

# Make it in Mississippi:

*A University-Community College-State Agency  
Partnership for Accelerating Reshoring of  
Advanced Manufacturing Jobs*

State Workforce Investment Board

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Jackson Convention Center

Jackson, MS

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# Make it in America Challenge

- “Regionally driven economic development strategy that accelerates job creation by encouraging reshoring of productive activity by U.S. firms fostering Foreign Direct Investment, encouraging U.S. companies to keep or expand their businesses and jobs in the United States, and training local workers to meet the needs of those businesses.”
  - **EDA** – strengthening regional assets build on existing assets and create a competitive environment within economically distressed regions.
  - **MEP/NIST** - Connecting Regional Supply Chain (SMEs) – enabling SMEs to attract new customers, expand into new markets, create new products.
  - **ETA** – build highly skilled and diverse workforce to meet employer demand including training programs for enabling companies to develop and retain employees in areas where there is a reliance on H1B visas.
  - **DRA** – assist in the economic development through technical assistance for business development and economic development planning (include, but nit limited too using local raw materials, human resources, assistance to entrepreneurs, creation of new businesses, establish centers for training, leadership , ... for rural managers, ... ).

# “Make it in Mississippi” Project Team



*South Delta Planning and  
Development District | Greenville, MS*



***“Reshoring Advanced Manufacturing Jobs in Mississippi:  
Enhancing Skills & Building Competitiveness”***

# Proposal ... Broad Support ...

## Associations



MAMA

## State Agencies



MDES

MISSISSIPPI DEPARTMENT OF EMPLOYMENT SECURITY

## Private Industry



## Workforce Investment Boards



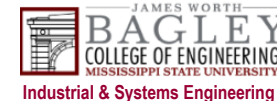
South Delta Planning and Development District | Greenville, MS



