



# Workforce Development Needs for the Manufacturing Sector



Source: NYT Adam Davidson

# USA Today-Andrea Kay-11/24/12

- **1:51PM EST November 24, 2012** - Who would have thought that jobs like metal-refining furnace operators and tenders would be making a comeback in the year 2012?
- But they are.
- Such jobs, done by folks who "operate or tend furnaces ... to melt and refine metal before casting or to produce specified types of steel," as defined by the Bureau of Labor Statistics, have increased 16% from 2010 to 2012 after declining 16% from 2007 to 2009. That's according to a [study conducted by CareerBuilder and Economic](#)

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also rising are jobs for computer-controlled machine tool operators for metal and plastic production and engine and machine assemblers. The resurgence is highest among computer-controlled machine tool operators, which has even more workers now than in 2007.

- One thing is clear: These jobs are related to the types of industries tied to energy, production, technology and transportation.
- You can find these jobs at such employers as iron and steel mills and steel product manufacturing and machine shops. They are at manufacturers who make machinery for mining, agriculture, engine and turbines, and plastic and rubber as well as manufacturers that make equipment for companies that make cars, motor vehicle bodies and parts, railroad stock and aerospace.

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- One of several factors that could inhibit the resurgence is U.S. companies' lack of an apprenticeship system, he says.
- The study also looked at other industries where new jobs have accelerated the most. They are in markets tied to health care and consulting.

**Machine shops, up 18%**

- • Drilling of oil and gas wells, up 29%.
- • Electronic shopping, up 23%.
- • Crude petroleum and natural gas extraction, up 21%.

**10 areas with the most job growth ...., Salt Lake City,.....**

- • Marketing consulting services, up 13%.
- • Computer systems design services, up 12%.
- • Specialized freight, up 11%.



**Manufacturing today may not be what you have in mind.**

Today's work environments are clean, safe, high tech, and require a high level of training and education.



# Manufacturer's Greatest Need

- We have the work
- We can compete globally
- We can get the equipment
- We can get facilities

**We lack the skilled people to get the work done**

# Manufacturing Positions Needed per the Manufacturing Initiative Steering Committee

- Skilled operators
- Maintenance technicians
- Set up technicians
- Assembly and test technicians
- Logistics experts
- Process development engineers
- CNC machinists

# What is the problem?

- Average age of the workforce is 56
- High tech equipment is increasing the skill requirements of the programmers and operators
- Misperceptions
  - Work environment
  - Manufacturing is dead
  - All jobs are being outsourced
  - Low Pay
  - You have to have a bachelors degree to be successful
- **Manufacturing Needs Some Attention**

# J D Machine's Success Story

- Long standing partnership with Ogden-Weber Tech College.
- Our apprenticeship is integrated with their curriculum.
- They listen to our needs and tailor their program for the local employer's needs.
- My colleagues around the state and country are jealous of the resource we have.
- Marketing campaigns work!

# Potential solutions to the labor shortage

1. A state-wide marketing campaign to attract people into the technical training schools.
2. Funding for added capacity (instructors and equipment) in the schools.
3. Bring young people into the manufacturing trades
  - a. Provide more technical training opportunities in Junior High and High School.
  - b. Evaluate High School graduation requirements and provide a second track for those seeking technical education/training
  - c. Create and Educators and Employers Council to develop a strategic plan for the development of the workforce in Utah.