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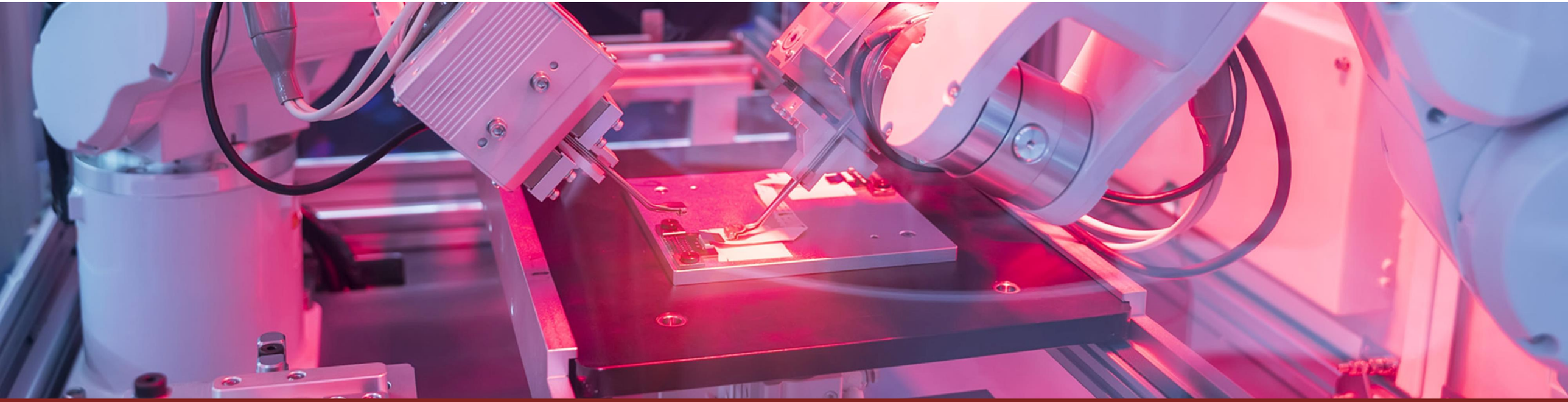
Advanced Manufacturing Skill-Set Analysis



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Industry Trends

Growth in Advanced & Computerized Manufacturing

- Impacting Existing Industries
- Expanding Industries – EV, Battery Manufacturing, Renewables
- Onshoring & US Content Requirements Increasing Domestic Production
- Changing Size & Scope of Projects
- ***Skill-sets and Roles are Changing***

Challenge

Roles of the Future Being Redefined

- New/emerging technologies requiring new skill sets.
- Occupational codes not up to date for roles in demand.
- Lack of Existing Advanced Manufacturing in Region to Survey
- Unavailability of Data to Provide Site Selectors & Industry Site Searches

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Solution

Identify & Quantify Availability of Transferable Skill-Sets

- Multi-step, data driven approach.
- Regional in scope to also include labor sheds of El Paso & Juarez, MX.
- Partnerships were Key
  - Manpower National Analytics
  - Dona Ana Community College
  - NMEDD LEADS Grant

