

Thoughts for the

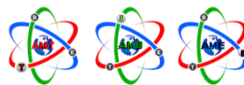
Future of People at Work SYMPOSIUM

- The technical workforce crisis *will get worse*. Current/traditional solutions don't work.
- What are you doing to acquire and develop workforce that is significantly different?
- What are you doing at scale?
- Closing the Numbers gap (not enough workers) is not sufficient alone to succeed.



Something New Under the Sun *The FAME Career Pathway*

*The World's First (we think) Education Pathway Designed
with Lean Principles and Practices*



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So, What's New? *From a Lean Perspective*

- We believe that The FAME Career Pathway is the first education career pathway developed using Lean principles and practices.
- Introduces two new major methods for staffing operations:
 - Hiring workers in a structured pull-system pathway to meet operational staffing needs on time, in the amount needed, with the right skills.
 - Building a Lean workforce by hiring workers who have been Lean-trained as part of their fundamental education
- Introduces the concept of *Competitive Talent Development* as an intentional business tool.

TPS/LEAN

What's the Problem?

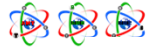
- The **NUMBERS** Problem
 - Not enough manufacturing workers – especially skilled workers
- The **QUALITY** Problem
 - New entry-level technicians are not work ready
The “What do I see under my own roof” problem
 - Other nations produce more work ready new technical talent
The “In the race I’m looking at tail lights” problem
- The **BUBBLE** Problem.
 - Workforce age distribution is significantly unbalanced.

The Solution



Federation for Advanced Manufacturing Education

A collaborative of employers that work together with each other and with colleges and universities to develop global-best talent.



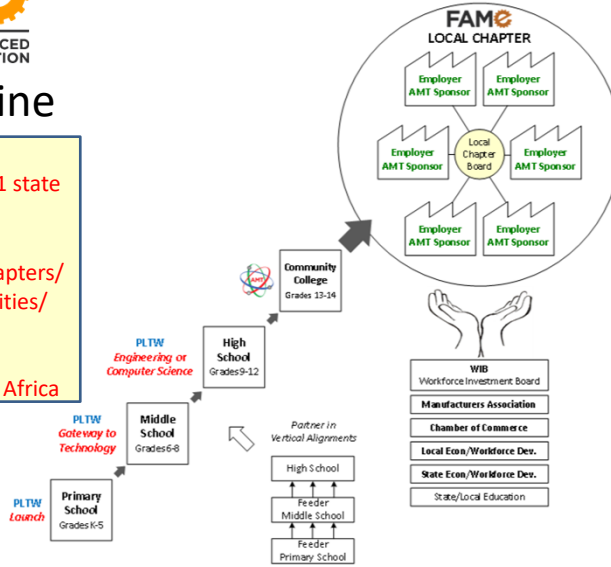
FAME
FEDERATION FOR ADVANCED
MANUFACTURING EDUCATION

Talent Pipeline

2010
1 employer/1 college/1 state

TODAY
400+ employers/46 chapters/
48 colleges & universities/
16 states

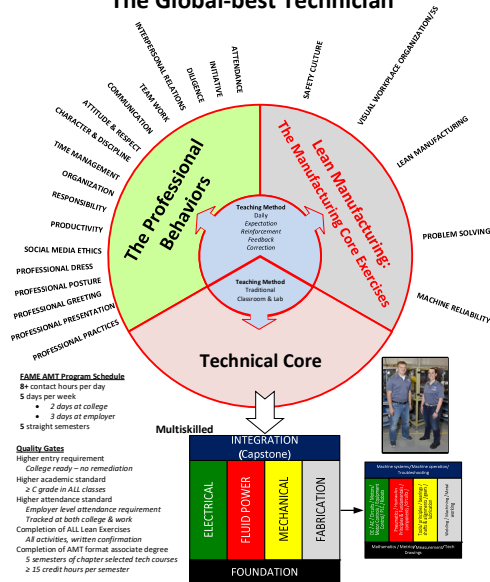
Starting in Europe and Africa



Developing World
Class People

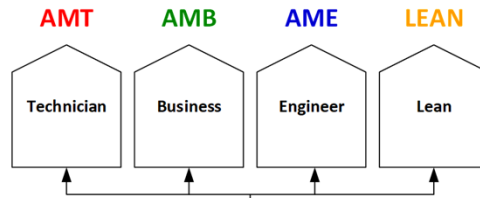
Not Just Teaching
Technology

FAME College Partner Program to Develop The Global-best Technician



Simplified

The FAME Career Pathway



AMT = 2 years
Other specialties adjusted to
global-best length

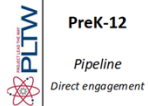
FAME AMT Program
Global Best

AMT
Advanced Manufacturing Technician

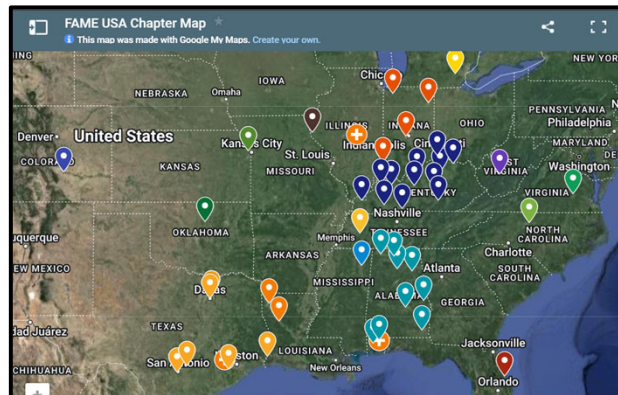
AMB
Advanced Manufacturing Business

AME
Advanced Manufacturing Lean

AML
Advanced Manufacturing Lean



FAME USA Locations



✓ FAME has received in-person study visits by: Germany, Mexico, Canada, Japan, United Kingdom, Ireland, Paraguay, Senegal, Peru, Uganda, Portugal, South Africa, Ecuador, Chile.

✓ FAME has had active inquiries from: India, Indonesia, Brazil, Ecuador

✓ Ireland and South Africa are starting the first international chapters

Highlight Summary

- Global-best, Entry-level technicians/engineers/business
- Comprehensive soft skill development.
- Highly proactive diversity program.
- Builds Lean development into fundamental learning.
- Tool to build a Lean workforce.
- Strengthens Lean culture development.
- Leadership program.
- Pull system to provide a workforce with the needed skills, on time.
- Introduces the concept of intentionally managed *competitive talent*.

www.fame-usa.com

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