

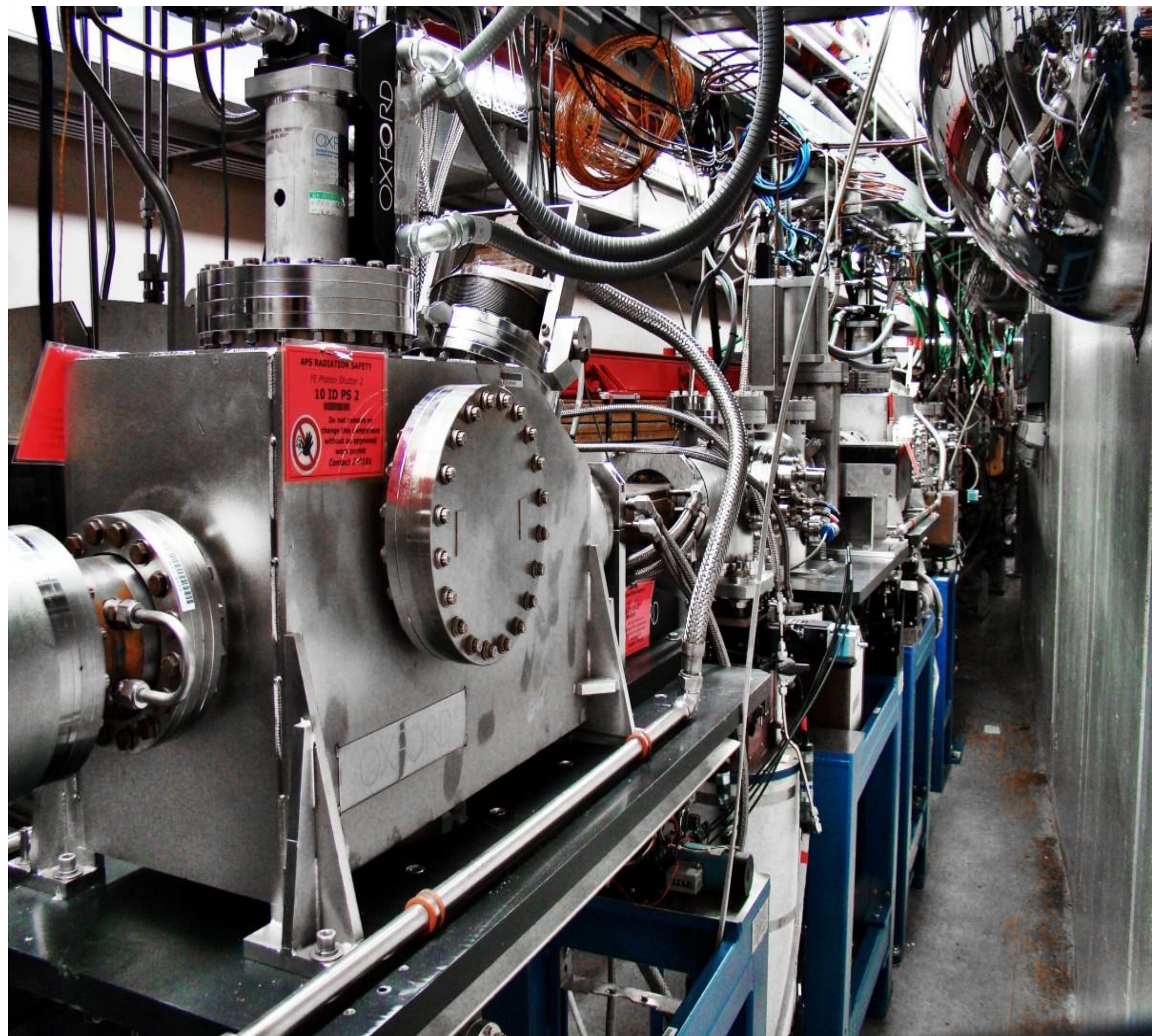


MASSHIRE PRESENTS

Pioneer Valley Advanced Manufacturing Summit

Welcome to the Summit

LET'S GET STARTED



Pioneer Valley: Labor Market Snapshot

	Labor Force	Employed	Unemployed	Unemployment Rate
Franklin	37,594	36,001	1,593	4.2%
Hampshire	88,360	84,574	3,786	4.3%
Hampden	231,480	217,659	13,321	6.0%
Pioneer Valley	365,620	345,910	19,710	5.4%