## Community Colleges



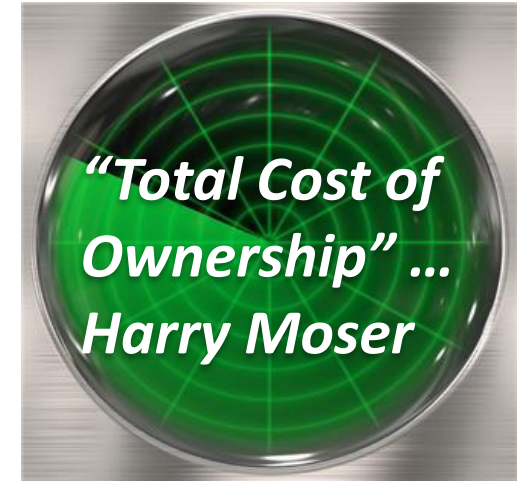
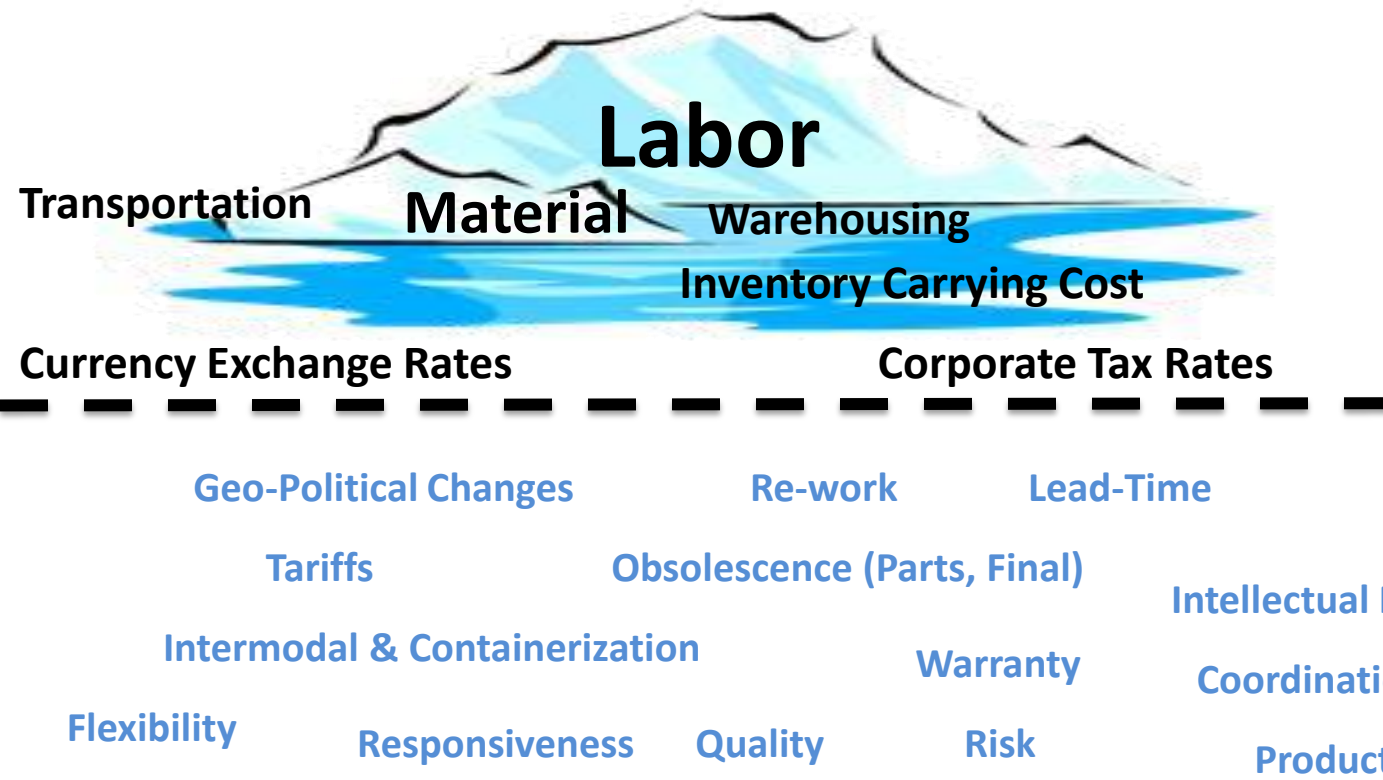
## Federal Agencies



## University



# The 'Shoring' Decision



"When **all costs are taken into account**, certain U.S. states ... "will turn out to be among the least expensive production sites in the industrialized world. .. The early evidence of such a shift is mounting."

