



**VAN METER**



# smart

## SOLUTIONS SUMMIT

### **SMART SOLUTIONS TO OVERCOME WORKFORCE CHALLENGES**

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# THE SKILLS GAP IS REAL

AND IT'S ONLY GETTING WIDER

2.7M

BABY BOOMERS WILL  
RETIRE BY 2025

2M

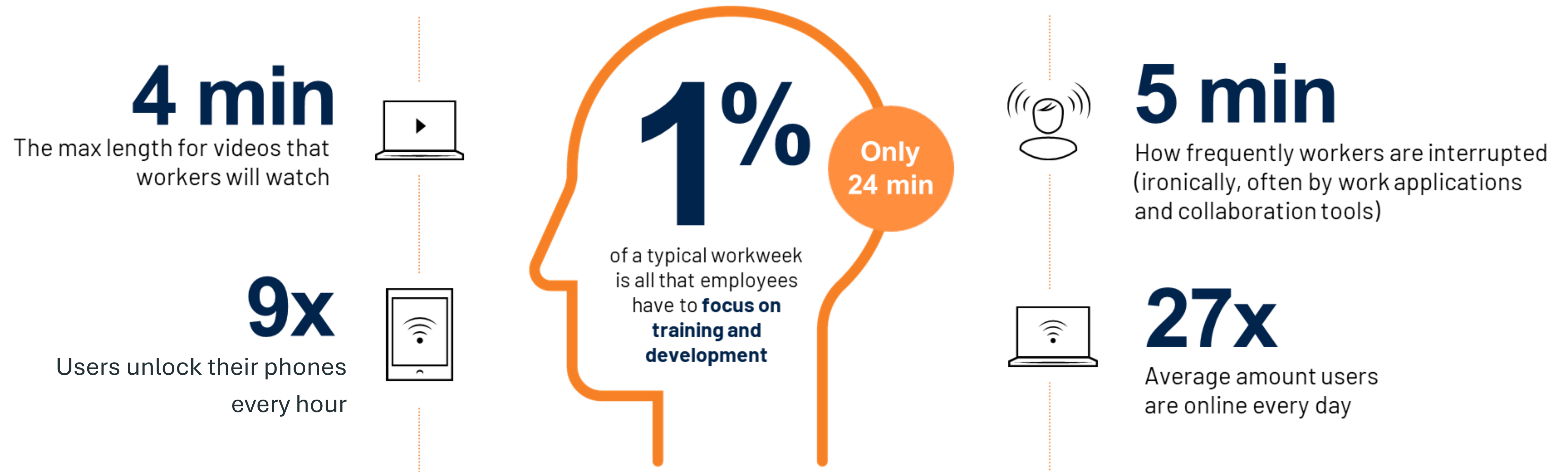
JOB'S EXPECTED TO GO  
UNFILLED BY 2025

3.4M

MANUFACTURING JOBS  
ARE LIKELY NEEDED

*Source: Analysis based on data from U.S. Bureau of Labor Statistics and Gallup survey.*

# HOW TODAY'S WORKFORCE ENGAGES



**Source:** Deloitte analysis based on data from U.S. Bureau of Labor Statistics and Gallup survey.

"Make the distractions work for you."

# THE COMPLETE PICTURE



## TECHNOLOGY

- Are you looking wholistically at technology and the right workforce to operate and maintain it?


## PEOPLE

- Do you have jobs that attract and keep workers?
- Are there professional and personal development strategies in place?

## PROCESSES

- How does your company brand look to the workforce? Traditional, stereotypical, progressive?
- Are you adapting your message to different generations?



A man wearing a white hard hat with a headlamp, safety glasses, and a dark shirt is smiling and holding a laptop. He is standing in front of server racks in a data center. The image has a blue tint.

“ *Successful organizations* are providing *tailored solutions* that *empower individuals* to reinvent themselves within the company. This helps organizations to *retain employees* and equip them to *meet current and future work demands*, powering a new career pathway that benefits both the individual and the organization. ”

Source: Deloitte



# WORKFORCE SERVICES



## VISION

Enhance core competencies to drive **increased value** while focusing on **ease of doing business**.

## STRATEGY

Focus on **people** and offer solutions that **drive customer intimacy**, improving their **time to value**.

