



#WE25

"Workforce Crisis - Job One"

Expand Your Target

- Cabinetry
- Carpentry
- Automated Manufacturing Technology
- Architectural Drafting
- CNC Milling
- Robotics



Interventions and Possible Solutions

STUDENTS

- More than 200,000 student and educator members already
- Nearly 4,000 high schools and colleges
- More than 15,000 instructors
- 200 educational programs
- 700+ training partners
- Leadership and strong work ethic

www.kilbowing.com

SkillsUSA Champions of Work



Kent Gilchrist
 Director of Business & Workforce Development
 Booth #9846 kent@fremontinteriors.com

Interventions and Possible Solutions

- Offer digital learning experiences
- Combine formal and informal training
- Leverage on-the-job resources
- Use a certification approach to skills building
- Use an apprenticeship training model
- Expand the serviceable pool

Growing

- Developing Talent
- Training
- Certifications
- Apprenticeship

Keeping

- Recognition
- Development
- Defined Career Path
- Performance Management
- Organizational Success

Impact - Other Measures

- Hinders Growth
- Diminishes client service capability
- Reduces competitiveness

Who do I want to hire?

- Leadership
- Collaboration
- Communication
- Project Management
- Superior Technical Skills

How Might We Do Better?

"Our industry is terrible, get it planted!"

What is the change of behavior that affecting your industry?

What if...

What if... there were more people who were trained in the skills that are needed in the industry? What if... there were more people who were trained in the skills that are needed in the industry? What if... there were more people who were trained in the skills that are needed in the industry?

What if it took them and they leave?

What if you don't train and they stay?

Questions and Polls

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#WCA

Assessments

Situational Questions

Technical Knowledge and Skills

Describe a new project, task, assignment or situation that challenged your skills.

What information did you consider? What steps did you take?

Where do we find Candidates?

Targeted Selection - Just the beginning

Education Understanding - Sample position

Targeted Selection Quick Start Guide

Behavior mapped to Competencies

Competency	Key Activities
Problem Solving	Problem Solving
Attention to Detail	Attention to Detail
Communication	Communication
Collaboration	Collaboration
Customer Service	Customer Service
Teamwork	Teamwork
Time Management	Time Management
Organization	Organization
Quality Control	Quality Control
Customer Satisfaction	Customer Satisfaction
Customer Retention	Customer Retention
Customer Loyalty	Customer Loyalty
Customer Feedback	Customer Feedback
Customer Engagement	Customer Engagement
Customer Relationship	Customer Relationship
Customer Experience	Customer Experience
Customer Service	Customer Service
Customer Support	Customer Support
Customer Care	Customer Care
Customer Success	Customer Success
Customer Retention	Customer Retention
Customer Loyalty	Customer Loyalty
Customer Feedback	Customer Feedback
Customer Engagement	Customer Engagement
Customer Relationship	Customer Relationship
Customer Experience	Customer Experience
Customer Service	Customer Service
Customer Support	Customer Support
Customer Care	Customer Care
Customer Success	Customer Success

Questions and Polls

www.slido.com

Workforce Development Coalition

- Strategic Priorities - Industry stakeholders align around the Skills, Talent, Hiring and Wage Gaps
- Initiatives - Tactical Level - What is in place and what could be?
- Membership - Requires intellectual and financial resources to move initiatives forward
- Calls for broad participation across the industry

Slido poll
Are you willing to participate?



#WCA

Collaborations

In what country do you live?



In what country do you live?





If the U.S., in what state?

What is skilled labor?