*Made in America, Again; Boston Consulting Group, August 2011*

# The Survey Says ...

- ***Major Reasons for Reshoring***

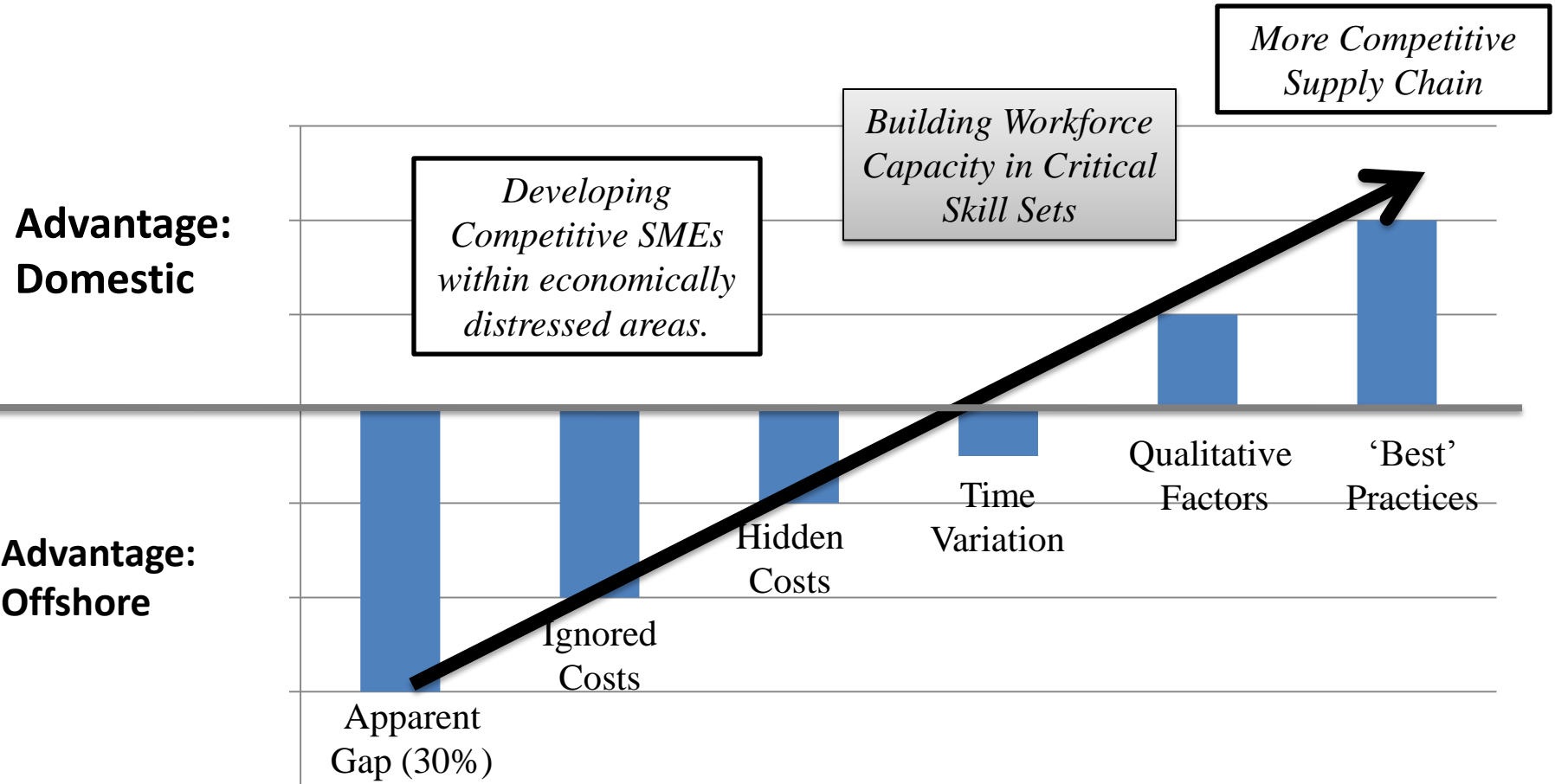
- Reduce Time to Market
- Respond Faster to Customer Orders
- Savings from Warehousing / Transportation
- Improved Quality
- Protection of IP

## **“Close the Gap”**

**Best Practices** (e.g., Lean and Six Sigma) and robust workforce training ... lead to an increasingly competitive manufacturing environment.

Reference: Research conducted by MIT (Simchi-Levi) based on a survey of 108 U.S. based manufacturing companies with multinational operations ...  
*“Some Firms Opt to Bring Manufacturing Back to U.S.”*, Wall Street Journal, July 18, 2012

