

Academy of Advanced Manufacturing

A Job-Ready Solution for Advanced Manufacturing

Powered by:

Rockwell
Automation

RAU



ManpowerGroup™



THE MANUFACTURING DILEMMA

WHAT'S THE PROBLEM?

TALENT IS HARD TO FIND



- Technicians **#9** on ManpowerGroup's Talent Shortage Survey – Hardest to fill
- Time to fill for technicians **70-120 days**
- On pace for **2M manufacturing jobs** to go unfilled by 2025 in the U.S.



THERE'S A SKILLS MISMATCH RESULTING IN...



- Cost of training **escalates** as you try to close not only the current gap, but a **new gap resulting from skills evolution**
- Longer time to productive employee – **90 days - 2 years**
- Attrition – cycle starts again



IT'S GOING TO GET WORSE



- Maturing workforce
 - **21%** of manufacturing workers retire in next 8 years
 - **24%** of manufacturing workers are over 55
- Rapid evolution in skills
 - **75%** of employers say **new** skills required over the next 2 years...and many are not able to define them

THE DILEMMA IS COSTING YOU

↑ COST

↑ TIME TO VALUE

↓ PRODUCTIVITY

Adding Up the **Costs** to Hire and Train Technician Talent



Average cost to source, recruit, assess and select

\$7K – 17K

Average cost to train

\$5K – 31K

Average salary (burdened, based on 12 weeks)

\$23K

Foregone productivity

\$30K - 75K

(Includes: New employee scaling up; OT of other resources to cover gap)

\$65 – 146K



PREPARING FOR DUTY

EQUIPPING OUR VETERANS TO JOIN THE RANKS OF ADVANCED MANUFACTURING



Evolving Rockwell Automation’s highly successful Engineer in Training (EIT) program
Leveraging and augmenting the technical aptitude of America’s military veterans
Building a pool of certified talent for in-demand advanced manufacturing roles

ACADEMY OF ADVANCED MANUFACTURING (AAM) 12-WEEK COMPREHENSIVE PROGRAM

DIVERSE CURRICULUM: Automation and Manufacturing Technology

- Industrial Automation
- Controllers
- Networks
- Visualization and Information Software
- Drives and Motors
- Instrumentation
- Machine and Plant Floor Safety

2018 PROGRAM
Milwaukee, Wisconsin
Mayfield Heights, Ohio

PROFESSIONAL SKILLS TRAINING: Ease transition to civilian life and facilitate success in advanced manufacturing roles

ROCKWELL AUTOMATION CERTIFIED CAPABILITIES

THE SOLUTION: JOB-READY TALENT

GIVING YOU ACCESS TO A SELECT POOL OF CANDIDATES

\$39K
All Inclusive

SOURCING AND RECRUITMENT OF SKILLED VETERANS

SCREENING

MOBILITY • SHIFT FLEXIBILITY • TECH SKILLS • SOFT SKILLS

ASSESSMENT FOR MATCH
TO ROLE AND ORGANIZATION'S CULTURE

TRAINING, EDUCATION AND ORIENTATION

ONBOARDING

STIPEND (ROOM AND BOARD)

RESOURCES WARRANTED TO MEET YOUR NEEDS

BUSINESS IMPACT



Job-Ready Day 1
Immediate Productivity



Current and Future Skills



**Consistent Standard
Across Talent Pool**



Eliminate Time to Fill



**Enables Employers to Hire
Qualified Veterans**
An Affirmative Action priority

BRIDGING THE GAP: ACADEMY OF ADVANCED MANUFACTURING

FROM SOLDIER TO INSTRUMENTATION, AUTOMATION & CONTROLS TECHNICIAN:
Honing critical skills from battlefield to brownfield or greenfield

SOLDIER

Disciplined, Reliable, Problem-solver, Logical Thinker,
Implementer, Troubleshooter, Team Player

Basic electrical or mechanical background;
Technical aptitude in Computing, Monitoring, Instrumentation, or Mechanics

Basic automation knowledge
Able to describe operational situations in logical detail

Accountable and adaptable
Achieves results in a dynamic environment

Strong work ethic
Successful individual contributor and team player

Desktop computing competency and hardware/software experience
Basic system setup, troubleshooting, and maintenance

Competency in preventive maintenance and break/fix process

INSTRUMENTATION, AUTOMATION & CONTROLS TECHNICIAN

Designs, Builds, Installs, Programs, Operates,
Calibrates, Maintains, Troubleshoots, Repairs

First-level on-site support of factory floor automation

Understands, troubleshoots, and extends automation programming

Supports implementation of new installations,
maintenance projects, and system upgrades

Interacts with key engineering resources, complementary trade resources,
factory management, Quality, and Information Technology

Provides routine preventive / corrective maintenance
of manufacturing equipment and performs diagnostic testing

Identifies spare parts requirements

Thank You.

