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fusion

THE MANUFACTURING WORKFORCE EVENT

DETROIT, MI

April 8-10, 2025

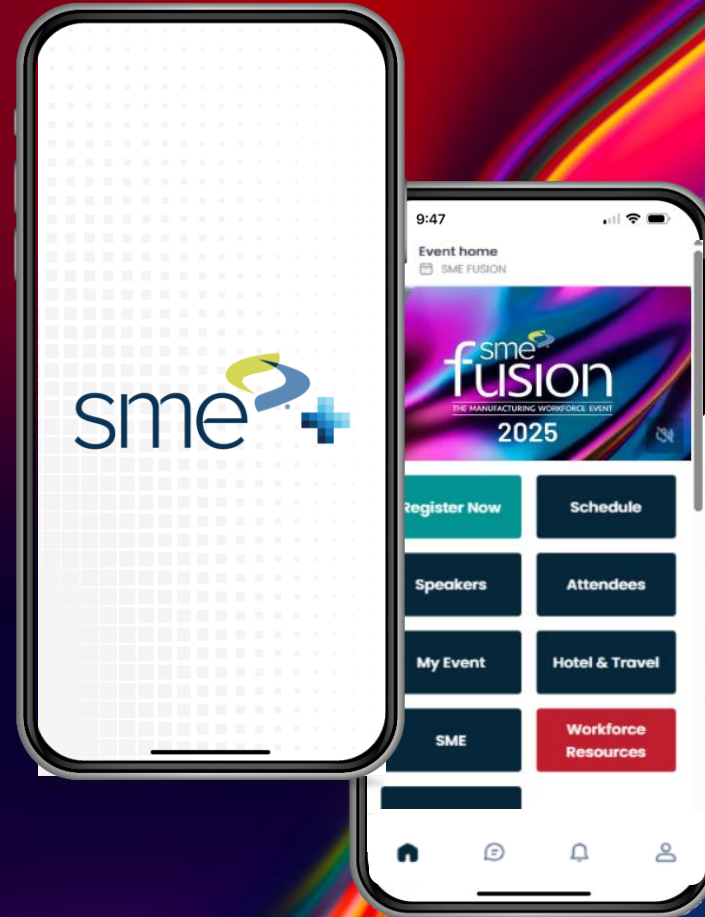
The NEW



MOBILE APP

KEY FEATURES:

- Official SME FUSION App
- Event schedule is DIGITAL!
- Networking with fellow attendees and speakers
- Access Workforce Resources





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THE MANUFACTURING WORKFORCE EVENT



Mission Critical: Developing a Future-Ready Workforce

Jeannine Kunz
Executive Director & CEO

DETROIT, MI
April 8-10, 2025



Jeannine Kunz

Executive Director & CEO, SME

- Dedicated to **advancing workforce** development for over 25 years
- Former **SME** Chief Workforce Development Officer at SME
- **Industry advocate** for innovative workforce and technology solutions
- Leading coalitions in the adoption of **Smart Manufacturing**
- **Industry boards** participation focused on education and industry innovation
- **Advocacy and engagement** in government
- **Partnerships and collaborations** such as the Manufacturing USA network

The logo for SME Fusion, featuring the text "sme" in a smaller font above "fusion" in a larger font, with a stylized "s" above the "i" in "fusion". The logo is set against a colorful, abstract background of overlapping curved lines in shades of blue, purple, red, and yellow.

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PURPOSE

Advance manufacturing to drive competitiveness, resiliency, and national security



VISION

Manufacturing is a diverse, thriving, and valued ecosystem



MISSION

Accelerate widespread adoption of manufacturing technologies and build North America's talent and capabilities

LEADING WITH PURPOSE...INNOVATING FOR IMPACT
----- COLLABORATION -----

Strategic Intersection

Technology



AN EMPOWERED
STRONG INDUSTRIAL
BASE



A ROBUST AND
RESILIENT SUPPLY
CHAIN



A TECHNOLOGICALLY
ADVANCED
ECOSYSTEM



Talent



AN ADEQUATE AND
QUALIFIED
WORKFORCE



A WORKFORCE
REFLECTIVE OF OUR
NATIONS PEOPLE



AN INDUSTRY IMAGE
OF OPPORTUNITY
AND INNOVATION

Unlocking Human Potential to Empower Manufacturing



“Coming together is a beginning. Keeping together is progress. Working together is success.”

