



GAM

GEORGIA
ASSOCIATION *of*
MANUFACTURERS



GAM

Who We Are

Georgia's only trade association for manufacturers.

Representing 150 manufacturers, suppliers, and professional service firms.

Visible, vocal, and vital on matters concerning legislation, energy, and workforce.

The logo for the Georgia Association of Manufacturers (GAM) is located in the bottom right corner. It consists of the letters "GAM" in a bold, white, sans-serif font, set against a dark blue triangular background that points towards the top right.



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Workforce Development



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A Volatile Market

In 2023, Georgia's manufacturing industry **employed 418,689** individuals, resulting in a **9% net growth** since 2020. At the same time, the industry experienced a **36% increase in hires**, offset by a **25% increase in separations**.

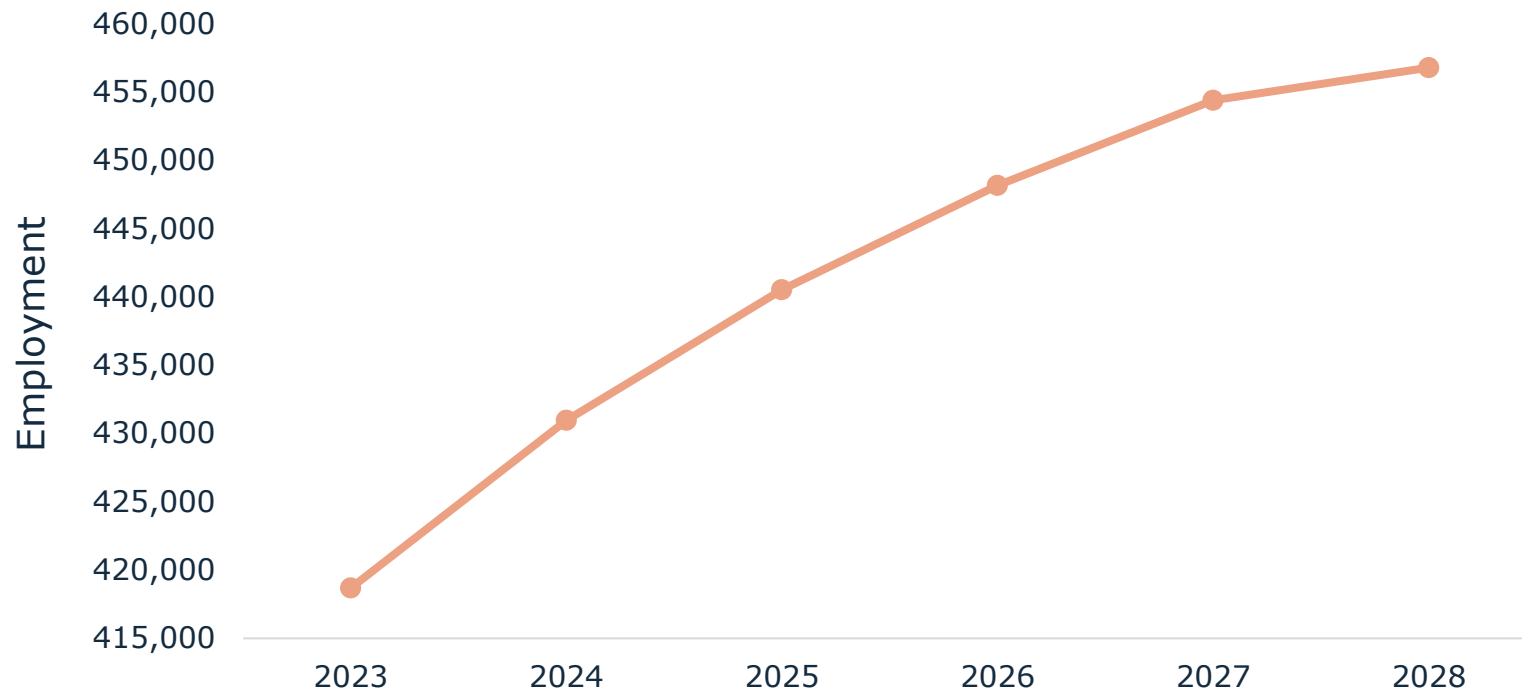
These statistics indicate **a volatile market** for Georgia's manufacturers to keep existing jobs filled.

	2020	2021	2022	2023
Employment	382,938	391,941	411,890	418,689
Hires	178,356	243,449	272,160	277,128
Separations	190,764	231,961	253,512	255,564

61% Turnover

A Growing Demand

Georgia Manufacturing is expected to **grow another 9%** from 2023 through 2028.

