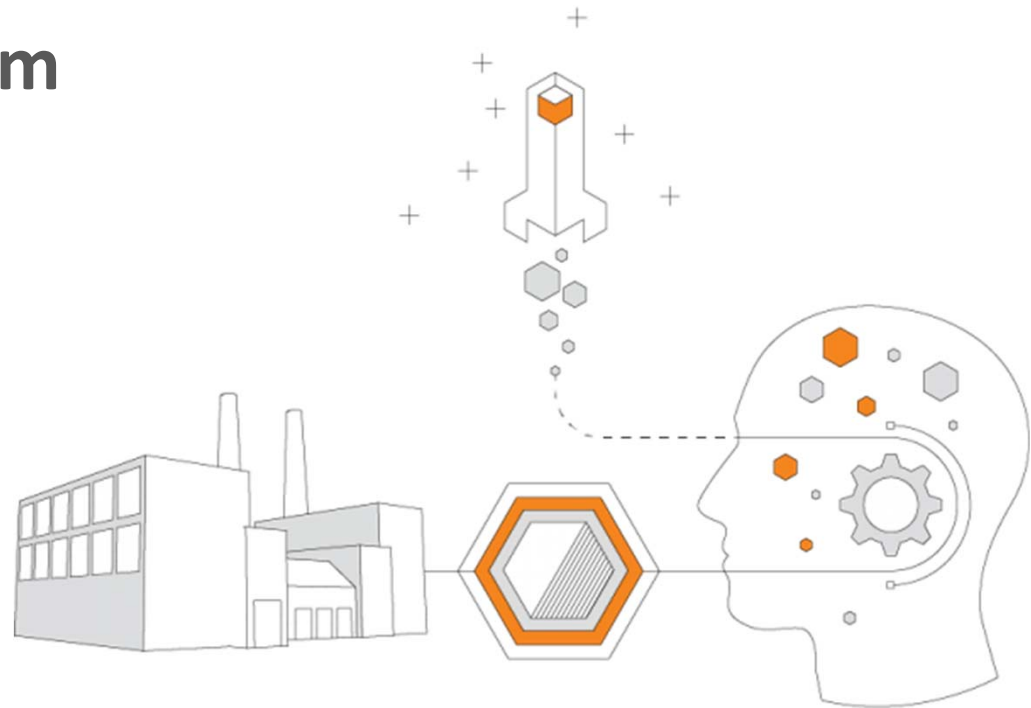


Association of Rotational Molders

Spring Executive Forum

March 26, 2018



Jennifer McNelly, President
180 Skills
[@JMcNellyMFG](#)

SKILLS **GAP**

RECRUITMENT – RETENTION - REDEFINING EFFICIENCY

RECRUITMENT



Do you have unfilled jobs today?

Yes

No



WE BELIEVE

LIFE IS A JOURNEY THAT REQUIRES
SKILLS, AND SKILLS TRAINING SHOULD
BE THERE WHEN YOU NEED IT.

