

Amber Laurent

Market Principal, Manpower



**KEY STRATEGIES
FOR OVERCOMING
TALENT SHORTAGES
IN THE FUTURE**

Tomorrow's Talent Is Here Today: Seizing Opportunity in the Digital Age

Amber Laurent
Market Principal
Manpower North America



ManpowerGroup™

ManpowerGroup Overview

70 Years of Global Workforce Solutions Expertise



Revenues of
\$21 billion



87% of revenues
generated outside the U.S.



80 Countries
& Territories



29,000
Employees



2,700
Offices



Most Trusted Brand in the Industry



FORTUNE
WORLD'S MOST
ADMIRED
COMPANIES



2019
WOMEN'S CHOICE AWARD
BEST COMPANIES TO WORK
FOR WOMEN



Most Trusted Brand in the Industry



ManpowerGroup®



ManpowerGroup
Solutions



Experis
ManpowerGroup



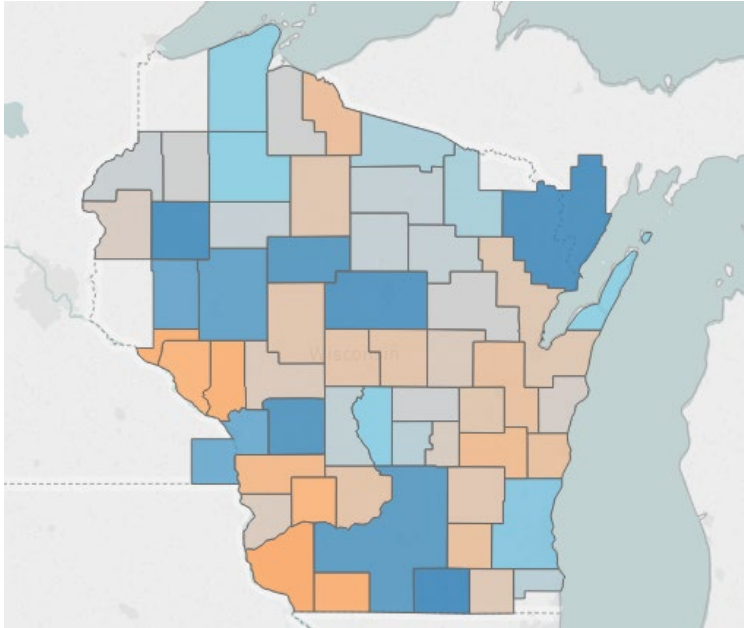
Manpower®



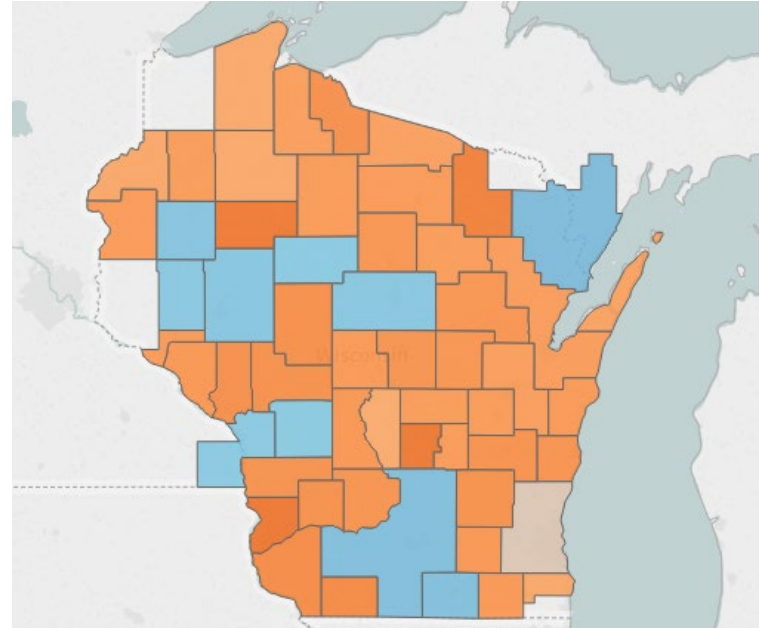
Right
Management®
ManpowerGroup

Talent Shortages on the Rise in Wisconsin

2012



2019



RDI Values

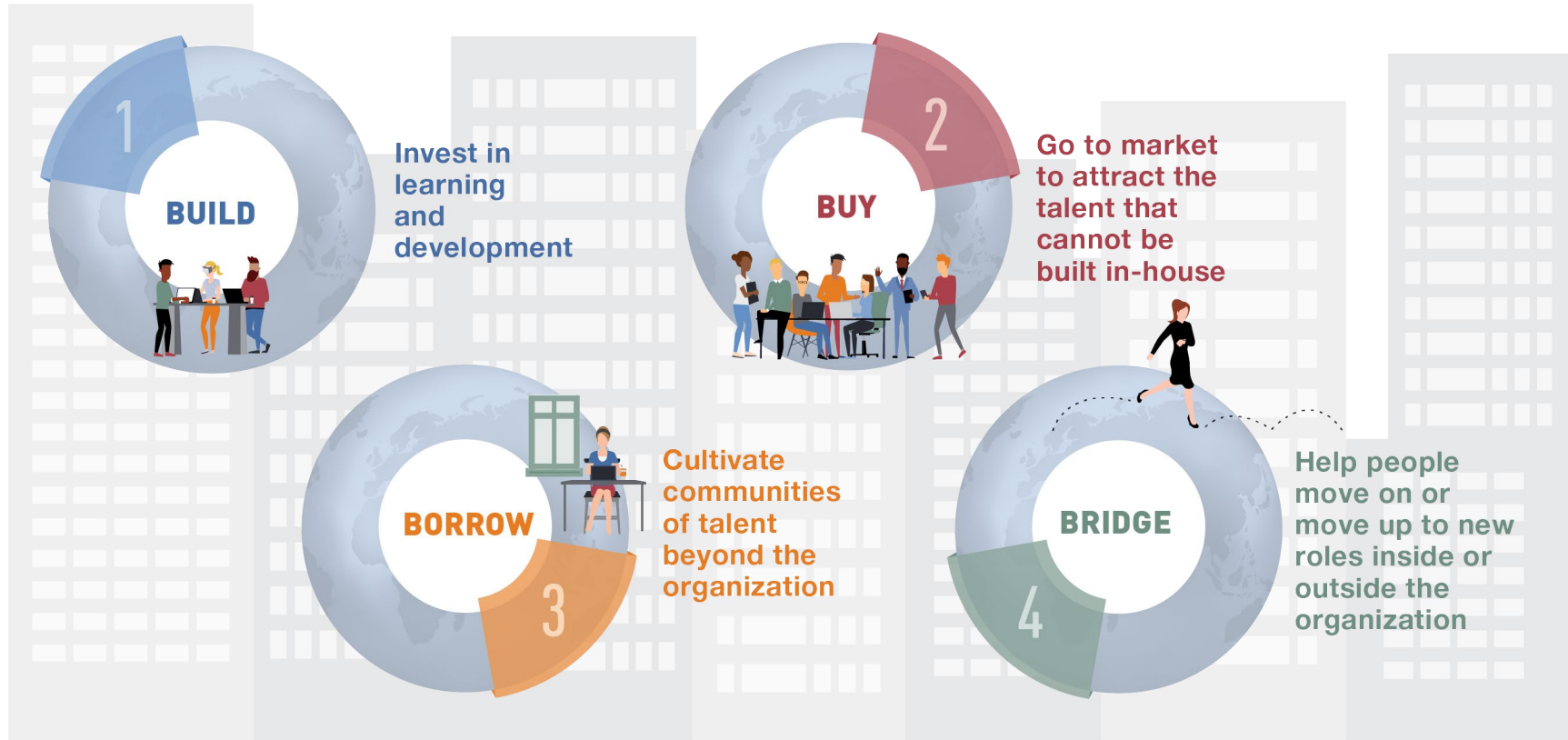
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Easy

Hard

Solutions for the Skills Revolution



Build: The Academy of Advanced Digital Manufacturing



➤ Our 12-week program with Rockwell Automation will **upskill 1,000 US military veterans** per year for advanced manufacturing jobs.

