

Workforce Development – Detailed Project Plan

	Workforce Development Need	Potential Solutions	Actions
Short-Term	Increase skill set of current manufacturing employees	<ol style="list-style-type: none"> 1. Identify skill gaps and areas of improvement 2. Implement shop floor training program 	<ul style="list-style-type: none"> <input type="checkbox"/> Review organizational structure <input type="checkbox"/> Develop roadmap & training plan for enhancing skills & closing skill gap <input type="checkbox"/> Review JD's, skills and competencies required for supervisory positions
Long-Term	Build talent pipeline for entry level manufacturing positions	<ol style="list-style-type: none"> 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 	<ul style="list-style-type: none"> <input type="checkbox"/> Organize ongoing plant tours for high school students <input type="checkbox"/> Provide teacher training at local manufacturing locations <input type="checkbox"/> Determine entry-level positions needed for work-study participants <input type="checkbox"/> Partner with high schools to develop manufacturing curriculum <input type="checkbox"/> Identify needs & create qual tests for work-study & internship applicants <input type="checkbox"/> Develop performance criteria <input type="checkbox"/> Create COC to hire graduates of work-study program (following three-year rotation)
	Develop a skilled advanced manufacturing workforce in the market	<ol style="list-style-type: none"> 1. Develop Apprenticeship Program 2. Partner with local community colleges / vocational schools 	<ul style="list-style-type: none"> <input type="checkbox"/> Identify appropriate jobs for apprenticeship program <input type="checkbox"/> Develop job profiles to define job requirements and guide assessments <input type="checkbox"/> Determine potential funding (internal and external) <input type="checkbox"/> Develop apprentice curriculum and standards <input type="checkbox"/> Register apprenticeship program with DOL <input type="checkbox"/> Select internal and external apprentices <input type="checkbox"/> Partner w/ internal Siemens orgs to implement apprenticeship model <input type="checkbox"/> Engage with media outlets to build recognition and support <input type="checkbox"/> Create COC to build interest in implementing Siemens apprenticeship model