WHO WE ARE

180 SKILLS IS AN ONLINE CAREER AND
TECHNICAL EDUCATION EXPERIENCE
THAT FILLS THE SKILLS GAP AND
GETS THE JOB. DONE.

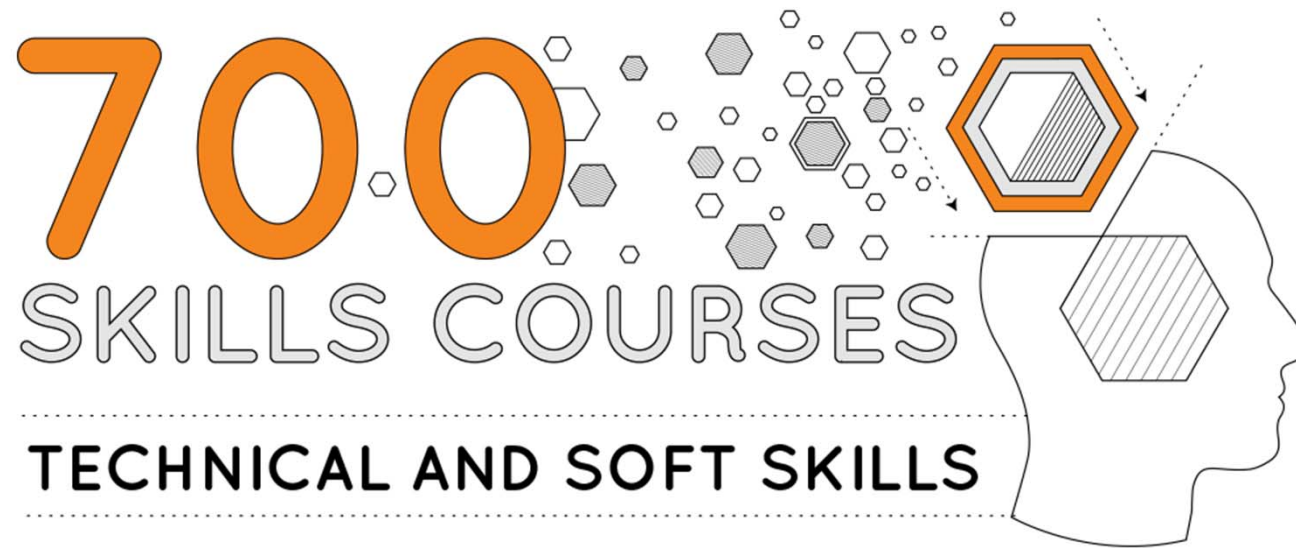
WHAT WE DO

WE CREATE INTERACTIVE, ENGAGING,
SKILLS TRAINING, FOR ANYONE WHO
NEEDS TO LEARN A NEW SKILL.

HOW WE DO IT

ALL OF OUR SKILLS TRAINING
IS ACCESSIBLE TO ANYONE,
ANYTIME, ANYWHERE.

COMPETENCY-BASED



Recruitment

re·cruit·ment: The process of finding and hiring the **best-qualified** candidate (from within or outside of an organization) for a job opening, in a **timely** and **cost-effective** manner.

The recruitment process includes

- 1. Analyzing** the requirements of a job;
- 2. Attracting** employees to that job;
- 3. Screening** and selecting applicants;
- 4. Hiring;** and
- 5. Integrating** the new employee into the organization.



MANUFACTURING MATTERS
PEOPLE MATTERS



3½ Million

10,000

56





COST

Cost of an Open Job?

11% Lost Earnings (EBITDA)

Cycle time

Downtime

Overtime

Cost of a bad hire?

1 ½ Salary





COST

How many new hires will you retain?

1/3 know if they will stay after the first week

1/3 remain after 6 months

1/2 of the workforce is actively looking for a new job



Length of
career



**60 to 70
years**

Tenure in a
job



4.5 years

Half-life of a
skill



5 years

The concept of career is being shaken to its core.



TRENDS

- Automation
- Globalization
- Population aging
- Urbanization

CHANGE

SKILLS GAP



Great employers understand that the skills gap is not a content-deficiency problem.
Content on every technical topic exists somewhere.



WHO IS 180 SKILLS

80% IS NOT OK

In a competency-based program, students continue until they demonstrate competency.

Every student gets the time they need to achieve skills mastery.

