

Hand in hand for tomorrow



How to Develop the Next-Generation Manufacturing Workforce

Assembly Show 2022

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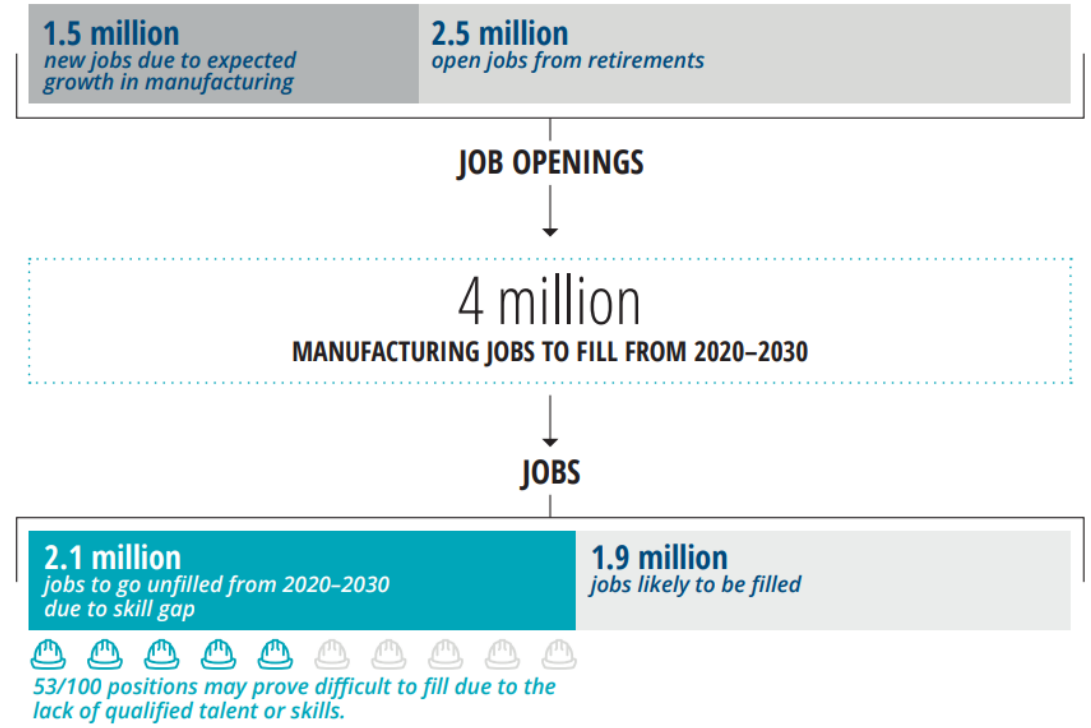
Why Are We Here??

- + Demand for Manufacturing Jobs has been steadily increasing
- + Increased need for specialized and technology skills in Manufacturing
- + What is the cost of doing Nothing?

4 Million

Manufacturing Jobs to fill from 2020-2030

An estimated 2.1 million open positions may prove difficult to fill by 2030



Note: Retirement age of 66 was considered for the above analysis.

Source: Deloitte analysis of data from the Bureau of Labor Statistics and estimates from the Deloitte economic analysis using the Oxford Global Economic Model.

SCHUNK's Approach



How we got started

In 2013, SCHUNK saw a need for educating future employees. Partnering with 9 similar companies in our area, we worked with ApprenticeshipNC.org to register the **North Carolina Triangle Apprenticeship Program** also known as **NCTAP**.