# Closing the Gap

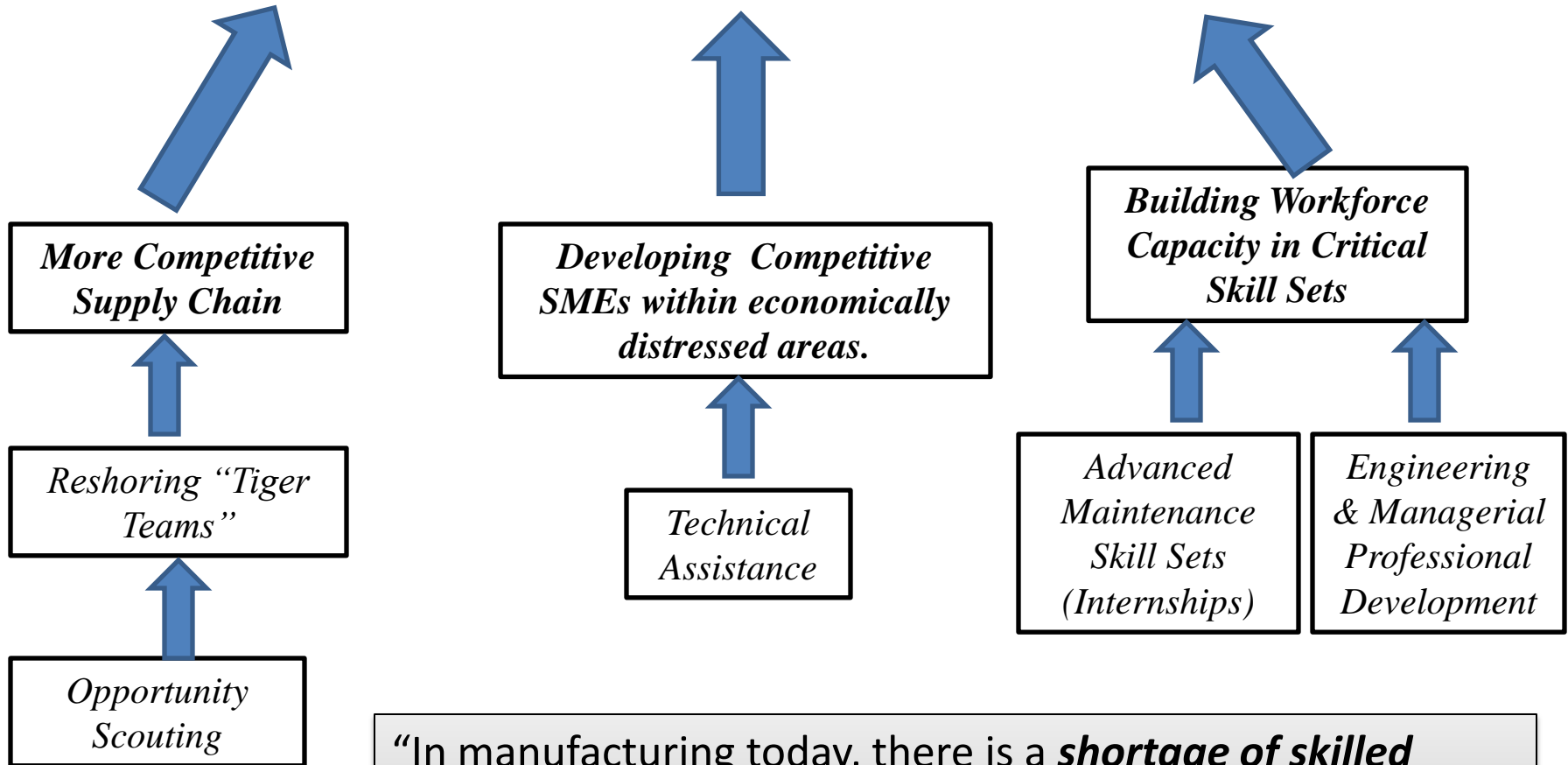


**"I am optimistic we will be a leader in reshoring,"** said Brent Christensen, head of the Mississippi Development Authority, the state's economic recruiting agency. (as quoted in Business Week August 21, 2012)

The Boston Consulting Group predicts that rising costs will soon drop China's cost advantage to single digits - suggesting growth opportunities for states such as Texas, Alabama, Georgia, and **Mississippi**.  
("Reshoring U.S. Manufacturing: A Wave of the Present",  
businessclimate.com)

