PREPARING TOMORROW’S MANUFACTURING & LOGISTICS WORKFORCE

Manufacturing and logistics companies employ one of every four Indiana workers – but too few Hoosiers have the advanced skills they need to compete for new careers in these industries.

We have companies ready to hire, and Hoosiers ready to learn. The challenge is teaching the skills that employers truly need in today’s high-tech factories and supply chain operations.

Conexus Indiana is focused on developing industry-approved, relevant programs to upskill our workforce – in our high schools, technical education and training centers, community colleges, and four-year institutions.

70% of first-year students at Ivy Tech Community College statewide must take remedial coursework.

68% of Indiana manufacturing and logistics companies list workforce readiness as somewhat/definitely a problem for their organizations.

33% of Indiana’s working-age adults hold a two-year degree or higher – lagging behind the 38% national average.

The majority of Indiana’s job openings through 2016 will be in the middle skill category, requiring more than high school but less than a four-year college degree – a plurality of these positions will be in manufacturing and logistics.”

“Employers in manufacturing and logistics tell us that our workforce is lacking in basic skills as well as more advanced job-specific qualifications. We need a system that’s responsive to industry and involves our high schools as well as the community college system, to prepare the next generation of Hoosiers to make and move high-tech products.”

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“As educators, we have to give our students every opportunity to compete for 21st century career opportunities. In Indiana, where one of every four Hoosiers is employed in manufacturing and logistics, this means offering a curriculum that’s relevant to those industries has to be a top priority.”

“Our workers are our biggest source of productivity and innovation – we need to act like it, and get engaged with our schools at every level. The only way to build the workforce we need tomorrow is to invest in education today.”

““THE MAJORITY OF INDIANA’S JOB OPENINGS THROUGH 2016 WILL BE IN THE MIDDLE SKILL CATEGORY, REQUIRING MORE THAN HIGH SCHOOL BUT LESS THAN A FOUR-YEAR COLLEGE DEGREE – A PLURALITY OF THESE POSITIONS WILL BE IN MANUFACTURING AND LOGISTICS.””

Joe Loughrey
Retired Vice-Chairman
Cummins, Inc.

Tony Bennett
Indiana Superintendent
Public Instruction

Steven Dwyer
President & CEO
Conexus Indiana

“THE MANUFACTURING SECTOR HAD THE LARGEST GAP BETWEEN OPEN POSITIONS AND NEW HIRES IN 2010, AS EMPLOYERS STRUGGLE TO FIND QUALIFIED WORKERS.”

Ball State Center for Economic Research

In the 2010 Manufacturing and Logistics Report Card, Indiana’s two worst ‘grades’ were in the categories linked to the strength of its workforce – Human Capital and Productivity/Innovation.

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President
Ivy Tech Community College

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CONEXUS INDIANA’S ADVANCED MANUFACTURING AND LOGISTICS SKILLS MAP

To ensure that Hoosier students have access to the right advanced manufacturing and logistics educational pathways, Conexus Indiana assembled a group of 35 human resource and operation executives from companies across Indiana to determine the skills required for a successful middle-level logistics employee and for a skilled advanced manufacturing production worker. Participating companies ranged in size from 50 to over 1,000 employees and represented a full spectrum of products and services from automotive to life sciences. This task force first identified the highest demand positions, and then determined the knowledge required of successful employees in those areas.

Learners who follow the skills map begin with general industry information then specialize in either advanced manufacturing or logistics at level three, receiving a certification upon completing level four and an associate degree when completing level six. Conexus Indiana is calibrating the identified skills with current high school and post-secondary courses and working with educational partners to create new or revised programs to meet the needs of industry.