



ILLINOIS
MANUFACTURERS'
ASSOCIATION

**BOLDLY MOVING MAKERS
FORWARD**

PRESIDENT / CEO / OWNER

- Network with statewide peers
- Access to daily manufacturing news
- Connect to State Legislators
- Up to date regulatory information
- Annual Luncheon

GOVERNMENT AFFAIRS & REGULATORY COMPLIANCE

- Strong voice on all issues impacting manufacturers
- Influential voice of manufacturing in Illinois
- Strongest business advocate at the Capitol
- Direct access to lawmakers and regulatory officials

HR & WORKFORCE DEVELOPMENT

- Access to training grants
- Healthcare Advisory Board
- Free employee handbook review
- ICATT Apprenticeship program
- Annual statewide salary survey

FACILITIES MANAGEMENT

- Energy cost reduction through Constellation Energy
- Sustainability resources
- Resources to maximize shop floor design

ENVIRONMENTAL HEALTH & SAFETY

- Access to EH&S experts
- Free OSHA 10 hour class
- Regulatory updates through environmental group

MARKETING & SALES

- Nationwide Manufacturers Marketplace
- Publishing opportunities weekly and quarterly
- Advertising Opportunities through publications and website
- Annual IMA Sponsorships

SUPPLY CHAIN & PROCUREMENT

- Discounts on uniforms, energy, shipping, environmental services
- Access to the nationwide Manufacturing Marketplace

FINANCE & ACCOUNTING

- Annual Tax Conference
- Network with statewide peers
- Tax updates through blogs and programs
- Access to grants when available

MANUFACTURING & OPERATIONS

- Access to resources to advance processing
- Share best practices with statewide peers



For more information about the Illinois Manufacturers' Association, please call (800) 875-4462 or email the IMA at ima@ima-net.org.

