



**UPSTATE
MANUFACTURING
NETWORK**

UMN

Premier SC Sector Partnership

Connect. Reflect. Act.

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**UPSTATE
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NETWORK**

Manufacturing

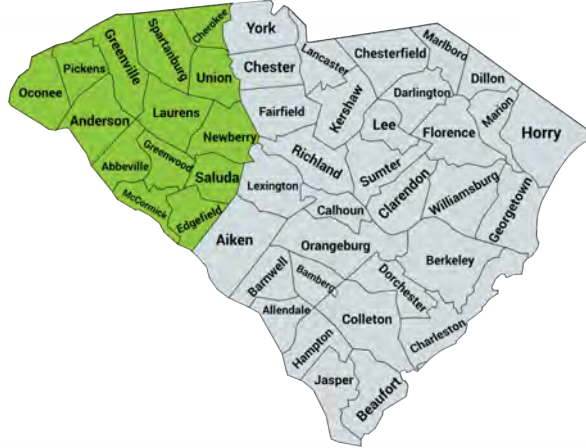
Analysis of the Upstate Workforce Planning & Implementation Region

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The Upstate WPIR

- One WPIR
- Four LWDAs
- Fourteen Counties

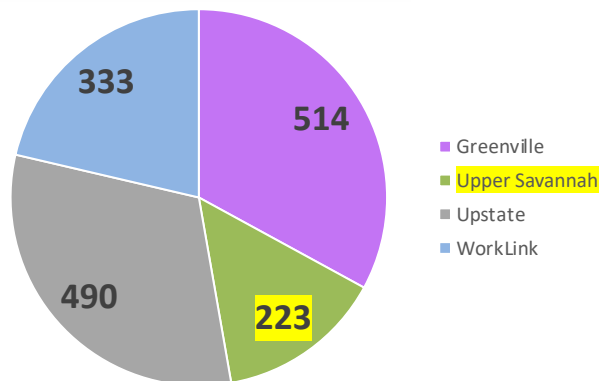


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Upstate WPIR Manufacturers

- There are approximately **1,560 companies** engaged in manufacturing in the Upstate Workforce Planning & Implementation Region
- **But who is a manufacturer?**

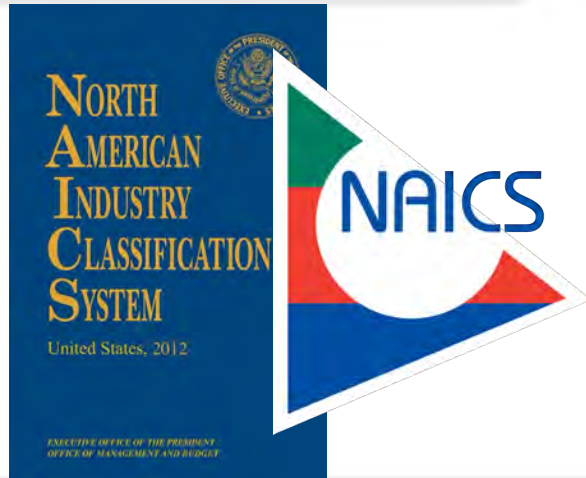


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NAICS: A Guide to Industry Sectors

- Informal terms are often used to describe sectors across the economy and labor market
- These terms need to be translated into specific codes that classify different industries for data purposes
- We use the **North American Industry Classification System**

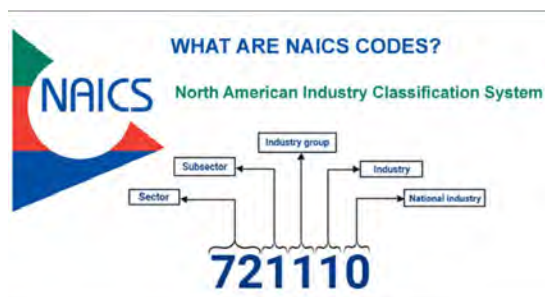


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NAICS: Understanding the Codes

- NAICS codes are *hierarchical*, with the most detailed industries identified by a six-digit NAICS code.
- The first two digits represent a **Sector**.
- The Manufacturing Sector is classified under sector code prefixes 31, 32, and 33.



