## Workforce Development – Detailed Project Plan

<table>
<thead>
<tr>
<th>Workforce Development Need</th>
<th>Potential Solutions</th>
<th>Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Short-Term</strong></td>
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</tbody>
</table>
| Increase skill set of current manufacturing employees | 1. Identify skill gaps and areas of improvement  
2. Implement shop floor training program | □ Review organizational structure  
□ Develop roadmap & training plan for enhancing skills & closing skill gap  
□ Review JD’s, skills and competencies required for supervisory positions |
| **Long-Term**              |                     |         |
| Build talent pipeline for entry level manufacturing positions | 1. Partner with local high schools to provide education on manufacturing  
2. Create a work study program in conjunction with high schools  
3. Develop a summer internship program | □ Organize ongoing plant tours for high school students  
□ Provide teacher training at local manufacturing locations  
□ Determine entry-level positions needed for work-study participants  
□ Partner with high schools to develop manufacturing curriculum  
□ Identify needs & create qual tests for work-study & internship applicants  
□ Develop performance criteria  
□ Create COC to hire graduates of work-study program (following three-year rotation) |
| Develop a skilled advanced manufacturing workforce in the market | 1. Develop Apprenticeship Program  
2. Partner with local community colleges / vocational schools | □ Identify appropriate jobs for apprenticeship program  
□ Develop job profiles to define job requirements and guide assessments  
□ Determine potential funding (internal and external)  
□ Develop apprentice curriculum and standards  
□ Register apprenticeship program with DOL  
□ Select internal and external apprentices  
□ Partner w/ internal Siemens orgs to implement apprenticeship model  
□ Engage with media outlets to build recognition and support  
□ Create COC to build interest in implementing Siemens apprenticeship model |

*Source: Siemens*