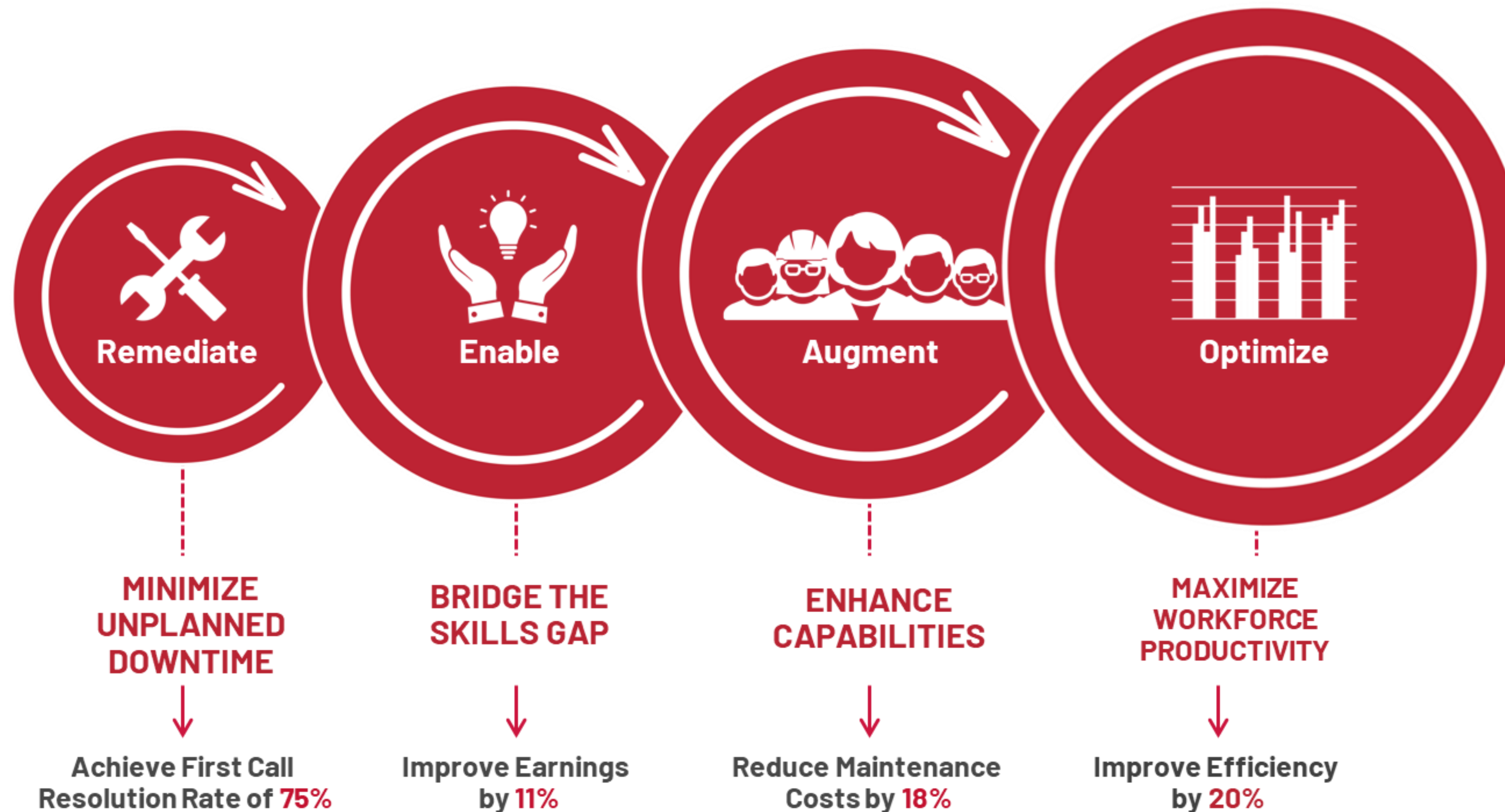
## APPROACH

**Enhance and extend** portfolio to continue to drive value and expand served markets.

**Train, support and augment** workforce capabilities.

# ACHIEVE BUSINESS OBJECTIVES

WITH THE RIGHT WORKFORCE STRATEGY



# MULTI-FACETED STRATEGY

Build and maintain the right workforce to meet your unique needs.