COMPETENCY-BASED
EDUCATION IS ABOUT

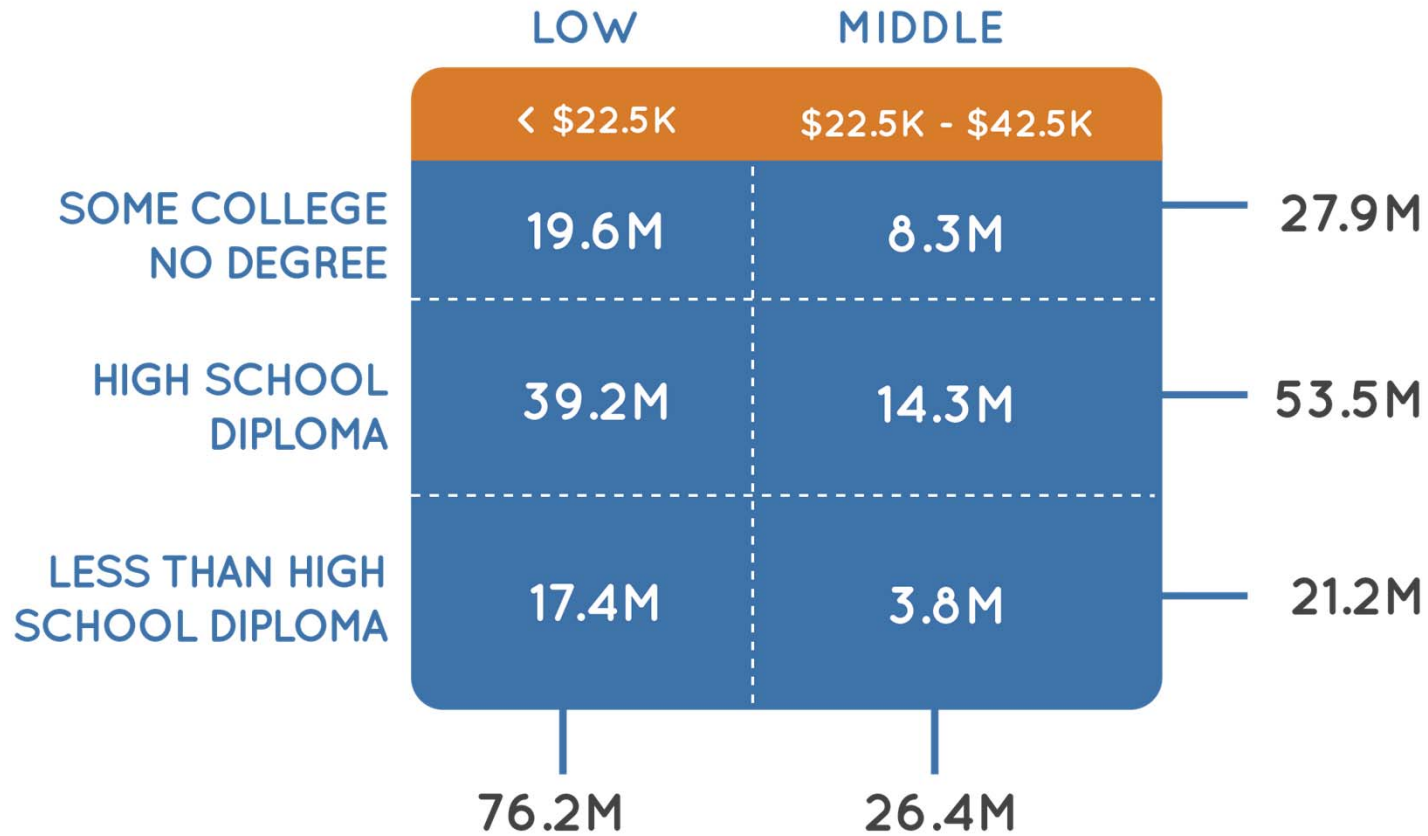
MASTERY OF

SKILLS

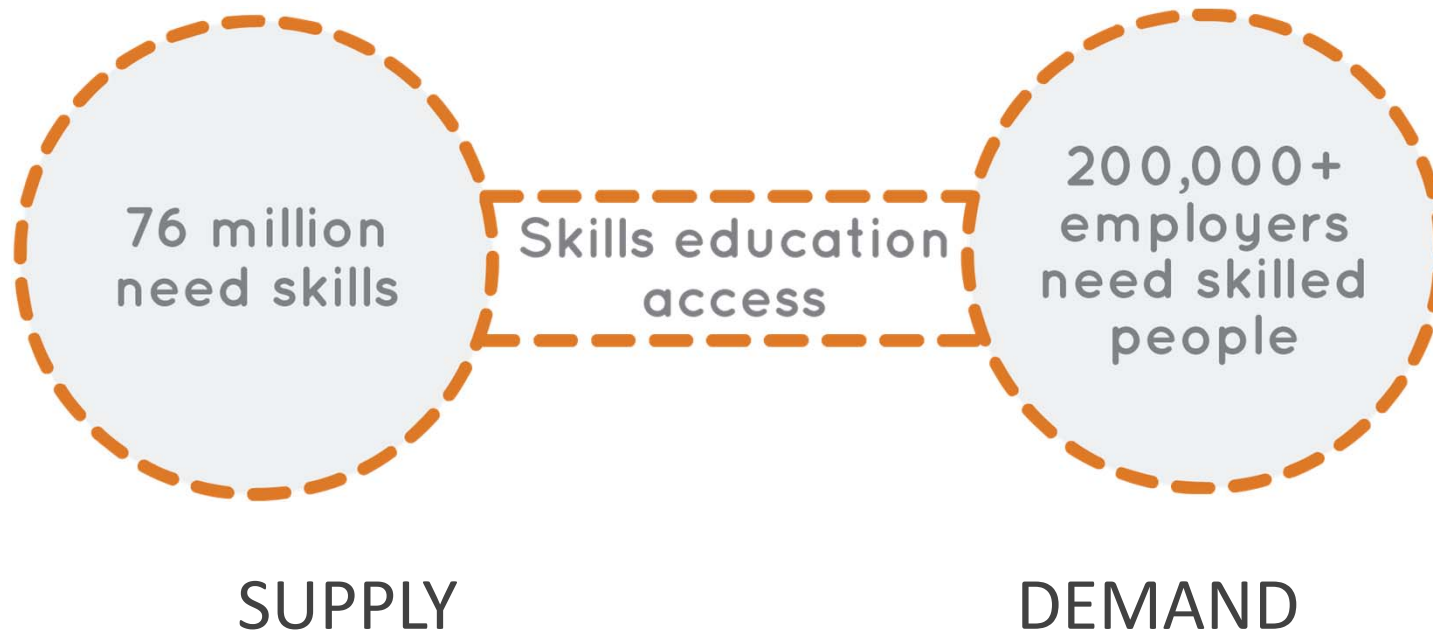
NOT TIME SPENT
IN A CLASSROOM®

ACCESS

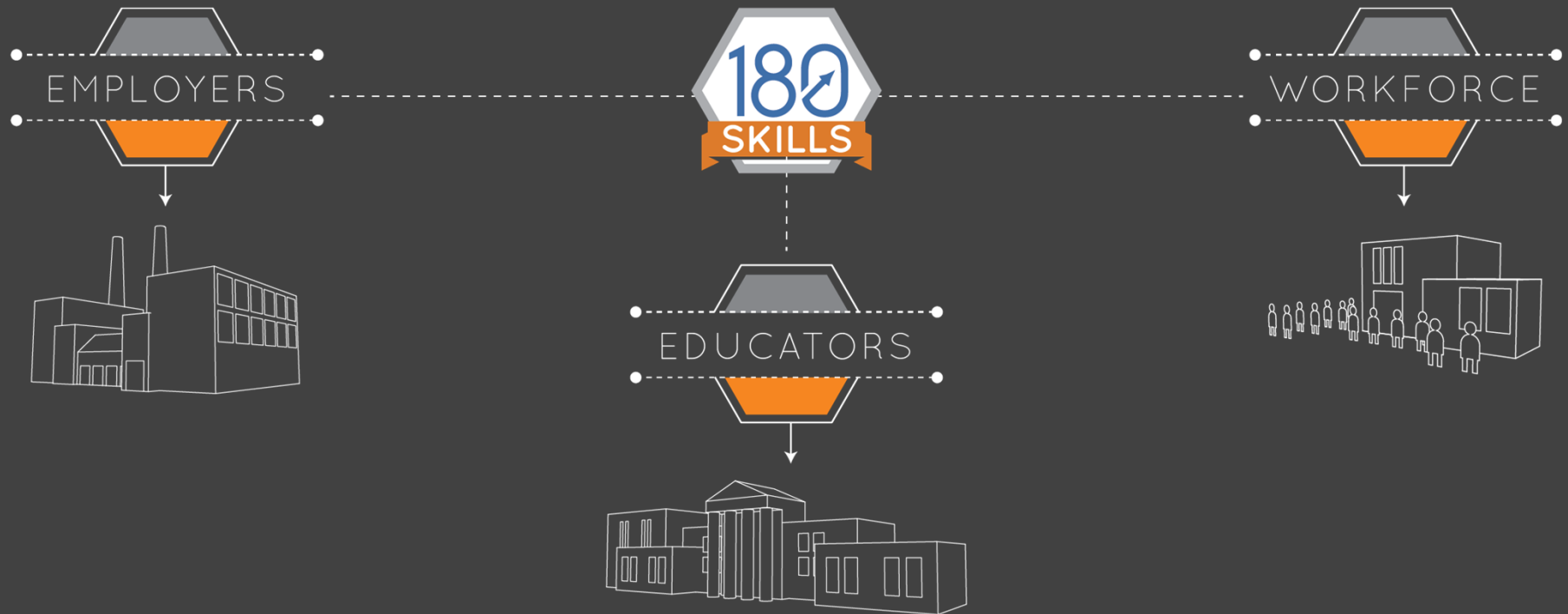
103 MILLION ADULTS LACK EDUCATION AND SKILLS TRAINING



LINKING SUPPLY TO DEMAND



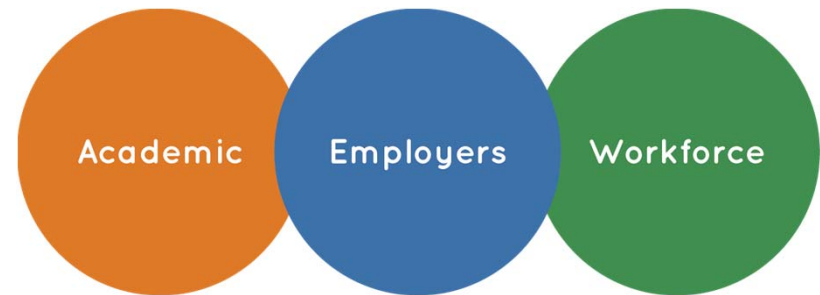
MARKETS WE SERVE



We enable employers, educators, and workforce professionals to deliver on-demand, high-quality, low-cost, career and technical education to their entire organization.

