry. Critical Occupations are identified by the industry as the occupations for which the industry may be facing shortages, difficulties in hiring or retention, or are occupations needed for a comprehensive career pathway. While no jobs received enough votes to identify them as Critical Occupations, we wanted to provide the information that was obtained in these meetings.

A variety of Machine Setters/Operators, CNC Machine Operators, as well as Production, Engineering, and Electro-mechanical/Mechatronics Technicians were identified as Critical Occupations by 3 employers.

Chemical Engineers, First-Line Supervisors of Production and Operating Workers and laborers, and Freight, Stock, and Material Mover were mentioned by one employer each as a Critical Occupation.

Advanced Manufacturing Additional Feedback

The following additional information was offered by industry leaders for potential follow-up, in response to two specific questions:

1. What are industry needs or challenges for education and training providers?
2. What opportunities exist to better train, attract and retain talent?

Education and Training Needs/Challenges

- Typically job candidates require an Associate degree in Technology (Mechatronics) or similar, or equivalent military training and experience in a maintenance field. One complaint often heard from technicians that sought an Associate's degree is "Why did I need history, humanities, art, English, etc." Companies may need to reevaluate if a degree is necessary where a certificate might be a faster and more economical alternative.
- Connecting with training providers to assist in developing the identified skillset needed to perform a job will help with sourcing the "right" talent and will help with retention rates for companies.
- Many companies offer education assistance.
- Many companies train on-site.

Talent Attraction/Retention Opportunities

- In order to meet the demand for skilled positions, companies need to create pipelines for qualified candidates by partnering with schools and colleges, both in establishing programs and also in attracting local talent. Companies should do a better job at community outreach to increase awareness of Manufacturing jobs, and schools should do a better job of promoting skilled labor as a viable alternative to college degrees (and likely high levels of student loan debt) that may not be the best option for all students.
- Companies should identify the skillset someone needs to perform the job, find candidates that have those skills through different sourcing routes, and then identify internal company training programs that will aid in getting folks "up-to-speed" with where they need to be for their position.
- Employers are generally open to having interns or apprentices.
- It would be best to have a specific mentor for each apprentice.
- Applications for internships had been increasing before COVID hit and they have dropped since. We need to determine how to get them back up again.
- There is a lack of coaching on the creation of resumes and preparation for interviews. This is hurting student success in the hiring process.