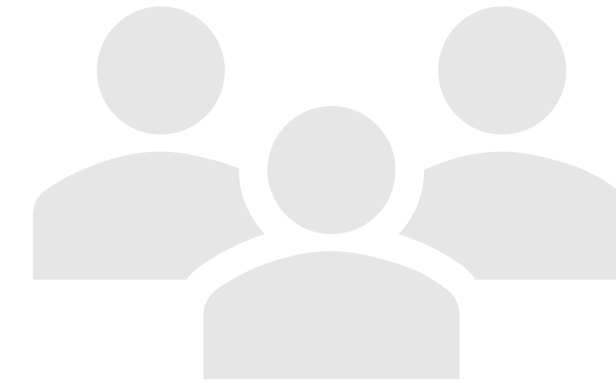
## TRAIN

Virtual learning and coaching

E-learning courses

Instructor-led courses

Consulting assessments



## SUPPORT

On-site support with field managers

Technical remote support

Virtual assistance

Remote monitoring and managed services



## AUGMENT

LOTO and machine safety assessment services

Embedded engineers

Augmented reality instructions



# TRAINING SERVICES



## DIGITAL LEARNING

- E-learning or virtual classroom options
- Extensive technologies and lessons covered
- Available on any tablet or PC, using all major browsers

## INSTRUCTOR-LED

- Open enrollment courses
- Covers Rockwell Automation technologies
- Designed to align with specific job functions and tasks

## GLOBAL WORKFORCE

- Workforce development with project management approach
- Consultative assessment of needs leading to a training plan



# HNI CASE STUDY

## MAINTENANCE APPRENTICESHIP PROGRAM

### CHALLENGE

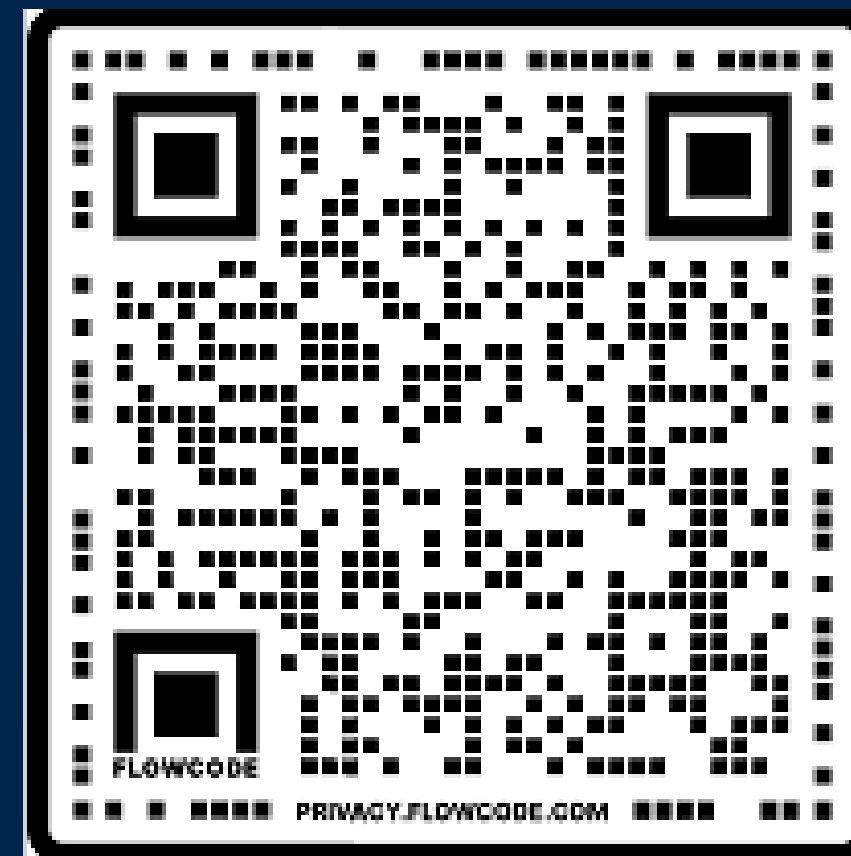
Increasing number of skilled trades workforce was already at or nearing retirement and struggled with attraction to Maintenance Apprenticeship Program.