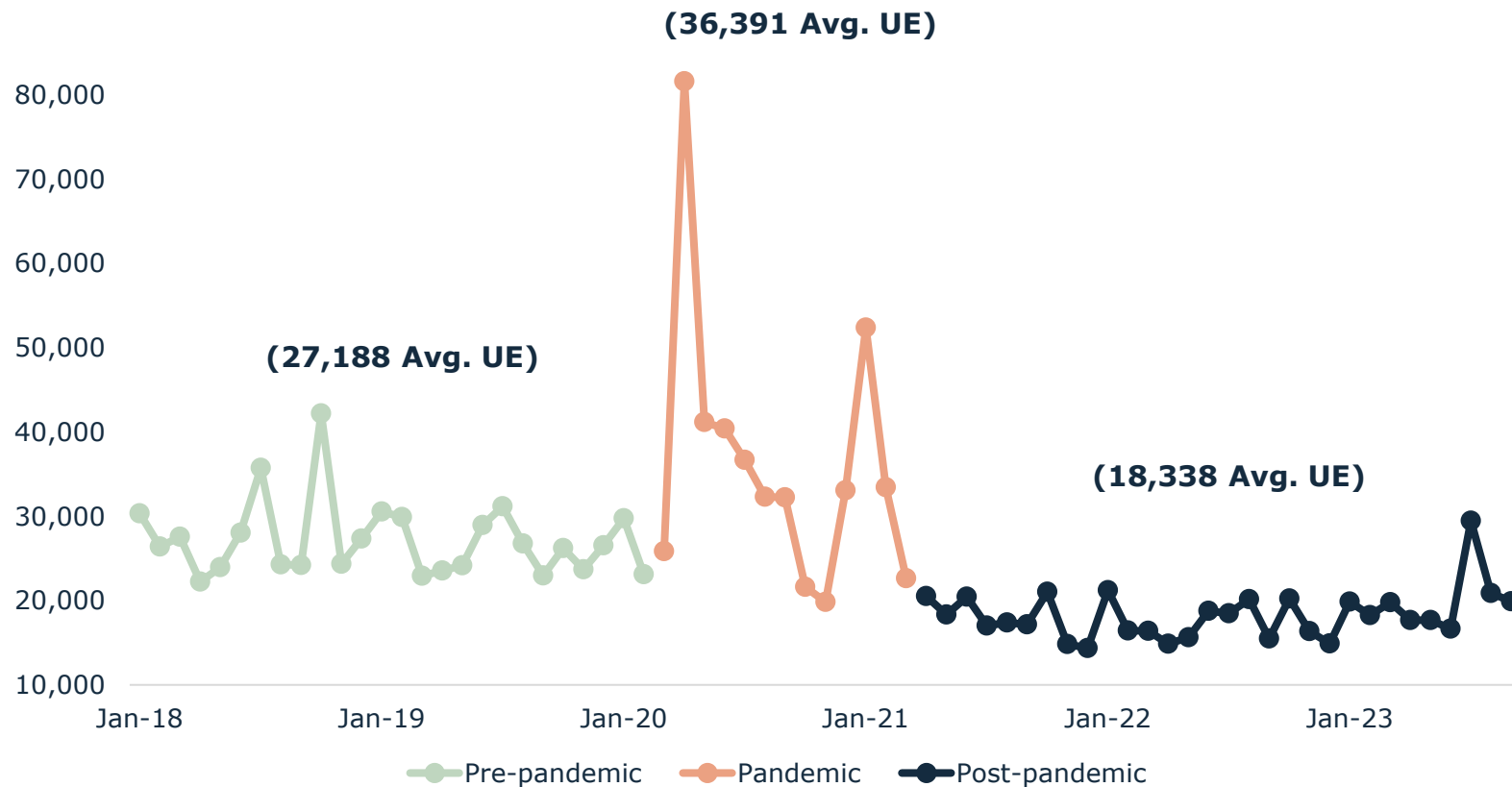


Source: Lightcast™. (2023) Industry Snapshot Report: Manufacturing in Georgia.



A Growing Deficit

However, the **availability** of unemployed **manufacturing workers** has **decreased by 34%** since January 2018.