- Henry Ford





tuX tuXperience2024



THE MANUFACTURING WORKFORCE EVENT



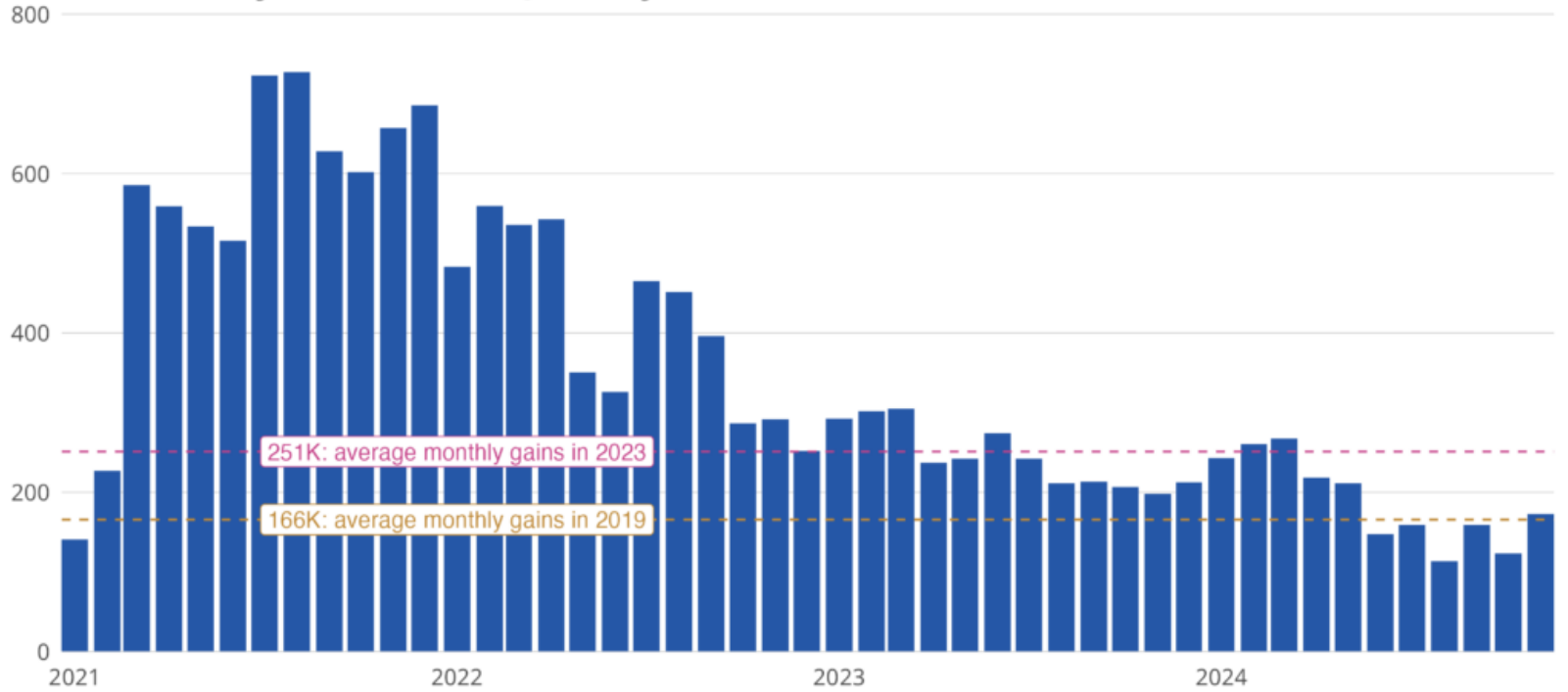
No one organization can solve manufacturing's challenges by itself.



Post pandemic, job growth has stabilized after historic swings...

Monthly job gains are declining

Thousands of jobs, U.S. data, January 2021 - November 2024



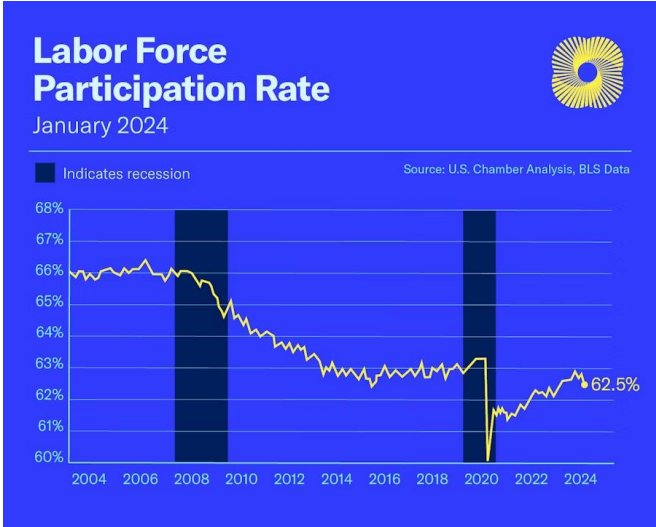
Source: US Bureau of Labor Statistics



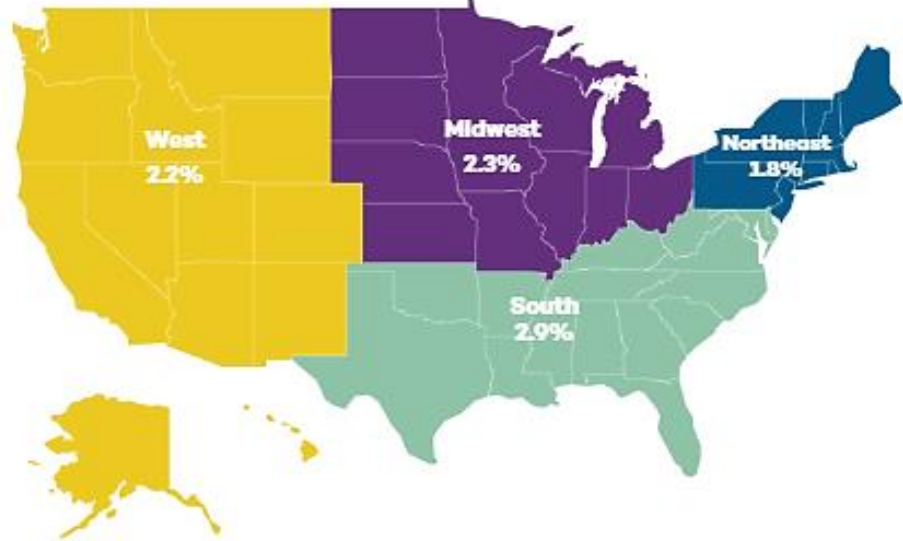
Labor Participation Rates Climbing, Yet Below Pre-Pandemic