ACCESS POINTS FOR **EDUCATION**

- **Academic institutions** who need competency-based, flexible solutions that demonstrate higher completion rates, and offer more flexible options for non-traditional students.
- **Employers** who need to create, grow, and retain a skilled workforce.
- **The federal, state, and local workforce system** education providers who serve low-income adults, displaced workers, veterans, at-risk youth, and the correctional system.

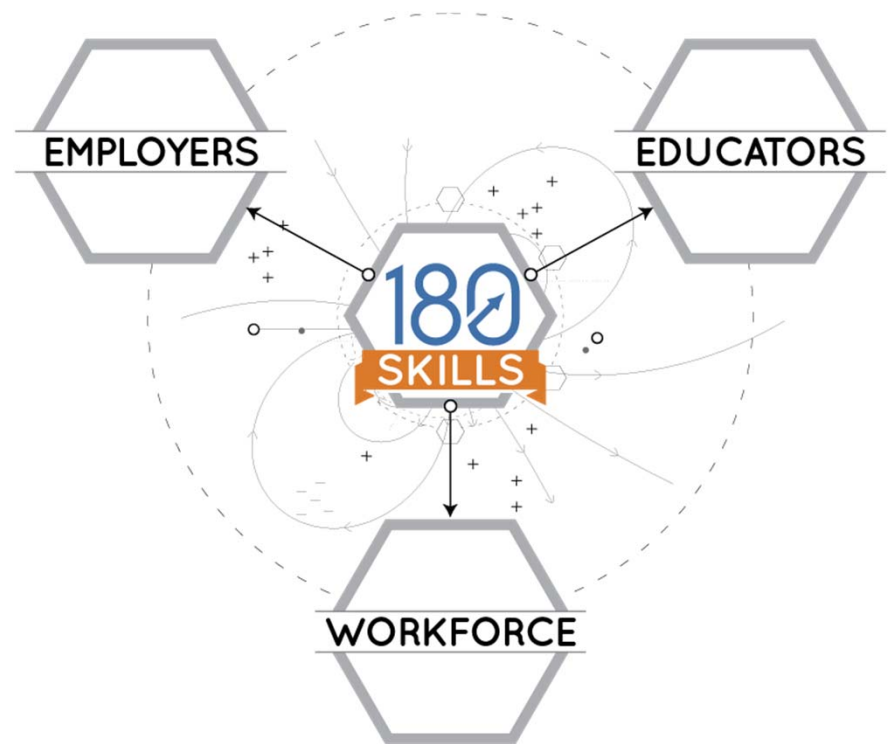


WE STAND IN THE MIDDLE

180 Skills stands in the middle of this career education ecosystem with a solution that expands points of access, increases effectiveness, and allows more education to be delivered with less.

180 Skills checks every box on the education to employment checklist

- Competency-based
- Self-paced
- Academic-aligned
- Employer-aligned
- Credential opportunities





HOW DOES ACCESS IMPACT.....

- 1. Analyzing**
- 2. Attracting**
- 3. Screening**
- 4. Hiring**
- 5. Integrating**

Do you test drive a car before you buy it?

Do you date before you marry?

Do you get to know a vendor before you strike a long-term partnership?

What if?

Attracting

Skills Building for
EVERY Candidate



What does it confirm?

1. Interest
2. Initiative
3. Willingness
4. Promotability

High School Students



- After a tour
- As a condition for an internship
- To local clubs

**MEFG
DAY**

Manufacturers In Action

Career Opportunities after High School



ACCESS to 12 Hours
of Skills Training

- Completing an Employment Application
- Understanding the Interview Process
- Making a Positive Impression
- Responding to Interview Questions
- Addressing Special Interview Concerns
- After the Interview
- A Future Worth Exploring
- Components of Production

