

Representative Tom Reeds 2019 Manufacturing Summit

Change Happens...

Adapt or ?



Success. It's In Our Nature.



Reality #1:

- **Manufacturing Decline = 5.5 million jobs gone from 2000-2017. But why?**
 - Import Competition (low skill jobs declining)
 - Skills Gap
 - Decline in mobility
- **BUT... Advanced Manufacturing and many key sectors in manufacturing are growing**

<https://www.bls.gov/opub/mlr/2018/beyond-bls/the-fall-of-employment-in-the-manufacturing-sector.htm>

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Reality #2:



- **Medium and Small business (under 500 employees) are key for our communities.**
- **This is 79% of all jobs in New York State.**
- **Fixed costs for training impact small-mediums more**

<https://www.labor.ny.gov/stats/pdfs/industry-structure-in-nys.pdf>

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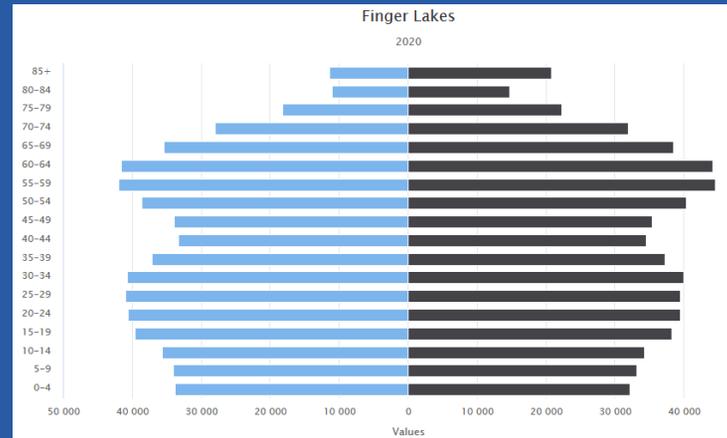
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Change HAPPENS!!!

Reality #3:

Demographics:

- The Population Pyramid & Baby Boomer Retirements
- Population Growth (or lack of it)