Goal: Create an **Apprenticeship Program** tied to a degree. The program would provide students with a career pathway and opportunities including:

- On-the-job training
- Associate degree
- Journeyman's Certificate

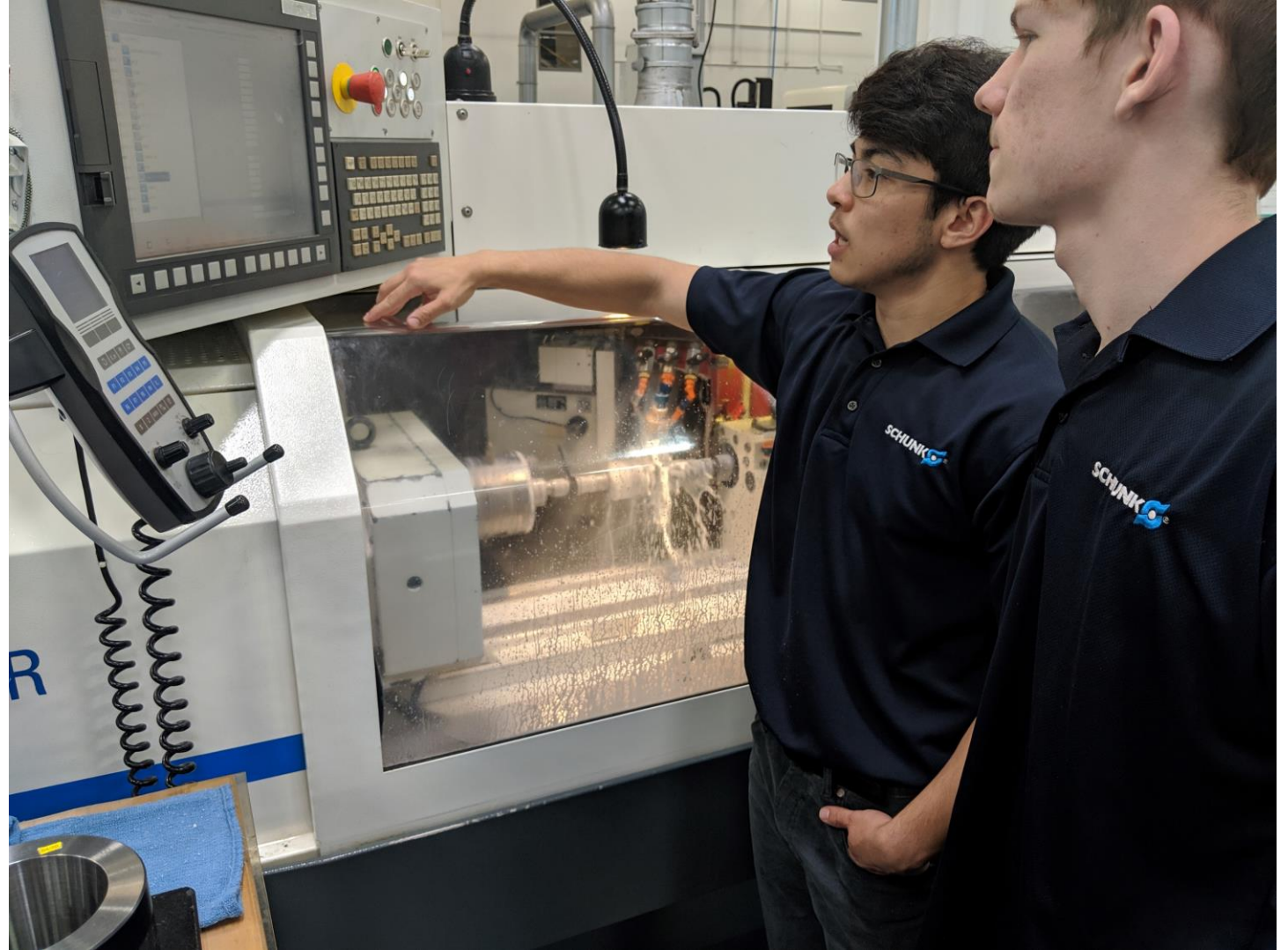
SCHUNK's Approach



SCHUNK's Approach



