

# Tomorrow's Talent Is Here Today: Seizing Opportunity in the Digital Age

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Vice President  
Manpower Manufacturing



ManpowerGroup™

# ManpowerGroup Overview

## 70 Years of Global Workforce Solutions Expertise



Revenues of  
**\$21 billion**



**87%** of revenues  
generated outside the U.S.



80 Countries  
& Territories



29,000  
Employees



2,700  
Offices



Most Trusted Brand in the Industry

2019 **WORLD'S MOST  
ETHICAL  
COMPANIES**<sup>™</sup>  
[WWW.ETHISPHERE.COM](http://WWW.ETHISPHERE.COM)

**FORTUNE**  
WORLD'S MOST  
**ADMIRED  
COMPANIES** 2018



Most Trusted Brand in the Industry



ManpowerGroup<sup>®</sup>



ManpowerGroup<sup>®</sup>  
Solutions



Experis<sup>™</sup>  
ManpowerGroup



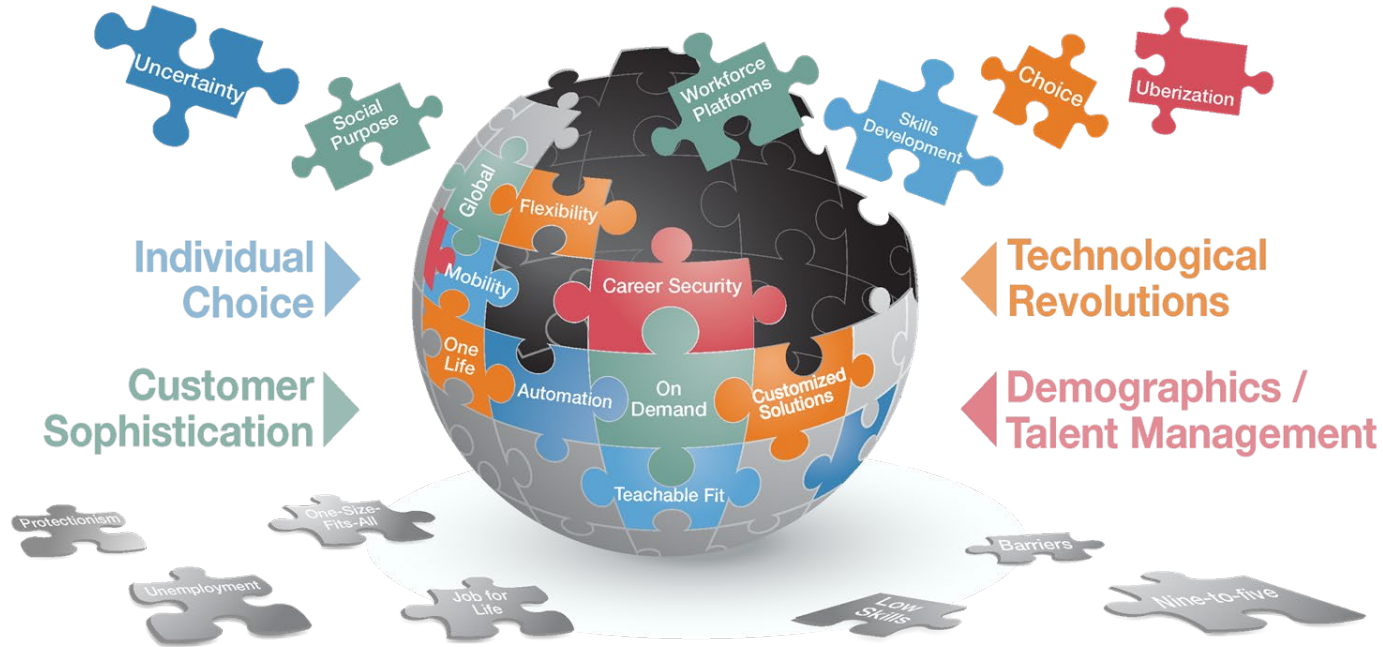
Manpower<sup>®</sup>



Right  
Management<sup>®</sup>  