Labor participation rate January 2024:

62.5%



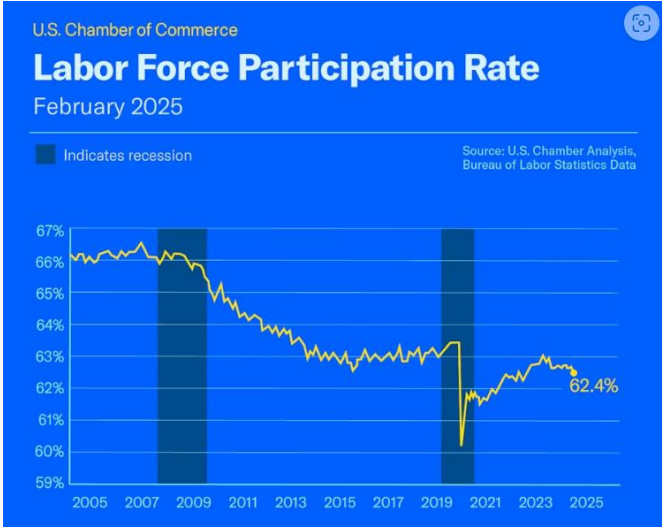
Manufacturing Quit Rates by Region (2023)



Source: Annual average rates were calculated from BLS Job opening and Labor Turnover Survey, total nonfarm, all sizes class, All regions, Rate.

Labor participation rate February 2025:

62.4%



The gap is narrowing...across all industries as well as manufacturing

U.S. Chamber of Commerce

National job openings vs. number of unemployed workers

February 2025

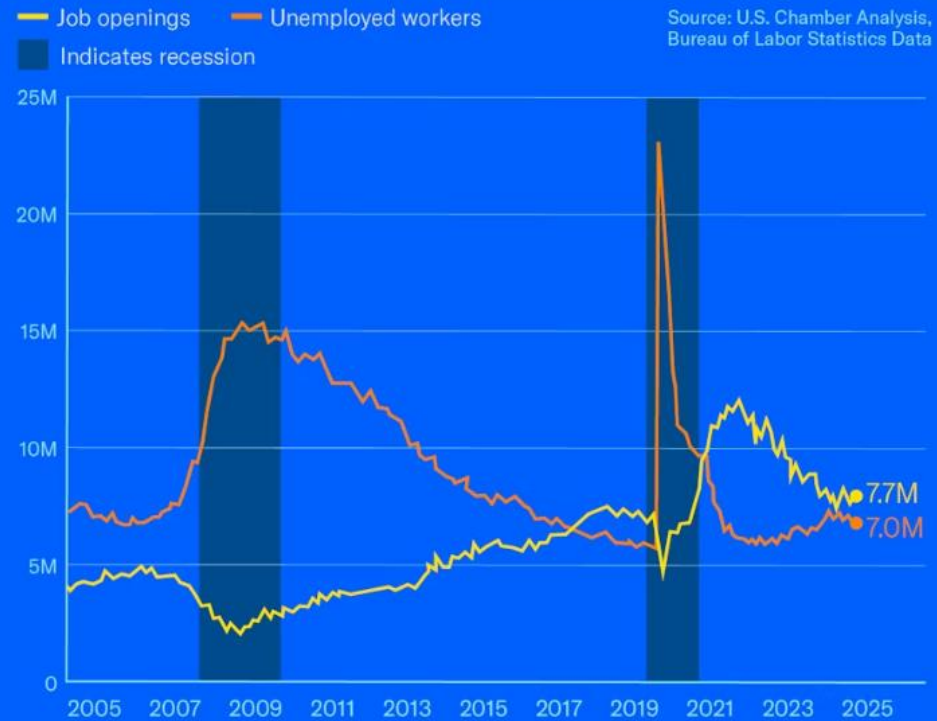
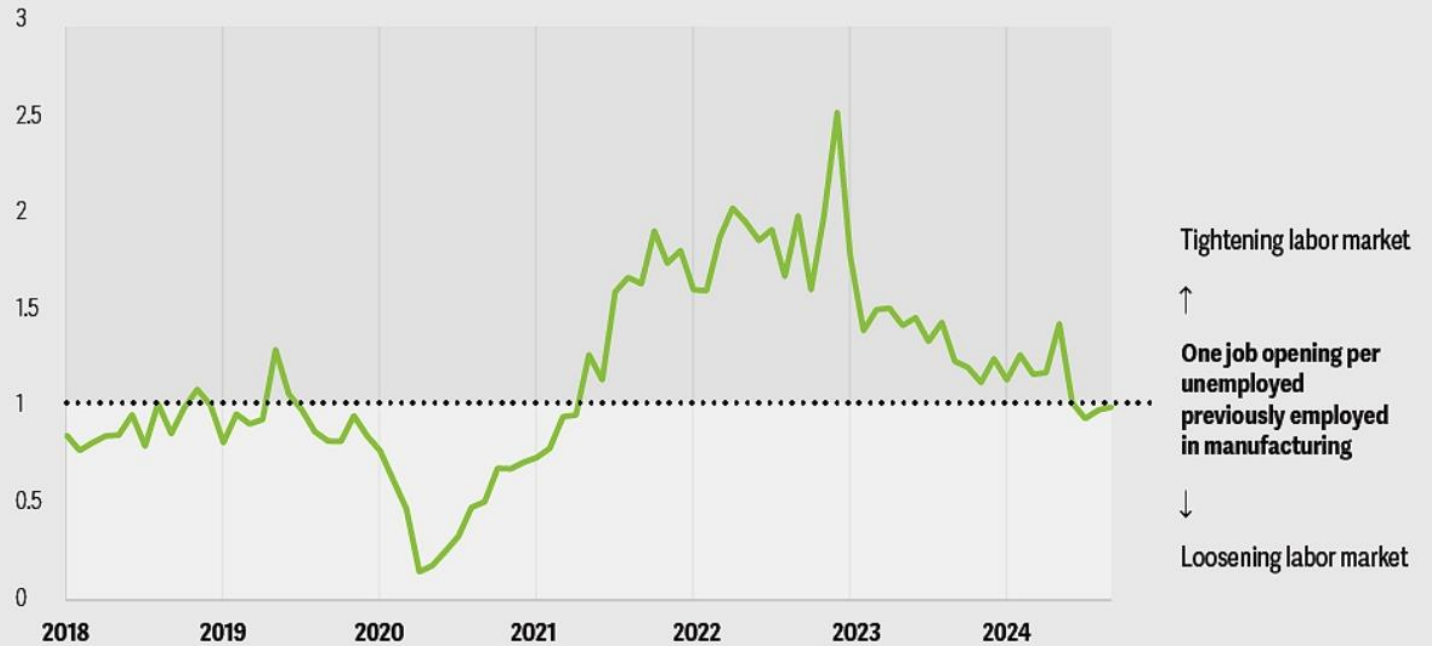