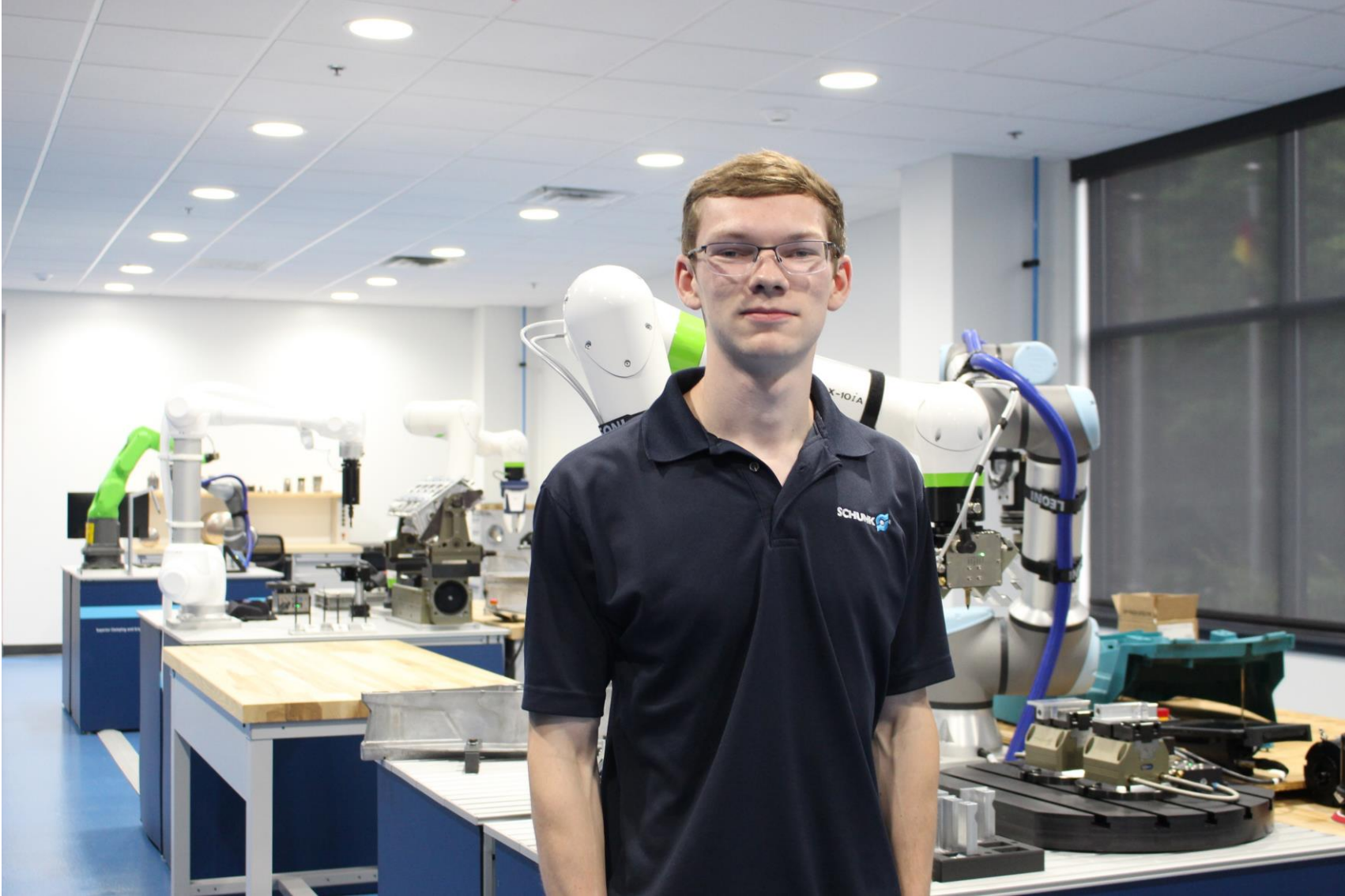
SCHUNK's Approach



SCHUNK's Approach



SCHUNK's Approach



Benefits of the Apprenticeship program

The program allows students (typically high school seniors) to combine education and on-the job training, while receiving competitive wages.

