

THE FEARLESS FACTORY PRESENTS:

America's MANUFACTURING CRISIS

A Shortage of Qualified Workers



■ 83% of companies report a moderate to serious shortage of skilled workers.



■ 600,000 skilled jobs are currently going unfilled. The most difficult jobs to fill include technicians, skilled trade workers, and production operators.



■ Nearly 7 out of 10 employers expect the shortage to worsen over the next three to five years.

A Growing Skills Gap



■ 74% of companies say shortages in skilled machinists, operators, craft workers, distributors, and technicians have had a significant negative impact on expansion and productivity.



■ 1.5 million Americans are not fully proficient in their work, yet only one in five employers is concentrating on training and development to fill the skills gap.



■ 57% of Americans say their repair skills are average or below. Only 42% of employers believe new graduates are adequately prepared by their colleges or other pre-employment training programs.

An Underutilized Youth

■ Only 17% of young people view manufacturing as a top career choice.

■ Women comprise just 30% of the manufacturing workforce.



■ The average age of the American skilled worker is 56. By 2030, 77% of skilled baby boomers will have left the workforce.

■ 50% of the country's 17-year-olds are not qualified to work in a 21st century auto plant.

23%
Left in 2030

■ Exposure to engineering doubles teens' career interest.

Sources: BLS, BEA, Census, National Science Foundation, U.S. Department of Commerce, New America Foundation, National Association of Manufacturers, Manufacturing Institute, eMaint Maintenance Management Solutions, WorkBoots, Benchmark Learning, MathMovesU, Manufacturing Innovation Blog.

TO LEARN MORE ABOUT THE FEARLESS FACTORY, VISIT

www.WeWorkFearless.com

THE FEARLESS FACTORY

Overview: Individuals and organizations have been trying—but failing—to fix America’s manufacturing crisis for more than 20 years. Previous efforts have not been successful because they have focused on the wrong problems. The Fearless Factory will provide accelerated knowledge, skills, and confidence to help mid-level manufacturing companies grow. Our approach is a systematic, state-of-the-art solution that touches every facet of business, from simple systems improvement to excellence training for today’s business leaders. In short, the Fearless Factory will be an indispensable resource that solves the skills and talent gap in America—once and for all.

“Never doubt that a small group of thoughtful committed citizens can change the world; indeed, it’s the only thing that ever has.”

—Margaret Mead

Problem: America was built on a rich history of hard work. Today, however, workers lack the skills needed to fill the many trade jobs that are available.

- America today faces a crisis in manufacturing the likes of which it has never experienced before.
- Approximately 1 million American manufacturing jobs are currently waiting to be filled by skilled workers, and as many as 10 million new skilled workers will be needed by 2020.
- Firms across America desperately need—but cannot find—employees trained in the technologies and trades necessary to work in their modern manufacturing operations.
- In order to develop new products and grow the current manufacturing base, America’s industrial sector must enlist creative, talented professionals who are eager to put their knowledge of science, technology, engineering, and mathematics to work in manufacturing.

Opportunity: We must foster the rebirth of America’s superior manufacturing sector by leveraging the most entrepreneurial generation yet—our youth.

- One of the primary reasons that there are so many manufacturing positions available today is that young Americans are not given the guidance (or encouragement) necessary to explore industrial and trade jobs as a viable career path.
- In addition, many young Americans have misconceptions about the modern manufacturing industry.
- In order to inspire innovative young people to reconsider the industrial arts as an exciting, cutting edge career path and reinvigorate America’s industrial sector in the process, we must show them that the field of manufacturing can be a relevant and enriching part of their lives and give them a unique space that encourages exploration, experimentation, and entrepreneurship.

Solution: Our goal is to create the Fearless Factory, a collaborative space that fosters innovation and addresses the needs of manufacturers from services to training.

- The Fearless Factory will be a state-of-the-art manufacturing studio, learning lab, and makerspace designed to cultivate the leaders and innovators of America’s next industrial revolution.
- At this cutting edge facility, passionate, action-oriented professionals will use the latest technology and proven, hands-on teaching methods to instruct learners in the industrial arts.
- The key to the Fearless Factory’s success will be the synthesis of the German dual-education apprenticeship model and proven accelerated adult learning systems for new and incumbent workers.
- The Fearless Factory will produce a workforce that is smart, adaptable, and capable of filling the many manufacturing jobs available throughout America.

Our Goals: We want to STEM the tide and solve America’s manufacturing crisis.

- Create a talent magnet state with a highly trained and skilled workforce that attracts and retains America’s most innovative business leaders.
- Develop a model of excellence that can be replicated, state by state, revitalizing American manufacturing and the American middle class.
- Change the perception of the manufacturing sector among today’s youth (with a heavy focus on the recruitment of women in the field of STEM).
- Impress the importance of the industrial arts to our economy and as an exciting and viable career path.

Outcome: The Fearless Factory will produce a number of quantifiable, real-world outcomes.

- More higher paying, skilled jobs created.
- More companies attracted to your state.
- Major sponsorships.
- Partnerships between local and national business and the state.
- Expansion through a replicable model.
- National recognition as a center of excellence and innovation.
- More students joining the STEM fields.

Who Is Behind the Fearless Factory?

The Fearless Factory is brought to you by the Fearless Pioneers, a group of action oriented, ruggedly entrepreneurial professionals from the surrounding region. These fearless trailblazers represent a variety of industries and bring a wealth of knowledge and expertise from more than a century of combined experience in the industrial arts. The Fearless Pioneers share an aligned vision, a thirst for new frontiers, and a relentless drive to solve the American underemployment crisis.

To learn more, visit us online at: www.WeWorkFearless.com