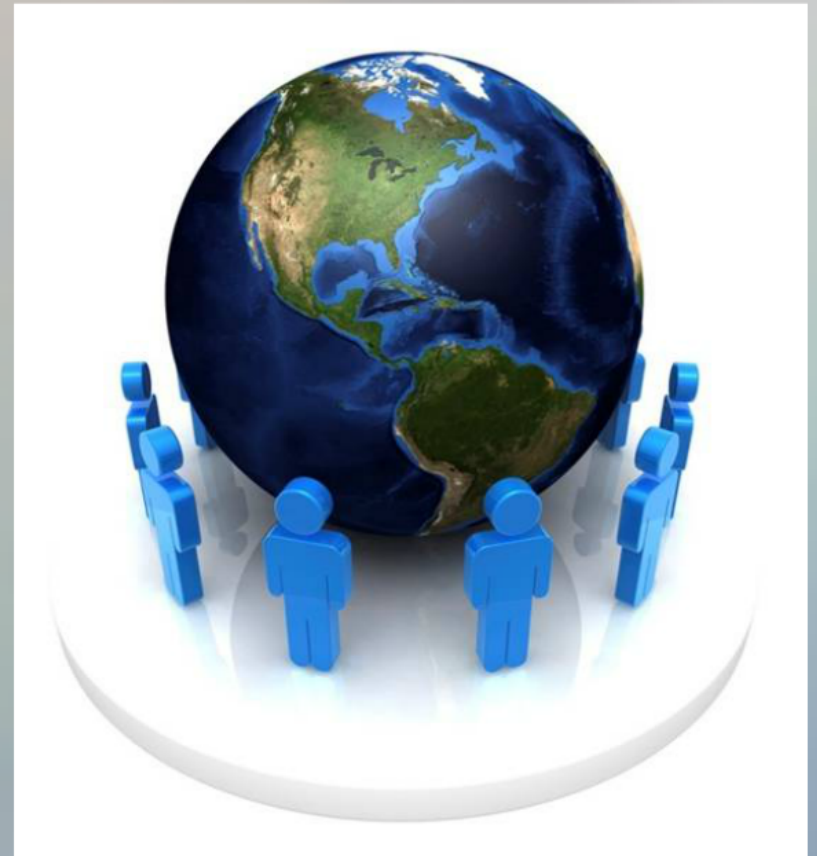
Where do we find Candidates?

Targeted Selection

- *Just the beginning*

Situational Interviewing

- *Sample position*



Targeted Selection Quick Start Guide

- Interview Plan
- Supervisor leads interview
- Peer interaction
- Situational questions specific to position
- Create a rubric
- Testing as appropriate for position
- Skills assessments

No short cuts

Behavior mapped to Competencies

Competency	Key Actions
Passion for Results.....	Persists to Completion
Authenticity.....	Acts with Integrity
Collaboration.....	Uses Key Principles
Initiating Action.....	Responds Quickly
Active Learning.....	Applies Skills
Planning and Organizing.....	Prioritizes and Schedules Work
Decision Making.....	Chooses Appropriate Action

Situational Questions

Technical Knowledge and Skills

Describe a project, assignment or situation that challenged your skills.

Tell me about the most complex project that you have worked on. What was your role?

Situational Questions

Technical Knowledge and Skills

Describe a time you have planned tasks and acquired resources to implement a project.

What information did you consider?

What steps did you take?

Situ

Assessments

Name: _____
 Date: _____
 Serial # (if inscribed): _____

2 ISOMETRIC
 Scale: N.T.S.

1 FRONT VIEW
 Scale: 1:2

Instructions:
 Using a caliper, record your measurements to the nearest .000'

Calipers: Measure Thickness

C-1a	_____
C-1b	_____
C-1c	_____

Calipers: Measure Depth

C-2a	_____
C-2b	_____
C-2c	_____

Calipers: Inside Dime

C-3a	_____
C-3b	_____
C-3c	_____

Calipers: Center

C-4a	_____
C-4b	_____
C-4c	_____

Tape Measure (record to the near)

TM-1a	_____
TM-1b	_____
TM-1c	_____
TM-1d	_____
TM-1e	_____

Notes: Min. Score 80%
TOOLS REQUIRED: Tape Measure, Pencil, Calipers, Bevel & Protractor or Combination Square with Protractor Head.

WCA WOODWORK CAREER ALLIANCE OF NORTH AMERICA

DRAWN BY: P. Molzahn
 PROJECT: WCA SKILL STANDARDS
 DRAWING TITLE: Measurement Widget
 DATE: 5-6-15

SHEET: _____
 SCALE: As Noted
 REV #: 5

Name: _____
 Date: _____

1 FRONT SIDE of STOCK
 Scale: 1:2

2 BACK SIDE of STOCK
 Scale: 1:4

3 ISOMETRIC
 Scale: 1:4

Instructions:
 Complete a review of the General Level 1 & Level 2 Pre-Operation Checklists with your Evaluator.
 Important: Orient the stock correctly!

