



**MANUFACTURING PATHWAYS**  
CONSORTIUM

***Introduction Presentation***

*Creating an Employment  
Pipeline Focused on  
Future Careers within  
Manufacturing*

***[www.MfgPathwaysConsortium.com](http://www.MfgPathwaysConsortium.com)***

Manufacturing Pathways Consortium is a  
Collaboration Consortium focused on  
Manufacturing Workforce Development  
in and around  
McHenry County IL.



McHenry  
County

# “Workforce Development is bigger than any one company can solve alone”

- David DeLong, *Smart Workforce Strategies*

Initial Focus is on the Talent Management “Lifecycle” Top 3:

- **Recruiting**
- **Hiring**
- **Onboarding**
- Employee Development
- Performance Management
- Retention
- Leadership Development
- Knowledge Retention



# Workforce Development Questions

1. What are the real costs to you and your business today?
2. How are workforce and skill shortages hurting your growth, costs, and profits?
3. How are you similar or different from other companies within your area in terms of impacts on your business?
4. When will **sources** of **skilled/unskilled entry level** labor become **adequate** to support your firm's growth?

The Consortium was formed to solve these questions!

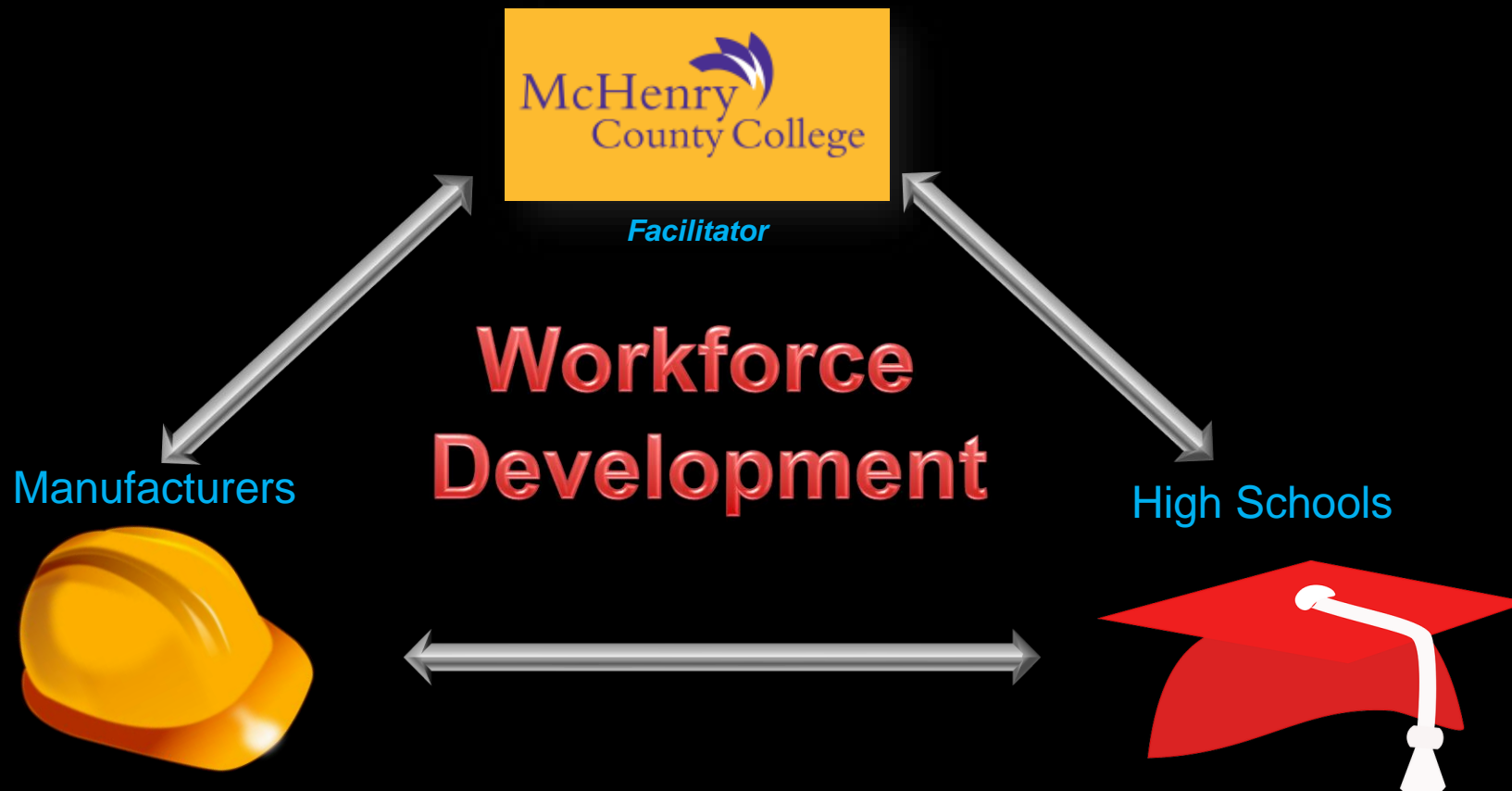
# Workforce Development Gap

- Most see only one “Gap” in Workforce Development:
  - Not enough workers
- There are actually four that need addressing:
  1. Entry Level
  2. Skilled Professionals