Veterans In Transition

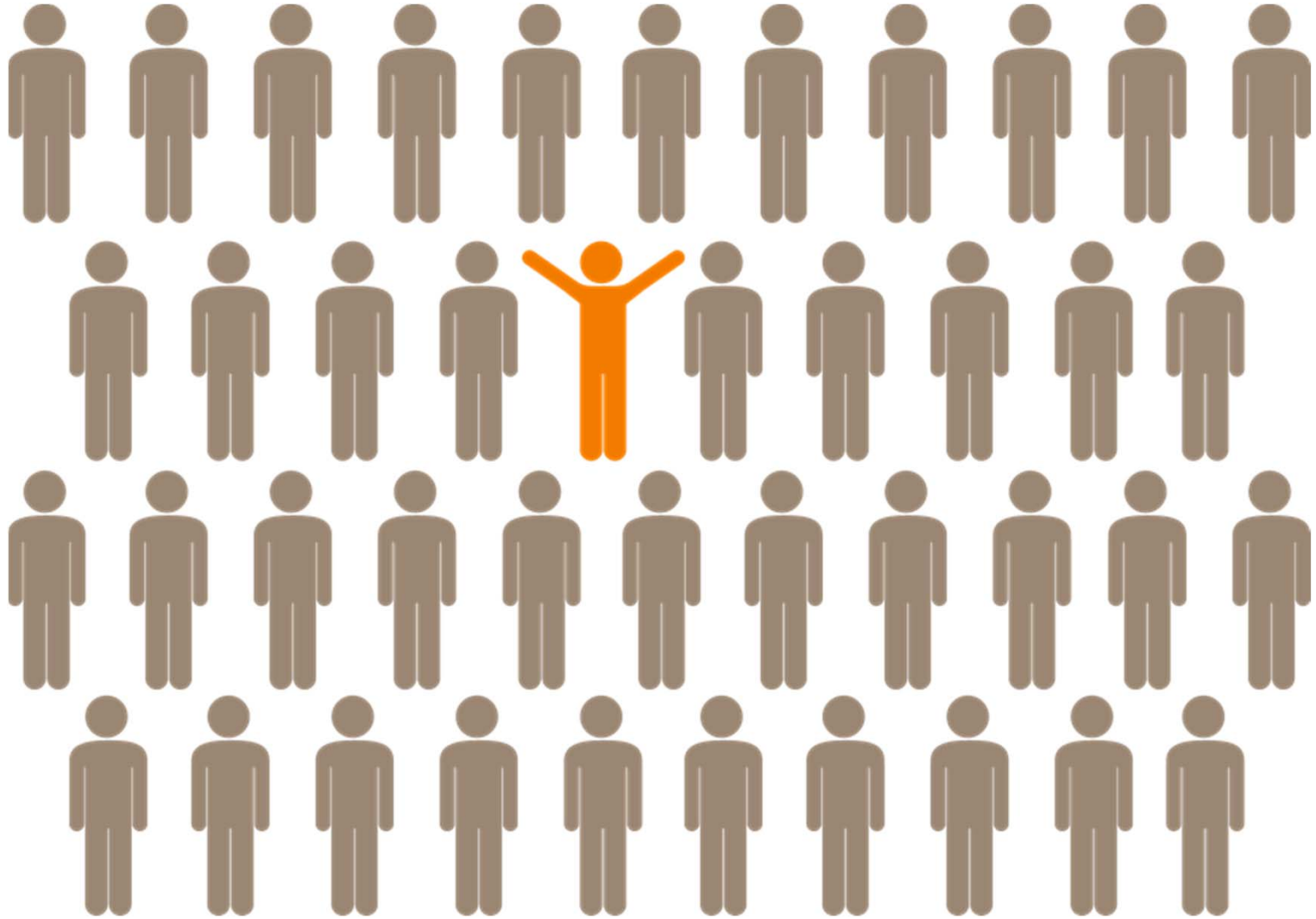


- Before they come home
- Local Veterans'-serving organizations

Screening



Stop Looking for Skilled Workers...
Create Your Own!



Every Candidate....

ACCESS to 6
Hours
of Skills
Training

- Understanding the Interview Process
- Responding to Interview Questions
- Metric System
- Components of Production
- Workplace Communication
- Time Management

Integrating New Employees



- Working in a Group
- Group Communication
- Introduction to OSHA
- Making Work a Safer Place
- Help! What to Do in an Emergency
- Personal Protective Equipment
- Eye and Face Protection
- Head Protection
- HazCom
- Hazard Material Storage
- Work Area Safety
- Crane and Rigging Safety
- Hand Tool Safety
- Machine Safety
- Safety Devices
- Safety, Quality and the Environment in Manufacturing
- Measuring Success in Manufacturing
- Lean Principles
- The History of Lean Manufacturing
- Workplace Organization
- S1: Sort
- S2: Straighten
- S3: Shine
- S4: Standardize
- S5: Sustain

WHAT DO EMPLOYEES **EXPECT**

New Rules

- Employees decide what to learn based on their team's needs and individual career goals
- Careers go in every direction
- Learning technology creates an always-on, collaborative, curated learning experience
- People learn all the time, in micro-learning courses

How do we know it works?



“Increasing access to skills can improve the overall health and longevity of a society and grow economies.”