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Manufacturing Subsectors

- 311: Food Manufacturing
- 312: Beverage and Tobacco Product Manufacturing
- 313: Textile Mills
- 314: Textile Product Mills
- 315: Apparel Manufacturing
- 316: Leather and Allied Product Manufacturing
- 321: Wood Product Manufacturing
- 322: Paper Manufacturing
- 323: Printing and Related Support Activities
- 324: Petroleum and Coal Products Manufacturing
- 325: Chemical Manufacturing
- 326: Plastics and Rubber Products Manufacturing
- 327: Nonmetallic Mineral Products
- 331: Primary Metal Manufacturing
- 332: Fabricated Metal Product Manufacturing
- 333: Machinery Manufacturing
- 334: Computer and Electronic Product Manufacturing
- 335: Electrical Equipment, Appliance and Component Manufacturing
- 336: Transportation Equipment Manufacturing
- 337: Furniture and Related Product Manufacturing
- 339: Miscellaneous Manufacturing

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Manufacturing Industry Groups

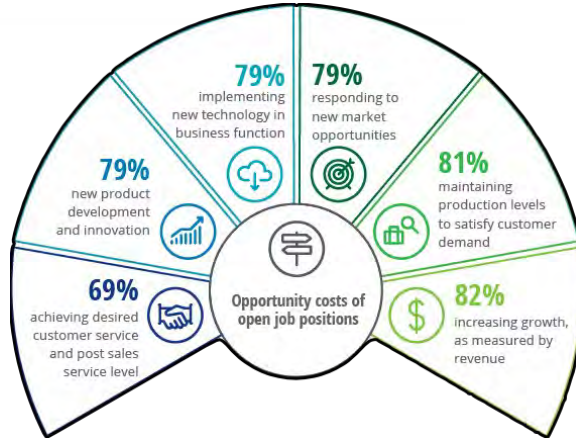
- 3111: Animal Food Manufacturing
- 3112: Grain and Oilseed Milling
- 3113: Sugar and Confectionery Product Manufacturing
- 3114: Fruit and Vegetable Preserving and Specialty Food Manufacturing
- 3115: Dairy Product Manufacturing
- 3116: Animal Slaughtering and Processing
- 3117: Seafood Product Preparation and Packaging
- 3118: Bakeries and Tortilla Manufacturing
- 3119: Other Food Manufacturing
- 3121: Beverage Manufacturing
- 3122: Tobacco Manufacturing
- 3131: Fiber, Yarn, and Thread Mills
- 3132: Fabric Mills
- 3133: Textile and Fabric Finishing and Fabric Coating Mills
- 3141: Textile Furnishing Mills
- 3149: Other Textile Product Mills
- 3151: Apparel Knitting Mills
- 3152: Cut and Sew Apparel Manufacturing
- 3159: Apparel, Accessories, and Other Apparel Manufacturing
- 3161: Leather and Hide Tanning and Finishing
- 3162: Footwear Manufacturing
- 3169: Other Leather and Allied Product Manufacturing
- 3211: Sawmills and Wood Preservation
- 3212: Veneer, Plywood, and Engineered Wood Product Manufacturing
- 3219: Other Wood Product Manufacturing
- 3221: Pulp, Paper, and Paperboard Mills
- 3222: Converted Paper Product Manufacturing
- 3231: Printing and Related Support Activities
- 3241: Petroleum and Coal Products Manufacturing
- 3251: Basic Chemical Manufacturing
- 3252: Resin, Synthetic Rubber, and Artificial and Synthetic Fibers and Filaments Manufacturing
- 3253: Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing
- 3254: Pharmaceutical and Medicine Manufacturing
- 3255: Paint, Coating, and Adhesive Manufacturing
- 3256: Soap, Cleaning Compound, and Toilet Preparation Manufacturing
- 3259: Other Chemical Product and Preparation Manufacturing
- 3261: Plastics Product Manufacturing
- 3262: Rubber Product Manufacturing
- 3271: Clay Product and Refractory Manufacturing
- 3272: Glass and Glass Product Manufacturing
- 3273: Cement and Concrete Product Manufacturing
- 3274: Lime and Gypsum Product Manufacturing
- 3279: Other Nonmetallic Mineral Product Manufacturing
- 3282: Steel Product Manufacturing from Purchased Steel
- 3313: Alumina and Aluminum Production and Processing
- 3314: Nonferrous Metal (except Aluminum) Production and Processing