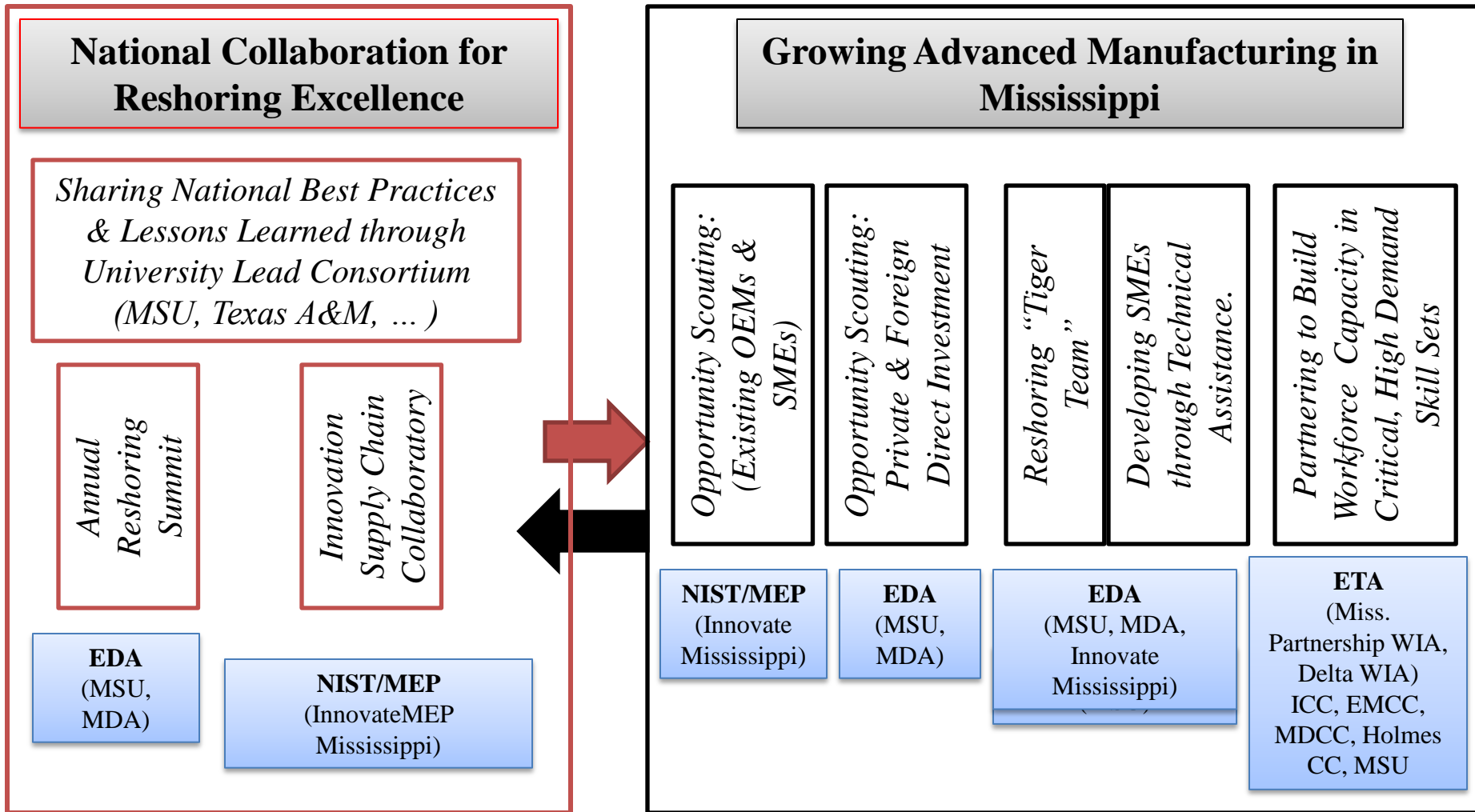


# *Accelerating Reshoring in Mississippi*



“In manufacturing today, there is a **shortage of skilled workers**. For reshoring to succeed, we need a better quality and quantity of skilled workforce.” Harry Moser, founder Reshoring Initiative (July 1, 2012, Toledo Business Journal)