ManpowerGroup

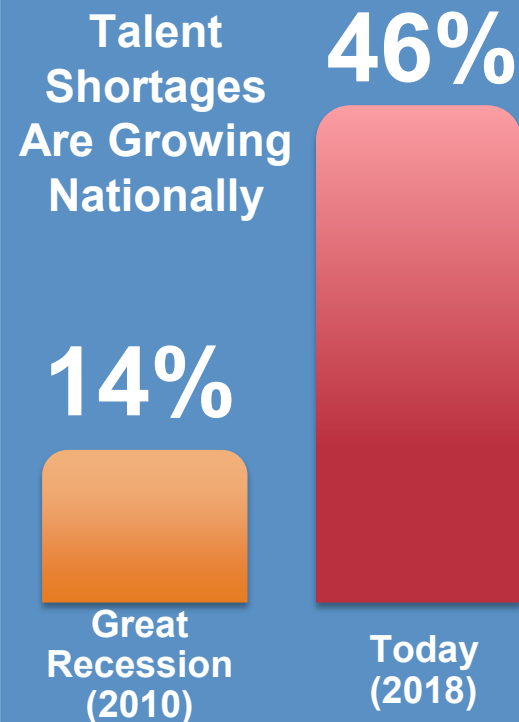
# World of Work Trends – Human Age 2.0

## The Skills Revolution



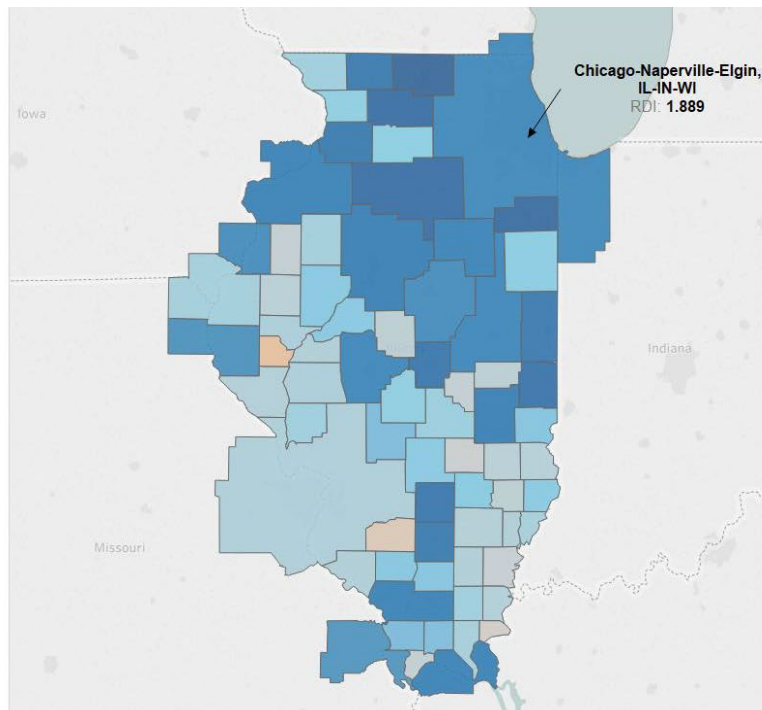
**103 Months of  
Job Growth!**

**2X the Previous Record**

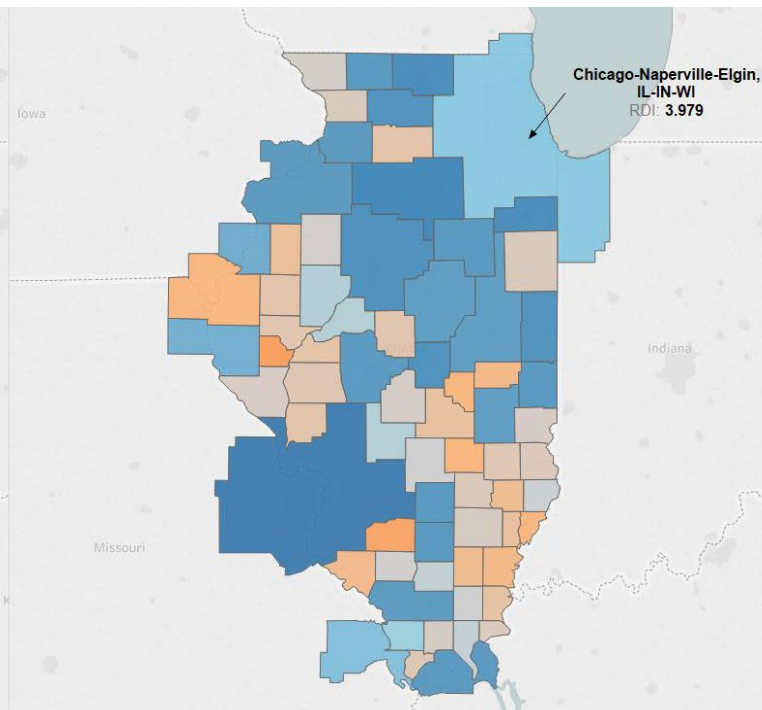


# Growing Talent Shortages Across the State

2012



2018



RDI Values

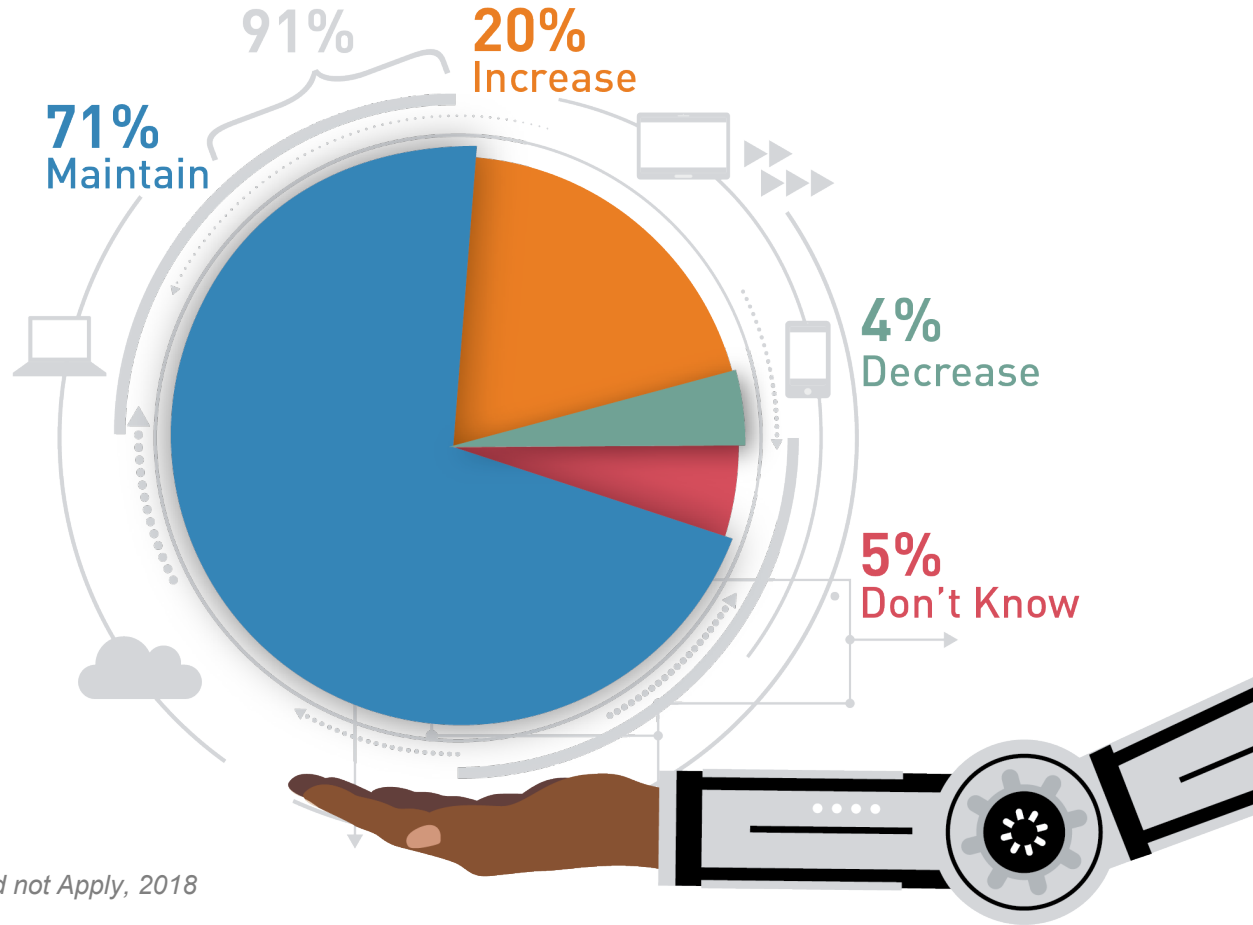
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Easy

Hard

# With Automation Creating New and Different Jobs



# What Do New Digital Roles Look Like?



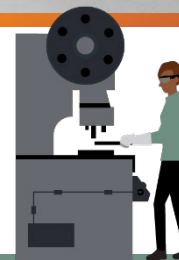
## FINANCIAL TECHNOLOGY

- Digital Era Enterprise Ethicist
- AI Trainer
- Test Engineer
- Future Ventures Director
- Data Management Architect/  
Data Scientist
- Organizational Change  
Strategist



## HEALTH CARE

- 3D Printing Technician
- AI and Machine Learning  
Engineer
- Augmented Reality Journey  
Specialist
- IT/OT Systems Integration  
Specialist
- Clinical Delivery Change Coach
- Omni Care Practitioner
- Regulatory, Compliance and  
Legal Integrator



## MANUFACTURING

- Instrumentation, Automation  
and Controls Technician
- Factory Automation  
Engineering Manager
- Predictive Maintenance  
Systems Specialist
- Mega Systems Engineer
- Autonomous Mobility Engineer
- Data Science Researcher
- Material Science Bioengineer

# What's Important?

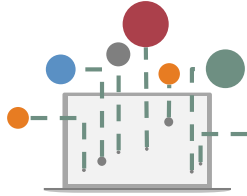




# The Importance of Learnability

Human strengths in the skills revolution

**soft skills + technical + digital skills = best blend**



**86%**

Of employers plan to maintain or increase headcount due to automation

Automation is good news for job seekers:

**if they have the skills**



**10%**

of employers expect to reduce their workforce as a result of automation.

