



Growth and Talent: The Training, Retraining, and Upskilling of the American Workforce

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Creating and Supporting Work-Based Learning

- The skills gap
- The Registered Apprenticeship Program
- Case studies
 - Madden Industrial Craftsmen Inc.
 - Adecco Group North America
 - National Urban League
 - Manpower Group





Panel Facilitator
Cari Dominguez
 Principal
 Dominguez & Associates



Panelists



Ken Madden
 Vice President
 Madden Industrial Craftsmen, Inc.



Tyra Tutor
 Senior Vice President, Corporate
 Development and Social Responsibility
 Adecco Group North America



Ron Marlow
 Vice President, Workforce Development
 National Urban League

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National Urban League

The National Urban League ("NUL"), founded in 1910, is a historic civil rights organization dedicated to the socio-economic empowerment of historically underserved, urban communities. NUL serves approximately 2 million people annually through 90 Urban League Affiliates in 36 states including the District of Columbia.

NUL Employment Empowerment Goal:

"Every American has access to jobs with a living wage and good benefits."

NUL Workforce Development Division Vision Statement:

The NUL Workforce Development Division works with and through the Urban League Affiliate Movement to serve individuals who are on their personal journey to attain employment that pays a living wage and offers good benefits. For many of our clients, this objective may not be possible in their first employment post accessing our services; however, we will use our competitive advantages and commitment to empowerment to continue to meet our clients where they are to and to help them get to where they want to be.

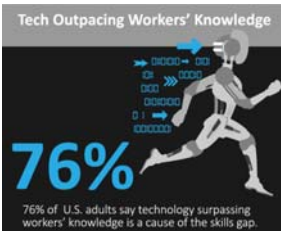
The Skills Gap



- 52% small businesses hiring or trying
- 47% have few or no qualified applicants
- 34% with unfilled job openings

Source: National Federation of Independent Business, U.S. Bureau of Labor Statistics

The Skills Gap



ATA Workforce ADJUNCT

What will happen if nothing is done?

- \$100M+** 32% of billion-dollar manufacturers estimate they'll lose over \$100 million as Boomers retire over the next five or 10 years. *Quora*
- 74%** The percentage of firms that predict a shortfall of qualified skilled trade workers, according to an Associated General Contractors of America (AGC) survey.
- 31M** The number of positions that will be left vacant by 2020 due to Baby Boomer retirement estimations.

ATA Workforce ADJUNCT

Task Force on Apprenticeship Expansion

- Executive Order: "Expanding Apprenticeship Programs in America"
- Mission: To identify strategies and proposals to promote new models for work-based learning, especially in sectors where current apprenticeship programs are insufficient.
- Staffing industry/ASA representation as part of the task force





The **Task Force on Apprenticeship Expansion** brought together business, labor unions, trade and industry groups, nonprofit organizations, educational institutions, and public officials to make recommendations on how to design and grow high-quality industry-recognized apprenticeship programs. It is an opportunity to make a difference for business and industries, as well as young students and lifelong learners to ensure they are prepared for the jobs of today and tomorrow.



Training, Retraining and Upskilling, and Retraining America's Workforce

Case Studies

- Madden Industrial Craftsman
- Adecco Group
- Manpower
- National Urban League



Questions to Address

- What's happening at the state level?
- What segments are developing programs?
- Who pays for the training?
- What is the client's involvement?
- Exploring scalability from an industry perspective





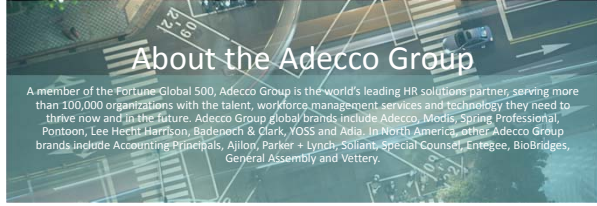
MADDEN
APPRENTICESHIP
PROGRAM

a service provided by Madden Industrial Craftsmen, Inc.
www.MAP.work

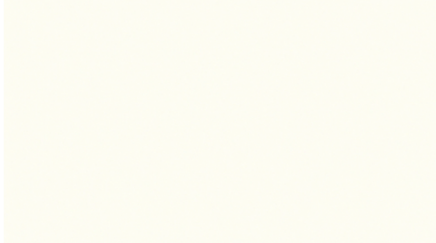




THE ADECCO GROUP



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Youth Employment Solutions (YES) Program

BUILDING TOMORROW'S TALENT



- › ManpowerGroup is developing innovative ways to address skills shortages and make a significant social impact. We transition skilled veterans into civilian life by helping them apply their military skills to in-demand, highly specialized roles in digital manufacturing.
- › Veterans upskill in 12 weeks at the Advanced Academy of Manufacturing (AAM) learning curricula jointly developed with Rockwell Automation.
- › To ensure upskilling is targeted at those who will benefit the most, ManpowerGroup's Career Development experts at Right Management and IT specialists at Experis assess military veterans with adjacent skills that can be easily adapted.
- › By the end of 2018 three classes will have graduated in Ohio and Milwaukee. To date more than 95% of veterans have graduated and over 80% immediately secured permanent job offers from leading employers.



We will upskill more than 130,000 Americans in the next 5 years

Manpower's MyPath: Skill Up for Sustainable Careers



- MyPath combines all the elements people need to stay motivated, upskill, and get ahead professionally.
- Participants receive personalized support and data driven guidance from certified talent agents with access to upskilling opportunities and in-demand career pathways. We will provide job experience, assessment of potential and performance, education to upskill and ongoing coaching and guidance to develop talent for unfilled roles in the U.S.

Manpower's Acceleration Program (MAP): Doubling Americans' Salaries



- Our Manpower Acceleration Program (MAP) offers industry-relevant courses, with specialized coaching, over short term periods so people develop in-demand skills for accountancy and business administration role.
- 122,000 US associates have increased earning potential - 61% have experienced a pay increase of more than 50-75% from their first to their most recent job.



Open Discussion

Thank you!

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