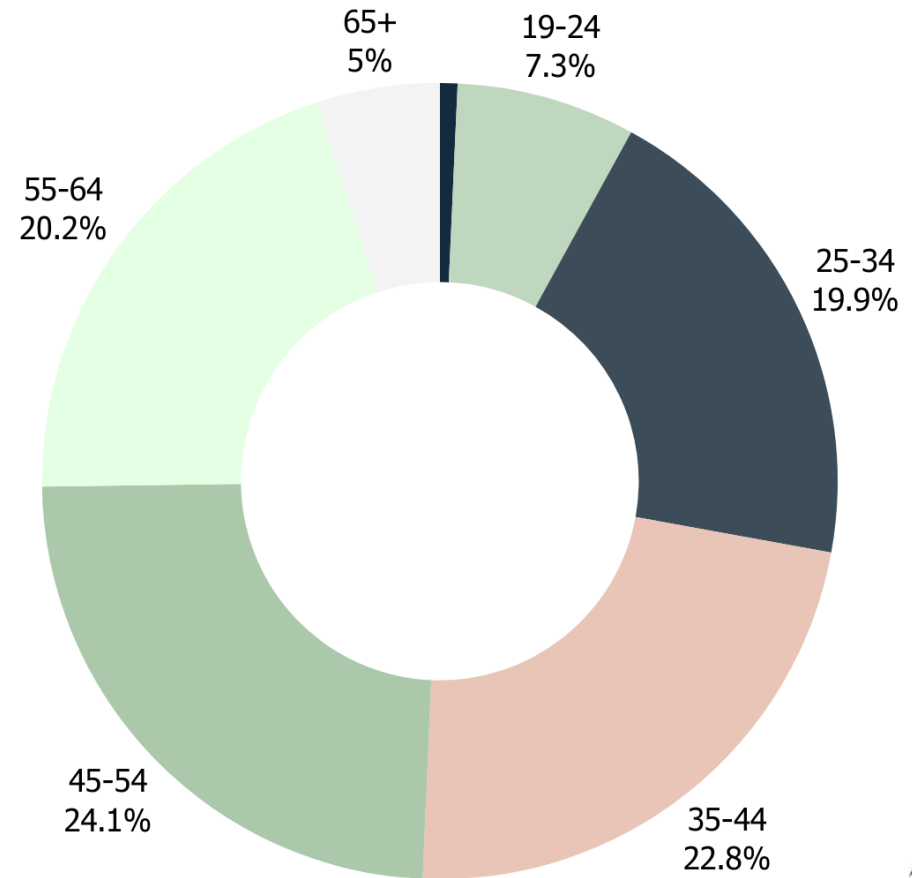
Source: Lightcast™. (2023) Industry Snapshot Report: Manufacturing in Georgia.



Georgia's Looming Attrition

Of the 418,689 employed in manufacturing, almost **106,000** workers **55 and older** are at risk of **retiring soon**.

Age	Employment
14-18	2,987
19-24	30,461
25-34	83,250
35-44	95,530
45-54	100,882
55-64	84,552
65+	21,026



We're Taking Action

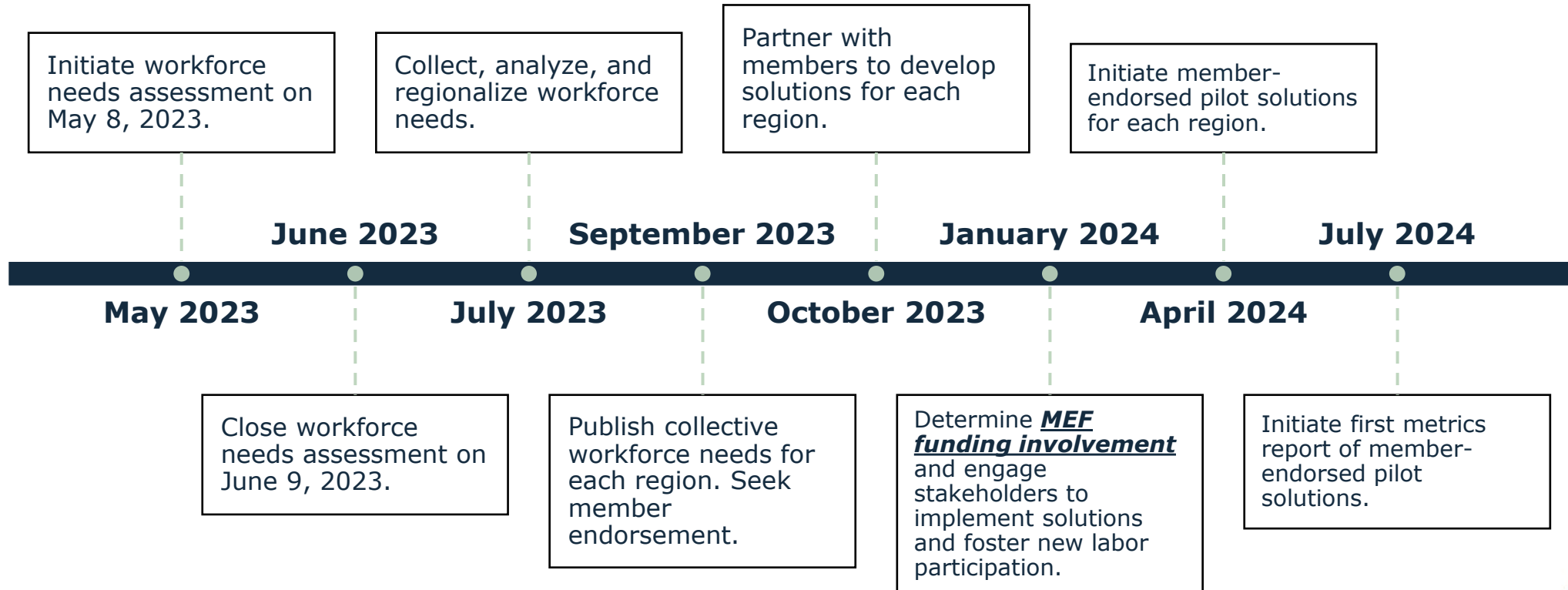
Implemented a **workforce strategy** with **two approaches**.

