

ENGAGING MULTI GENERATIONS.

Strengthening Skills through Training Pathways

Agenda

- Today's manufacturing workforce reality
- The risk of doing nothing
- Training pathways
- Internships
- Apprenticeships
- Standard skill development
- Knowledge transfer
- Key takeaways

Today's Manufacturing Workforce Reality

POLL #1

How would you describe your current workforce?

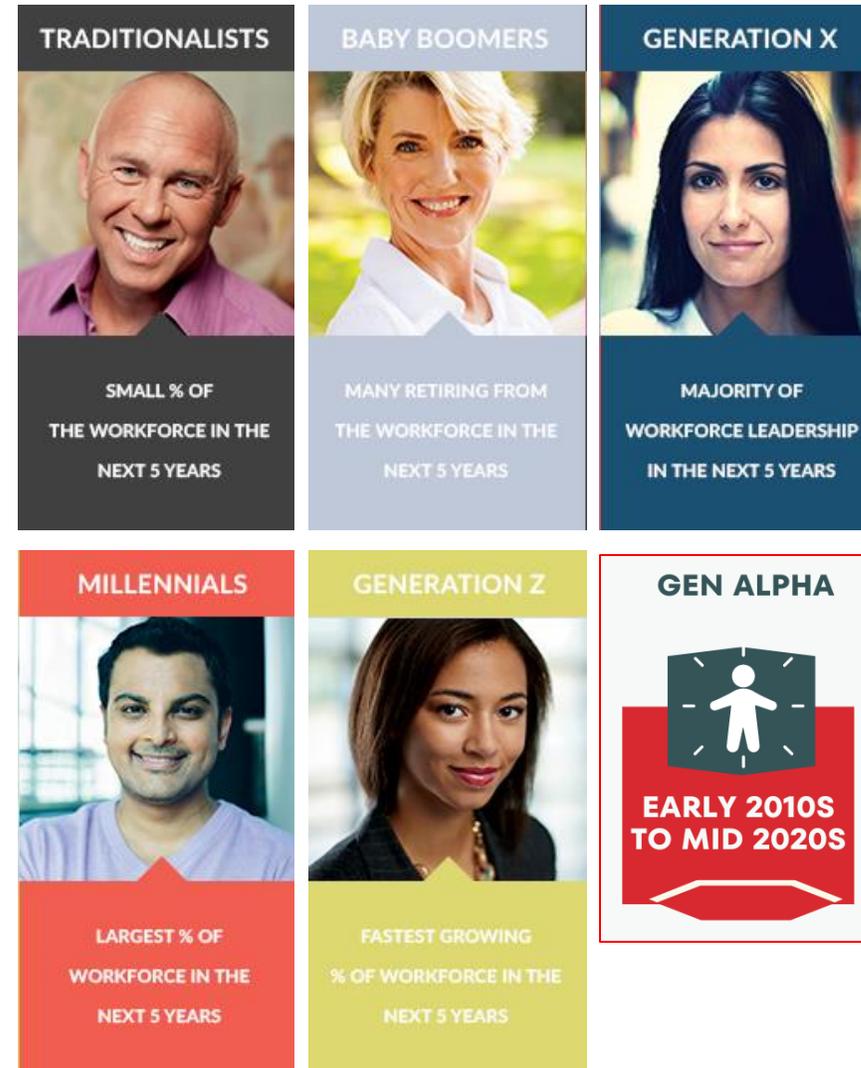
- Mostly early-career employees
- Mostly experienced/near-retirement employees
- A fairly even mix across generations
- Unsure / still assessing



Today's Manufacturing Workforce Reality

A Workforce Like Never Before

- Five generations working side by side
- Aging workforce and retirements
- Changing skill and technology demands
- Competition for talent



Today's Manufacturing Workforce Reality

2024-2025 Generational Workforce Data

- Gen Y/Millennials are the largest generational group in the workforce, making up almost **36%** of the U.S. labor force.
- Gen Z represents **18%**, Gen X about **31%**, Baby Boomers around **15%**, and the Traditionalist approximately **1%**.
- U.S. labor estimates by 2030 put Gen Z at **30%** of the workforce.