### SOLUTION

HNI partnered with Van Meter to revamp Maintenance Apprenticeship Program curriculum through in-person training, online course offerings and ongoing program support.

### RESULT

Established a four-year, registered program that is incredibly competitive and selective with over 60% of members coming from inside HNI.





# SUPPORT SERVICES



## TECHNICAL

- Remote support with access to experts 24x7x365
- Utilize technical webinars, software updates, training planning and more

## ON-SITE SUPPORT

- Global field service professional
- Pre-purchase callout services
- Helps with startup, special projects, problem resolutions, and more

## OT MANAGED SERVICES

- Collects, organizes and normalizes real-time data across your assets
- Secure connectivity with data encryption



# GLASS/WINDOW MANUFACTURER

## REMOTE SUPPORT CASE STUDY

### CHALLENGE

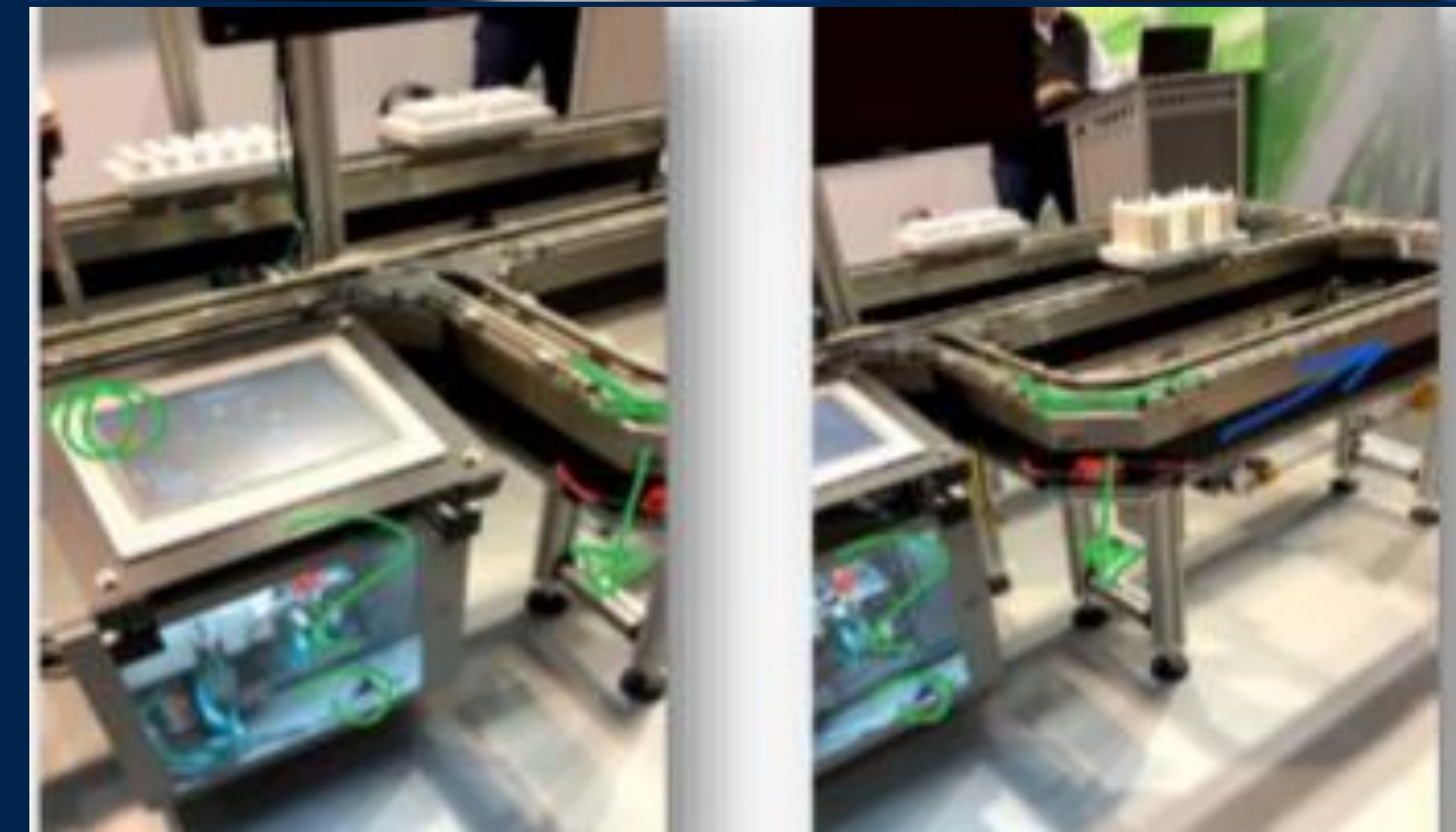
Large glass/window manufacturer had a green field facility and struggled to hire experienced technicians by commissioning of the plant. The technicians that were hired had general skills but were not versed in the technology employed.