**65%**

of companies planning to increase headcount in IT roles say communication is the most valued soft skill



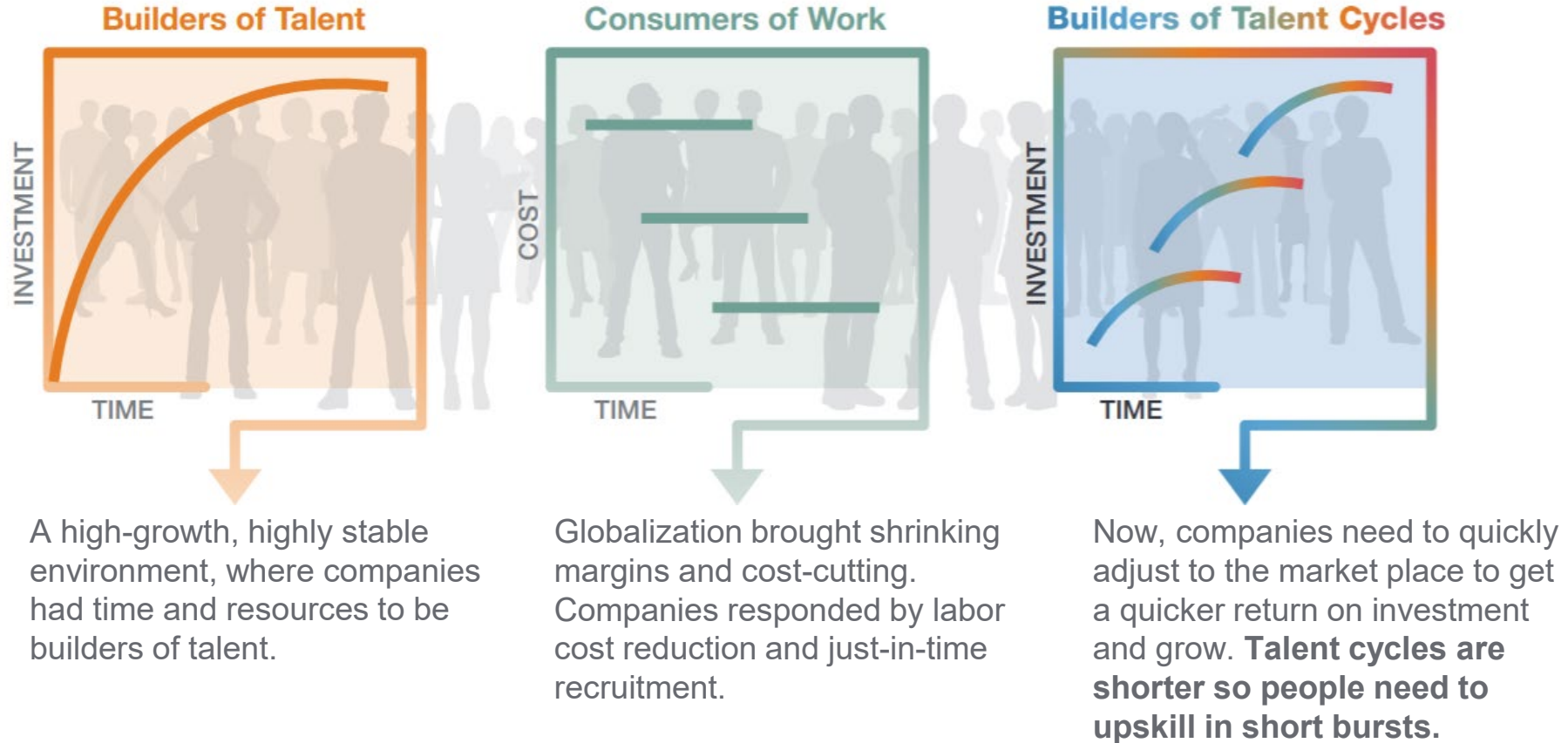
**73%**

of companies shrinking their HR teams

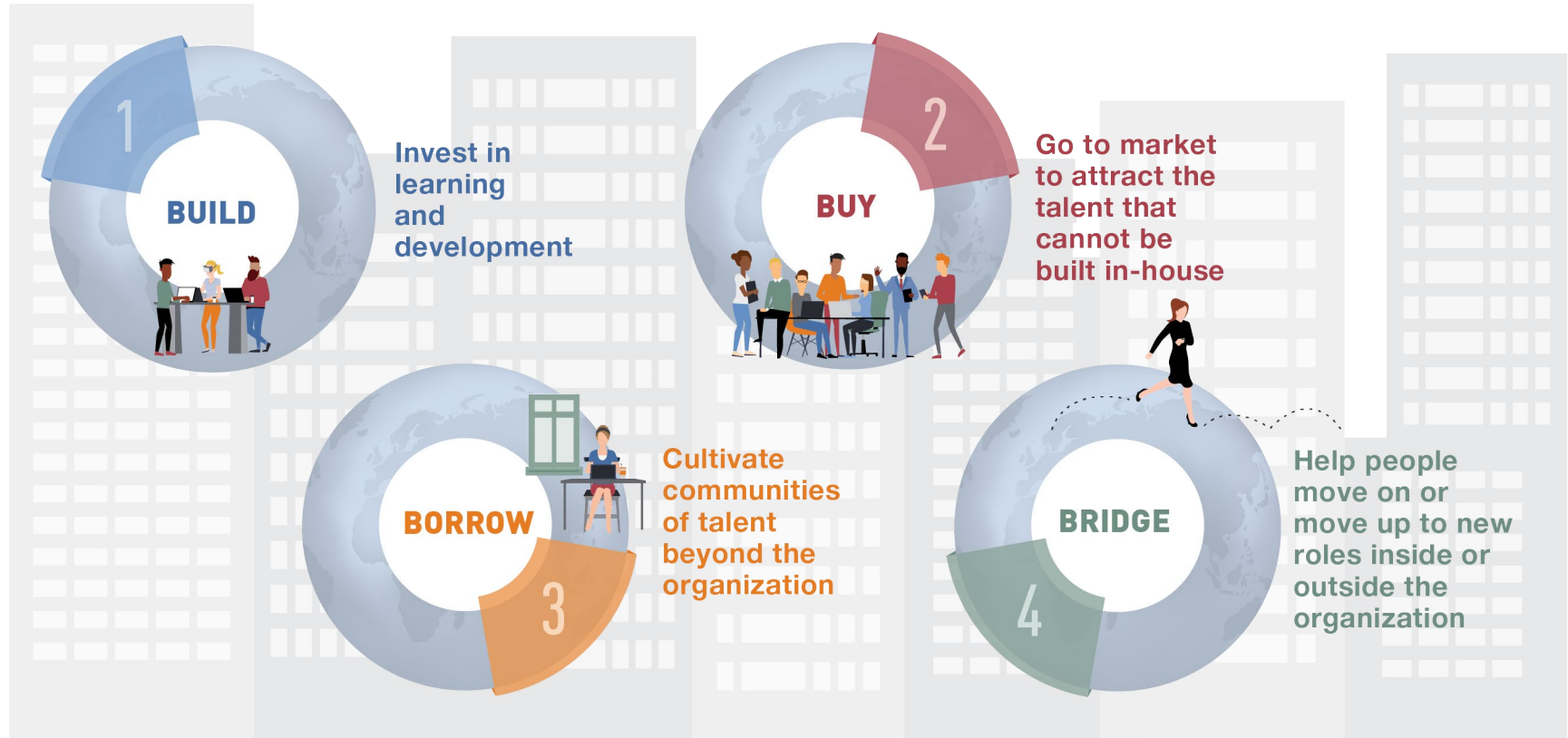
## Learnability



# Become Builders of Talent Cycles

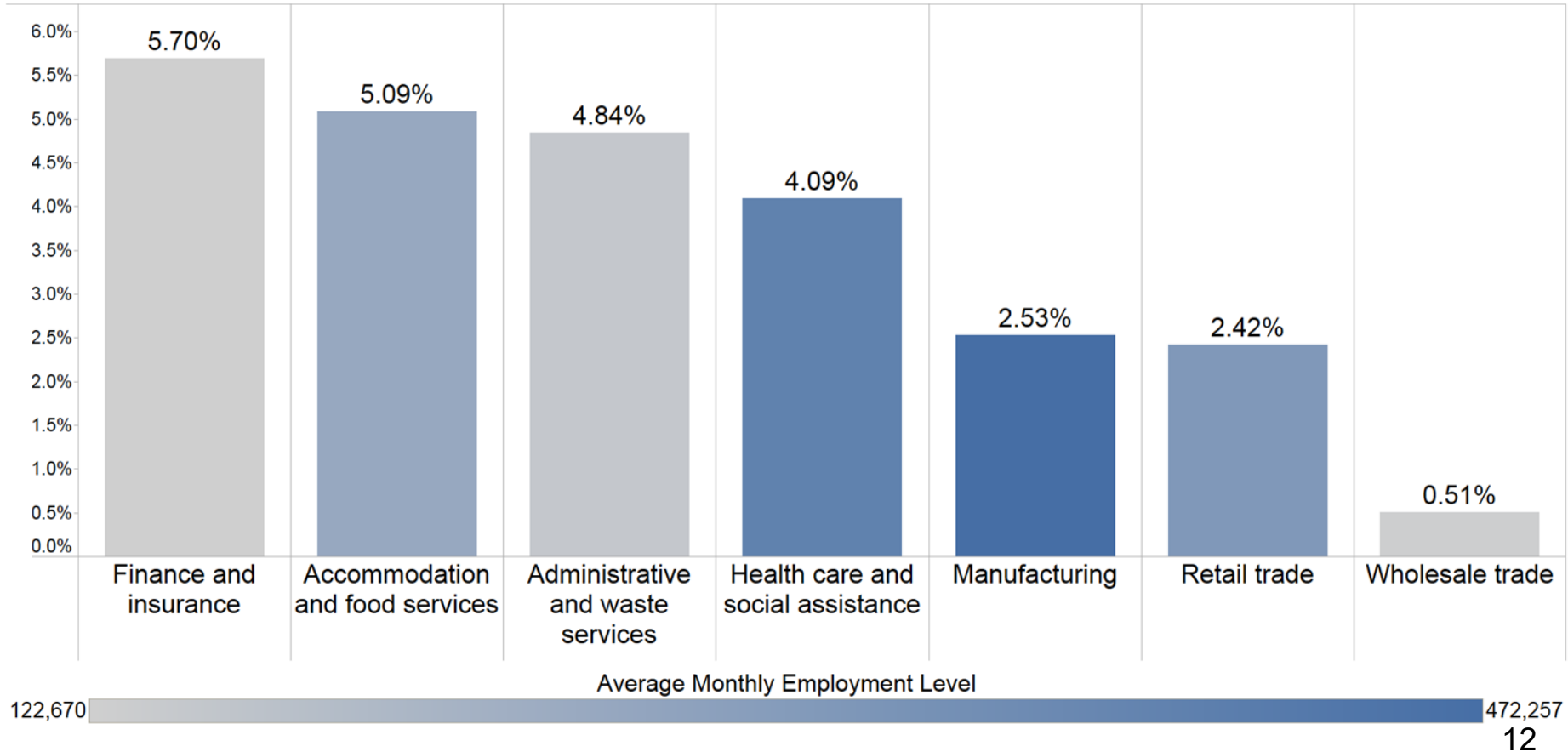