Source: Department of Labor Trendlines,

https://www.dol.gov/sites/dolgov/files/ETA/opder/DASP/Trendlines/posts/2024_08/Trendlines_August_2024.html?utm_source=chatgpt.com

The Risks of Doing Nothing

What's at Stake

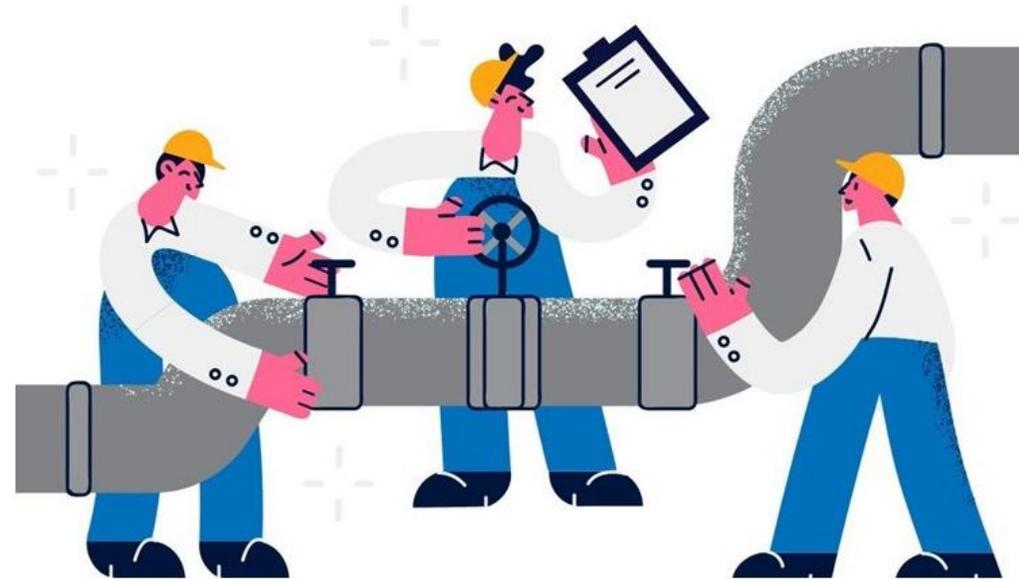
- Growing skills gaps
- Loss of institutional knowledge
- Inconsistent training outcomes
- Reduced productivity and engagement



Turning Challenges into Opportunities

Opportunity in Connection

- Cross-generational learning
- Mentorship and coaching
- Stronger talent pipelines
- Workforce sustainability



Training Pathways

POLL #2

Does your organization currently use structured training pathways?

- Yes, fully implemented
- Partially implemented
- Informal or ad hoc
- Not at all



What are Training Pathways?



Training Pathways Defined

- Clear entry points
- Progressive skill development
- Multiple learning methods
- Alignment with business needs

Internships: Building the Future Workforce

Internships

- Early exposure to manufacturing
- Career awareness and exploration
- Talent pipeline development
- Stronger community and education partnerships



Apprenticeships

POLL #3

Which best describes your experience with apprenticeships?

- Active program in place
- Considering an apprenticeship program
- Interested but unsure how to start
- Not clear what an apprenticeship is



Apprenticeships: Developing Skilled Talent

Apprenticeships

- Earn-and-learn model
- Structured skill progression
- Mentorship from experienced workers
- Long-term retention benefits



On-the-Job Training (OJT): Learning by Doing

On-the-Job Training

- Real-time skill development
- Job-specific learning
- Reinforcement through practice
- Immediate application



Standardized Skill Development

POLL #4

What best describes your approach to skill development?

- Skills are clearly defined and documented
- Some skills are defined, others informal
- Skills are learned primarily through observation
- Not sure



Standardized Skill Development

Why Standardization Matters

- Consistent training outcomes
- Reduced variability
- Clear expectations
- Easier scalability



Knowledge Transfer

POLL #5

How is your organization currently capturing and transferring institutional knowledge?

