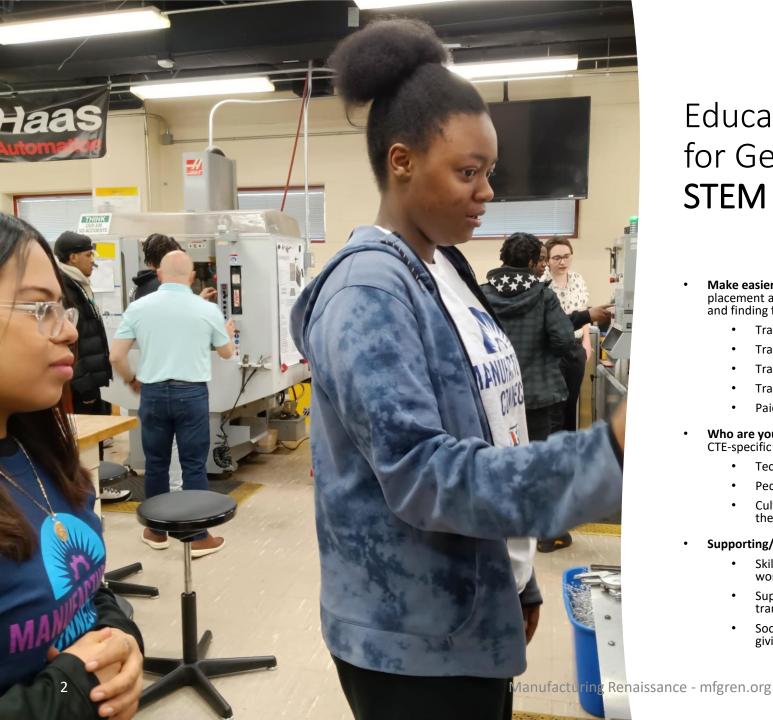


Educational Investments Needed for Getting More Young People into **STEM + M** Career Pathways

- 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





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

- 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!