- 3315: Foundries
- 3321: Forging and Stamping
- 3322: Cutlery and Handtool Manufacturing
- 3323: Architectural and Structural Metals Manufacturing
- 3324: Boiler, Tank, and Shipping Container Manufacturing
- 3325: Hardware Manufacturing
- 3326: Spring and Wire Product Manufacturing
- 3327: Machine Shops, Turned Product, and Screw, Nut, and Bolt Manufacturing
- 3328: Coating, Engraving, Heat Treating, and Allied Activities
- 3329: Other Fabricated Metal Product Manufacturing
- 3331: Agriculture, Construction, and Mining Machinery Manufacturing
- 3332: Industrial Machinery Manufacturing
- 3333: Commercial and Service Industry Machinery Manufacturing
- 3334: Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing
- 3335: Metalworking Machinery Manufacturing
- 3336: Engine, Turbine, and Power Transmission Equipment Manufacturing
- 3339: Other General Purpose Machinery Manufacturing
- 3341: Computer and Peripheral Equipment Manufacturing
- 3342: Communications Equipment Manufacturing
- 3343: Audio and Video Equipment Manufacturing
- 3344: Semiconductor and Other Electronic Component Manufacturing
- 3345: Navigational, Measuring, Electromedical, and Control Instruments Manufacturing
- 3346: Manufacturing and Reproducing Magnetic and Optical Media
- 3351: Electric Lighting Equipment Manufacturing
- 3352: Household Appliance Manufacturing
- 3353: Electrical Equipment Manufacturing
- 3359: Other Electrical Equipment and Component Manufacturing
- 3361: Motor Vehicle Manufacturing
- 3362: Motor Vehicle Body and Trailer Manufacturing
- 3363: Motor Vehicle Parts Manufacturing
- 3364: Aerospace Product and Parts Manufacturing
- 3365: Railroad Rolling Stock Manufacturing
- 3366: Ship and Boat Building
- 3369: Other Transportation Equipment Manufacturing
- 3371: Household and Institutional Furniture and Kitchen Cabinet Manufacturing
- 3372: Office Furniture (including Fixtures) Manufacturing
- 3379: Other Furniture Related Product Manufacturing
- 3381: Medical Equipment and Supplies Manufacturing
- 3399: Other Miscellaneous Manufacturing

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Common Problems

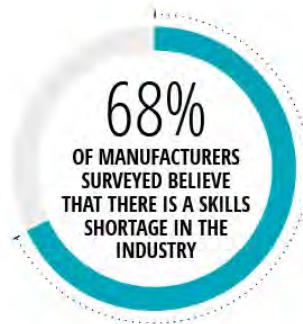
Top Consequences of Unfilled Roles in Manufacturing



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Common Problems



TOP CAUSES OF THE SKILLS SHORTAGE

- 38% new entrants have different expectations for jobs and careers
- 36% lack of attraction or interest in industry by students or parents
- 34% retirement of baby boomers
- 31% insufficiency in current US education system and STEM talent
- 30% lack of effective job training programs

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On Sector Partnerships

The Next-Gen Sector Partnership Model

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A Working Definition

- **Sector strategies**
 - Useful models of workforce development
 - Aligns the collective needs of employers in an in-demand industry with the skilled workforce needs
 - Intended outcome: successful career pathways
- **Partnerships**
 - Multiple employers within a critical industry
 - Brings together education, economic development, workforce systems, and community organizations
 - Goal: Meet industry and regional workforce needs