Figure 1

The manufacturing labor market loosened in 2024

Ratio of job openings to unemployment



Source: US Bureau of Labor Statistics.

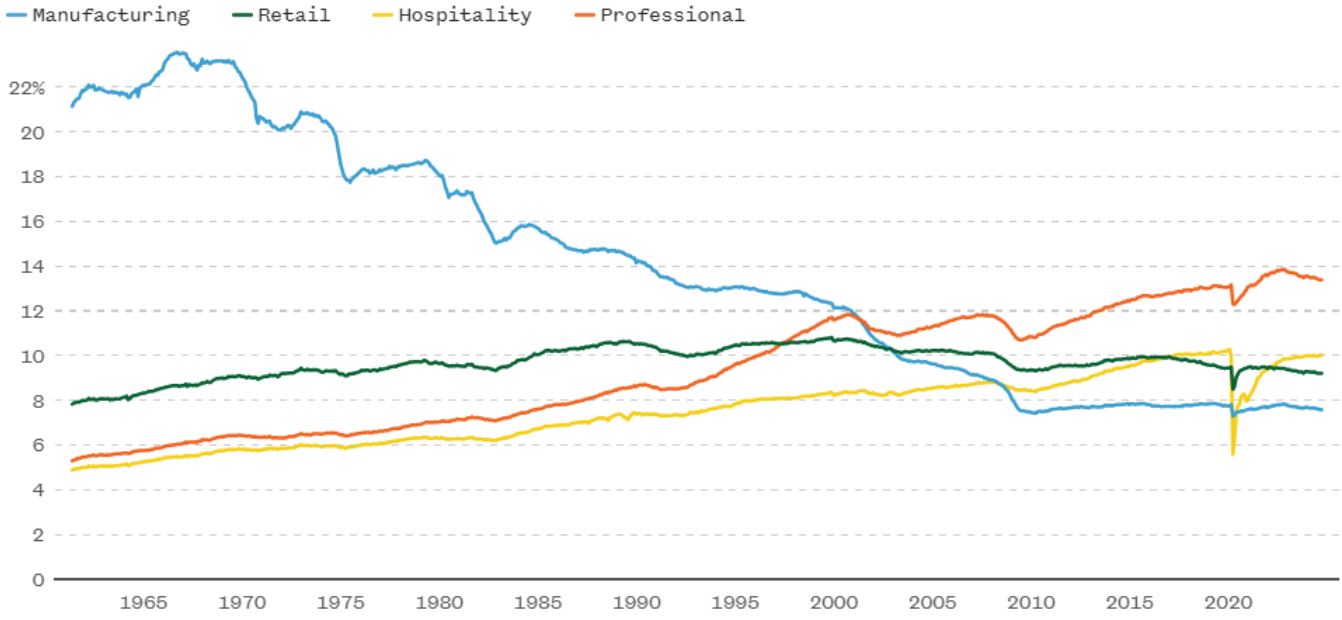
Deloitte | deloitte.com/us/en/insights/research-centers/center-energy-industrials.html



Manufacturing continues to compete for talent among other growing sectors

The decline of manufacturing jobs

As the share of the U.S. civilian workforce in manufacturing jobs declined, other sectors, particularly professional and business services, took manufacturing's place.