Pioneer Valley: Job Postings



22,272

Unique
Postings



3,053

Employers
Competing



\$57.2k

Median
Advertised
Salary

Over the Last 90 days

23,844 workers

Avg. Salary: \$73,112

4th Largest Industry

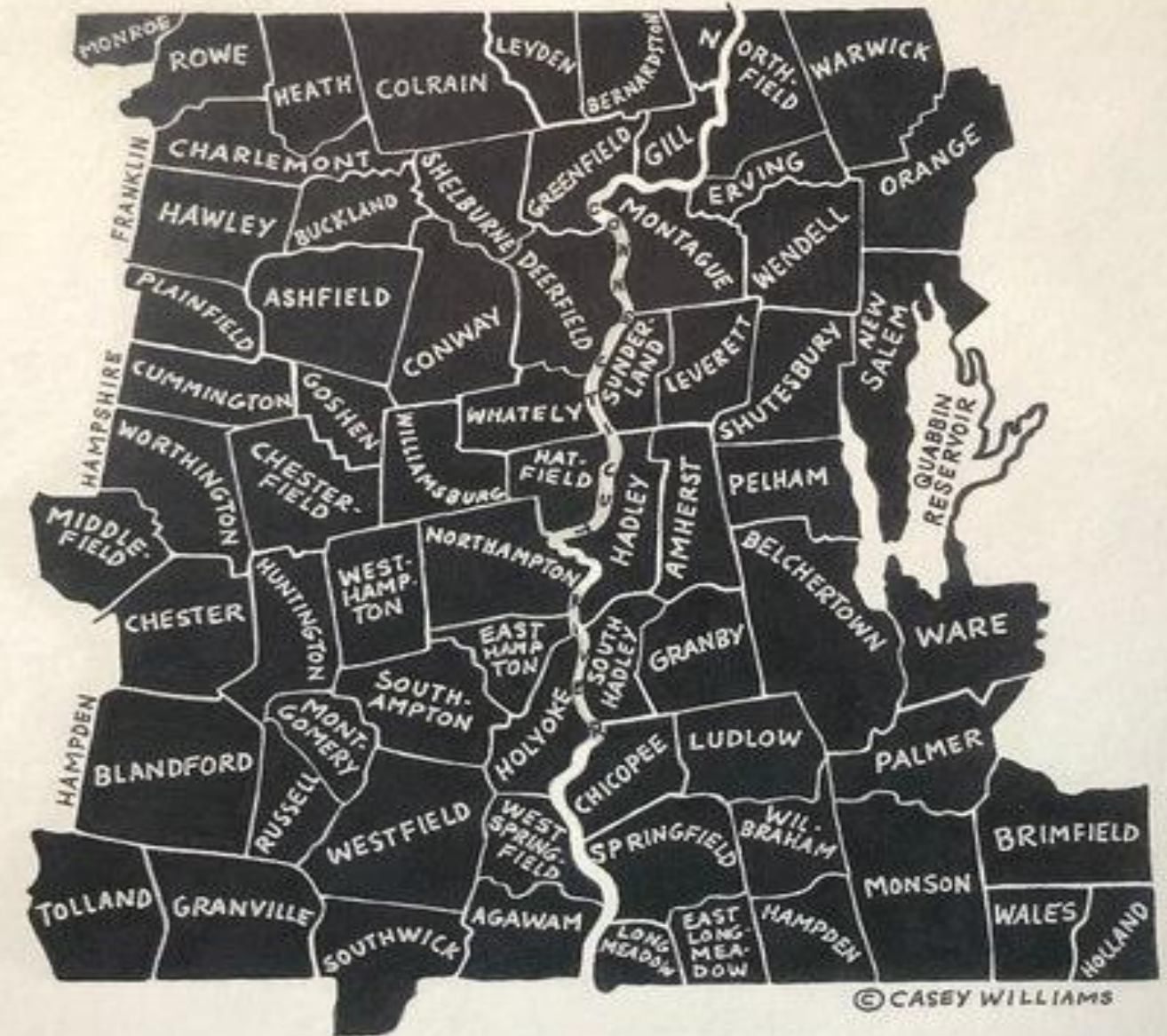
By Employment

3rd Largest by GRP

Gross Regional Product

PIONEER VALLEY

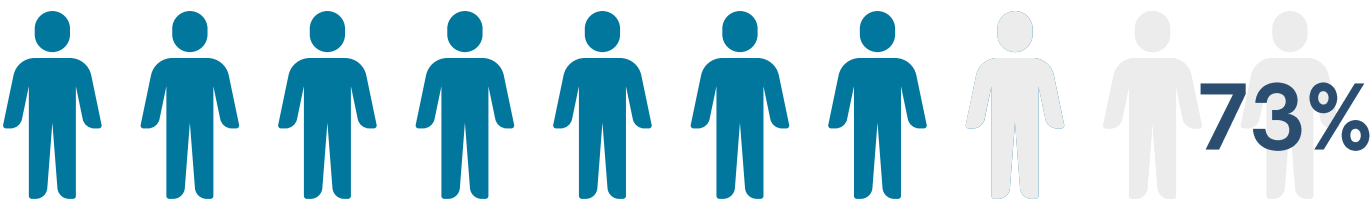
Massachusetts



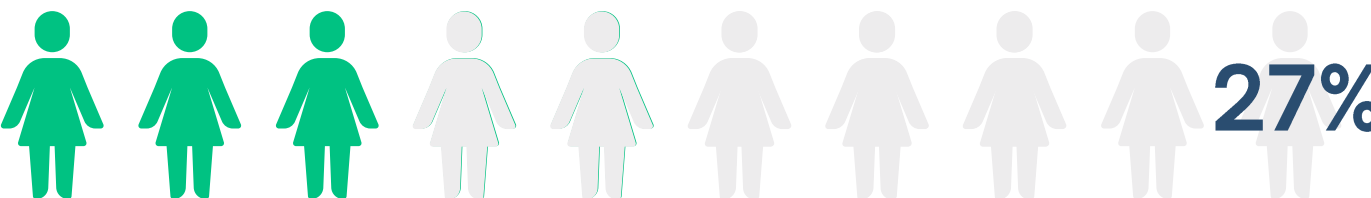
Industry Age Breakdown

Demographics

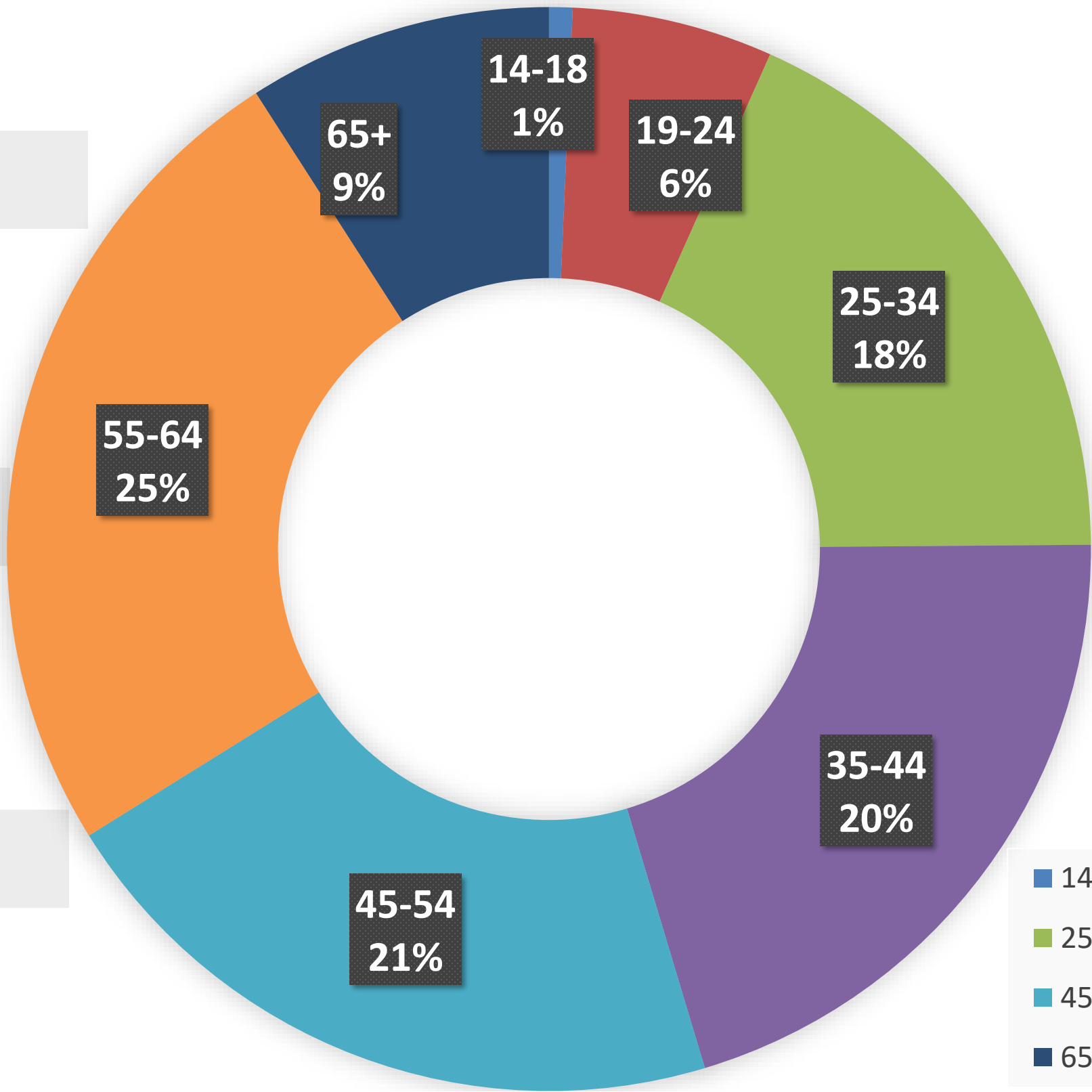
Male % of Jobs

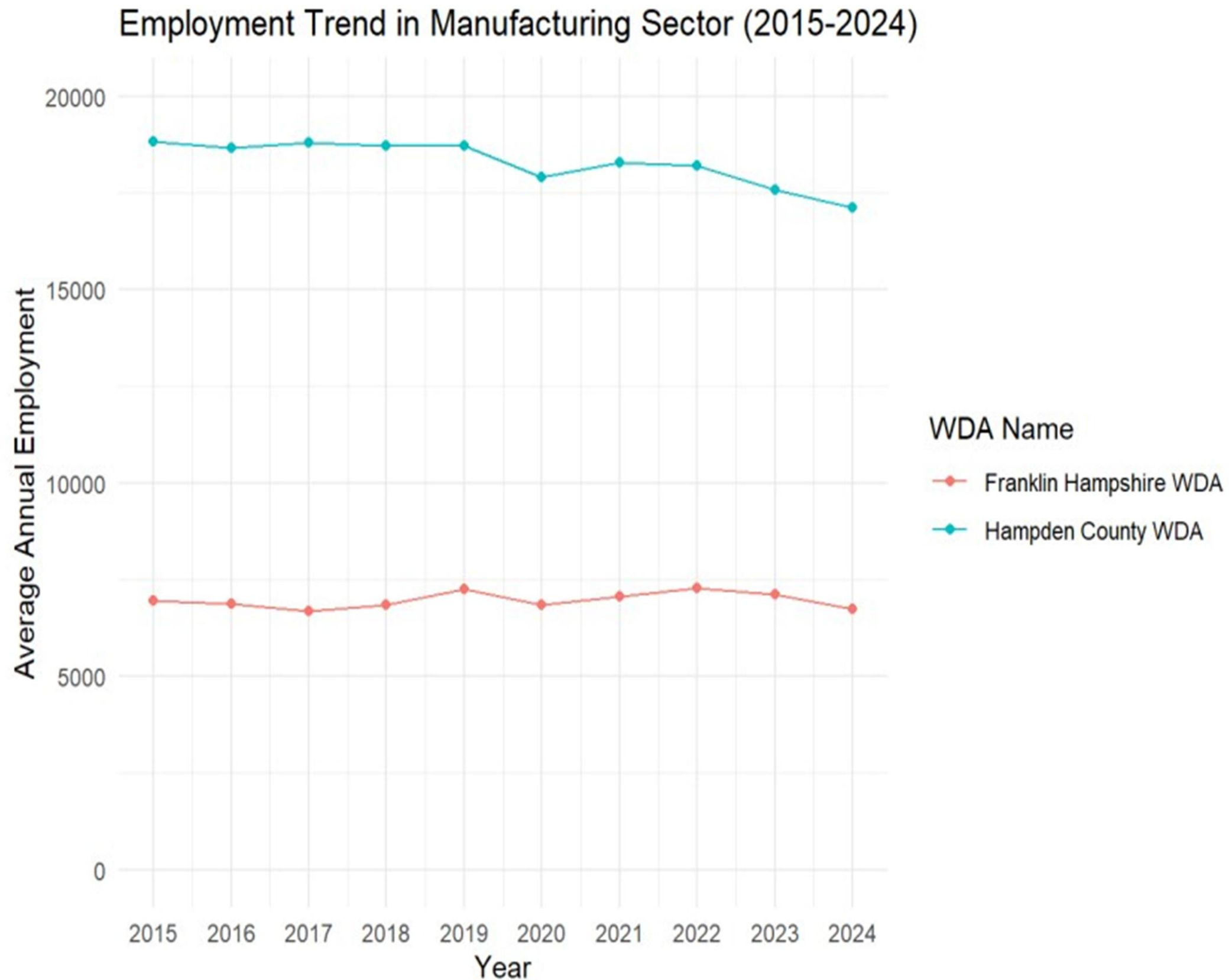


Female % of Jobs



Workforce % that is 45 or Older



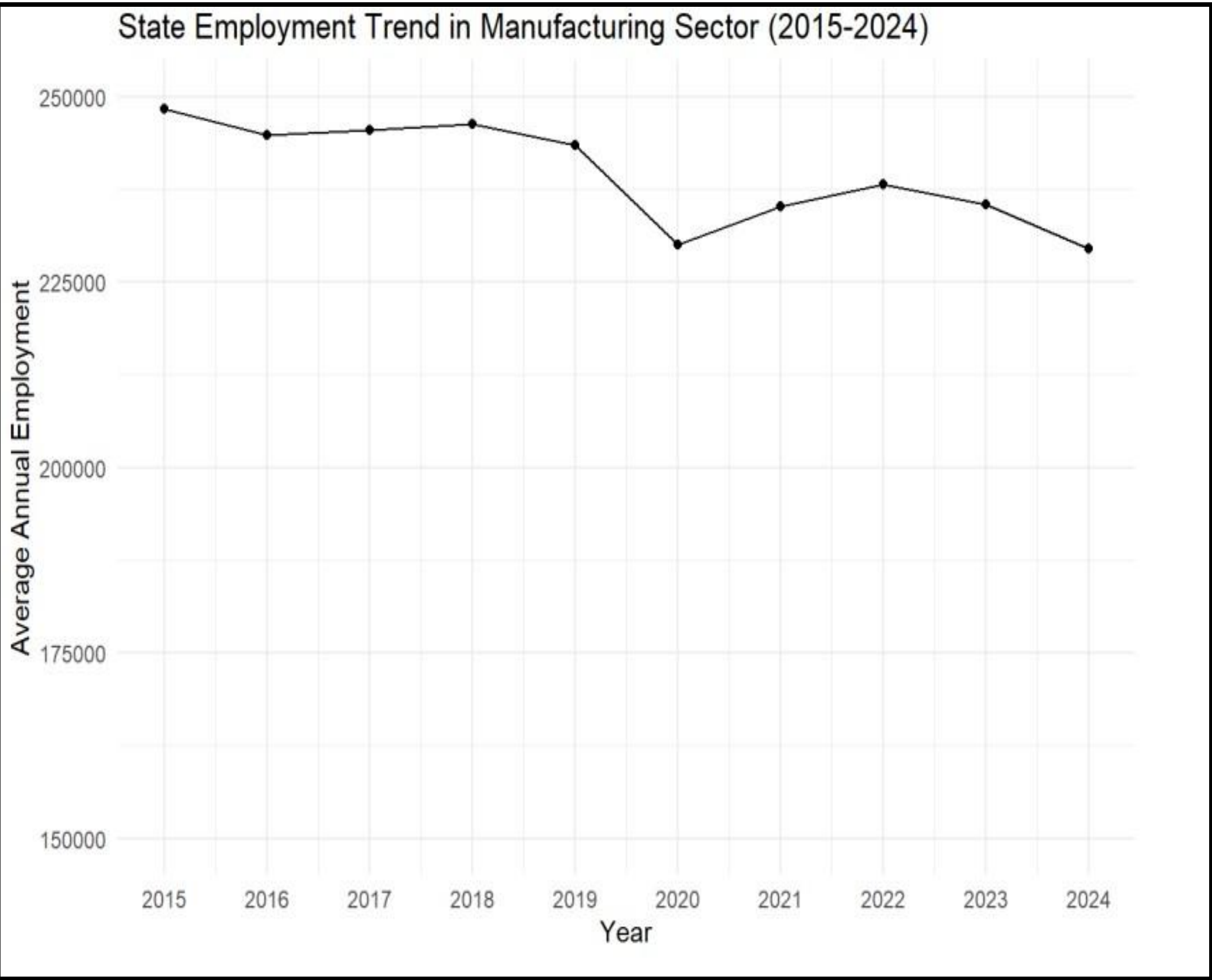


Pioneer Valley Employment Trends