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A Regulatory Foundation

- **20 CFR Part 682:** Statewide Activities Under Title I of the WIOA
 - **20 CFR 682.200:** *What are required statewide employment and training activities?*
 - Required statewide employment and training activities are:
 - **20 CFR 682.200(h):** Assisting local areas by **providing information** on and **support** for the effective **development, convening, and implementation** of **industry and sector partnerships**;

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A Diversity of Tactics

Education and training

- Definition and resolution of key talent issues
- Short-term training
- Consortia training
- Incumbent worker training
- Long-term training and education programs (including career pathways)
- Work experience/internships
- Apprenticeships

Non-training

- Improved HR practices
- Third party screening and assessment
- Hire local campaigns
- Career awareness campaigns
- Aligning job descriptions with actual KSAs

Economic Development

- Shared marketing and branding of the region and industry
- Supply chain mapping and coordination
- Shared transportation costs
- Infrastructure improvement
- Regulatory or permitting process streamlining
- Company-to-company networking

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A National Initiative

Institute for Networked Communities

- A 501(c)(3) organization.
- Chapters with memberships nationwide.
- Conducts research on industry sectors
- Develops trainings
- Hosts workshops
- Convenes the Next Generation Sector Partnership Community of Practice



**INSTITUTE FOR
NETWORKED
COMMUNITIES**

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A Next-Gen Model



Next Generation Sector Partnerships

- Regionally-localized.
- Industry-specific and industry-driven.
- Action-oriented.
- Community-supported.
- Sustainable over a long duration.

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On Sector Partnerships



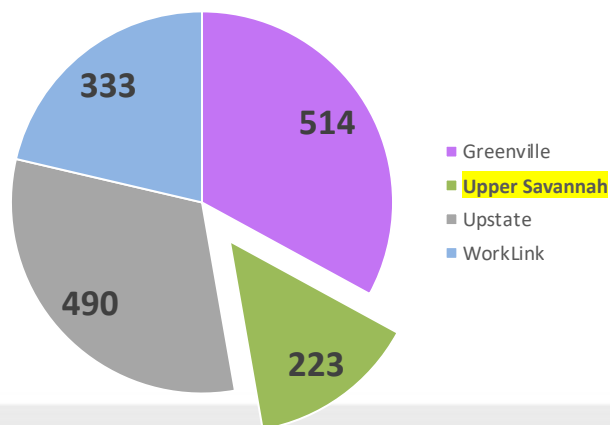
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What About Upper Savannah?

Manufacturers by LWDA

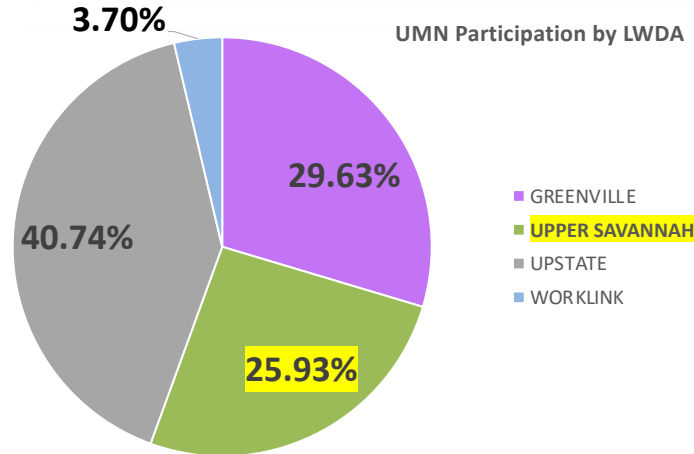


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What About Upper Savannah?



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Upstate Manufacturing Network

“UMN is a partnership of manufacturers helping our communities thrive through collaboration and action.”