[Global Citizen](#)

Maaiesh

West Side **High School**

Newark, NJ



Science Teacher



- Manufacturing as a Career
- Most popular program
- 11th and 12th grade students will complete two Career Programs
- Attendance in the program is above 90%, school average is below 60%

OUR STUDENTS

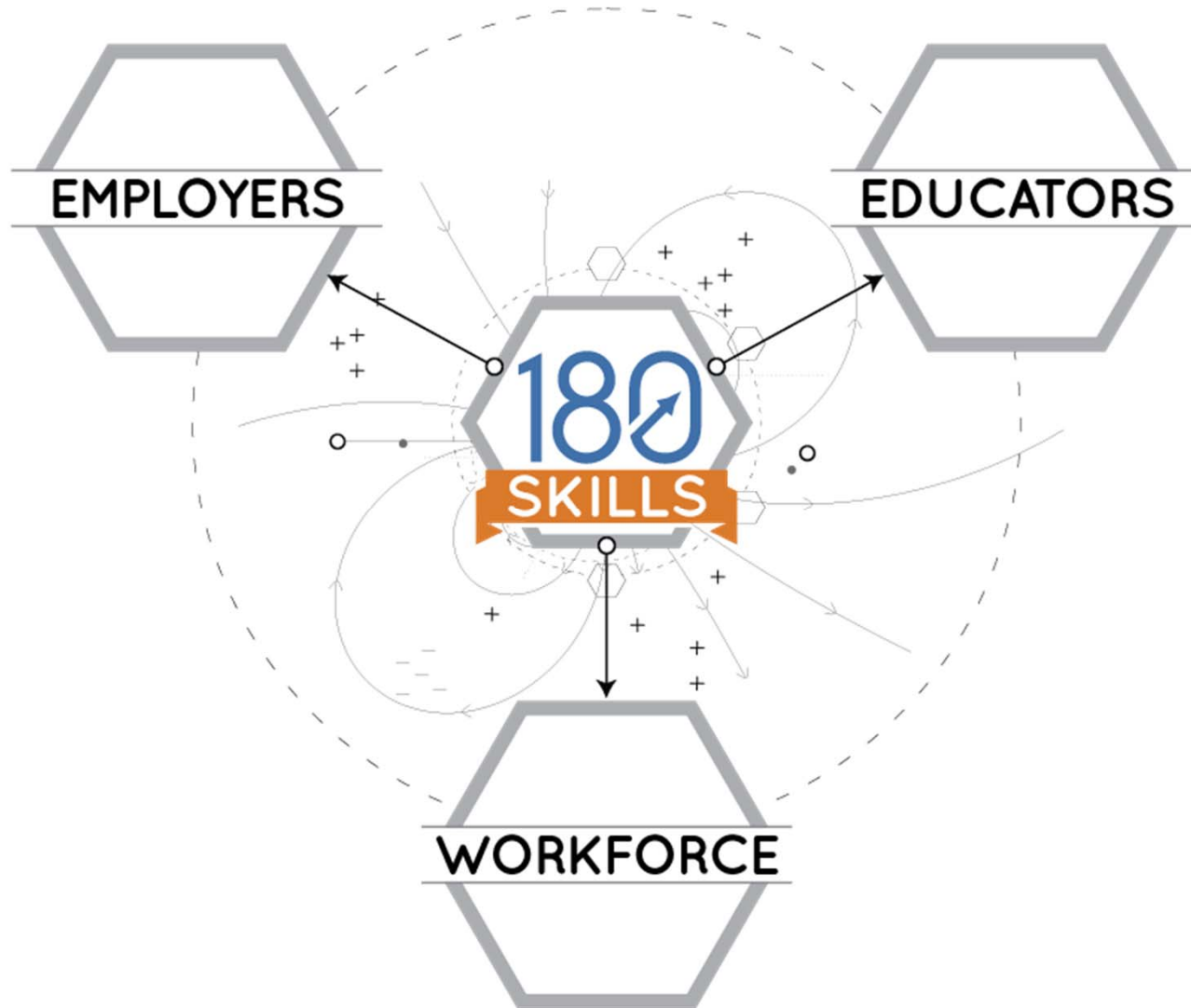


PROOF POSITIVE. **GETTING THE JOB. DONE**

FOR OVER **EIGHT YEARS**, ONE OF THE **LARGEST EMPLOYERS** IN THE WORLD, MAKING ONE OF THE **MOST COMPLICATED PRODUCTS** KNOWN TO MANKIND, INTERVIEWS AND **HIRES 90%** OF THE GRADUATES, AND THEY ARE **HAPPY**.