Apprentices contribute more and more to the team while progressing through the program to provide support for the day-to-day manufacturing operations.

Graduates of the program are experienced, trained, and ready to start contributing to the team immediately.

Provides a mutual benefit for the Students and SCHUNK.

Required Resources and Lessons Learned

Difficulties of developing a program as a small to medium size company?

Small to medium size companies may find benefits in **partnering** with other similar companies. A joint effort will help to establish a structured apprenticeship program and provide:

- Recruitment promotion in high schools when competing with other career options
- All partner companies work with the local Community College to set schedules and insure lesson plans meet today's high standard in advanced manufacturing.

Required Resources and Lessons Learned

SCHUNK apprentices have a dedicated area on the manufacturing floor with a range of manufacturing equipment.



Required Resources and Lessons Learned (cont.)

Qualified mentors to provide on-the-job-training.

A Structured Program that builds confidence. Unclear expectations can cause uncertainty amongst apprentices, while structured training can build confidence and lead to graduates who are proud to work in Manufacturing.

Additional Programs

Local Interns:

→ One rotation, 2-3 months

International Interns:

→ One Rotation, 2+ months

→ Already have product knowledge and company experience

→ Different perspective

Co-Op Students:

→ Collaboration with Engineering school at a local university.

→ Multiple rotations, typically 1 year of full-time work over 2 years.

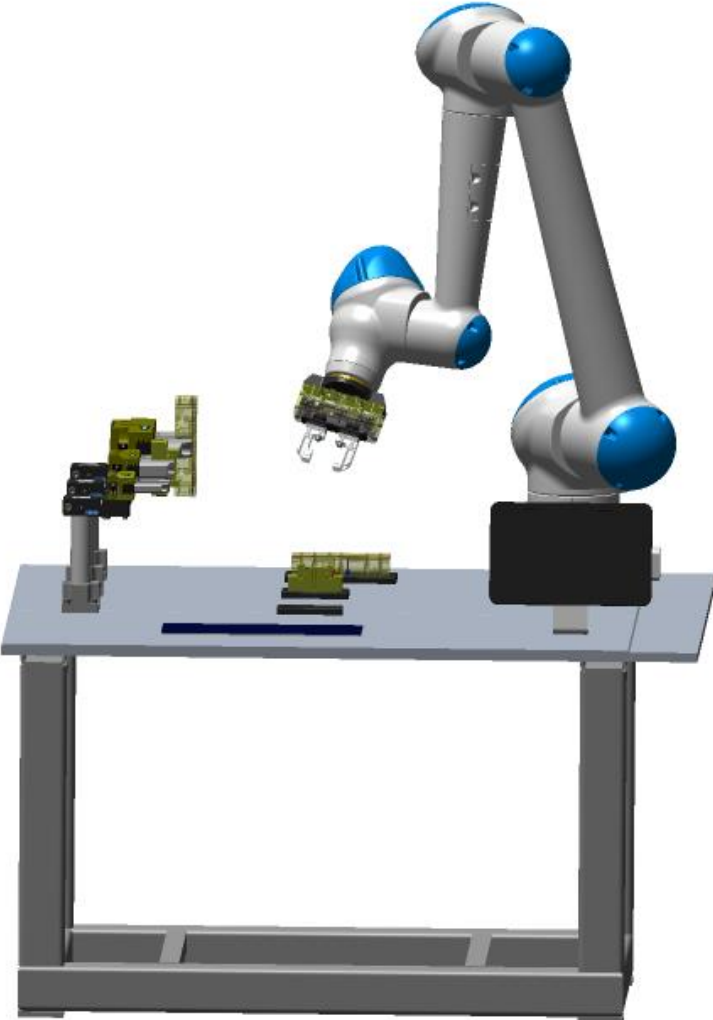
→ Rotations throughout Design, Applications and Manufacturing.

Additional Programs



Superior Clamping and Gripping

Additional Programs



BE CONFIDENT about the future!



12-15% of the workforce at SCHUNK is within our established training programs



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