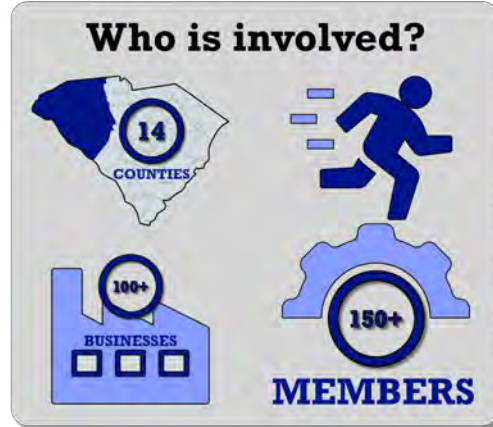
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UMN Engagement

Premier SC Sector Partnership

- First meeting in 2019.
- Peak membership representative of 100+ manufacturers.
- Active Roster of 150+ members.
- Membership is FREE.



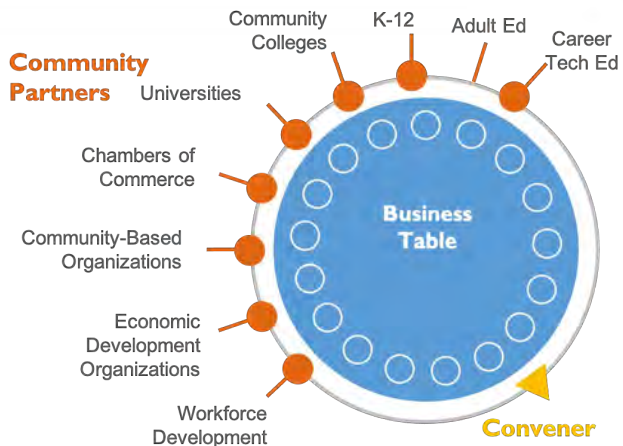
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Partnership Composition

The Convener Role

- Coordination
- Communication
- Connection
- Convening
- Continuity



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UMN Steering Team



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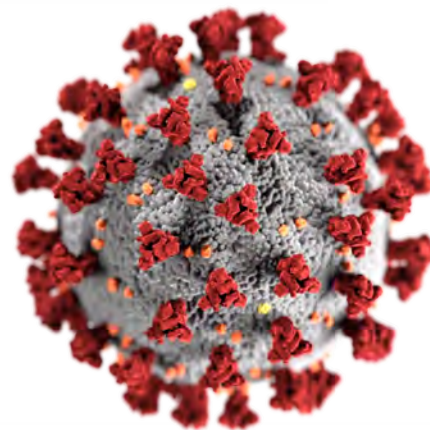


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UMN Accomplishments

COVID-19 Pivot

- Remote meetings
- Industry support
- Networked resources
- Labor force distribution
- Best practices
- Community connection



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UMN Accomplishments



Middle Skills

- Selecting a pilot position
- Quantifying skills needs
- Consolidating a universal matrix model
- Coordination with education partners
- Developing a practical skills evaluation

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UMN Activities

Champions of Manufacturing

- Recognizing exceptional contributions to UMN work in Economic Development, Education, Workforce Development, and Industry.



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Expanding the Model

The Next Steps for WPIR Sector Partnerships

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PY23 Initiatives



- Sustainable Grant Funding
- Local Office Hours
- Assistant Convener
- Core Partners Team Rebuild
- New Industry Sector Partnership
- “Pocket” Partnership Meetings

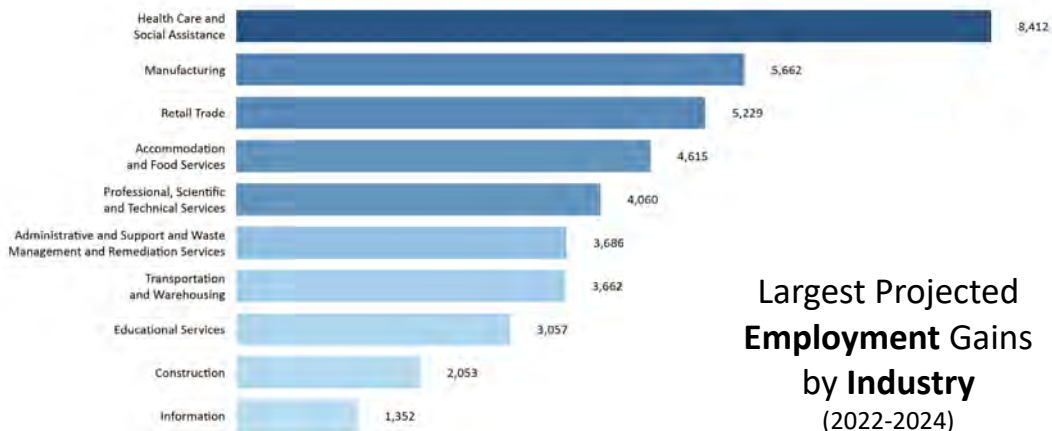
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SC WORKS