# Reshoring Advanced Manufacturing Jobs in Mississippi: Enhancing Skills and Building Competitiveness



Impacts: \$40 million in Private Investment and economic impact, 750 jobs created or saved. (MEP Survey)

Longitudinal Tracking of Career Advancement: 276 "Advancement Maintenance Internships" with 85% placement, 50% advancement of incumbent workers trained. (nSPARC)

# National Collaboration

- Annual Reshoring Summit
  - Leading National Speakers
    - H. Moser; B. Lawrence (Texas A&M)
    - Jay Moon; Brent Christensen
    - Governor Bryant
  - Best Practices & Lessons Learned
    - Invite other “Make it in America” winners to share best practices, lessons learned.
    - Finding the Reshoring Opportunities in the regional supply chain.
    - SME to SME Connections; Supplier Scouting; OEM’s Sourcing Strategies\_
    - Strategic Role of “Delayed Differentiation”; Total Cost of Ownership
  - SME Exhibit Show ; “Speed dating” between Regional OEM’s and SMEs...
- National Dissemination of Lessons Learned and Best Practices
  - Innovate Mississippi

**3 Reshoring Summits**

# *Opportunity Scouting ... Sourcing Components*

- Regional OEM Supply Chain Brainstorming Workshops (i.e., Listening Sessions) .... (Capps Center, CAVS Extension, FFI, ICC Belden Center). These OEMs become “anchors” for the annual summits.
  - For Example ... Baxter, Nissan, Milwaukee Tool, Viking Range, Faurecia, Uncle Ben’s => Capps Center (DRA).
  - Rotating events per year (e.g., Capps, Canton, Starkville, Tupelo, ...).
- Brainstorming session where Supply Chain Managers identify their **“Top 10” Supply problems** with particular attention to off-shored items. Target 6-8 OEM’s per session.
- Develop “Make it Mississippi: Cross Match” directory; MDA Regional Office Support, Innovate Mississippi, nSPARC
- Prioritization Exercise ... highest impact.
- Select Set of Reshoring Opportunities ... “Tiger Team” Evaluation

**18 listening Sessions – Supply Chain**

# *Opportunity Scouting ... Private & Foreign Direct Investment*

- Work with MDA and local Economic Developers → secure Foreign Direct Investments
- Simulation modeling to support plant start-ups
- Marketing of Capabilities of Service Delivery Partnerships
- International Liaison with Stakeholder Organizations (e.g., KiTech, Global Alliance for Innovation)

# *Reshoring ... “Tiger Team”*

- Reshoring “Tiger Team” Approach
  - “Scope out” or “drill down” on the “Reshoring” opportunities from the Prioritization Activity ... in more detail based on information provided from the OEM SCM workshop.
  - Check in the following order ... local, Regional, National for possible reshoring “solutions.”
  - One of the possibilities is to bring the “work” in house.
  - Facilitate the “match” to the OEM ... evaluating options wrt the OEM’s criteria (location, qualification, delivery time, price)
  - Document results (Capital involved, Plant Master Planning, ...)

