



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.

- There are more than 800,000 open jobs in manufacturing
- The industry will need to fill more than 4 million jobs over the next decade
- The skills gap would cost the economy \$1 trillion in GDP in 2030 alone if we don't recruit and equip more workers to fill open jobs

## MI INITIATIVES:

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

## OUR MISSION:

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



# 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.

**5,000+** women directly empowered, inspired and connected  
**20M+** women, men and children reached

## 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. Career readiness programming is also available virtually, using instructor-led virtual reality training. A network of participants and alumni serve as resources to facilitate successful transitions.

**600+** program graduates  
**90%** placement rate  
**250+** companies in 42 states

## INSPIRING NEXT GENERATION MANUFACTURERS:

The MI is working with the NAM to change the perception of modern manufacturing and to encourage young people to pursue exciting career pathways within the industry. Major initiatives include **Creators Wanted**, the industry's national campaign to inspire, educate and empower the workforce of today and tomorrow, and events such as **MFG Day**, when manufacturers open their doors virtually and in-person to provide students, parents, teachers and community leaders a firsthand look at modern manufacturing..

**23.4M** potential audience reached 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 currently managed by the MI, 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, earn-while-you-learn apprenticeship program combines global-best workforce development through strong technical training and hands-on experience to build the future of the modern manufacturing industry. FAME graduates, on average, earned nearly \$60,000 in their first year of employment and nearly \$100,000 in their fifth year.

**400** partner companies and 32 chapters in 12 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. The MI provides leadership, resources and expert advice to promote D&I in the workplace, including summits, webinars and best practices to help manufacturers attract and retain a talented and diverse workforce.

**5,000+** participants from 250 companies utilizing the MI's D&I resources

## 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.

**500+** employers participated in webinars on Second Chance Hiring

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