Notes: The decline in 2020 was due to the Covid pandemic.
Source: NBC News analysis of U.S. Bureau of Labor Statistics via FRED data
Graphic: Joe Murphy / NBC News

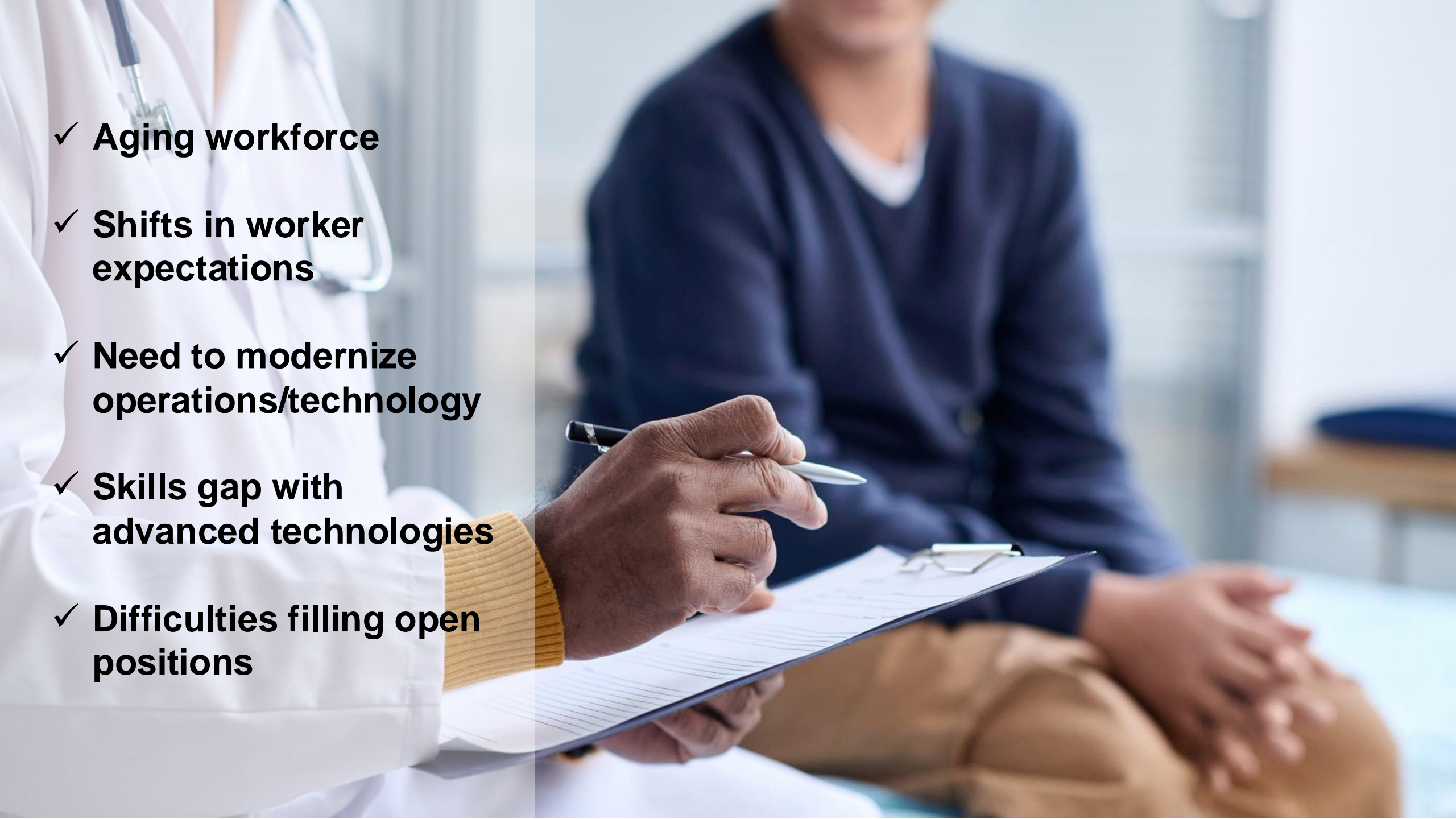


A black and white photograph showing the front view of a fighter jet's cockpit. The canopy is prominent at the top, and the fuselage tapers down. The image is used as a background for the text.

MISSION CRITICAL WORKFORCE 2030

IS YOUR WORKFORCE READY?

sme 

- 
- ✓ **Aging workforce**
 - ✓ **Shifts in worker expectations**
 - ✓ **Need to modernize operations/technology**
 - ✓ **Skills gap with advanced technologies**
 - ✓ **Difficulties filling open positions**



WORKFORCE HEALTH CHECK UP

- Do you have a strong partnership between HR and operations?
- Is talent and performance an active part of your company's strategic success?
- Do you have a learning culture?
- Do you use technology in attracting, developing, and retaining employees?
- Do you have updated job descriptions?
- Have you identified competencies needed today/future?
- Do you have structured onboarding?
- Have you created career pathways?
- Do you work with academic and local partners?
- Do you measure knowledge and ability?



