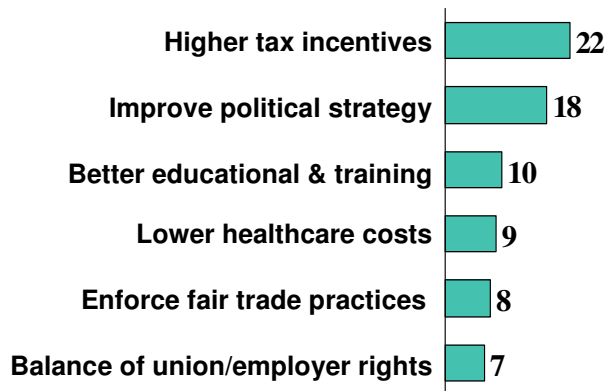


Recommendations of Automotive Suppliers for Government Initiatives



Aging workforce: Some 50% of Big 3 will retire by 2010

Low interest among young people in manufacturing jobs

Lack of easy-to-use, universally accessible education focused on the "factory of the future"
Lack of a coordinated educational effort between government and industry, K-12, community colleges and universities

RESEARCH & DEVELOPMENT AGENDA

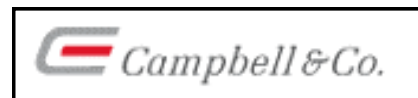
- Creating a model for manufacturing training based on agile learning.
- Exploiting the symbiosis between agile learning and knowledge management.
- Building a new industry training model with situated cognition and anchored learning.
- Creating a technology model for manufacturing training based on online collaboration technologies, where a human master or coach is present to provide guidance and share experiences.
- Collecting resulting collaboration sessions as a form of content and knowledge management to tap into diminishing sources of experience and tune into the apprentice's mastery level.
- Building human capital for the manufacturing industry by means of early pre-training, and re-recruiting to build the workforce of the future.

ABSTRACT

In this presentation we summarize the issues raised in our paper, mainly the need for bringing the traditional training concept of the apprenticeship, the educational legacy of the manufacturing industry, into the 21st Century, through the integration of *knowledge and content management* with *collaboration technologies*. We propose that an integrated technology-based approach can be guided by the principles of *agile learning* as applied to the concept of *agile manufacturing*. Within that framework, we further propose the development of specialized online training tools to address systematic workforce development through *e-apprenticeships* in order to significantly improve the skills and knowledge of the manufacturing workforce using only well-established constructs for online content inclusion, intelligent instruction, and assessment technologies as a function of the agile learning philosophy.

Seminar/workshop content along with links to cited references will be available at:

<http://www.invivovision.com/agile.html>



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Agile Learning For Agile Manufacturing

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