### SOLUTION

Combined training sessions with remote experts dedicated to their applications. Live connection to the applications provided visibility and remote management as well as valuable collaboration between technicians and experts.

### RESULT

After one year of remote application support, the technicians were comfortable taking on full responsibility and remote support became on-demand only.





# AUGMENTED SERVICES



## SAFETY

- Lockout/tagout (LOTO)
- Machine safety
- TUV expert training

## AUGMENTED REALITY

- Scannable AR experiences for step-by-step processes
- Simplifies troubleshooting and accelerates skill development

## EMBEDDED ENGINEERS

- Add trained field service professionals
- Achieve faster time to market with on-site resources



# FOOD AND BEVERAGE

## AUGMENTING THE WORKFORCE USE CASE

### CHALLENGE

Not capitalizing on the skill potential of in-house maintenance staff to achieve cost reductions with on-going return on investment.

### SOLUTION

Partnered to develop on-site controls lab including workstations and course content specific to customer environment. Embedded Instructor provided evaluation and development of solutions.

### RESULT

Technicians gained confidence in ability to support and assumed greater responsibilities, reducing support expenses, unplanned downtime and reliance on outside support services.







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## STEP 1:

## ASK TOUGH QUESTIONS

### PAST

What have you done in the past?

### PRESENT

What are you planning to do now?

### FUTURE

What will you do in the future?





## **STEP 2:**

# **START YOUR WORKFORCE TRANSFORMATION**

## **DISCOVER**

Discuss your workforce challenges and needs with us.

## **ASSESS**

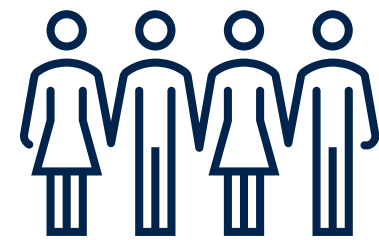
Evaluate current hiring practices, training, company culture, processes and tools.

## **DEVELOP A PLAN**

Build a holistic strategy to solve your challenges including training and augmented support.

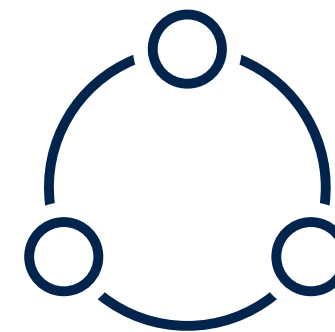


# SUMMARY



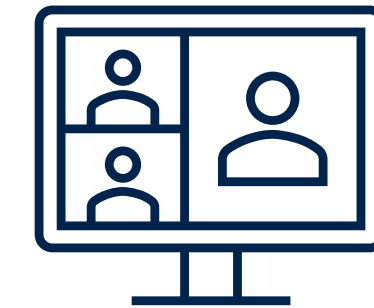
## PEOPLE

How does your company and culture look to the workforce?  
Be able to sell your company to candidates.



## PROCESS

Simpler processes that require fewer people enables flexibility for workers.



## TECHNOLOGY

Leverage technology to remain competitive and generate productivity.





# **SMART MANUFACTURING** **CONNECT YOUR WORKFORCE**

Van Meter has the **expertise to develop a strategy** that will equip your workforce with the **right skills, knowledge**, and **tools** for smart manufacturing.

Getting started is the toughest step.

**WE CAN HELP.**





# QUESTIONS?



# THANK YOU!



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WE WANT TO HEAR FROM YOU!

# BREAKOUT SESSION FEEDBACK