Workforce Readiness Assessment



Pipeline
Development



Recruiting/
Hiring



Talent
Development



Training



Tech Adoption



WORLD CLASS LEARNING AND DEVELOPMENT ATTRIBUTES



**High Performance
Onboarding**



**Flexible
Workforce**



**Superior Content
and Delivery
System**



**Job-Based
Competencies**



**Positive Learning
Culture**



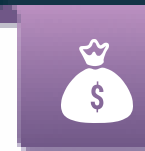
**Community
Focus**



**Career
Pathways**



**Strategic
Partnerships (L&D,
HR, Production)**



**Measuring Learning
and Development,
Impact on Business**



Strategic Workforce Planning Process



Most manufacturing companies still struggle with SWP.



Strategic Workforce Planning Process



76%

Say their company does NOT have a talent development strategy for manufacturing employees

41%

Say their company trains people to develop the right knowledge and skills

51%

Only about half of companies evaluate critical job tasks with structured evaluations

28%

Say their company provides employees with training that meets the organization's needs for the future

Source: SME Manufacturing Workforce Planning Survey



**Skate to where
the puck is
going, not
where it's been.**



How do you anticipate the future?

Technology development is happening at the speed of light, and talent development needs to accelerate to keep up with technology.





We're still taking pictures



Technology primarily changes **how** we perform a task, rather than fundamentally alter **what** we do.



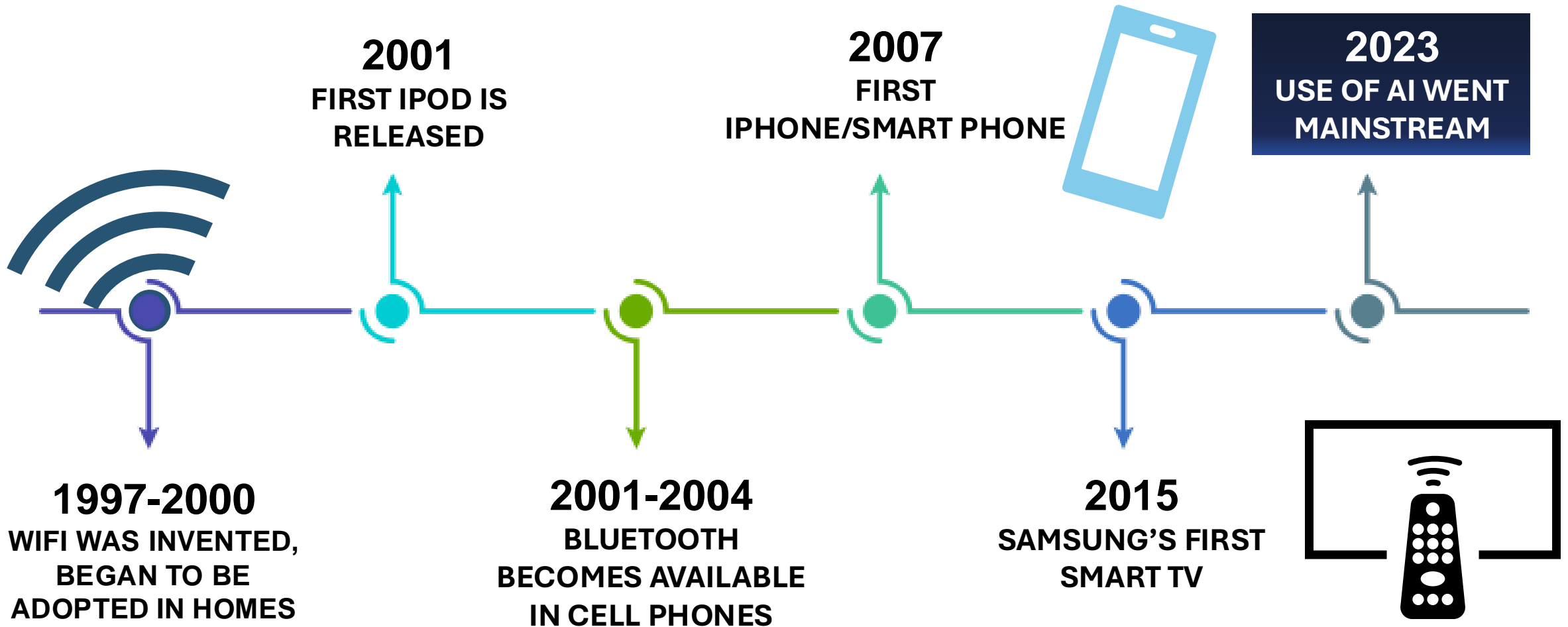
We're still watching movies



The only constant is change.
ARE YOU READY TO ADAPT?