<https://www.labor.ny.gov/stats/pdfs/industry-structure-in-nys.pdf>



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The Current Landscape

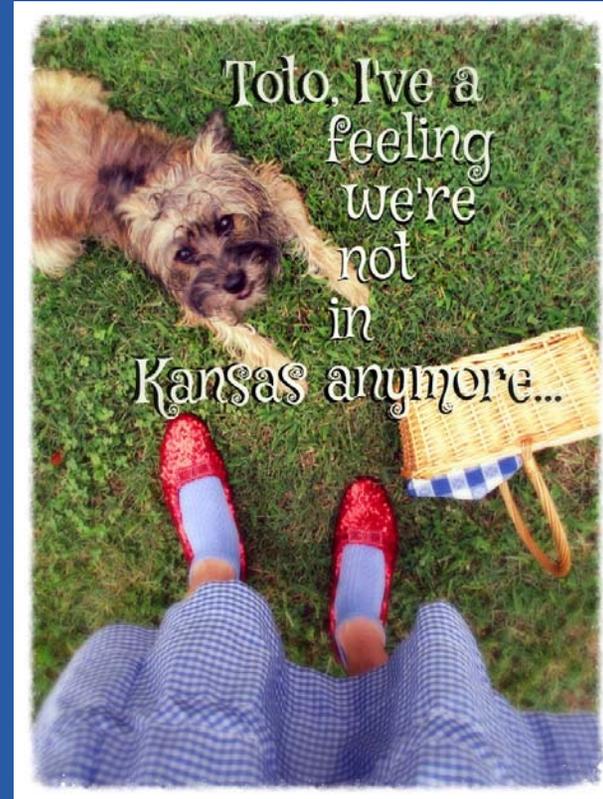
Lower Skill Jobs Disappearing

Need for technical skills

Decline in mobility

Cost & Frequency of Training

Smaller number of unemployed

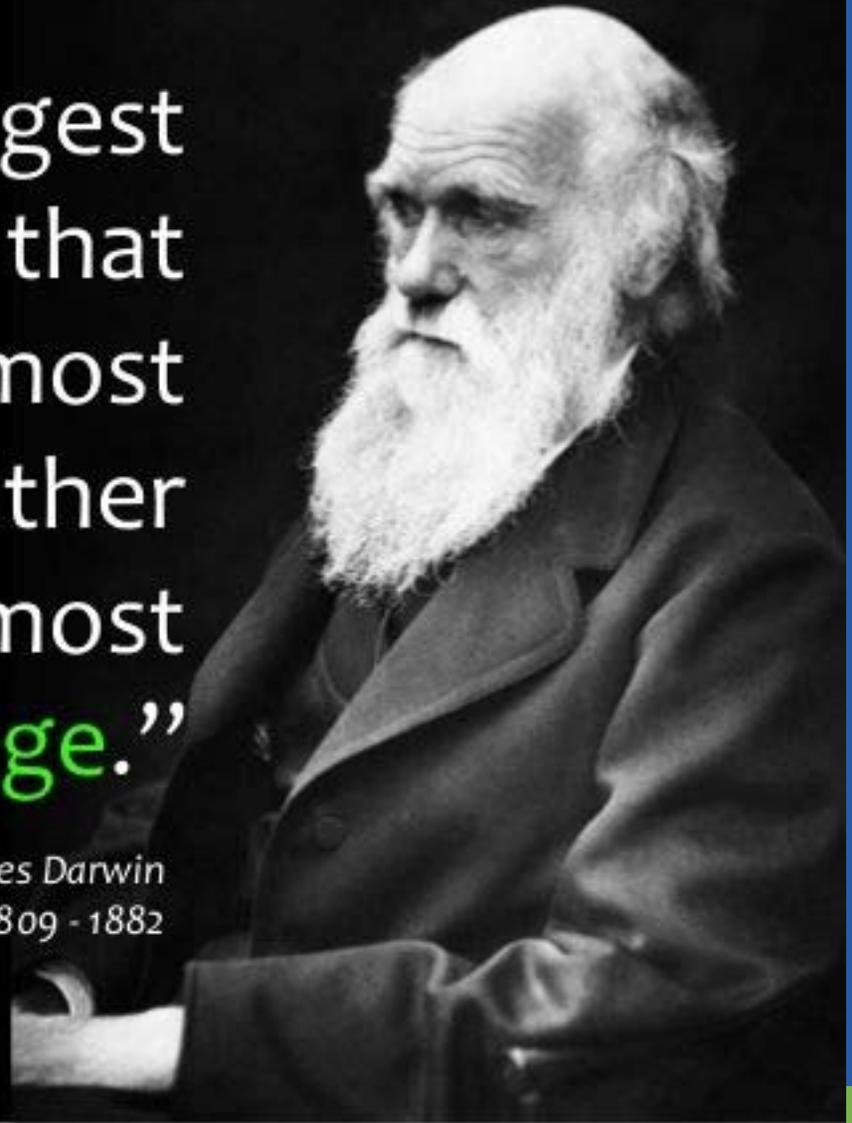


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“It is not the strongest
of the species that
survive, nor the most
intelligent, but rather
the one most
adaptable to change.”