Perform the following at Level 1:

- Put an "X" on the end of the stock which is not square of the stock
- Layout line "A" around all four sides of the stock
- Layout parallel lines "B" as shown
- Layout mortise "C" as shown
- Layout 45° line D-2 as shown

Perform the following at Level 2:

- Layout 10° line D-1 as shown

Enter your name and date in the upper left corner of this sheet.
 Return this sheet and the widget to your Skill Evaluator.

WCA WOODWORK CAREER ALLIANCE OF NORTH AMERICA

DRAWN BY: Patrick Molzahn
 PROJECT: WCA SKILL STANDARDS
 DRAWING TITLE: Layout Widget
 DATE: 3/05/12

SHEET: 1 of 1
 SCALE: As Noted
 VERSION: 3

NOTES: Solid Wood Block (Maple)
TOOLS REQUIRED: Tape Measure, Pencil, Bevel & Protractor or Combination Square with Protractor Head, Calculator ok.

Who do I want to hire?

- Leadership
- Collaboration
- Communication
- Project Management
- Superior Technical Skills



Growing

- Developing Talent
- Training
- Certifications
- Apprenticeships

Slido.com
Do you have an
in-house
training program?



Keeping

- Recognition
- Development
- Defined Career Path
- Performance Management
- Organizational Success



Impact - Other Measures

- Hinders Growth
- Diminishes client service capability
- Reduces competitiveness

What if I train them and they leave?

What if you don't train and they stay?

Interventions and Possible Solutions

- Offer digital learning experiences
- Combine formal and informal training
 - Vendors are a great resource
- Use a certification approach to skills building
- Use an apprenticeship training model
- Expand the candidate pool

Expand Your Target

- Cabinetmaking
- Carpentry
- Automated Manufacturing
Technology
- Architectural Drafting
- CNC Milling
- Robotics



Interventions and Possible Solutions

SkillsUSA

- More than 300,000 student and educator members annually
- 54 state and territorial associations
- Nearly 4000 high schools and colleges
- More than 16,000 instructors
- 130 Occupational programs
- ~ 1000 business partners
- Leadership and strong work ethics
- www.skillsusa.org



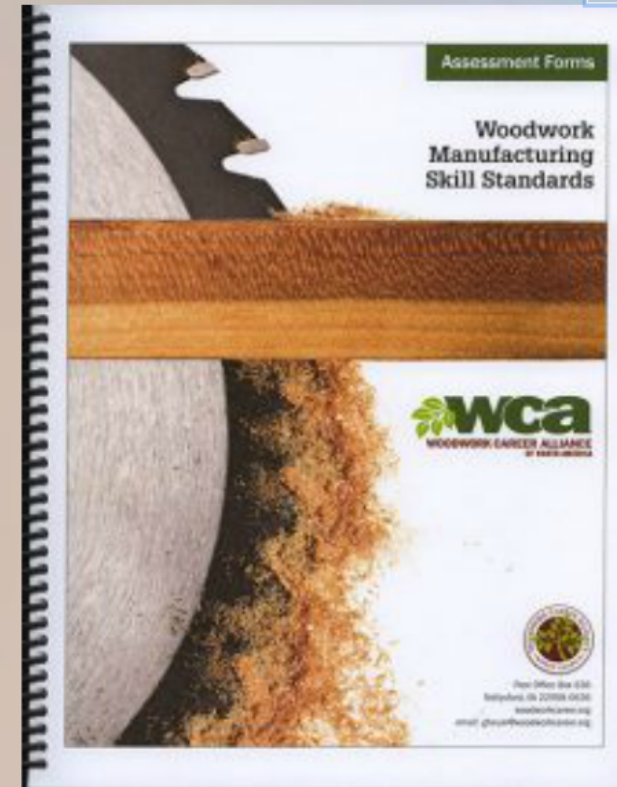
Slido.com
Are you familiar
with SkillsUSA?



