



# *AIAG's GAPSCN*

*Global Automotive Purchasing & Supply Chain Network*

## Baby Boomer Retirements

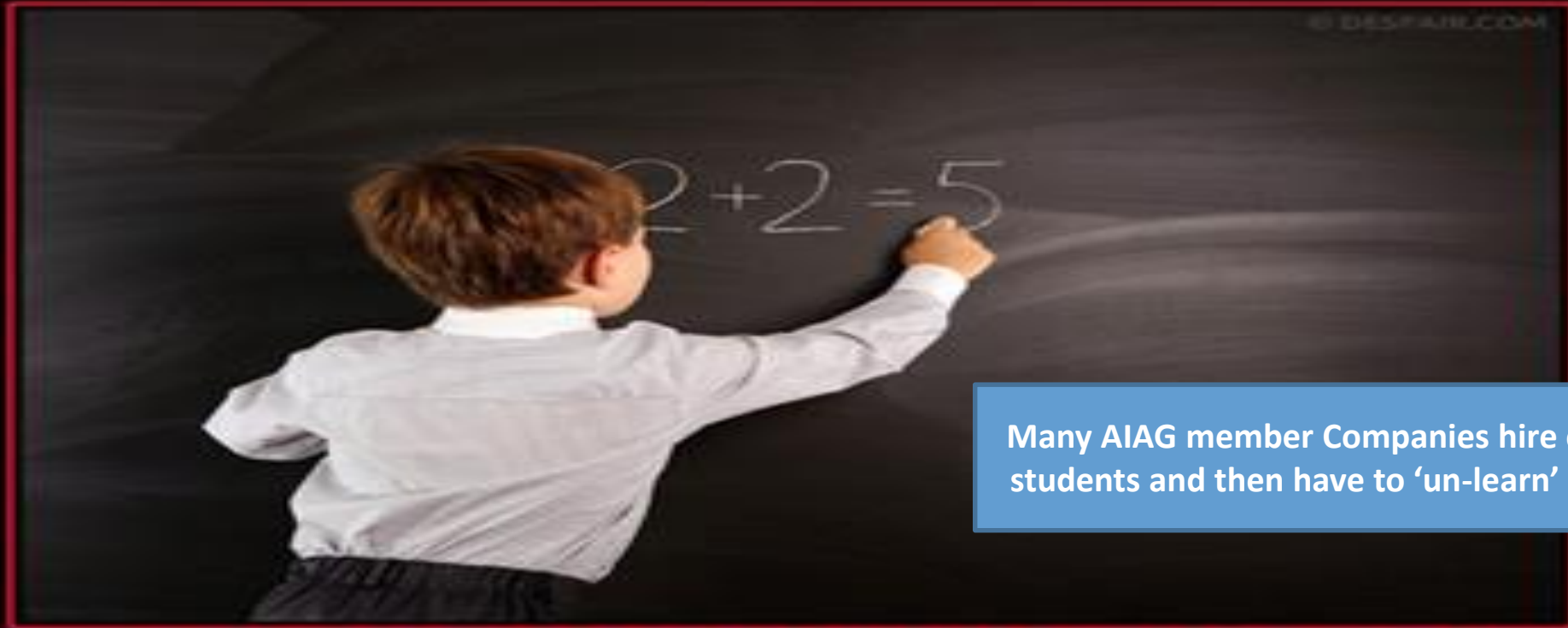


# Employee Retention: A growing Industry Challenge



In the past, employees would stay with companies for 5-10 years to qualify for “Company paid” pensions. Many companies have abandoned /defaulted on their pension plan obligations. Now, “Employee paid” retirement plans (401K’s) dominate.