➤ 100-plus graduates **with some doubling or even tripling their salaries.**

➤ **Two classes now running** concurrently in Ohio and Wisconsin.

Find out more at:

Experisjobs.us/Veterans

Buy: The Core Capabilities the Business Needs

Employee Value Proposition

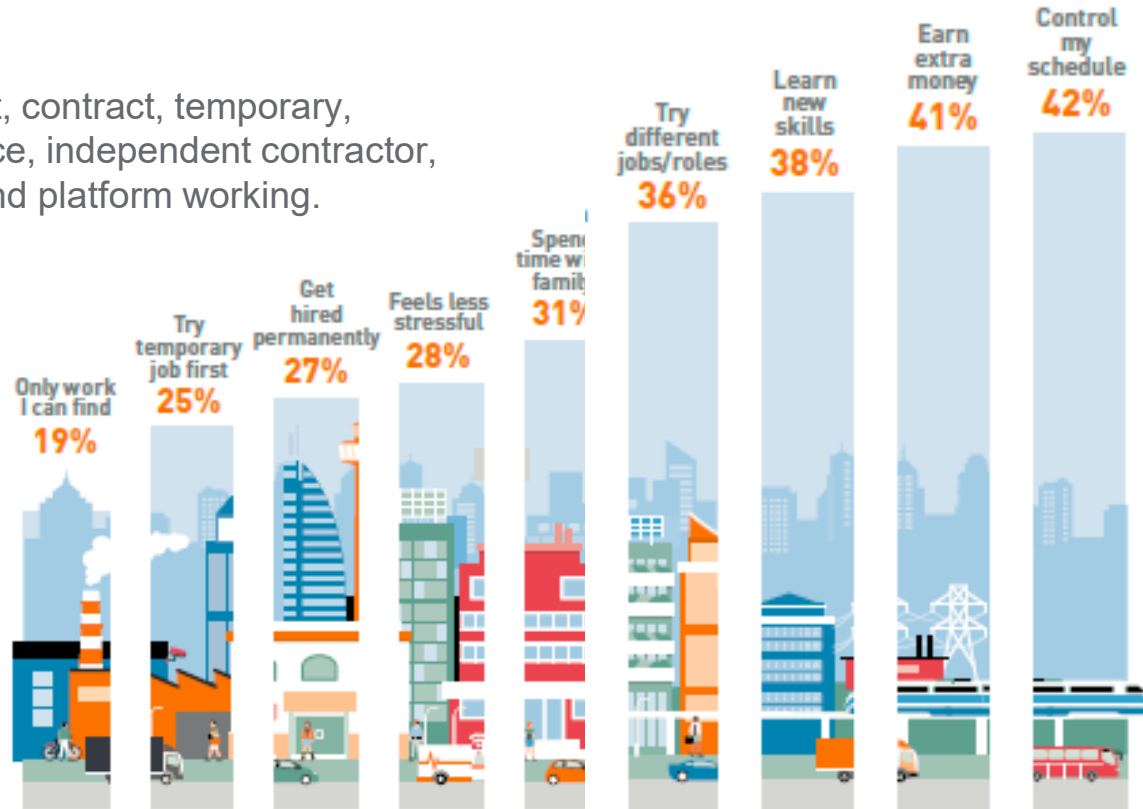
Child Care 	 Tele-commuting
 Purpose	Schedule flexibility 
Learning culture 	 Training Tuition
 Health / Dental	 PTO / Holidays

- Go beyond benefits and develop a sustainable competitive advantage.
- Perks decrease turnover so HR can focus on recruiting in-demand skills rather than refilling roles.
- Try benefits like learning and development opportunities, PTO, free transportation or flexible schedules.