1. Develop initiatives addressing **immediate needs**.
2. Develop initiatives addressing **long-term needs**.

Goal: Foster a **net increase** in the **availability of workers** with manufacturing skills, both immediate and long-term.



Immediate Solutions Timeline



Inaugural Workforce Needs Report



Identify manufacturers' **immediate and collective needs**, the **skills and credentials required**, the **timeframe** in which these **needs must be met**, and the **untapped populations** they're willing to consider **for hire**.



Scan me!



GAM Regions



- Region 1: Northwest Georgia
- Region 2: Northeast Georgia
- Region 3: Atlanta Metro
- Region 4: West Georgia
- Region 5: East Georgia
- Region 6: Central Georgia
- Region 7: Southwest Georgia
- Region 8: Southeast Georgia
- Region 9: Coastal Georgia

The Members-Only Report



The **members-only** report includes **regionalized data** for each region's **top focus occupations** and state post-secondary **institutions** that **assist** manufacturers with **workforce development needs**.

Top Focus Occupations



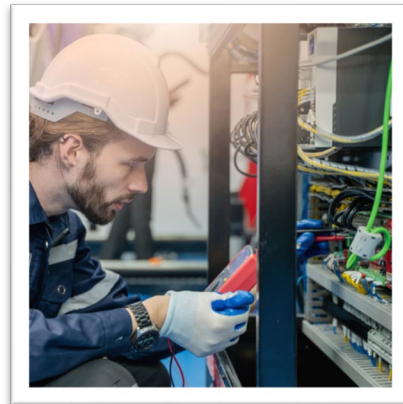
Entry-Level Production



Multi-Craft Technician



Robotics Technician



Electrical Technician



Mechanical Technician



Welder

Timeframe Required

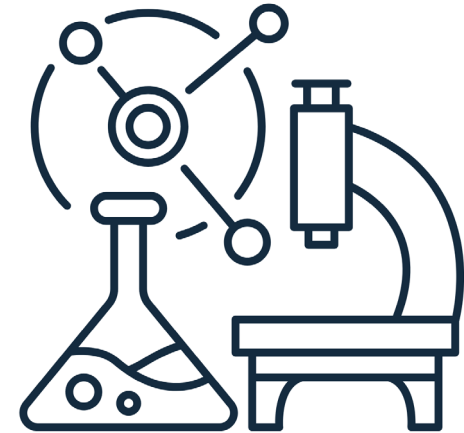
On average, manufacturers indicated the need to fill their top focus occupations in **under three months**.



Immediate Training Solutions

Four pilot regions:

- Northwest Georgia (Region 1)
- West Georgia (Region 4)
- East Georgia (Region 5)
- Coastal Georgia (Region 9)



Proposed Training Schedule:

- Monday – Friday from 8:00 AM – 12:00 PM (In-Class)
- Monday – Friday from 1:00 PM – 5:00 PM (OJT Shadowing)

GAM Support:

Manufacturers Education Foundation (MEF) offsetting up to 70% of training costs, with a maximum cap of \$44,500 for each pilot region.