  3. Emerging Roles
  4. Knowledge lost from Retirements

# Workforce Sources

- Those already in the workforce
- Those not yet in the workforce
- Initial focus is on those not yet in the workforce;  
High School Students

# The Consortium is a three-pillared partnership between Manufacturers, Educators, and a Facilitator



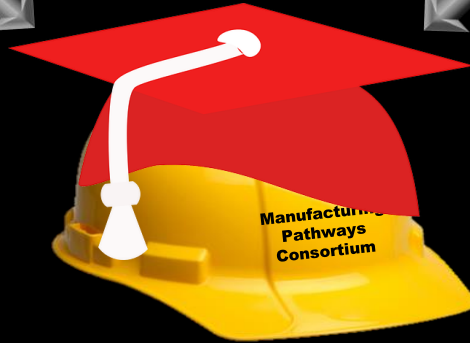
Manufacturers



High Schools



*Creating an Employment Pipeline Focused on Future Careers within Manufacturing*





# Manufacturers Represented

Aptar

Atlantic Track

Berry Plastics

Catalent

Chicago Plastics Systems

CRV Electronics

Dura-Bar

Fabrik

General Kinematics

Higher Ground

KemperValve

Kuriyama USA

Ludlow Mfg Inc

MAC Automation

Plaspros

Powers Paint Shop Inc.

Scot Forge

Snap On

Stryker

TC Industries

True Value

Woolf Distributing

# Educators Represented

## High Schools:

Cary-Grove

Crystal Lake Central

Crystal Lake South

Harvard

Prairie Ridge

McHenry East

McHenry West

Richmond-Burton

Woodstock Community

Woodstock North

## Colleges:

McHenry County College

Columbia College of MO

# Non-Manufacturing Organizations

McHenry County College (as Facilitator)

City of McHenry

McHenry County Economic Development Corporation

JT&D Specialists

McHenry County Workforce Network

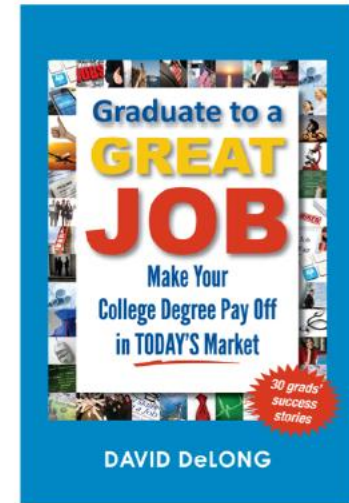
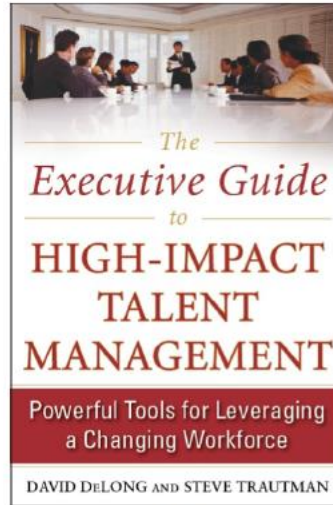
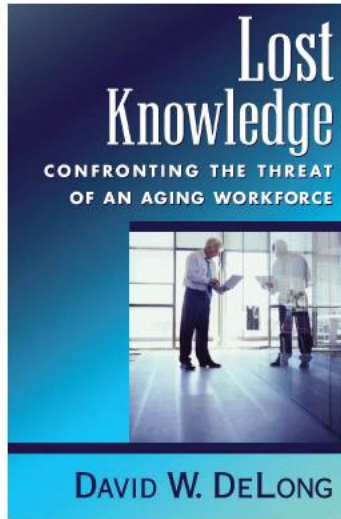
Blackhawk Bank