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128 Years of IMA

1890s – Gillette razors, Kodak cameras, and Campbell Soup in a box

1900s – Vacuum Cleaner & Model T

1910s – Boeing and Maytag washers

1920s- first transatlantic call

1930s – 3M Scotch tape

1940s – Pfizer 50 trillions units of penicillin

1950s – Polio vaccine and color TV

1960s – AT&T launches Telstar – US & Europe

1970s – First totally programmable robot

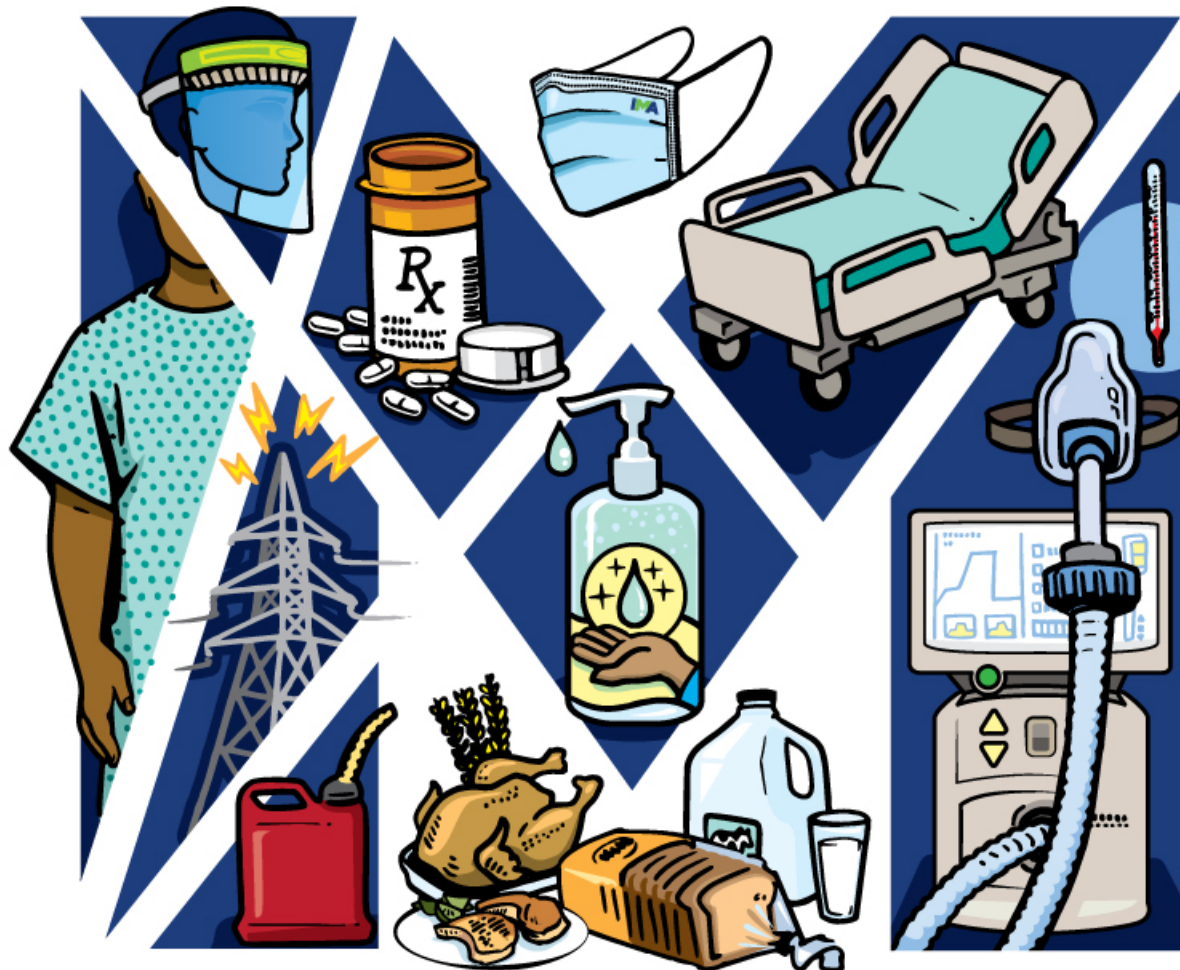
1980s – IBM launches home computer

1990s – Hubble space telescope, F-22 test flight & IoT coined by P&G

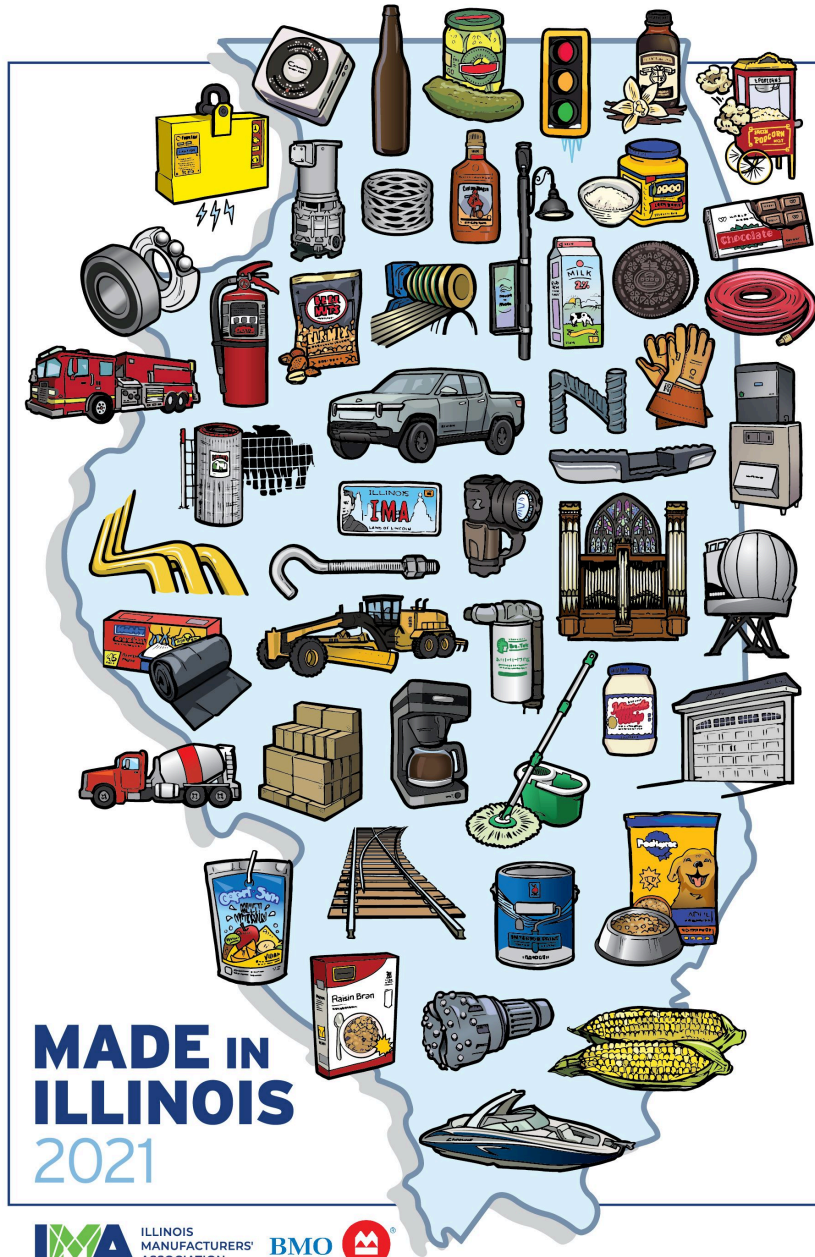
2000s – Prius hybrid, Deere autonomous tractor, Space X Falcon, iPhone