Manufacturing companies employ around **7,000** people in Franklin Hampshire and **18,000** in Hampden County.

Employment has declined since the pandemic in both regions

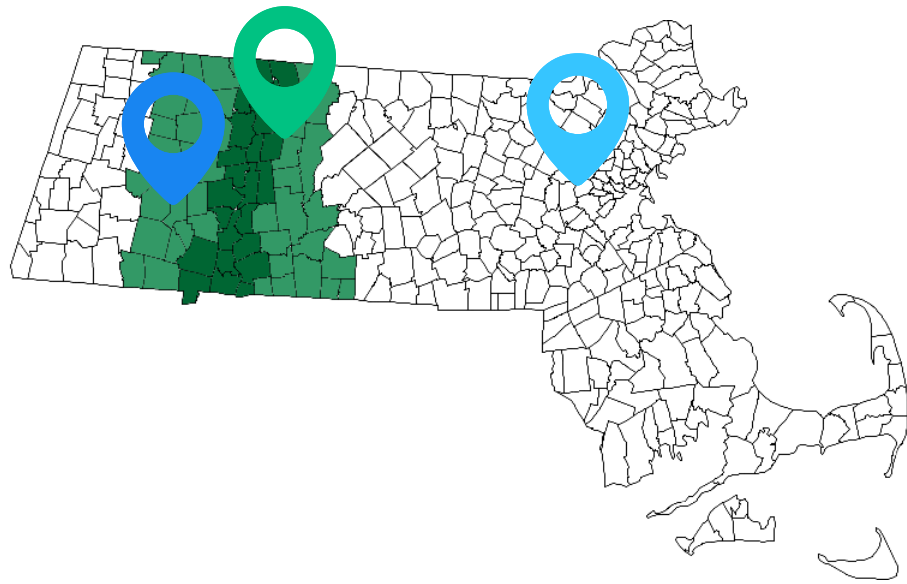
From 2023-2024, employment is down 3% in the combined Pioneer Valley region



Massachusetts Employment Trends

The Pioneer Valley has mirrored the state decline and is facing similar impact as the rest of Massachusetts

From 2023-2024, employment is down 2.5% in the State



Top 5 Sectors by Employment (2024)

Massachusetts

1. Navigational, Measuring, Electromedical, & Control Instruments
2. Semiconductor & Other Electronic Component
3. Bakeries & Tortilla
4. Plastics
5. Medical Equipment & Supplies

Franklin/Hampshire

1. Plastics
2. Other Miscellaneous
3. Cutlery and Handtool
4. Machine Shops
5. Converted Paper

Hampden

1. Machine Shops
2. Other Fabricated Metal
3. Plastics
4. Converted Paper
5. Other Miscellaneous

Pioneer Valley

1. Plastics
2. Machine Shops
3. Other Fabricated Metal
4. Converted paper
5. Cutlery & Handtool

Job Postings Overview

547

Employers
Competing

All employers in the region who
posted this job over the last 12
months

4,431

Unique Job
Postings

The number of unique postings
for this job over the last 12
months

28

Day Median

Posting duration is the same as
what's typical for the region



Top Occupations

Unique Postings (Oct 24-25)