Borrow: The Right Mix of Flex and Skills

NEXTGEN WORK:

Part-time, contingent, contract, temporary, freelance, permalance, independent contractor, on-demand online and platform working.



Bridge: Developing Employability Today and Tomorrow



MyPath[™]

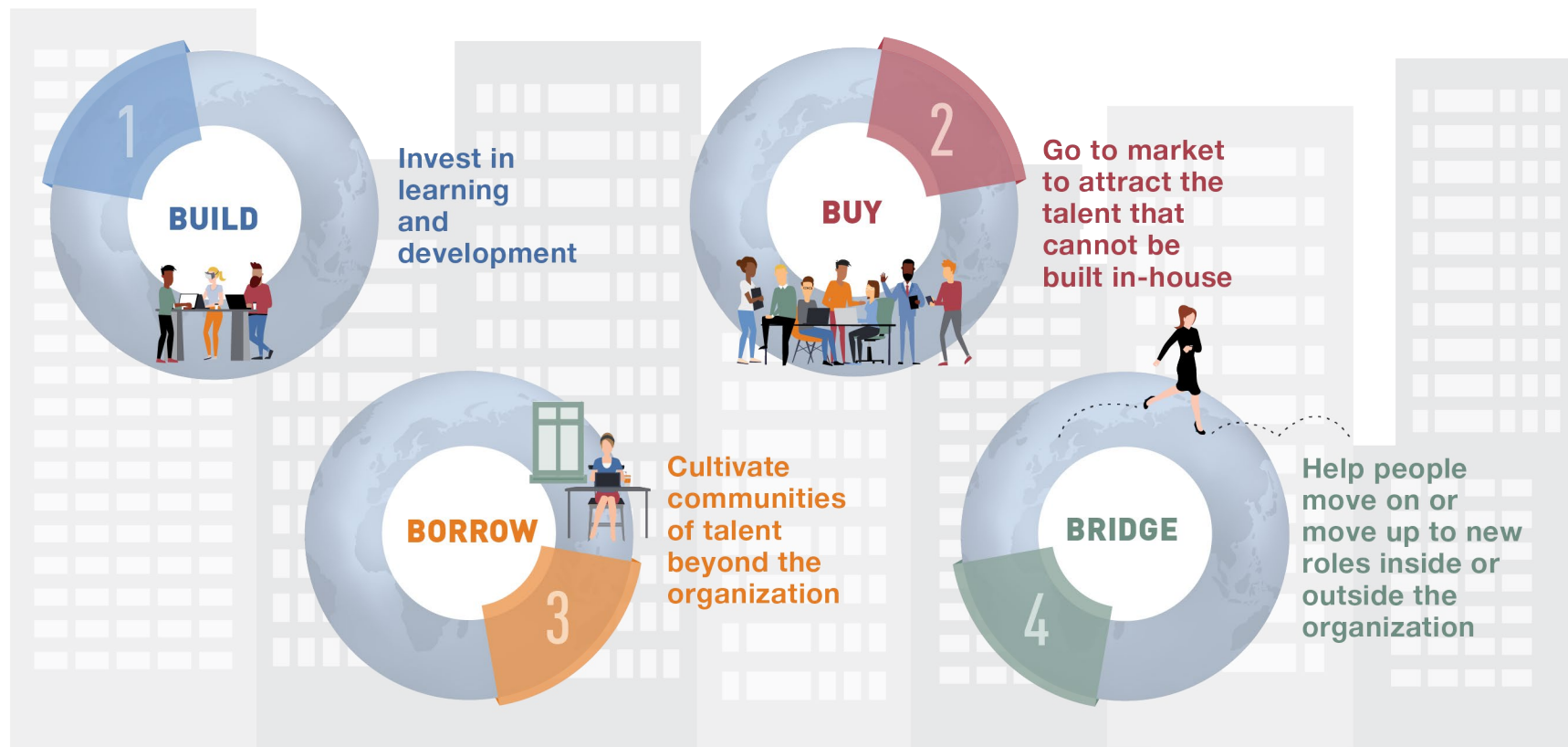
Next Job Access

Training and
Development

Assessments
and Feedback

Support
and Advice

Solutions for the Skills Revolution



New Futures, New Roles



DIGITAL ENTERPRISE

- Chief Digital Officer - Manufacturing
- Digital Manufacturing Organizational Change Management Strategist
- Enterprise Supply Network Manager
- Enterprise Digital Ethicist



DIGITAL THREAD

- Digital Thread Engineer
- Manufacturing Cybersecurity Strategist
- Life Cycle Digital Twin Architect
- IT/OT Systems Engineer



DIGITAL DESIGN

- Model Based Systems Engineer (MBSE)