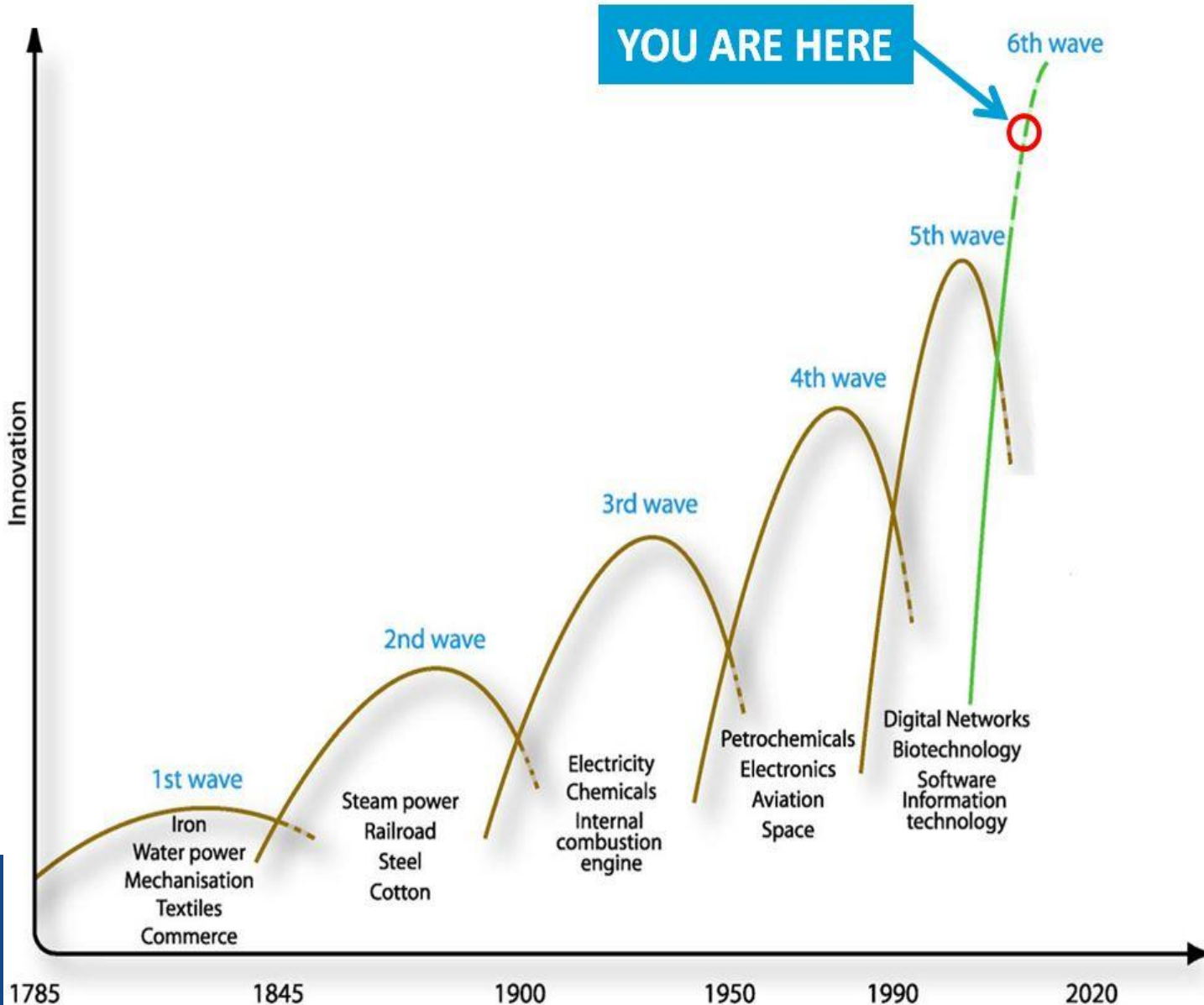
**PROBLEM: Employees can leave at any time and take their 401K with them...and do !**



Many AIAG member Companies hire college students and then have to 'un-learn' them !

# KNOWLEDGE

I BELIEVE THAT CHILDREN ARE OUR FUTURE. AND THAT TERRIFIES ME.