PRODUCTION WORKERS

338

MAINTENANCE & REPAIR WORKERS

146

LABORERS & FREIGHT, STOCK & MATERIAL
MOVERS

144

INSPECTORS, TESTERS, SORTERS, SAMPLERS

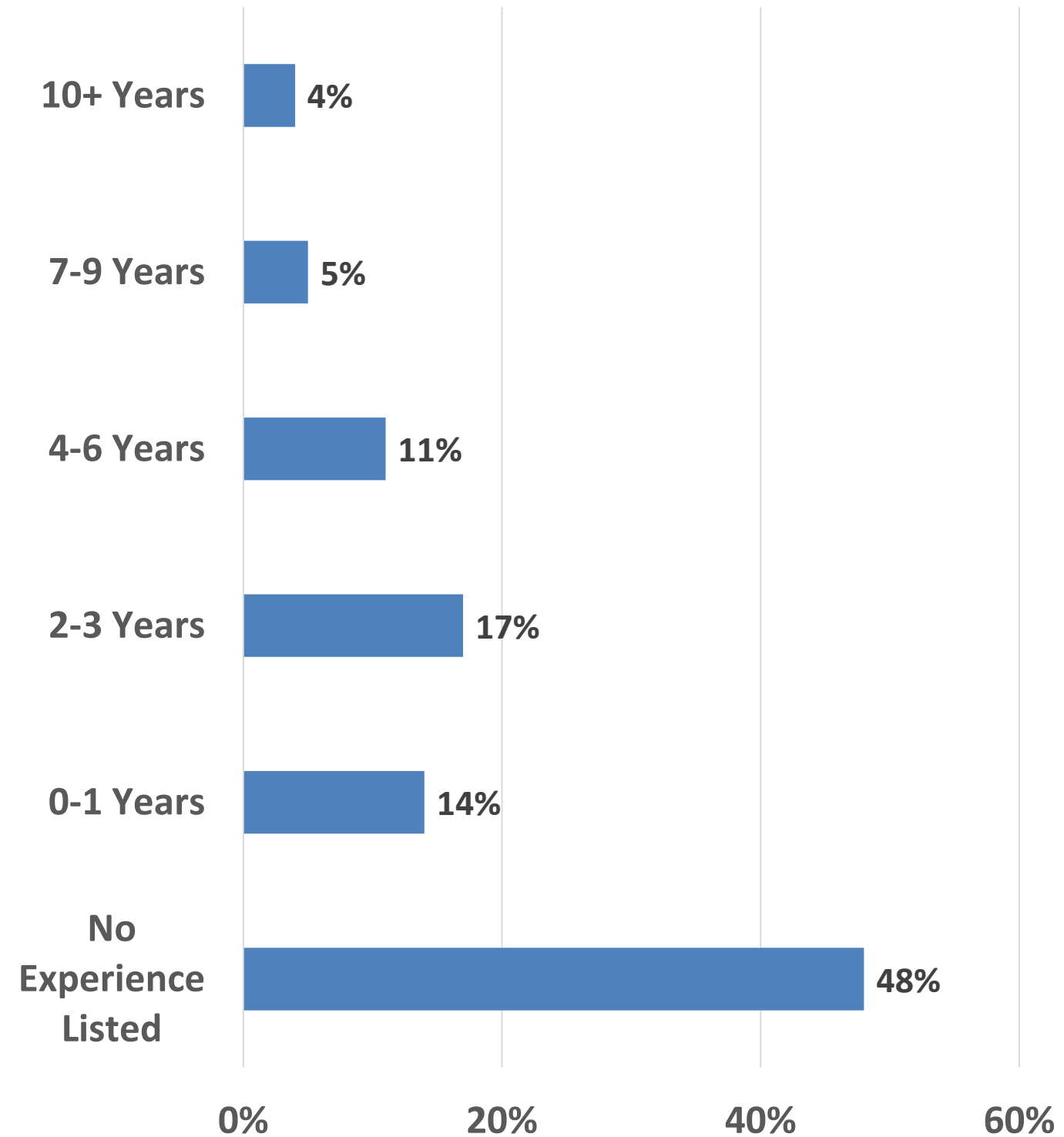
125

INDUSTRIAL ENGINEERS

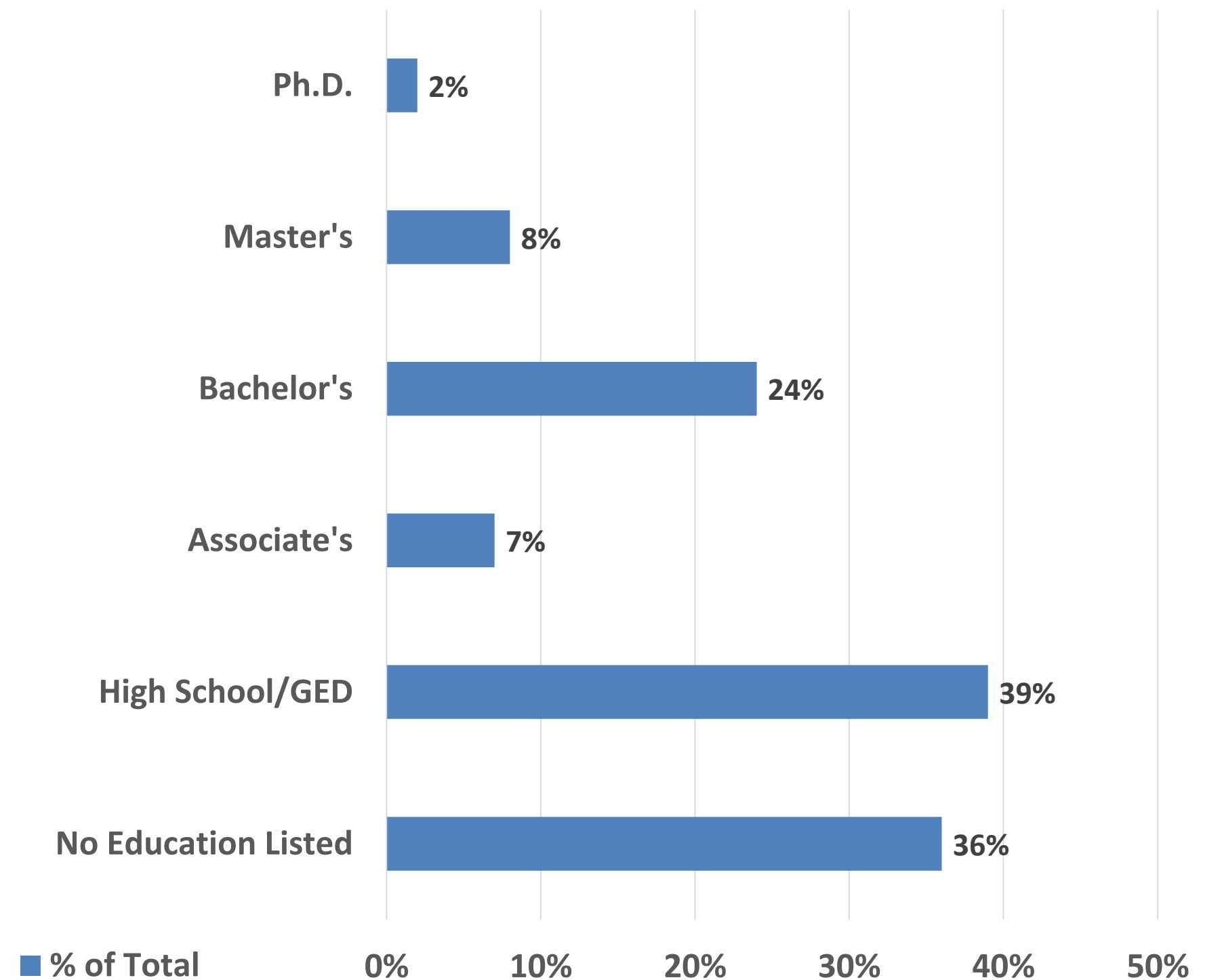
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Job Listing Requirements