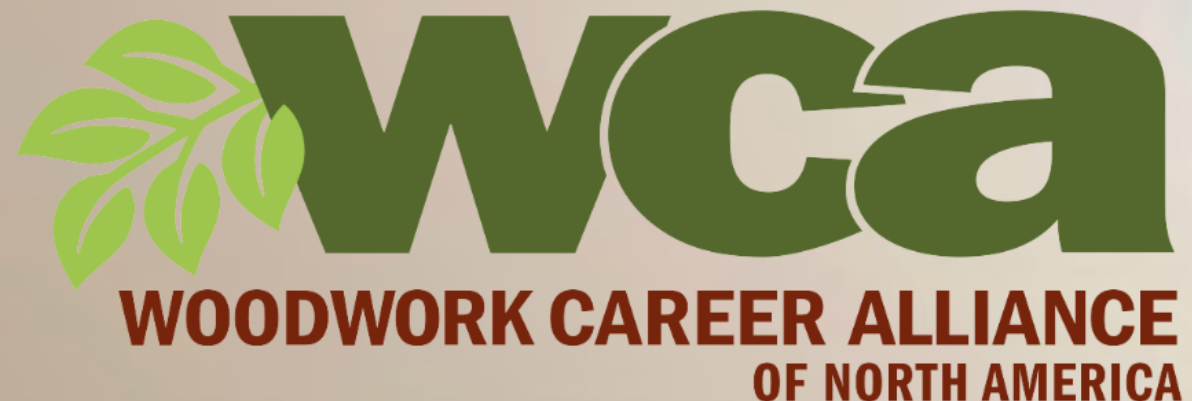
Interventions and Possible Solutions

Woodwork Career Alliance

- Accredited Skill Evaluators
- Passport Program
- Machine Skill Assessments
- Certifications
- Customized Training Programs
- Training Videos
- Curriculum Resources
- www.woodworkcareer.org



Slido.com
Are you familiar
with the WCA?



How Might We Do Better?

"Our industry is invisible, yet in plain sight"

Slido.com

Is the shortage of skilled labor effecting your
workplace?

What if...

- There were industry defined career paths for trade and college?
- Our industry had a presence and name recognition among educators and the general public?
- We had a school registry where a school felt compelled to opt in?
- There was industry/educator curriculum that met stakeholder needs?

Collaborations

Collaboration with Industry

Since its founding, MIT has fostered a problem-solving approach that encourages researchers to work together across departments, fields, and institutional boundaries. The resulting collaborations have included thousands of fruitful partnerships with industry and other leading research institutions.

Solving Real World Problems

- Currently over 700 companies are working with faculty and students on projects of mutual interest. Among these corporate sponsors are such global leaders as BAE, BP, Boeing, Du Pont, eni, Ford Motor, Google, Intel, Lockheed Martin, Novartis, Quanta Computer, Raytheon, Samsung, Sanofi, Shell, Siemens, TOTAL, etc.
- MIT has vibrant patenting/licensing activity, with 800 new invention disclosures in FY16, and \$62 million in total licensing revenue.
- According to the report, *Entrepreneurship and Innovation at MIT*, MIT alumni have launched 30,200 active companies, employing roughly 4.6 million people, and generating roughly \$1.9 trillion in annual revenues.

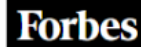
Search

Back to Industry Gateway

- Collaboration with Industry
 - Corporate Relations
 - Entrepreneurship
 - Industrial Liaison Program
 - Learning
 - Licensing
 - Recruiting
 - Research
 - Departments, Labs, Centers
 - Industry Briefs
 - Major Programs
 - Sponsoring Research
 - Vice President of Research



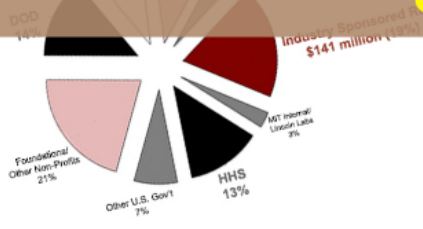
Industry Collaboration Will Drive Supply Chain Trans



...firm with deep expertise in food service, and Kinetic12, a food industry management...

...ain operators, including Arby's, Burger King, Chick-fil-A, Firehouse Subs, Sonic, Starbucks, and distributors came together to create a formal shared vision, set priorities for initiatives...

How might we do better?



