




Global Strategy

For Workforce Development



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Forces driving change

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- Demographics determine destiny
 - Globalization plays out locally
 - Changing requirements of business



Stakeholders

- Business Community
- Government
- Educational institutions
- Communities of citizens
- NGO's
- Foundations

Success requires alignment and common vision around workforce preparation

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3M's Approach to Workforce

Our intention is to attract, develop, advance, and retain the best workforce available to us worldwide. We will find the best individual talent, wherever it exists, and provide opportunity for those individuals to develop to their full potential through meaningful work in an inclusive, challenging environment.

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3M Foundation: Approach to Workforce Preparation

- Focus in math, science, and economics
- Programs targeted from K to graduate school
- Model: ECC (Jolly, et.al.)
- Program examples:
 - TWIST
 - STEP
 - STEM minor for Education Majors at The College of St. Catherine

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What's Needed for Success Out of High School?

- Basic knowledge & skills (**especially STEM**)
- Capacity to learn
- Ability to see themselves as future learners (parents/teachers are key to this)
- Experience at how to succeed
- Personal characteristics (leadership)

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What's Needed for Success Out of College?

- Communication skills
- Interpersonal skills
- Cross-cultural skills
- Technical skills
- Curiosity and energy

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What's Needed for Success Out of Graduate School?


- Communication skills
- Degree of specialization
- Cross cultural skills
- Team leadership skills
- Curiosity and energy

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3M Leadership Model




Live 3M Values
Chart the course
Raise the bar
Energize others
Resourcefully innovate
Deliver results

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To Sum Up...



If for MN, workforce preparation is key to competitiveness

Then:

- Standards play a role in creating a common vision
- Standards play a role in program coordination and the continuity that is required to improve results
- Standards allow us to measure MN workers as part of a global workforce

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