Experience Breakdown



Education Breakdown



Top 3 Skills Required

1. Continuous Improvement Process
2. Machinery
3. Warehousing

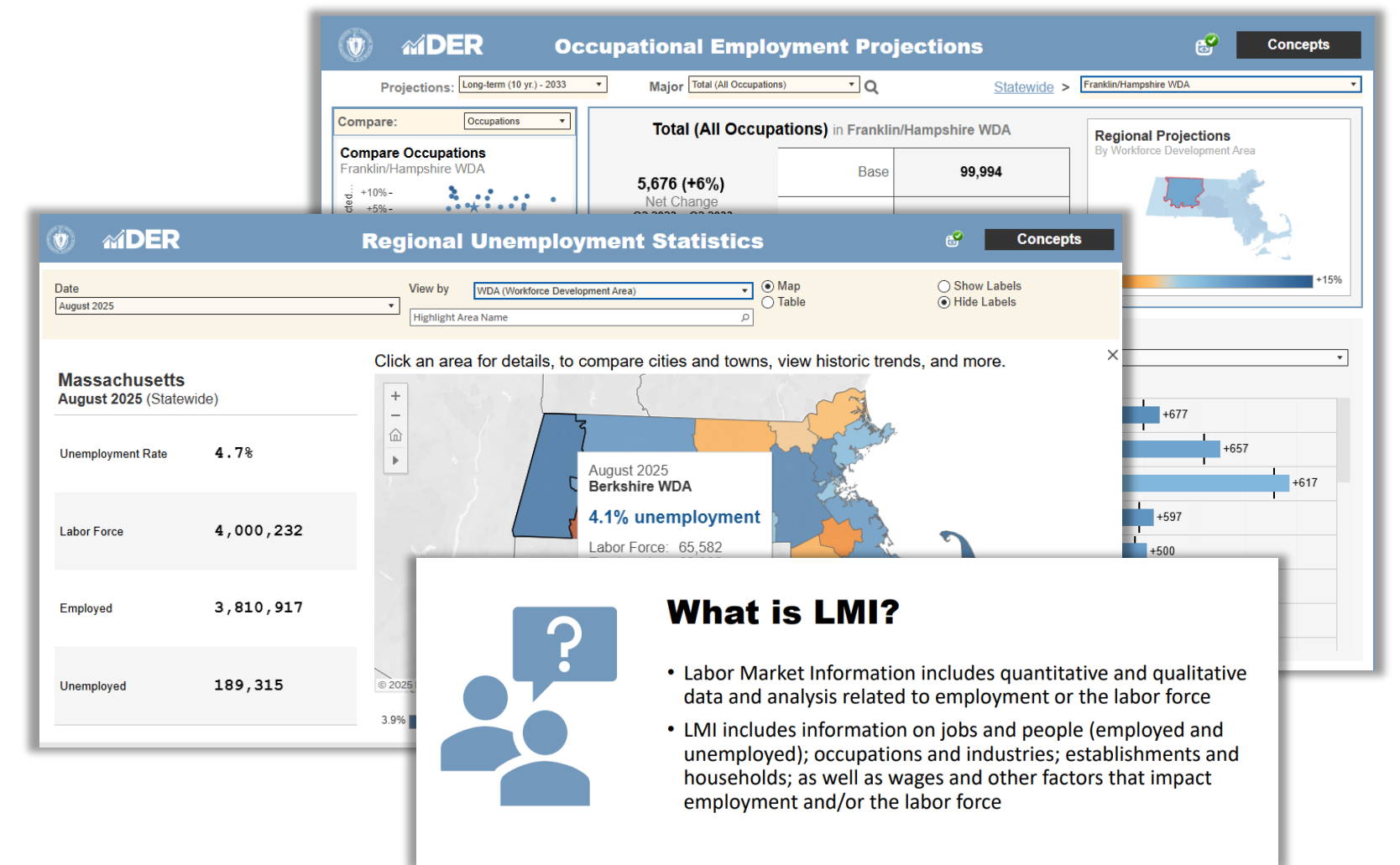
**Skills required in job postings
have gotten more technical
since 2015**





Access regional labor market information and other resources at
mass.gov/economicresearch

- **Research reports** on various topics
- **Data** on unemployment, wages, occupations, etc.
- **Interactive dashboards** for unemployment statistics, employment projections, and more
- **Guides, FAQs, and other tools** to help you understand and access the above information



Panel: Innovative Solutions to Workforce Challenges

Moderator – Alysia Ordway, Undersecretary for Workforce Development (EOLWD)

Panelists:

–Neil Scanlon

- **Co-Owner & President, Worthington Assemblies**

–Jay Costa

- **Director of Manufacturing Operations, Blackhawk Industrial**

–Jamie Santiago

- **R&D Engineer II, florrent**

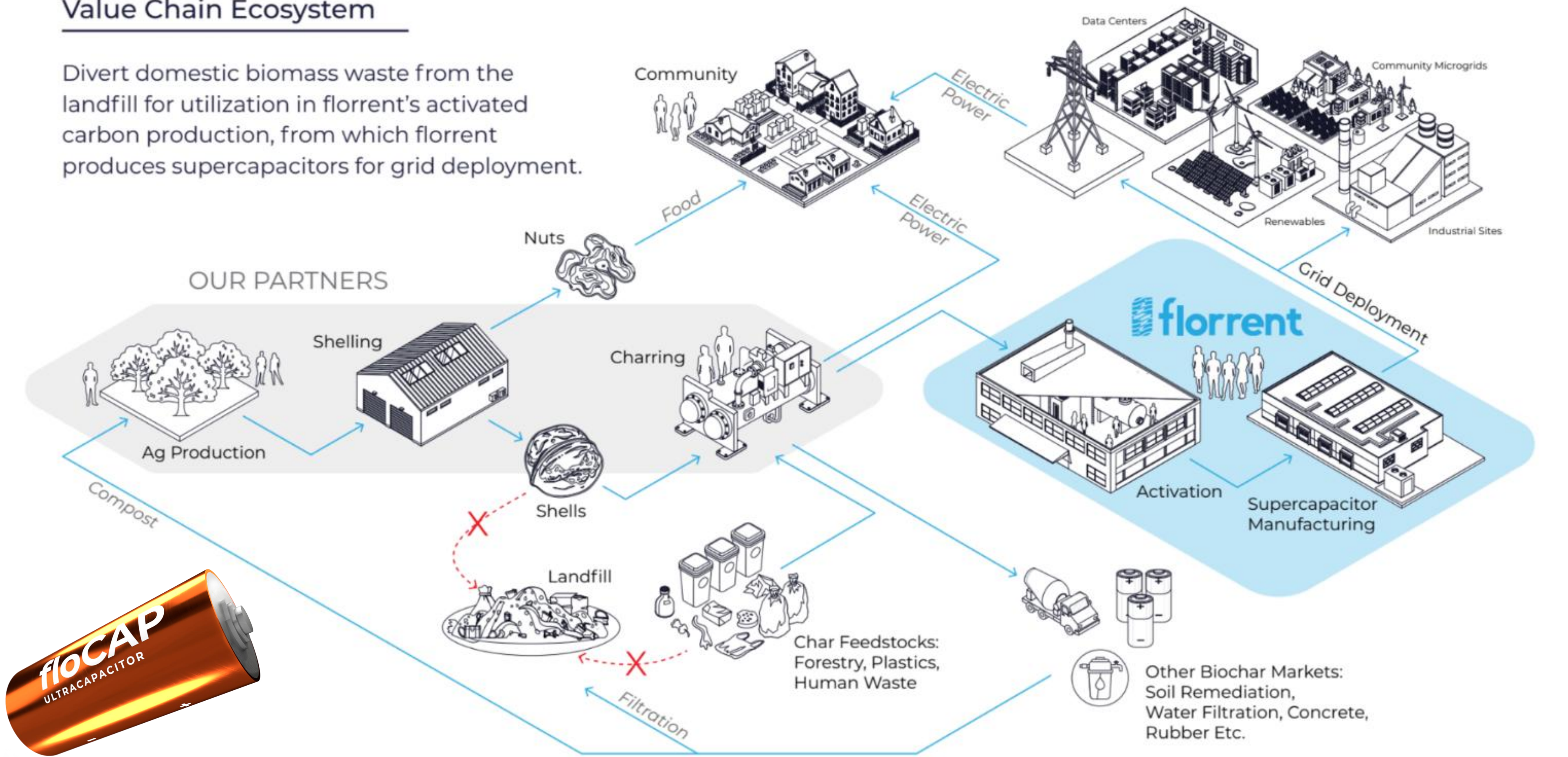


Jamie Santiago
R&D Engineer



Value Chain Ecosystem

Divert domestic biomass waste from the landfill for utilization in florrent's activated carbon production, from which florrent produces supercapacitors for grid deployment.