# Closing the Gap











# Buy: The Core Capabilities the Business Needs

**Wisconsin Wage Growth 2017 – 2018**



# Buy: Develop A Sustainable Competitive Advantage

## Employee Value Proposition

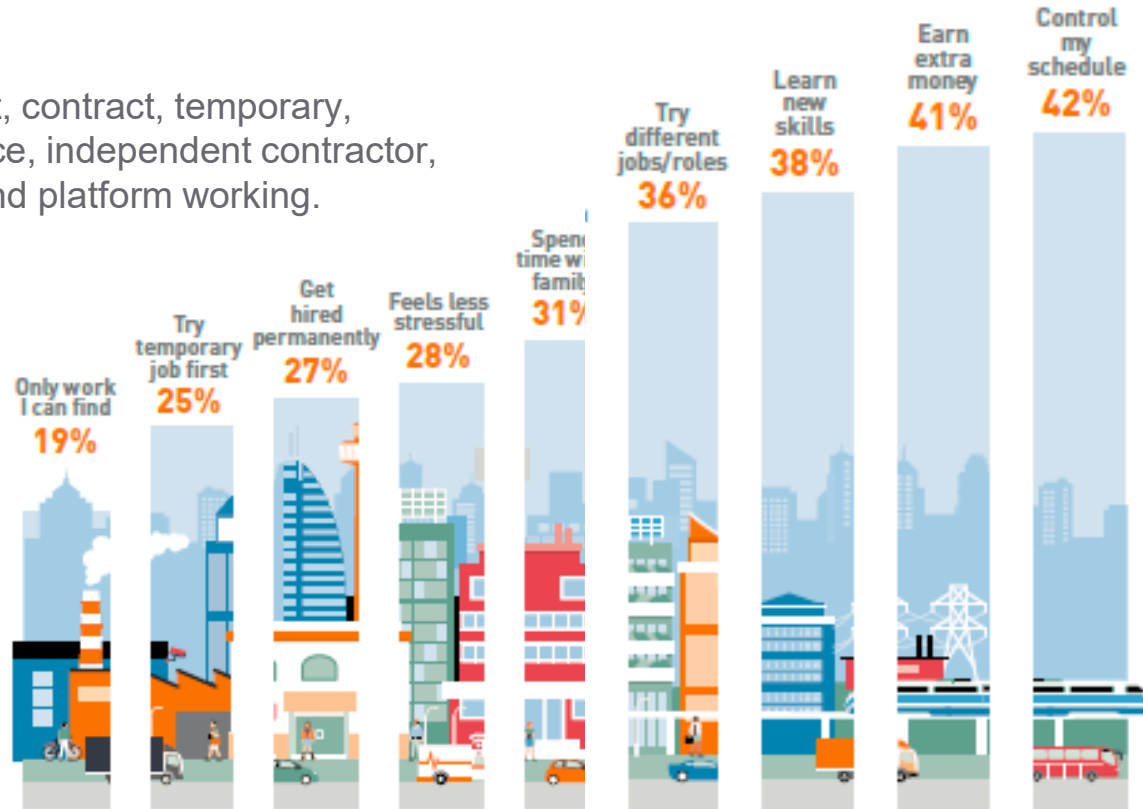
Purpose 	Learning culture 
 Recognition	 Community Involvement
401K/HSAs/ FSAs 	Training Tuition 
 Health / Dental	 PTO / Holidays

- Go beyond benefits and company's need a clear purpose and attractive culture
- **Perks decrease turnover** so HR can focus on recruiting in-demand skills rather than refilling roles.
- Try benefits like **learning and development opportunities, PTO, free transportation or flexible schedules.**

# Borrow: Manage with Measurement

## NEXTGEN WORK:

Part-time, contingent, contract, temporary, freelance, permalance, independent contractor, on-demand online and platform working.