ACCESS

1. When the employer **needs** it
2. When the employee **needs** it
3. When the employee **wants** it



GREAT CONTENT MATTERS

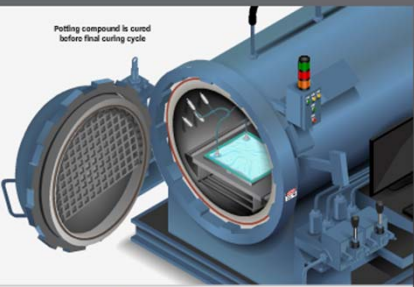
Smart Education 180 180 Days of Content

Curing Potting Compound

Potting compound is cured before final curing cycle

Core potting compound is cured before the final assembly and curing of the part.

If the core potting compound were to be cured at the same time as the rest of the part, gasses released from the core potting compound would be trapped within the part, causing porosity.



Core Potting Compound

100% 42% Page 8 of 11

Smart Education 180 180 Days of Content

Teach Pendant


The teach pendant is a remote input device connected to the control module.

Each robot manufacturer has different designs of the teach pendant for its robots.

The teach pendant can often be customized for the specific application of the robot.

The teach pendant is used for the following functions:

- Enter robot programs
- Edit robot programs
- Move the manipulator
- Check status of inputs and outputs
- Check position of axes



KUKA teach pendant

Teach pendant

Controller and End Effectors

100% 76% Page 28 of 27

Smart Education 180 180 Days of Content


Reasons Not to Multitask

Multitasking isn't an effective time management technique for several reasons:

- You are actually concentrating less because no one task gets your undivided attention.
- Each time you switch between tasks, you have to figure out where you left off before starting again.
- If you switch mid-task, you're probably still thinking about what you were doing, making it hard to focus on the task you switched to.
- Doing multiple tasks at once actually takes longer than if you had done each one on its own.

Here's a big time management secret: You will get more done if you stay focused on one task at a time.

In other words, just say no to multitasking!



Reasons not to multitask

Managing Your Time

100% 47% Page 8 of 18

Smart Education 180 180 Days of Content

Empathetic Listening

Empathetic Listening



Communication Skills

100% 41% Page 13 of 24

Smart Education 180 180 Days of Content

Project Planning Tools

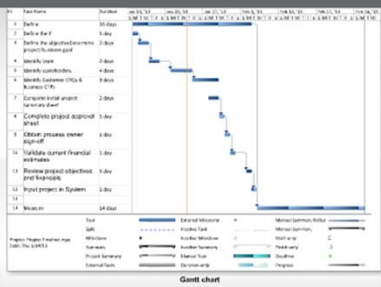
The project charter is only one of the many tools used to plan and manage the project. Each step of the six stages project will require other tools. Some of these tools will be used to plan and manage the individual steps.

There are many tools used for planning. A few examples are:

- Gantt charts
- Project schedules
- Goal/objective statements

The number of tools required and the depth with which they are used vary depending on the size and complexity of the project.

The same tools are often used to measure the project metrics.



Gantt chart

Project Management Basics

100% 44% Page 12 of 27

Smart Education 180 180 Days of Content

Activity Identify Which Life Stage the Behavior is Typical Of

Teams typically go through a four-stage formation phase. Observe each behavior and then identify which stage of the team formation process it falls into.

PERFORMING FORMING
NORMING STORMING



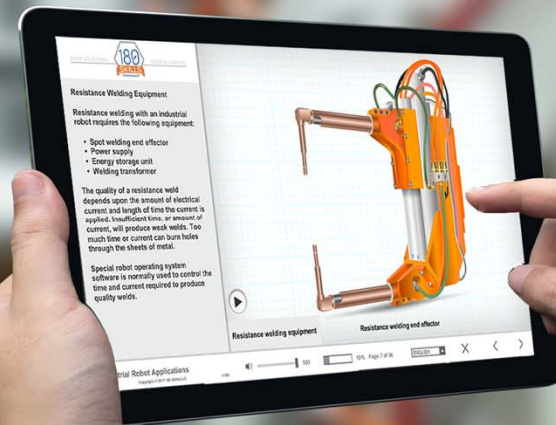
Teamwork

100% 33% Page 8 of 28

COMPLETE SOLUTION

ONLINE TO LEARNING TO HANDS-ON

From online learning to hands-on training, our learning system provides all the tools required to prepare and maintain a highly skilled workforce.




WE THINK IT'S SAD

TO SEE CAPABLE PEOPLE GET LEFT
BEHIND BECAUSE THEY DON'T HAVE
ACCESS TO THE SKILLS TRAINING
THEY NEED.



BECAUSE YOU CAN'T LIVE
LIFE WITHOUT SKILLS



\$25 - \$300

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