#1 in Corporate Research Expenditures

- According to the National Science Foundation, MIT ranks first in industry-financed R&D expenditures among all universities and colleges without a medical school.
- Industry-sponsored research totaled \$141 million in FY16 (includes government pass-throughs), or 19% of all MIT research funding.
- In FY16, over 700 companies provided R&D gift support to MIT; 40 companies funded \$1 million+, 219 companies funded \$100 thousand - \$1 million.

...799 billion in 2017. That's a lot of...

...market research company NPD Group reports that U...
 ...ain restaurants and convenience stores introduced a staggering 5,113 new menu items over the...
 ...us in the effort to appeal to changing consumer tastes. "What is interesting is not the types of items that are new; what's in them," said Jack Li, who is a member of the Datassential research team. According to Datassential, chain restaurants have been betting on trendy ingredients including kale and quinoa, items you never would have found on a chain restaurant menu just a few years ago.

Welcome to TransCelerate BioPharma Inc.

TransCelerate BioPharma Inc. is a non-profit organization with a mission to collaborate across the biopharmaceutical research and development community to identify, prioritize, design and facilitate the implementation of solutions to drive efficient, effective and high-quality delivery of new medicines, improving the health of people around the world.

News

TransCelerate BioPharma and FDA/NIH Collaborate on Aligned Common Protocol Template

Important Updates

Upcoming Events

- Protocol Optimization & Design Congress (Philadelphia) Jul 17, 2017
- Shrewton Philadelphia University City Hotel Sep 01, 2017
- Disruptive Innovations (Boston) Boston Marriott City Place Sep 01, 2017
- BAPS Annual Regulatory Convergence (Washington D.C.) Sep 05, 2017
- Gaylord National Resort and Convention Center

Accelerate to Innovate

The next edition of Accelerate to Innovate is now available. Our newsletter provides an inside look into the progress of our initiatives, viewpoints of our leadership and much more!

RBM Interactive Guide

A digital collection of the Risk-Based Monitoring (RBM) Initiative's methodology, tools & resources, accomplishments, learnings, and vision for the future.

Our Initiatives

Knowledge Vault

Workforce Development Coalition

- Strategic Priorities - Industry stakeholders align around the Skills, Talent, Hiring and Wage Gaps
- Initiatives - Tactical Level - What is in place and what could to be?
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Slido.com

Are you willing to participate?



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Woodwork Career Alliance - Booth #9846

Contacts

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snelsonwca@gmail.com

Questions - Slido.com





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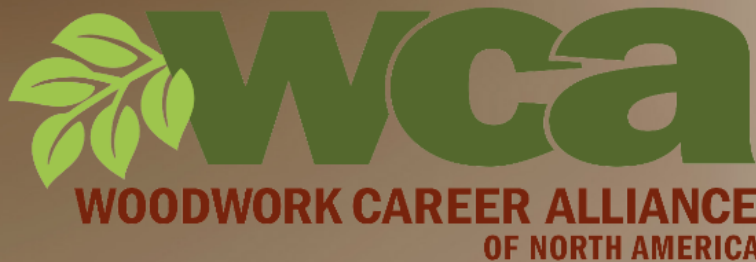
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What is skilled labor?

What if...

- What if you have a high school graduate who is not prepared for the workforce?
- What if you have a high school graduate who is not prepared for the workforce?
- What if you have a high school graduate who is not prepared for the workforce?

What if you lose them and they leave?

- Hinders Growth
- Diminishes client service capability
- Reduces competitiveness

What if you don't train and they stay?

Questions and Polls

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Teamwork	Teamwork
Time Management	Time Management
Quality Control	Quality Control
Organization	Organization
Flexibility	Flexibility
Adaptability	Adaptability
Resilience	Resilience
Stress Management	Stress Management
Emotional Stability	Emotional Stability
Self-Motivation	Self-Motivation
Initiative	Initiative
Proactivity	Proactivity
Accountability	Accountability
Ownership	Ownership
Commitment	Commitment
Reliability	Reliability
Consistency	Consistency
Dependability	Dependability
Trustworthiness	Trustworthiness
Integrity	Integrity
Honesty	Honesty
Transparency	Transparency
Openness	Openness
Authenticity	Authenticity
Genuineness	Genuineness
Sincerity	Sincerity
Realism	Realism
Pragmatism	Pragmatism
Practicality	Practicality
Realism	Realism
Pragmatism	Pragmatism
Practicality	Practicality