(Select the option that best applies)

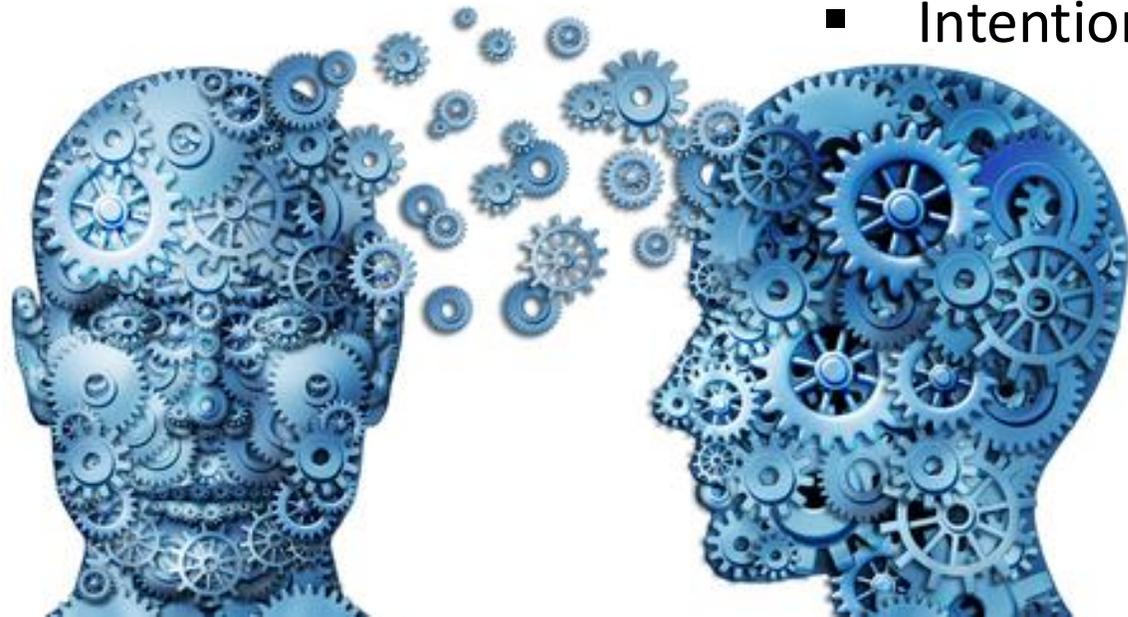
- Formal mentorship or coaching programs
- Documented processes, manuals, or digital resources
- Cross-training across roles or departments
- Primarily informal, on-the-job knowledge sharing
- We do not have a defined approach yet



Knowledge Transfer Across Generation

Preserving Institutional Knowledge

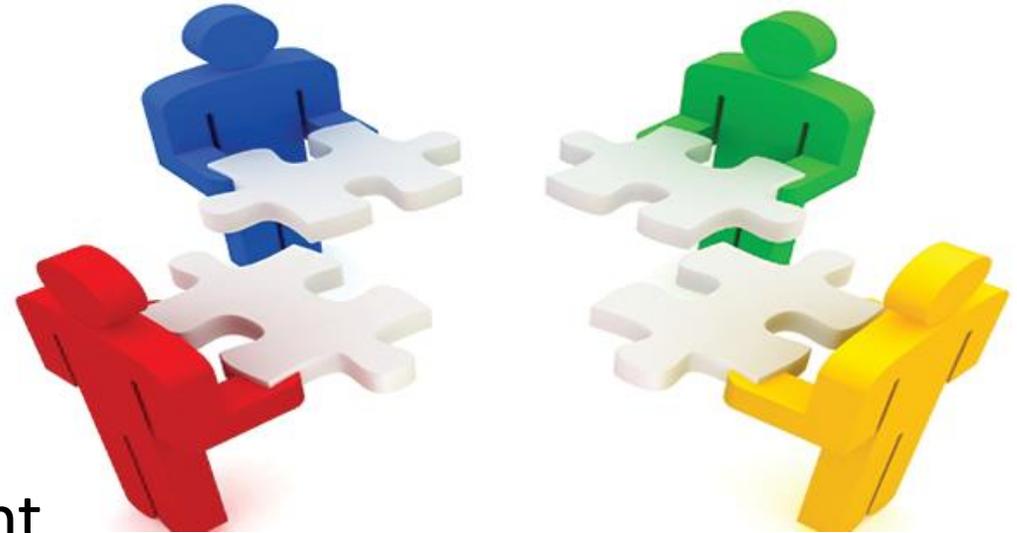
- Mentorship programs
- Documented processes
- Cross-training
- Intentional engagement



Putting It All Together

A Sustainable Workforce Strategy

- Internships
- Apprenticeships
- On-the-job training
- Standardized skill development



Key Takeaways & Next Steps

What You Can Do Next

- Assess current workforce gaps
- Identify existing training strengths
- Explore pathway opportunities
- Take one actionable step forward

Thank You!



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