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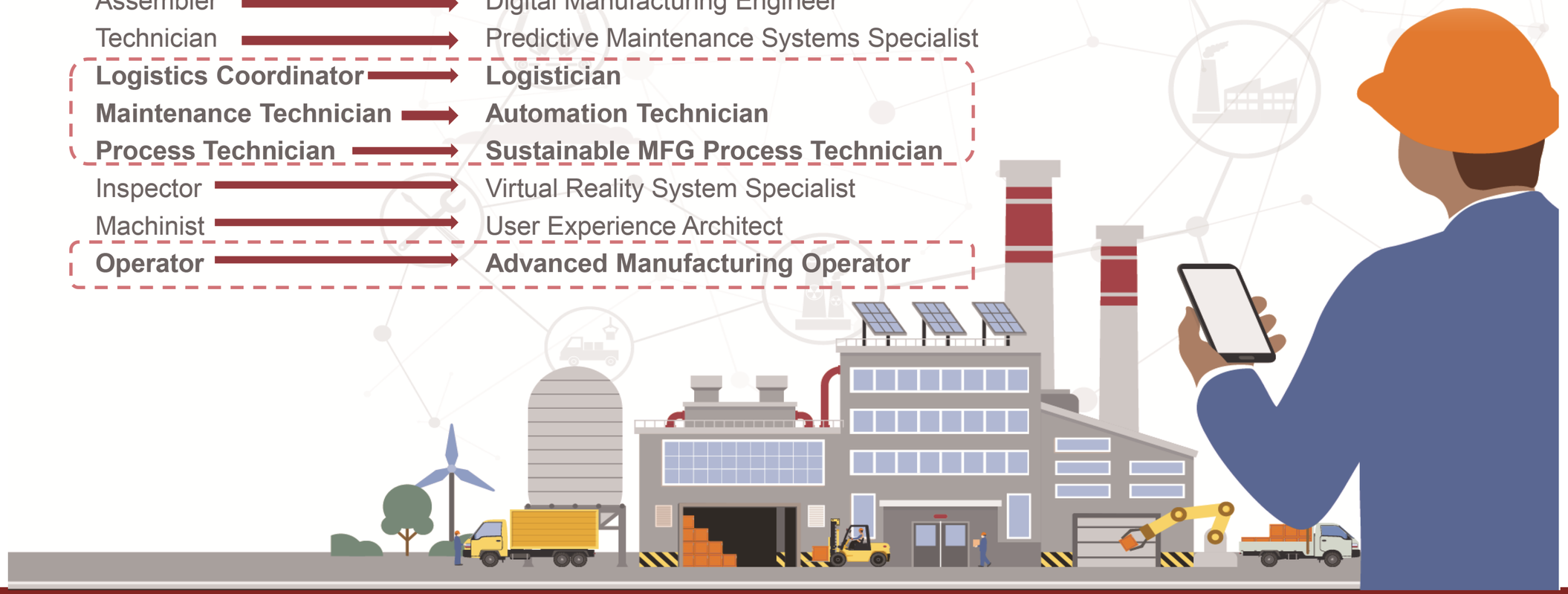
Step 1

Identify Advanced Manufacturing Roles in Greatest Demand

Manufacturing Roles

Today	Tomorrow
Assembler	Digital Manufacturing Engineer
Technician	Predictive Maintenance Systems Specialist
Logistics Coordinator	**Logistician**
Maintenance Technician	**Automation Technician**
Process Technician	**Sustainable MFG Process Technician**
Inspector	Virtual Reality System Specialist
Machinist	User Experience Architect
Operator	**Advanced Manufacturing Operator**



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Step 2

Extract Skill Set Requirements within Each Role

Core Skills	Advanced Machine Operator	Sustainable Manufacturing Process Technician	Automation Technician	Logistician
Operation	**X**	**X**	**X**	**X**
Process improvement		X		X
Communication	**X**	**X**	**X**	**X**
Quality inspections	X			
Troubleshooting	X	X	X	
Monitoring		X		X
Detail-oriented	X	X	X	
Problem solving	**X**	**X**	**X**	**X**
Programming			X	
Installing			X	
Preventive maintenance			X	
Analysis	**X**	**X**	**X**	**X**
Planning / Prioritization		X	X	X
Research / Data Collection		X		X
Teamwork/Collaboration	**X**	**X**	**X**	**X**
Mathematical / numerical	X		X	X
Computer	**X**	**X**	**X**	**X**
Technical and mechanical	X	X	X	

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Step 3

Cross Reference Skill-Set Availability in Our Regional Market

Talent Availability

	El Paso MSA, TX		Las Cruces MSA, NM		Juarez MSA, MX	
Industrial Overall	327,500		61,700		180,000	
	Actual Supply	**Potential Supply**	**Actual Supply**	**Potential Supply**	**Actual Supply**	**Potential Supply**
Advanced Machine Operator	759	2,092	118	354	<50	1,080
Sustainable Manufacturing Process Technician	195	4,631	<100	903	3,529	6,229
Automation Technician	<100	2,194	<100	345	176	1,080
Logistician	280	1,130	50	362	937	409

“MANPOWERGROUP HAS IDENTIFIED 27,000+ EMPLOYEES TO FILL THESE FOUR ROLES IN THE BORDERPLEX REGION”

Next Steps

Pipeline Visibility

- Quantifying Student Pipelines
  Across all Regional Universities, Community Colleges, and Technical Schools (In Process)
- Dona Ana Community College
  Upskilling & Integration within programs
- Alumni Outreach Program
- TN1 Visas

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Profile of a Regional Workforce

REGION OF 2.7 MILLION POPULATION

150 THOUSAND POST SECONDARY STUDENTS

569,000
Industrial Labor Force

295 THOUSAND MANUFACTURING LABOR FORCE

27,200+
Advanced Manufacturing Workforce

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QUESTIONS