



Advanced Manufacturing Career Consortium

Needs Assessment Input

April 16, 2021

What credentials should candidates have to earn an entry-level position?

High school diploma or GED

High School Diploma/GED Equivalent

high school diploma

GED or less

High School Diploma or GED

High school diploma; basic math and reading skills

Essential skills like time management, self starting, meeting deadlines...

Soft Skills, Communication

Prefer HS Diploma but due to staffing constraints many companies are dropping this requirement.

What credentials should candidates have to earn an entry-level position?

Good math and reading skills.

positive outlook, ability to follow instructions, interpersonal communication skills

What skills do candidates need to demonstrate to earn an entry-level position?

Positive attitude, engagement and availability

Commitment

Soft skills - work with others, show up on time, etc.

Teamwork

resilience, ability to effectively manage their way out of conflict, resourcefulness

Enthusiasm, leadership, responsibility, promptness.

teamwork/collaboration, patience, positive attitude

positive outlook, ability to follow instructions, interpersonal communication skills

desire to learn, motivation, responsible, dependable, positive attitude

What skills do candidates need to demonstrate to earn an entry-level position?

Assembly: basic math & reading; dexterity; hand-eye coordination; basic problem solving; attention to detail; time management. Machine shop: full range of machinist skill sets

Positive attitude

Of the skills noted in the previous question, which skills are most often lacking?

Ability to communicate effectively

communication skills

resourcefulness

Work ethic

Problem solving, ability to take control of a problem and persist to solution.

communication/conduct

Recently, even basic employability requirements (attendance; time management; work ethic)

Finding qualified candidates
Refining people long enough to train them

What are the biggest challenges you are facing?

Finding candidates

Virtual learning. Not being able to be in community.

Lack of candidates

Retention - lots of turnover, lack of applicants

Work force pipeline

Competition with unemployment benefits

Lack of candidates and retention

What emerging trends do you see coming over the next 3, 5, or 10 years?

Flexible work options

Even more advanced Automation

Problem solving.

Increased need to find training mediums and techniques to meet young people where they are at.