# Build: Developing Employability Today and Tomorrow



**MyPath**<sup>™</sup>

Next Job Access

Training and  
Development

Assessments  
and Feedback

Support  
and Advice



# Build: The Academy of Advanced Digital Manufacturing



➤ Our 12-week program with Rockwell Automation will **upskill 1,000 US military veterans** per year for advanced manufacturing jobs.

➤ 100-plus graduates **with some doubling or even tripling their salaries.**

➤ **Two classes now running** concurrently in Ohio and Wisconsin.

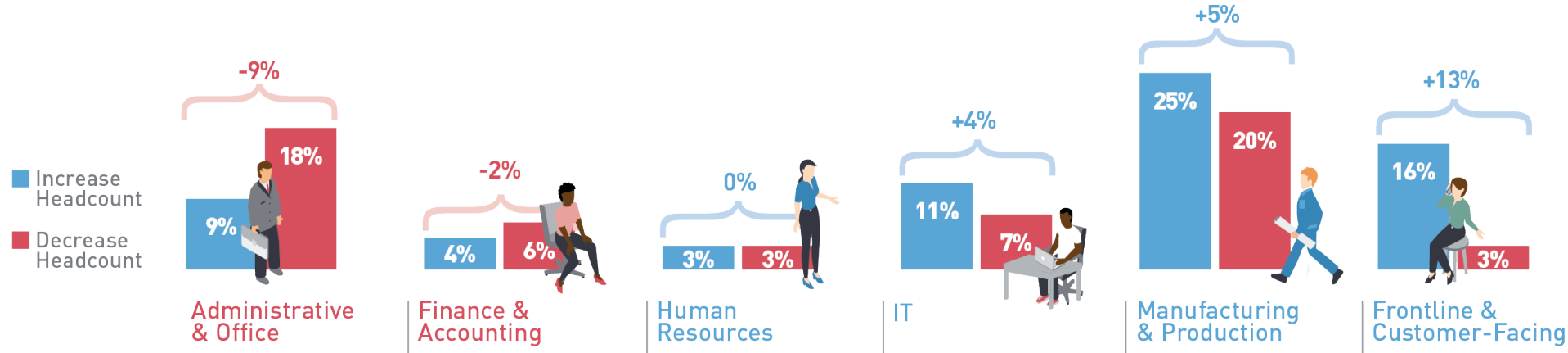
Find out more at:

**[Experisjobs.us/Veterans](https://Experisjobs.us/Veterans)**







# Bridge: Move People From Here to There

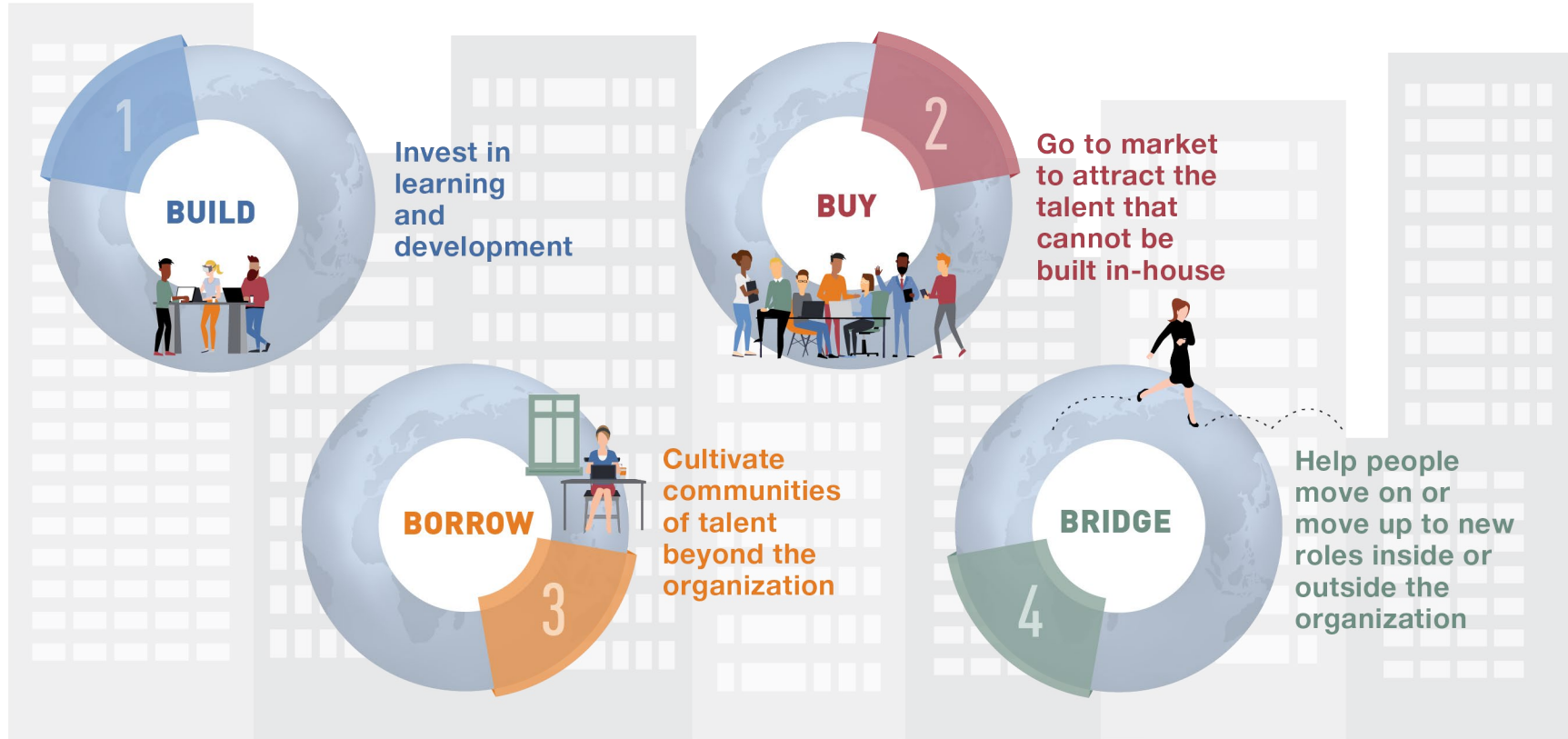
## Functions Anticipating the Largest Increase and Decrease in Headcount in the Next Two Years

