



Educational Investments Needed for Getting More Young People into STEM + M Career Pathways

- **It takes a village to build a diverse, manufacturing talent engine!** Supporting development of ground-up councils/hubs that facilitate regional development through a variety of public/private partnerships and collaborations. Like MR's Chicagoland Manufacturing Renaissance Council, these hubs should include leaders from:
 - Manufacturers and their Associations
 - Schools Districts
 - Workforce Boards
 - Colleges
 - Labor organizations
 - Community-based & faith organizations
 - Local government & social service agencies
 - Civic, community, business leaders
 - Youth!
- **More career exposure programs that meet young people where they are,** i.e., Relationships, respect and trust come first, interest, commitment and loyalty come later. Get really good at answering the question "What's in it for me?" – good pay, work-life balance, flexibility, paid education/training, etc.
- **Everyday is Manufacturing Day!**
 - Multiple and varied opportunities year-round to learn about STEM + M, normalize manufacturing and as it intersects with other sectors (engineering, IT, entrepreneurship, culinary, etc.)
 - Multiple opportunities & multiple chances to opt in year-round



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- **Make easier to expand more “low barrier” programs** for career exposure, career training, job placement and retention support opportunities are needed. Low barrier means considering and finding flexibility in:
 - Training cost
 - Training duration/scheduling
 - Training location
 - Training prerequisites and application process
 - Paid vs. unpaid training
- **Who are your instructors? Most likely, your region needs more of them!** Start and incentive CTE-specific training programs for educators and those who train in industry. Do they have:
 - Technical skills – Of course!
 - Pedagogical skills – Motivating learners, trauma-informed instructional practices, etc.
 - Cultural/social/emotional skills – Teachers who know how to relate and/or represent the identities and backgrounds of their students
- **Supporting/Expanding career pathway programs that are equal (ish) parts:**
 - Skills building: Technical skills, work-readiness skills, project-based learning, hands-on, work experiences
 - Supportive: Coaching, referral partnerships w/other social services, assistance with transportation, childcare other unexpected/emergency needs, mentoring, life skills
 - Socially, professionally and civically engaging through new peer groups, networking, giving back, fun!