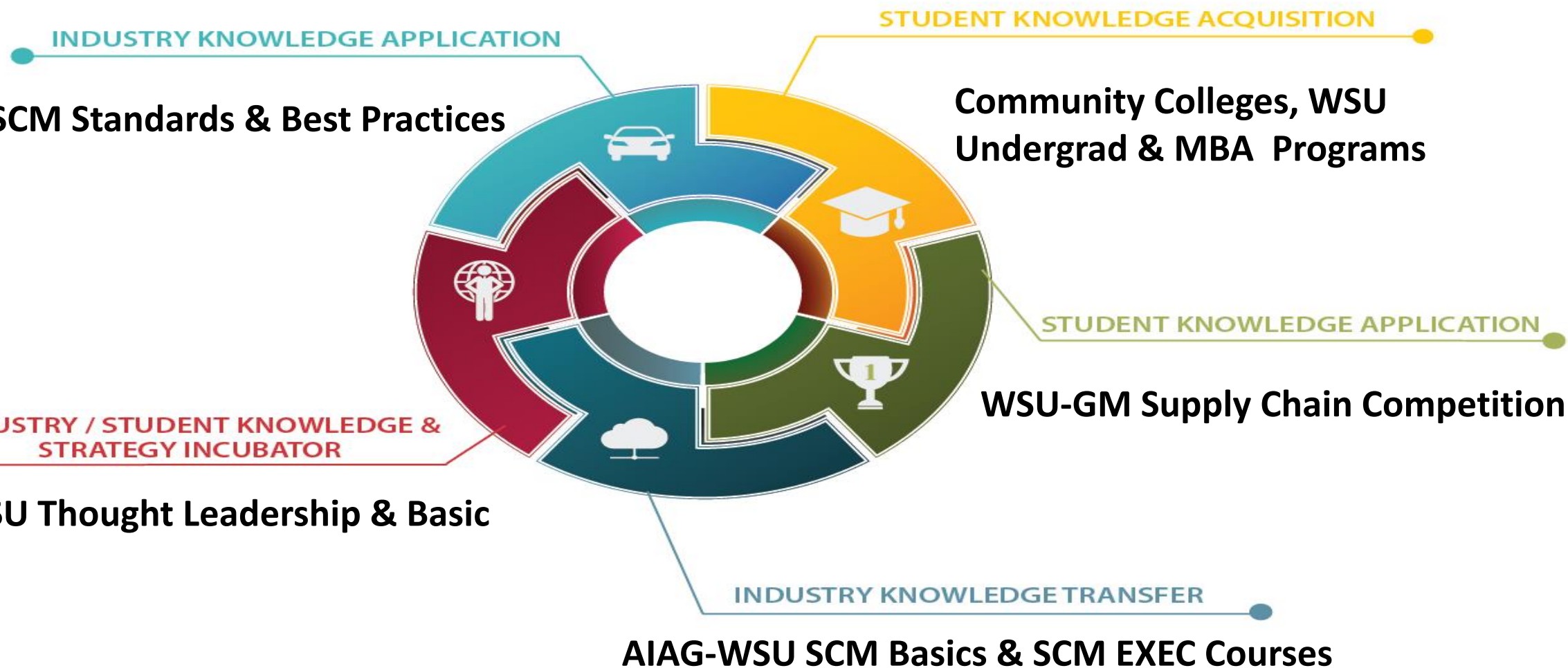


In their 1981 Book *'Critical Path'* Buckminster Fuller & Kiyoshu Kuromiya introduced the concept of the *"Knowledge Doubling Curve"*