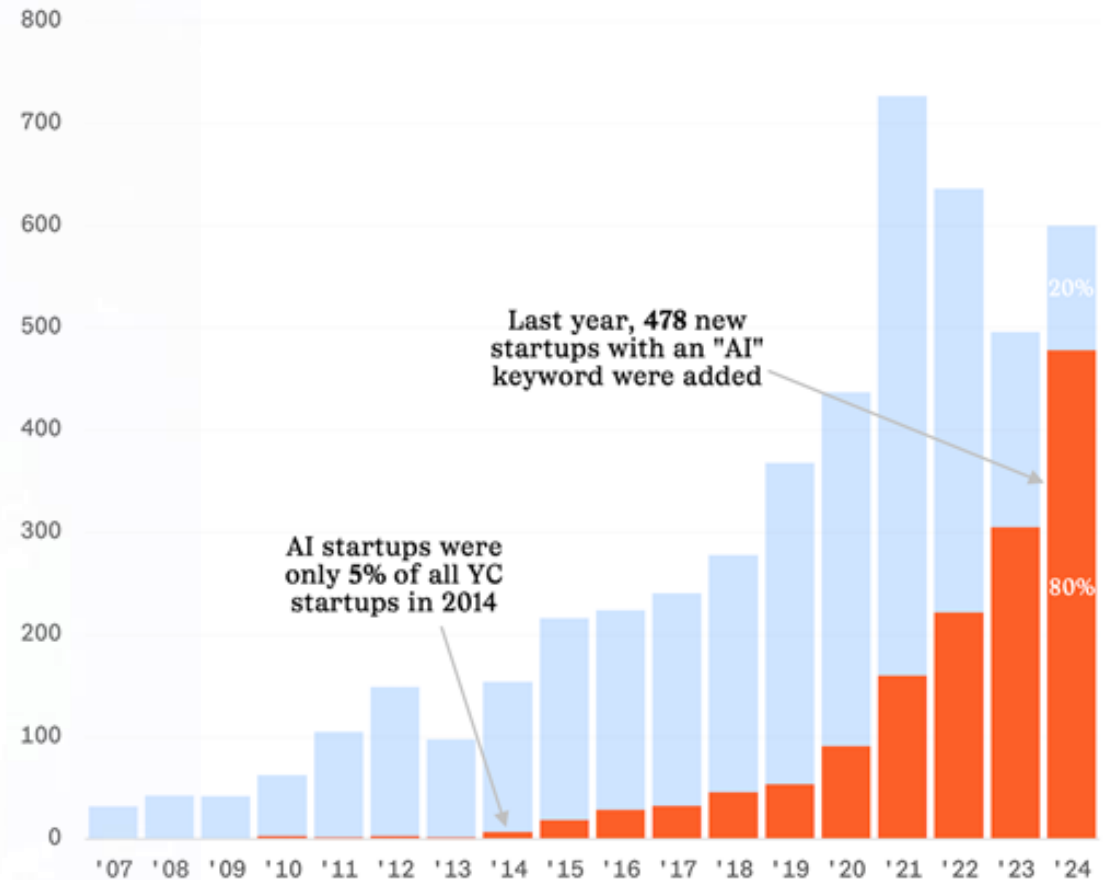
CHANGE IS HAPPENING FAST, AND IT'S NOT SLOWING DOWN.



The AI “surge” as a transformative technology is across all industries...

AI Dominates Y Combinator's Latest Cohorts

Number of YC Companies With An "AI" Keyword and All Other YC Companies
[Summer and winter batches combined, yearly]



CHARTR

Source: Y Combinator Startup Directory
Note: Startups may delist from the directory



...as well as
manufacturing.

- **over 60%** of companies have developed strategies to integrate AI into their processes (Accenture, 2025)
- Projections suggest that by 2030, **70%** of the skills used in most jobs will fundamentally change (World Economic Forum, 2025)
- **More than half** of manufacturers are leveraging GenAI tools in their operations and over 40 percent plan to increase investment in AI and machine learning over the next three year. (Deloitte; 2024 Future of the Digital Customer Experience)



“Artificial intelligence is not a substitute for human intelligence; it is a tool to amplify human creativity and ingenuity.”