WORKLINK
ANDERSON • OCONEE • PICKENS

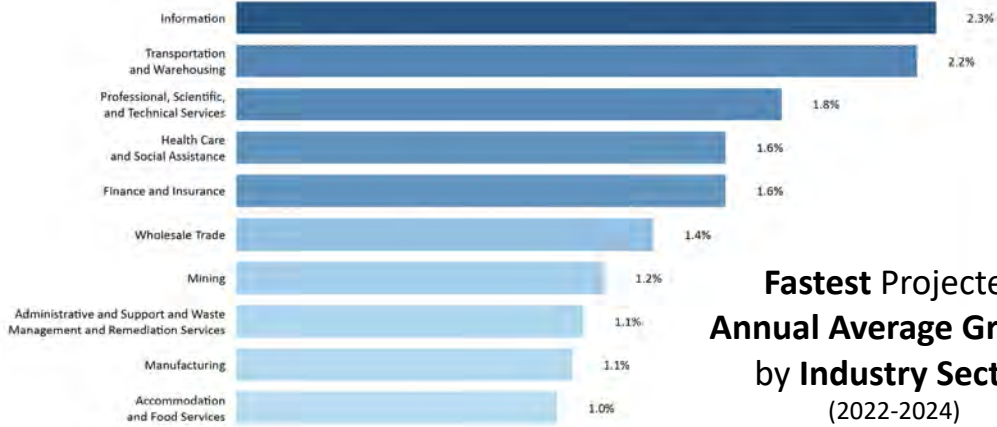
- Conduit for Cross-LWDA Coordination
- Workforce Development Month
- SCWOS Referral Consolidation
- One-Sheets for Businesses
- 1-on-1 Steering Team Outreach
- Better Availability



**Largest Projected
Employment Gains
by Industry
(2022-2024)**



Next Industry Sector Partnership?



**Fastest Projected
Annual Average Growth
by Industry Sector
(2022-2024)**

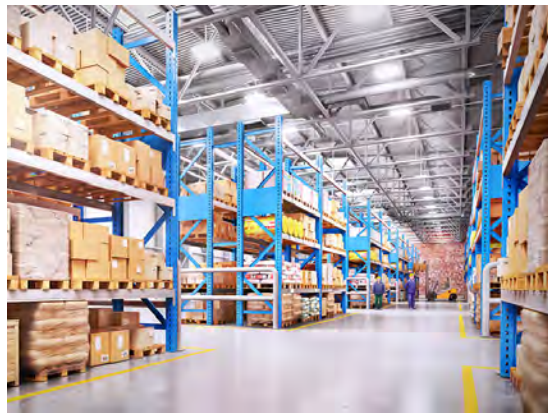
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Next Industry Sector Partnership?

Fastest-Growing Sectors by 2030

1. Motion picture and sound recording: 85.5%
2. Other information services: 60.9%
3. Performing arts, spectator sports and related industries: 46.7%
4. Museums, historical sites and similar institutions: 44.3%
5. Accommodation, including hotels and motels: 28.5%
6. Social assistance: 27.2%
7. Warehousing and storage: 26.1%
8. Couriers and messengers: 24.1%
9. Ambulatory health care services: 23.7%
10. Transit and ground passenger transportation: 23.3%



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Thank you
for your
time!