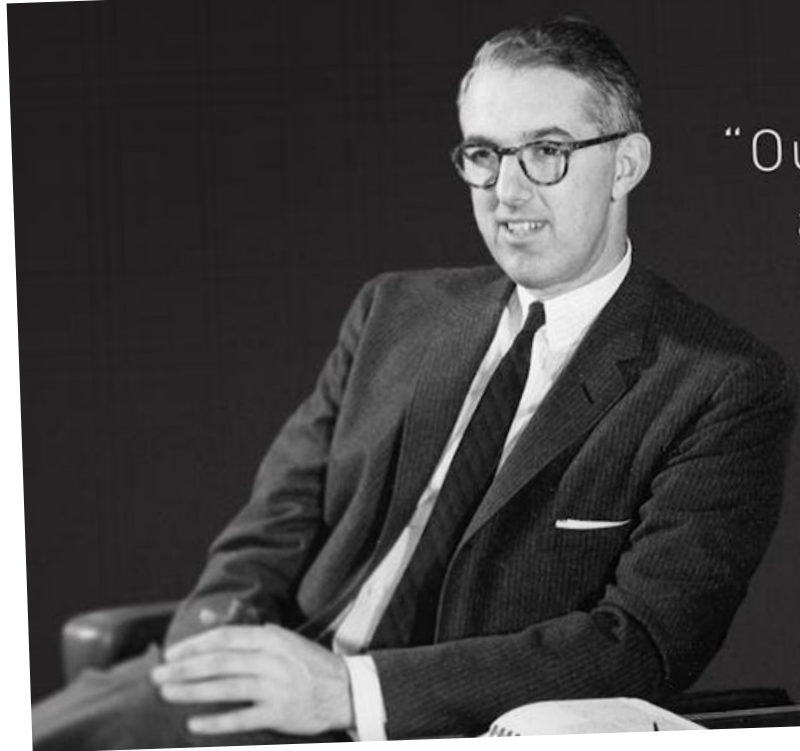


# Collaboratively Answering these Questions

<p><b>Employers</b></p> 	<ul style="list-style-type: none"> <li>• What does our digital manufacturing and design enterprise workforce look like now?</li> <li>• What will it need to look like in the future?</li> <li>• What must we do differently to create the workforce of the future and sustain it?</li> </ul>
<p><b>Education</b></p> 	<ul style="list-style-type: none"> <li>• What implications do such significant role evolutions have for the way we approach education across a variety of disciplines?</li> <li>• How can we increase the awareness of manufacturing opportunities for current and future workforces and accelerate across the education system?</li> </ul>
<p><b>Government &amp; Policy Advisors</b></p> 	<ul style="list-style-type: none"> <li>• How are our collective investments and systems of policy, research, workforce funding, and other programs coordinated to build a healthy ecosystem of talent, opportunity, and national innovation?</li> </ul>
<p><b>Individuals</b></p> 	<ul style="list-style-type: none"> <li>• What are the new career opportunities that are possible?</li> <li>• How high is my learnability so that I can navigate and adapt?</li> <li>• What are the skills I need to learn and evolve rapidly?</li> </ul>

# Success in the Digital Age Takes Us All





“Our company can be  
a tremendous instrument  
for good if in some way  
we can help make  
people employable.”

– ELMER WINTER  
*Founder & CEO*

