NUME 2026

Northern Utah Manufacturing Excellence Conference

WEDNESDAY, SEPTEMBER 30, 2026

Cache County Event Center
Logan, Utah

Attract. Train. Retain. Thrive: It's Up to Us to Build the Workforce



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JD Machine


JD MACHINE INC.
2679
PRECISION MACHINING
4


JD MACHINE
2744

What is the situation today?

608K

U.S. manufacturing **job openings** in July 2026, up from 474K in April

3.8M

manufacturing jobs needed 2024–2033; **1.9M could go unfilled**

1 in 4

manufacturers have **more than 5% of roles unfilled** (average 4.1%)

Demand for skilled workers keeps outrunning supply: a structural gap, not a cyclical one

Sources: BLS JOLTS, July 2026 (released Sept 1, 2026); “Taking charge,” Manufacturing Institute & Deloitte, April 2024; NAM Outlook Survey, Q1 2026.

As Northern Utah Manufacturers, What do we do?



Attract



Create a Brand-Internally

- Culture
- Workplace
- Technology
- Communication
- Investment
- Recognition



Create a Brand-Externally

- Be visible in your community
- Partner with Tech Colleges
- Get into the Jr & High Schools
- Social Media
- Open your doors



Referrals from our Team Members





Train

Own the training of your team

- Partner with education
- Structured internal training
- Continuous upskilling
- Collaborate With Other Employers



Our Apprenticeships

1. CNC Machining Registered in 1999
2. Welding Registered in 2017
3. A living program tailored to our needs
    - Customer Requirements
    - Quality Systems
4. Ours is 8000 hours with 800 hours of Related Instructional Training

Retain

- Onboarding & early experience
- Safety & work environment
- Meaningful work & alignment to mission
- Career development & growth pathways
- Leadership & supervisor effectiveness
- Compensation, benefits & recognition
- Engagement & feedback culture
- Clear expectations & performance linkage

It’s the little things…



















Questions??

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