- Charles Darwin
1809 - 1882



Adapting to Change

Lower Skill Jobs going away

1. Good!
2. Anticipate & eliminate where you can. Make room for jobs that require ^ skills
3. Where you still need lower skill jobs, create *pathways*
4. Identify the key skills you need a human being for; recruit & train for those

Examples: embedded people skills, transferable job skills

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Adapting to Change

**Need for
technical skills
“Middle Skills”**

Partner, partner, partner

1. Community College partnership
 - a) You are the job SME
 - b) They are the learning SME
 - c) Local, invested
2. Local WDB
3. NYS DOL, Fed. \$
4. NFP Agencies
5. Consortiums

Example: Mechatronics, AMM

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Adapting to Change

Decline in Mobility

Smaller number of unemployed

- Become an Ambassador
- Recruit creatively
 - Both the “who” and the “how”
- Focus on Retention
- Break the myths about manufacturing – great pay, rapid advancement, a career choice
- Unemployed, underemployed, unhappily employed
- All the “other” reasons to work for *you*

Examples: joint orientation
sessions

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Adapting to Change

Cost & Frequency of Training

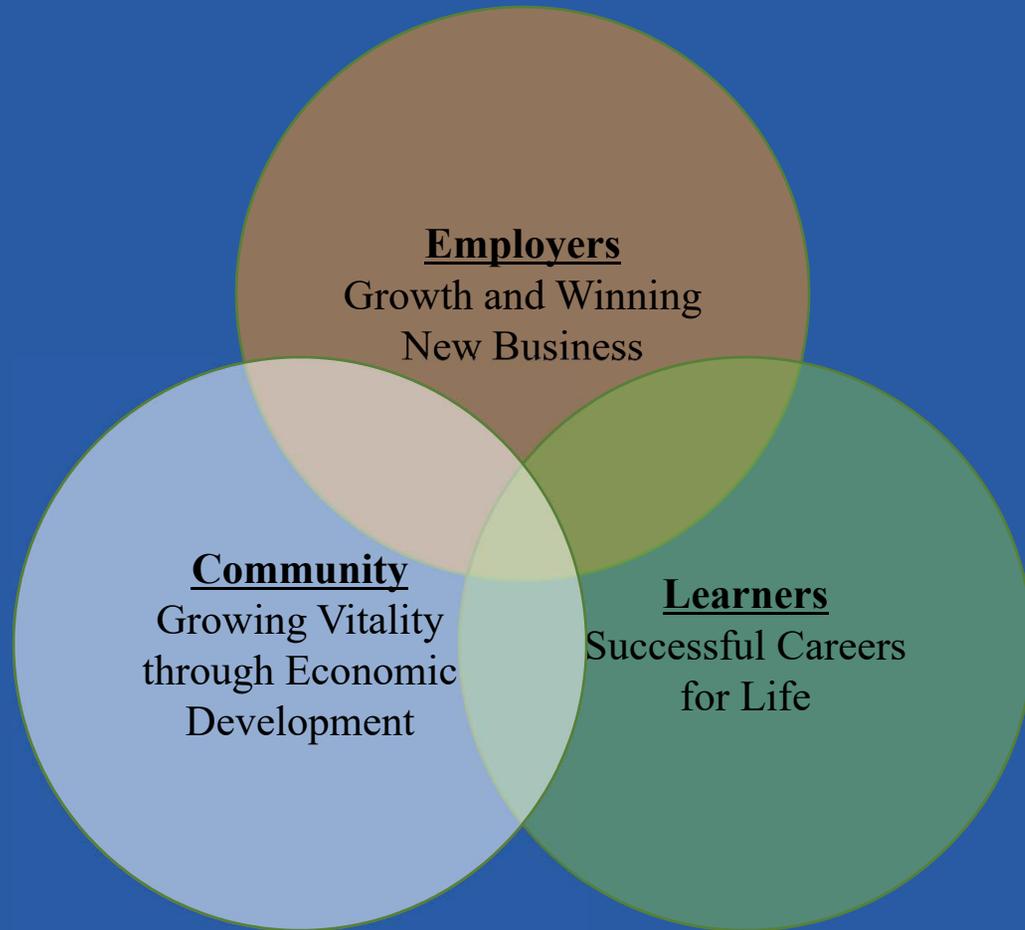
Training can differentiate you

1. Education as an Investment
2. Think ROI, but think long-term
3. Make your employees adaptable too
4. Create clear development pathways
5. Incentivize training

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Colleges are
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Your Success



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