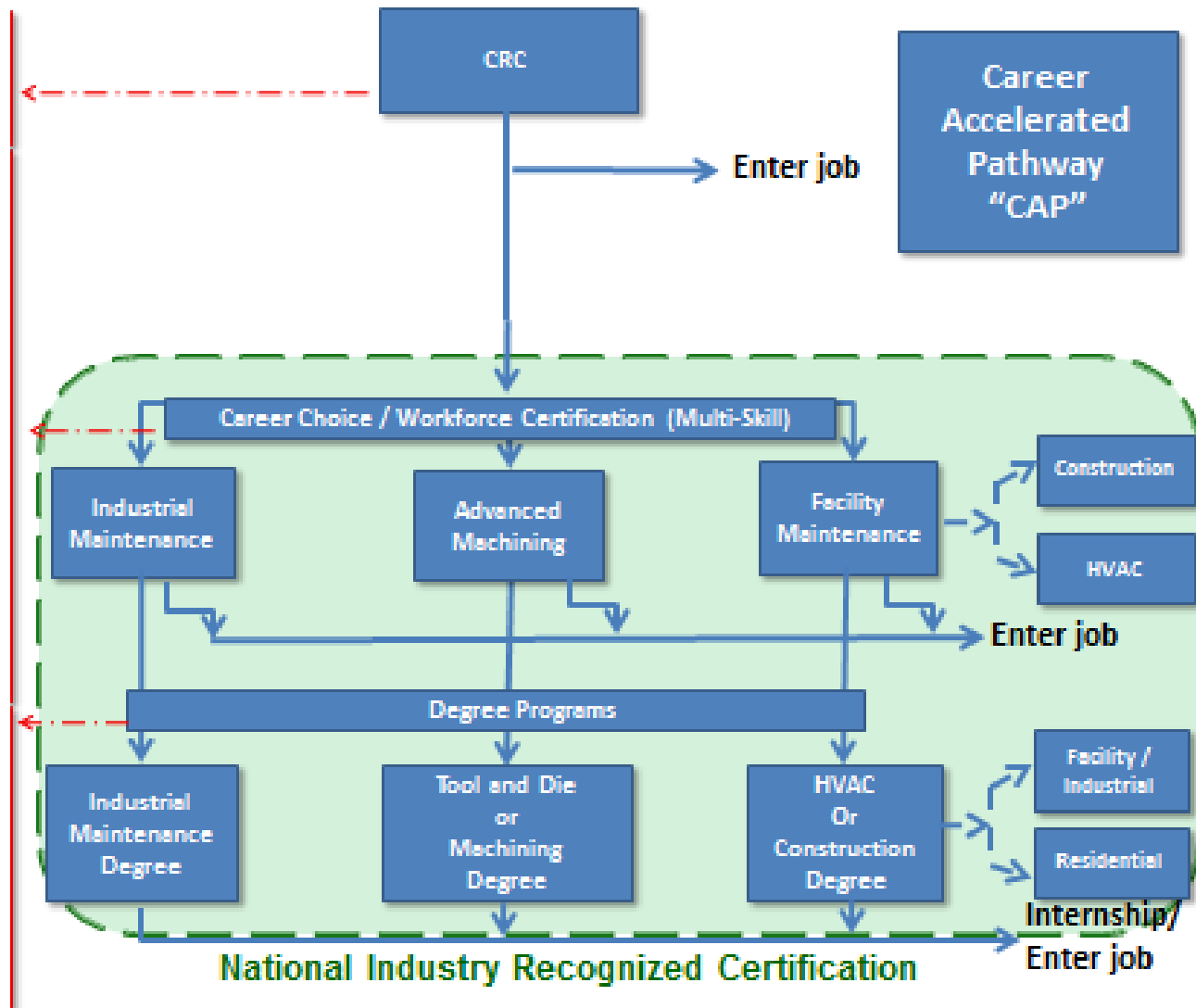
# *Building Workforce Capacity in Critical Skill Sets*

- Career Accelerated Pathway in Manufacturing
  - Advanced Maintenance Internships
  - (ICC, MDCC, EMCC, Holmes CC).
- Engineering, Technical, Management Professional (MSU CAVS Extension, FFI)
  - Lean & 6 Sigma
  - Management & Supervisory Training

# Career Accelerated Pathway in Manufacturing



ETA





# Advanced Manufacturing Pathways

| Community College                   | Total Numbers of Internships |
|-------------------------------------|------------------------------|
| Itawamba Community College          | 93                           |
| East Mississippi Community College  | 93                           |
| Holmes Community College            | 60                           |
| Mississippi Delta Community College | 20                           |

**276 Advanced Manufacturing Internships**

# *Developing More Competitive SMEs within economically distressed areas*

- Typical Technical Assistance – projects, project based workshops
  - Export, Quality, Lean.
  - Energy Cost Savings
- Prioritizing SMEs within the DRA region.