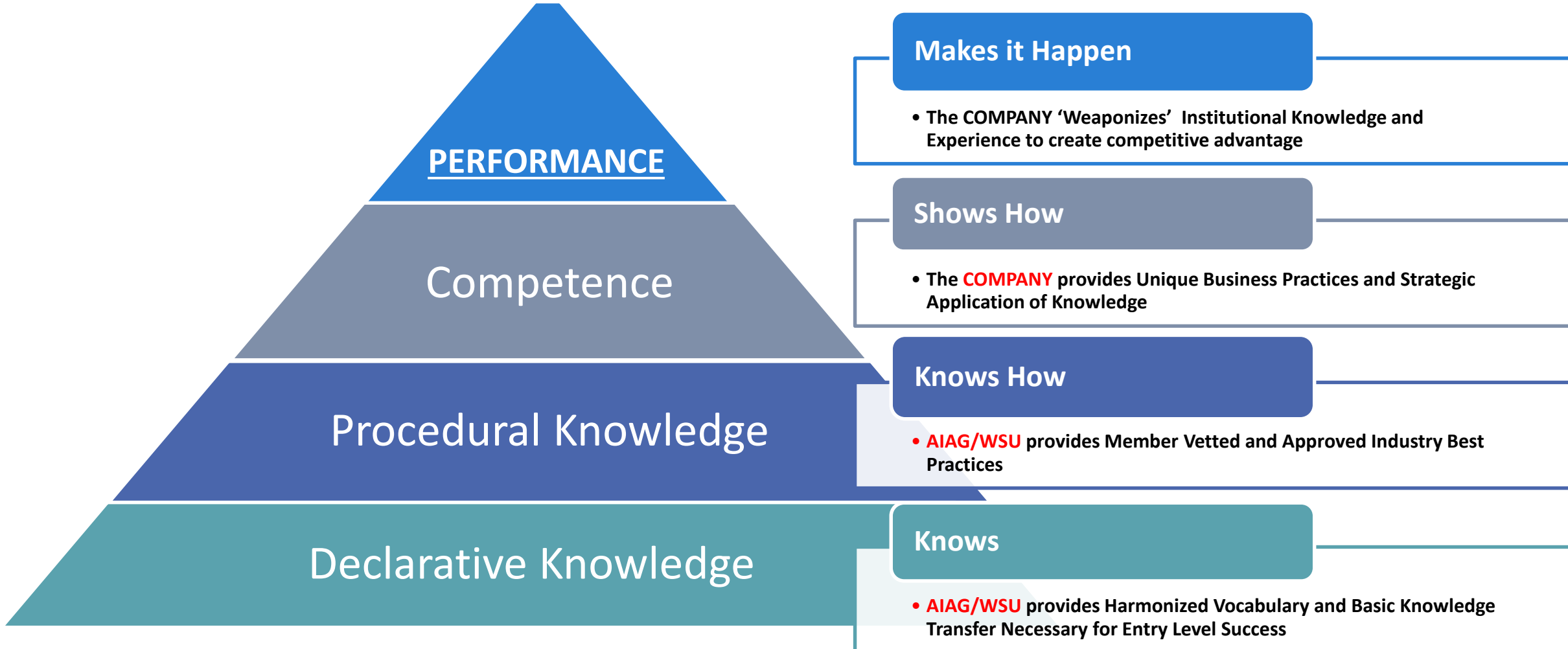
- 1900s, human knowledge doubled every 100 years
- 1940s knowledge doubled every 25 years
- **Currently, knowledge is doubling every 13 months**
- Global access and utility of the "internet of things" will lead to the doubling of knowledge every 12 hours in the not-so-distant future?

## **Strategic Objective: Create Purchasing & Supply Chain Collaboration with Regional Academic Institutions**

- **Enhanced Recruitment:** unprecedented industry & academia collaboration focused on promoting personal/professional opportunities for the next generation of automotive P&SC professionals
- **Faster On-Boarding:** Infuse Industry content/sensibilities into curricula. Minimize the time/expense required to “un-learn” & re-train entry level P&SC professionals
- **Improved Retention:** Next GEN of students will have already made a ‘commitment’ to the industry. Keep the ‘job-hoppers’ in the automotive sector



# supplysafe Next GEN Employee Knowledge Progression





# Certificate in Automotive Supply Chain Management

- **Wayne State University (Detroit, MI)**
- **Mexico (TBD) – Developing Cluster Recommendations**
- **International University Logistics and Transportation (IULT) Wroclaw, Poland**
- **Alabama A&M / DRAKE State (Huntsville, AL)**
- **Conestoga College (Cambridge, Ontario, Canada)**

# THANK YOU !!!