Cushman & Wakefield

Crystal Lake Chamber of Commerce

# Program Designer

David DeLong, Smart Workforce Strategies



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<http://www.smartworkforcestrategies.com/Contact/SubscribeTo.aspx>

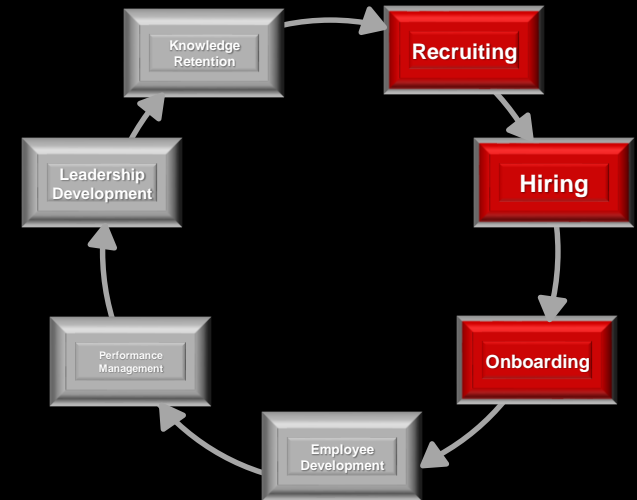
# Mission Statement

*The mission of the Manufacturing Pathways Consortium is to create an employment pipeline focused on future careers within manufacturing through:*

- Increasing awareness of career paths*
- Developing basic technical and non-technical skills*
- Creating a systematic approach to collaborative hiring*
- Identifying non-traditional talent*

# Vision Statement

*Manufacturing Pathways Consortium is a collaborative organization committed to connecting industries with potential employees to continue developing the necessary skills to succeed in the recruiting, hiring and onboarding processes within the Manufacturing sector.*



# Consortium Theme

*“Shared Trust,*

*Shared Stewardship,*

*Shared Benefits”*

# Teams

Three teams focusing on four strategies:

- Strategic Talent Pipeline Team
- Tactical Talent Pipeline Team
- Alternative Talent Pipeline Team



# Strategic Talent Pipeline Team

## Strategy One - Enlarging the pipeline of available talent by increasing awareness of careers in manufacturing

- Starting younger – outreach to middle school students and parents
- Starting younger – rotational internships for high school students
- Starting younger – coalition meetings with parents and students
- Collaborative marketing – video and social media
- Job shadows and open houses/plant tours

## Strategy Three - Developing basic technical and nontechnical skills pre-hire

- Create a “Farm Team” for building the technical and employability skills needed to move into full-time employment
- Support schools with non-tech employability skills
- Expand pre-apprenticeship programs
- Shared onboarding – central point for delivery

# Tactical Talent Pipeline Team

## Strategy Two - Creating a systematic approach to collaborative hiring

- Develop a shared pool #1 – resumes from applicants not selected for hire are shared with collaborative partners
- Develop a shared pool #2 – job seekers are able to register/post resumes to a clearinghouse which can be accessed by collaborative partners
- Scale apprenticeship programs
- Collection of hiring projections to inform program development and shared recruitment
- Centralized pre-employment screening

# Alternative Talent Pipeline Team

- Strategy Four -Identifying nontraditional talent pipelines
  - “Otherly-abled”
  - Ex-offenders/returning citizens
  - Displaced workers

# Success Stories

- Shared best practices during COVID-19 pandemic
- Sharing resumes of non-selected candidates with Consortium
- Arranged for manufacturing subject matter expert to assist with manufacturing classes at local high school
- Networking to help consortium members' customer find solutions among other consortium members
- Working with plants that are closing to assist with worker placement

# Additional Resources

The Consortium uses the following communication and data repositories:

- Website: [www.MfgPathwaysConsortium.com](http://www.MfgPathwaysConsortium.com) *(expected launch Oct 1, 2020)*
- Whitepaper: “Supply Chain Workforce White Paper Web.pdf”
  - <https://slack-files.com/T012AHSDK9C-F012AMLQDN2-6118d75624>
- SLACK App (instant chat, data sharing, resume repository)

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***Thank You!!***