- Virtual Reality/Augmented Reality System Specialist
- Worker Experience Designer
- User Experience Architect



DIGITAL PRODUCT

- Embedded Product Prognostics Engineer



SUPPLY NETWORK

- Predictive Supply Network Analytics Engineer
- Digital Manufacturing Biomimicry Specialist



DIGITAL MANUFACTURING

- Digital Manufacturing Engineer
- Predictive Maintenance System Specialist

- Machine Learning Specialist
- Factory Automation Engineer
- Collaborative Robotics Specialist

Manpower Group and New North Working Together

Skilled Talent over
a Life Cycle

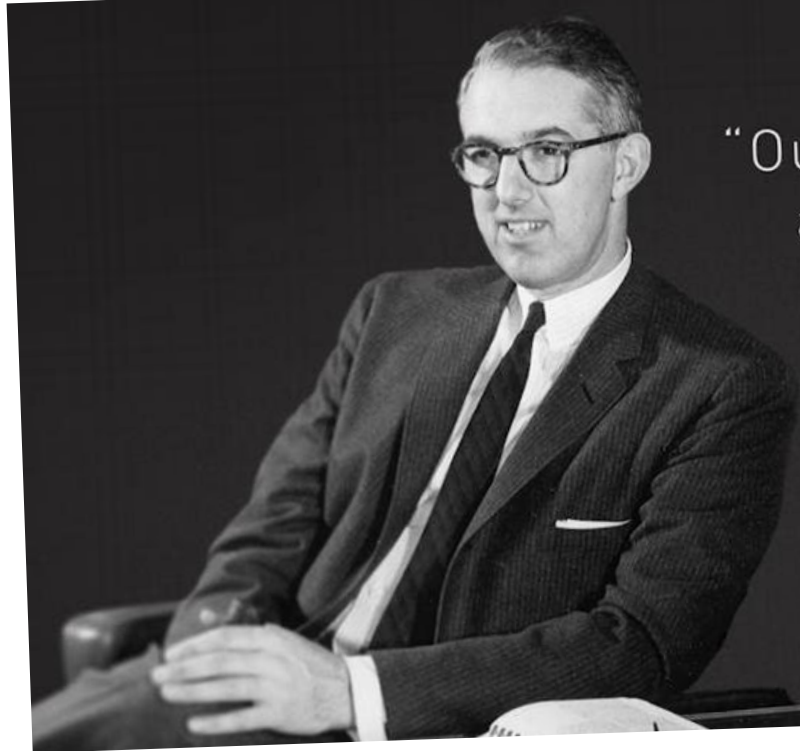
Employer
Collaboratives

Attraction &
Recruitment Efforts

Developing a
platform to share
and scale efforts

Focusing on In-Demand
and Future Careers





“Our company can be
a tremendous instrument
for good if in some way
we can help make
people employable.”

– ELMER WINTER
Founder & CEO