– Fei-Fei Li

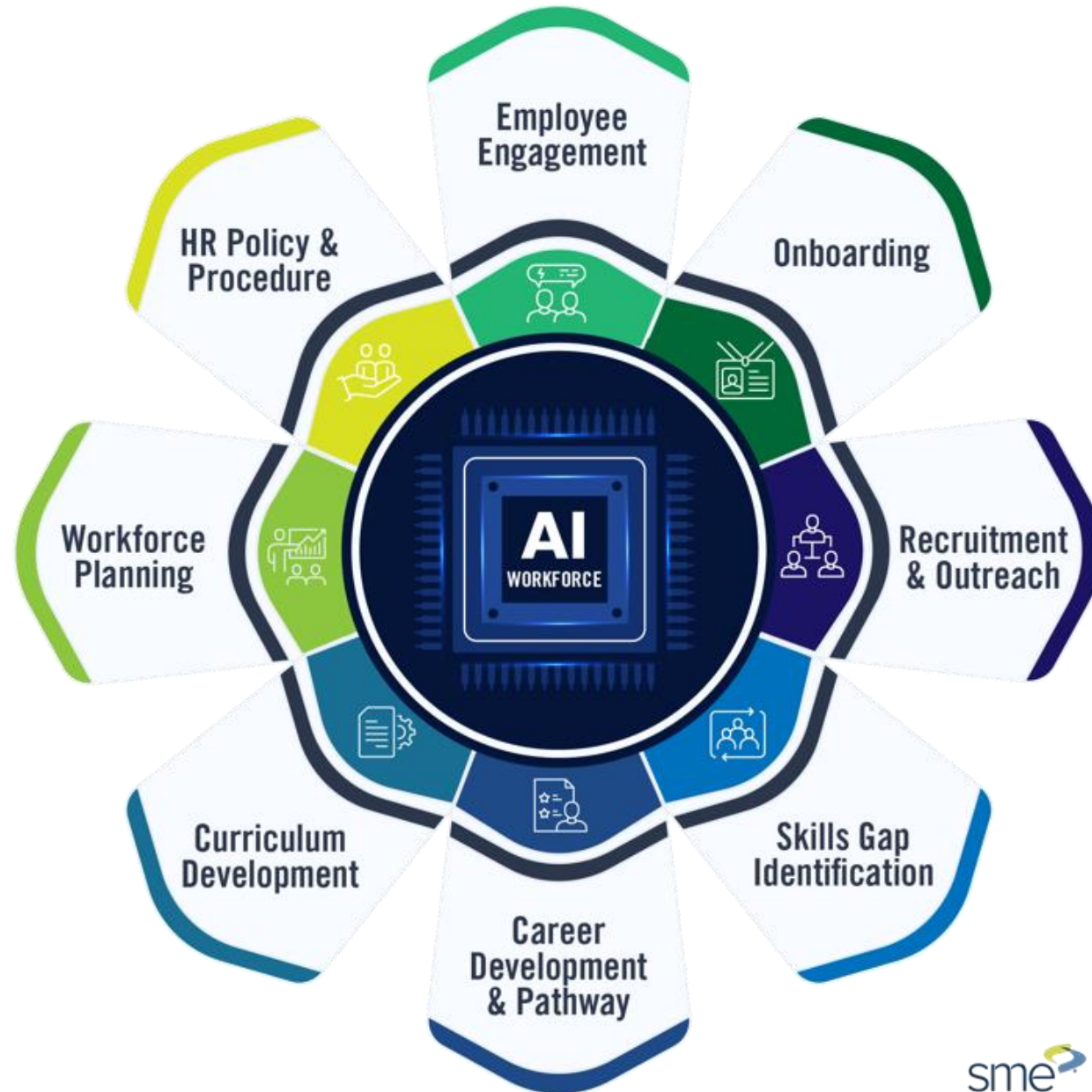
Founding Co-Director of Stanford University’s Human-Centered AI Institute.



© everything possible/Shutterstock



8 Ways Artificial Intelligence Benefits Workforce and Talent Development



Career Development & Pathway Example

I didn't realize my quality manager was skilled in electrical engineering.

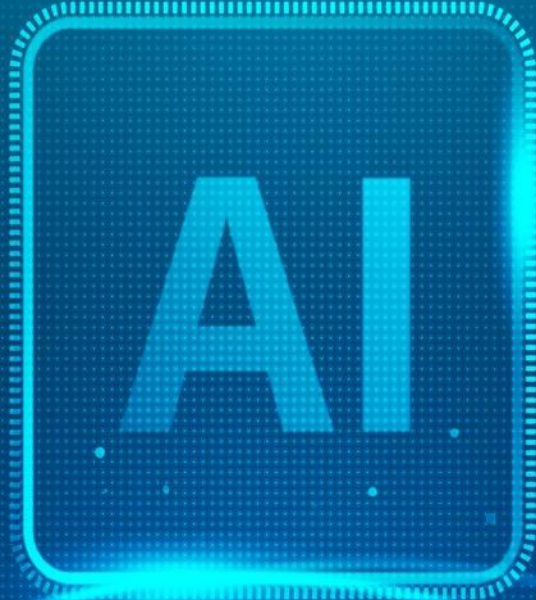
What can a personalized Skills DNA solution do?



Skills Gap Identification Case Study: **Eaton**

A Global Power Management Company

- HARNESS THE **POWER OF AI** TO RECRUIT FOR CUSTOMIZED **SKILLS AND CAREER PATHWAYS**
- UTILIZES **EIGHTFOLD AI**, A SKILLS-MATCHING PLATFORM, TO FILL **15K JOBS ANNUALLY**.





Employees are **2.7 times** less likely to leave an organization in the next 12 months if they feel they can acquire necessary skills that are important for the future.



Case Study: Siemens & HP

Workforce Transformation Success:

- Industry 4.0 Readiness: Both Siemens and HP focused on upskilling workers and integrating digital technologies.
- Tailored Upskilling Journeys: Mapped skill development pathways for different worker profiles.

Technology-Driven Productivity Gains:

HP: +70% productivity, -10% time-to-market.
Siemens: +50% labor efficiency.

Key Takeaway:
Aligning workforce development with digital transformation drives measurable success.



SME'S APPROACH TO WORKFORCE DEVELOPMENT

PIPELINE OPTIMIZATION

- Generating immediate to long-term career interest
- Meeting the individual “where” they are; identifying barriers
- Engaging, empowering and employing individuals

WORKFORCE SYSTEM OPTIMIZATION

- Optimizing the talent system for efficiency, impact, and scale
- Connecting a disconnected system
- Seeing locally and scaling nationally

EMPLOYER OPTIMIZATION

- Moving from talented development to workforce development
- Adopting technology in manufacturing and workforce
- Addressing leadership and culture

SUPPLY



SYSTEM



DEMAND

MISSION CRITICAL WORKFORCE 2030

IS YOUR WORKFORCE READY?

- HARNESS THE POWER OF COLLABORATION
- ASSESS YOUR CURRENT WORKFORCE STATUS AND HEALTH
- DON'T FEAR TECHNOLOGY CHANGE – LEAN IN

THANK YOU