Our Community



**GREENFIELD
COMMUNITY
COLLEGE**



MASSHIRE
FRANKLIN HAMPSHIRE



**MASSACHUSETTS
CLEAN ENERGY
CENTER®**

**HOLYOKE
COMMUNITY
COLLEGE**



University of Massachusetts Amherst
Science Olympiad



**POCASSET
POKANOKET
LAND TRUST**

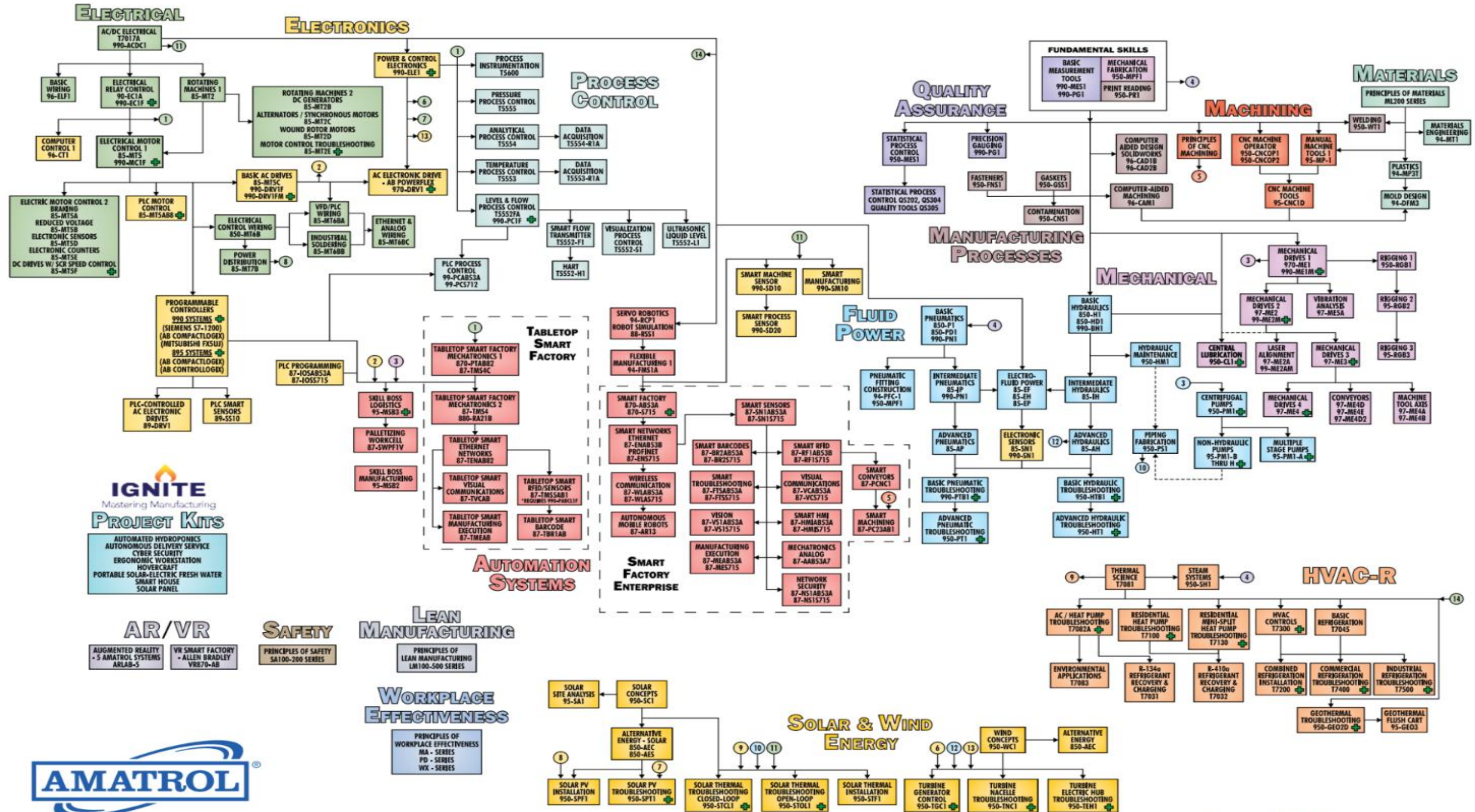
**MAKE-IT
SPRINGFIELD**



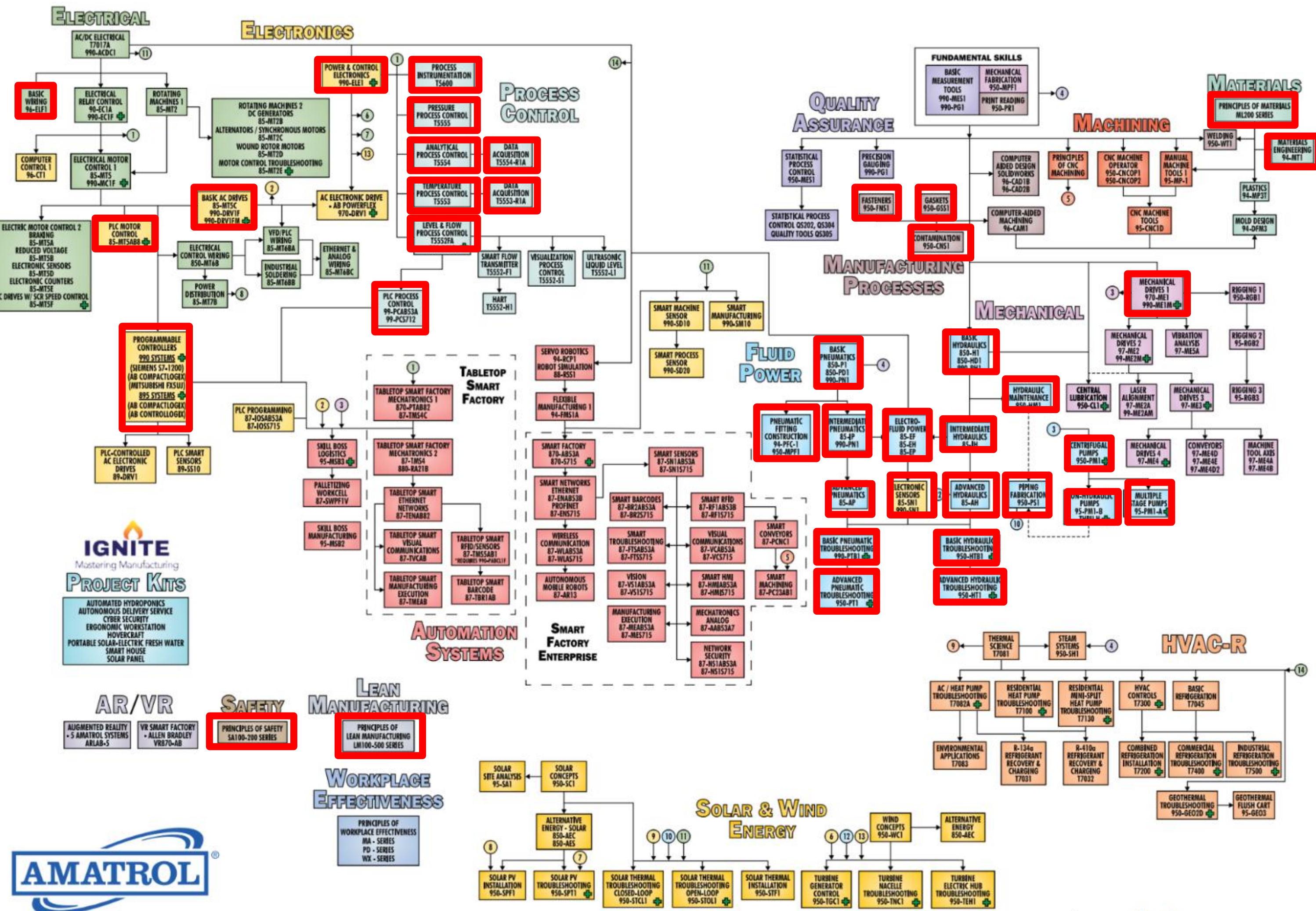
**MASSENBERG
STEM INSTITUTE**



ADVANCED TECHNICAL SKILLS MAP



Includes **FAULTPRO** Troubleshooting Skills



Electrical:

- Basic Wiring
- Electronics:
- PLC Motor Control
 - Basic AC Drives
 - Programmable Controllers
 - Power & Control Electronics

Process Control:

- Process Instrumentation
- Pressure Process Control
- Analytical Process Control
- Temperature Process Control
- Level and Flow Process Control
- PLC Process Control
- Electronic Sensors

Fluid Power:

- Pneumatics
- Pneumatic Fitting Construction
- Electro-Fluid Power
- Hydraulics
- Hydraulic Maintenance
- Pneumatic Troubleshooting
- Hydraulic Troubleshooting
- Piping Fabrication
- Centrifugal Pumps
- Non-Hydraulic Pumps
- Multi-Stage Pumps

Mechanical:

- Mechanical Drives

Materials:

- Principles of Materials
- Materials Engineering

Manufacturing Processes:

- Fasteners
- Gaskets
- Contamination

Safety

Principles of Lean Manufacturing

Panel: Funding and Resource Opportunities

Moderator – Dr. Matthew Berard, Associate Director of Workforce Development; MassMEP

Panelists:

–Lindsay McCluskey

- **Senior Program Manager, Training & Small Business; MassCEC**

–Austin Vella

- **Manager, Manufacturing Growth & Workforce; MassTech Collaborative**

–Dennis Collins

- **Apprenticeship Lead; Division of Apprentice Standards**

–Tom Hooper

- **Vice President of Sector Pathways; Commonwealth Corporation**

Panel: Recruiting Pipelines: Education & Training Providers

Moderator – Thomas Fitch, Owner; Empower Inflection – a Fractional CFO Business

Panelists:

– Caileb Milton

- **Manufacturing & Trades Program Manager; Greenfield Community College**

– Gladys Franco

- **Assistant Vice President of Workforce Development; Springfield Technical Community College**

– Cody Sisson

- **Manufacturing & Business Operations Advisor; Sisson Performance**



Advanced Manufacturing Summit

**Thanks for
Coming**