2010s – iPhone 11, drones, autonomous vehicles

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**MANUFACTURING
STRONG**



IMA Education Foundation's Education & Workforce Policy Tour

- Vision: What role can the state have in removing barriers faced by employers in Illinois, particularly manufacturers, when it comes to workforce issues?
- Brief Summary
 - Over six weeks, 10 stops were made with over 150 participants total attending.
 - Each meeting provided an overview of the workforce shortages today followed by a local manufacturer led discussion of workforce barriers and issues specific to their region.
 - Each region has their own unique challenges and ideas around solutions.
 - Several legislative solutions were also identified that could solve for some of the education and workforce policy barriers Illinois manufacturers are currently experiencing.



Statewide Education & Workforce Policy Tour Stops

Springfield	Rend Lake College, Ina
Lakeland College, Effingham	Parkland College, Champaign
Rock Valley College, Rockford	Heartland College, Bloomington
Southwestern Illinois College, Granite City	South Suburban College, Oak Forest
Harper College, Palatine	

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Creative Solutions and Best Practices

- Education
 - Contextualize education related to career exploration.
 - Remove barriers that cause the skills gap.
 - Streamline coordination among education institutions including employer outreach through the lens of career exploration.
 - Utilize creative methods to educate counselors, teachers, students, and parents to the benefits of a career in manufacturing.
- Recruitment
 - Incorporate marketing strategies into company branding, mission statements, and HR efforts.
 - Updating job titles and job descriptions.
 - Identifying and removing barriers to hiring non-traditional employees.
 - Implement best practices to employee policies including changes to drug testing policies, onboarding processes, other employee needs like flexible scheduling, parental leave, etc.
- Retention
 - The importance of workplace culture.
 - Clearly communicated internal opportunities for advancement.
- Retirement
 - Long-term planning and transitioning through apprenticeships.

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Legislative Solutions:

- Recommended financial incentives:
 - Develop a state supported campaign on careers in manufacturing.
 - Provide student loan forgiveness for individuals who return to their hometowns to work in the manufacturing field.
 - Provide flexible grant funding for well-established regional networks to support local workforce strategies and solutions.
 - Establish a manufacturing and technology line-item in the ISBE budget targeted to expanding manufacturing programming in Illinois high schools.
 - Release of Employer Training Investment Program grant funding. **DONE!**
 - Establish additional advanced manufacturing academy grants.
- Recommended educational changes:
 - Elevate the career pathways work in exchange for district flexibility.
 - Incorporate career exploration opportunities for students in all grades.
 - Allow flexibility within the school day for work-based learning opportunities.
 - Support alternate ways to measure knowledge from assessments to competency through current approved models.
 - Require coordinated community college system to support dual credit opportunities.

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Next Steps

- The IMA Education Foundation will issue a final report discussing the findings.
- The IMA and the IMA Education Foundation will continue to look for opportunities to file legislative solutions identified throughout the tour.
- The IMA and the IMA Education Foundation will also continue to work closely with stakeholders to align priorities and identify solutions to the current workforce crisis for both employers and employees.

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Feedback/Questions?

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Thank You!

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