



WOMEN • VETERANS • STUDENTS • SKILLS TRAINING

The Manufacturing Institute grows and supports the industry's skilled workers for the advancement of modern manufacturing. The MI's diverse initiatives support all American workers, including emerging workers, women, veterans and students, through skilled training programs, community building and career growth. As the 501(c)3 nonprofit workforce development and education partner of the National Association of Manufacturers, the MI is a trusted adviser to manufacturers, equipping them with resources necessary to solve the industry's toughest challenges.

CHALLENGES FACING MANUFACTURING:

Manufacturers continue to create more jobs than there are skilled workers to fill them.

- Nearly 500,000 open jobs in manufacturing
- 2.4 million jobs that could go unfilled over the next decade
- \$2.5 trillion GDP at risk if we don't recruit and equip more workers to fill open jobs

Automation and Manufacturing 4.0 technology is revolutionizing the industry. Modern manufacturing jobs require irreplaceable human skills. Manufacturers need recruits capable of creativity, flexibility, critical thinking, design, innovation, engineering and finance.

MI INITIATIVES:

- Workforce development
- Education and skills building
- Research and insights
- Fostering community



MI INITIATIVES

ELEVATING ROLE MODELS AND EMPOWERING WOMEN:

The **STEP Women's Initiative** is the nation's marquee program to close the gender gap in manufacturing. STEP empowers and inspires women in the manufacturing industry through recognition, research, leadership and mentoring. The initiative includes the STEP Ahead Awards, recognizing women in science, technology, engineering and production careers who exemplify leadership within their companies.

300,000+ individuals reached, impacted and inspired by STEP Ahead Award winners

CREATING CONNECTIONS FOR VETERANS:

Heroes MAKE America builds connections between the military community and the manufacturing industry. The program provides integrated certification and career-readiness training in partnership with local community colleges to prepare transitioning service members, veterans, National Guard, reservists and military spouses for rewarding careers in manufacturing. More than 450 transitioning service members have graduated from the program since its inception in 2018.

38 states and 3 countries
Placement of Heroes MAKE America Graduates

INSPIRING STUDENTS:

The MI's student engagement initiatives aim to hone STEM skills, introduce students to career pathways in manufacturing and clarify misperceptions about these careers by providing educational tools and experiences. The student engagement initiatives include content and channel partnerships, our **Digital STEM Career Exploration** program, the **STEM Careers Coalition** and **MFG Day**, in which manufacturers open their doors to students and their influencers for an inside look at modern manufacturing.

Reached a potential audience of

215.8M 
via earned media exposure

RESEARCH AND INSIGHTS:

The MI's **Center for Manufacturing Research** is the leading source of research on the manufacturing workforce, employment and global competitiveness. In partnership with global consulting firms, the Center produces leading reports and analysis on the manufacturing sector.

STRENGTHENING CAREER PATHWAYS AND ENCOURAGING SKILLS TRAINING:

FAME is the premier advanced manufacturing workforce development and education program. Founded by Toyota in 2010 and transitioned to the MI in 2019, FAME helps students become highly skilled, globally competitive, well-rounded and sought-after talent who can meet the unique needs and challenges of today's modern manufacturing workforce. The two-year program combines training in technical skills with development of professional practices while immersed in the culture of lean manufacturing.

400 partner companies in 16 states
Engaged in FAME USA in since 2010

BUILDING A STRONGER AND MORE DIVERSE MANUFACTURING WORKFORCE:

The MI's **Diversity and Inclusion** initiative aims to make the manufacturing workforce more reflective of our communities. We work to foster and promote an inclusive culture in manufacturing, supporting companies with their D&I efforts and amplifying best practices to multiply the impact. Creating a more diverse and inclusive workplace is the right thing to do—and robust D&I initiatives will help change the perception of manufacturing and attract and retain a talented workforce.

2,500+ participants in the MI's D&I Roundtable series in 2020

CULTIVATING SECOND CHANCE HIRING:

Without **Second Chance Hiring** opportunities, many in this sizable talent pool are excluded from the workforce, needlessly leaving them on the sidelines as employers search for candidates who can fill skills gaps. Through roundtable discussions, webinars, C-suite leadership events, case studies, pilots and research, the MI is helping manufacturers navigate second chance hiring and best practices.

OUR MISSION:

To inspire, educate and empower the manufacturing workforce of today and tomorrow.