Immediate Training Solutions

Entry-Level Production

46 contact hours, 2.5 weeks

Multi-Craft Technician

438 contact hours, 5.2 months

Robotics Technician

260 contact hours, 3.1 months

Electrical Technician

244 contact hours, 3 months

Mechanical Technician

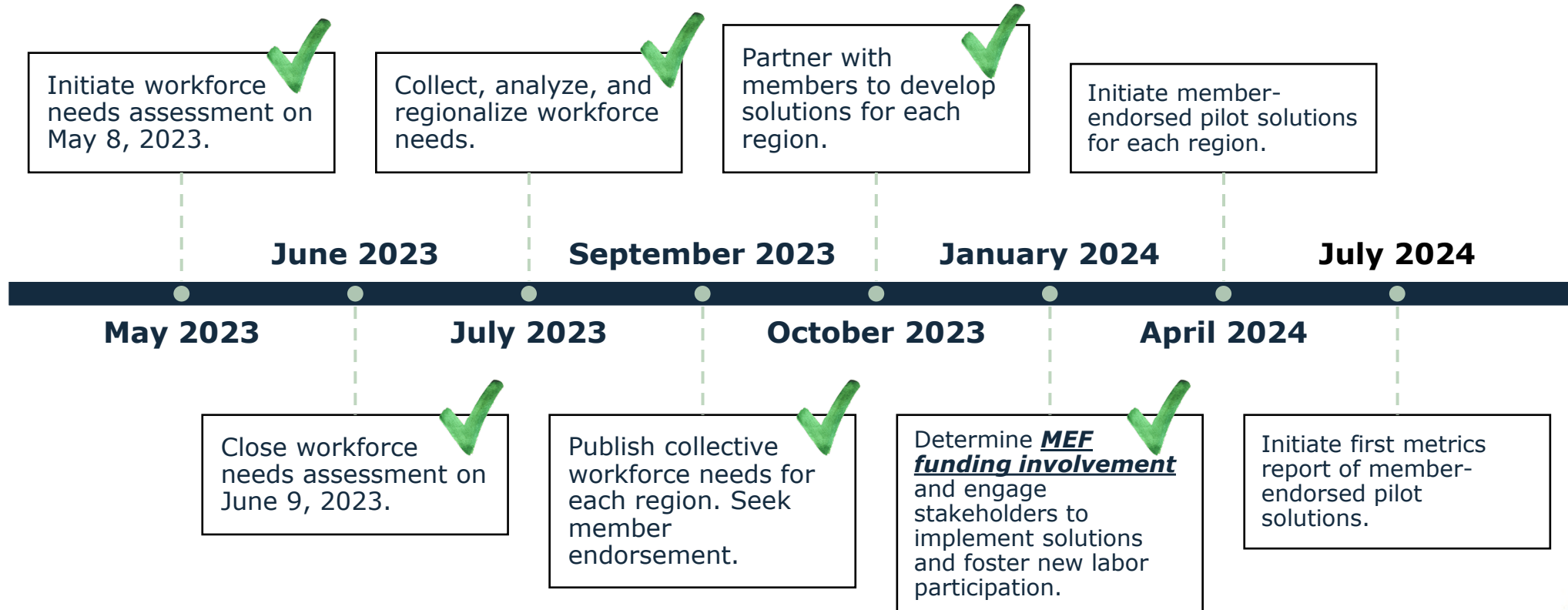
194 contact hours, 2.5 months

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135 contact hours, 1.3 months



Where We're At Today



Long-Term Initiatives



Minimizing Impediments



Fair-Chance Hiring



Manufacturing Awareness in Georgians

Minimizing Impediments

*Why: When asked to rank challenges considered impediments to filling and retaining positions, **61%** of manufacturers ranked **Childcare** as a **main impediment**.*

GAM Childcare Project:

Awarded a **\$750,000** grant from DECAL

Funding to assist with implementing **childcare pilot solutions**.

14 manufacturers benefiting

GAM contributing **\$22,000** as discretionary funding.



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Fair-Chance Hiring

Why: When asked to indicate their interest in fair-chance hiring, **40%** of manufacturers said they are **"extremely or very interested."**

Honest Jobs, Inc. Partnership:

Developing a **Georgia-specific Fair-Chance Hiring Guide** for manufacturers.

Provide an **online Job Marketplace** connecting **Justice-Involved Individuals** with the **manufacturers**.



Manufacturing Awareness in Georgians

Purpose: offer manufacturers a direct, on-demand, one-on-one connection with the public (students, parents, working adults, etc.).

Need: facilitate a positive change in Georgia Manufacturing.

How: develop an online digital platform for manufacturers to have direct communication with the public.

Focus Group Established: comprised of manufacturers and stakeholders to ensure the path taken facilitates direct benefit.





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