



Forging America's Future: The M.O.S.T. Rapid Skills Initiative

A targeted solution to the national welding workforce crisis.

Operationalizing Deloitte's Workforce Modernization Principles.



The Shortfall:

The traditional college-for-all model fails to meet industrial velocity.

The Reality:

M.O.S.T. operates as a national workforce deployment system to bridge the gap.

The Blueprint:

Rapid, outcome-based, agile talent pipelines (Deloitte).



The Largest Capacity Shortfall Since WWII

~454,500
national welders



3.8M new manufacturing
employees needed by 2033
(1.9M projected unfilled)

>50%
retirement attrition
in 36 months

The National Welding Crisis



Current Baseline:
454,500 active welders.

The Threat:
>50% retirement attrition in 2-3 years.

The Deficit:
500,000+ new and replacement welders required immediately.

The Perfect Storm: Concurrent National Initiatives



Navy & Shipbuilding

\$450M spent in training since 2020; 11-year delays on critical programs.



National Infrastructure

\$480B BIL funding; 60,000+ projects nationwide.



Power Grid Expansion

57% expansion required (47,300 GW-miles) by 2035.



Oil Field Demand

Triple salary draws, aggressively draining talent from adjacent sectors.

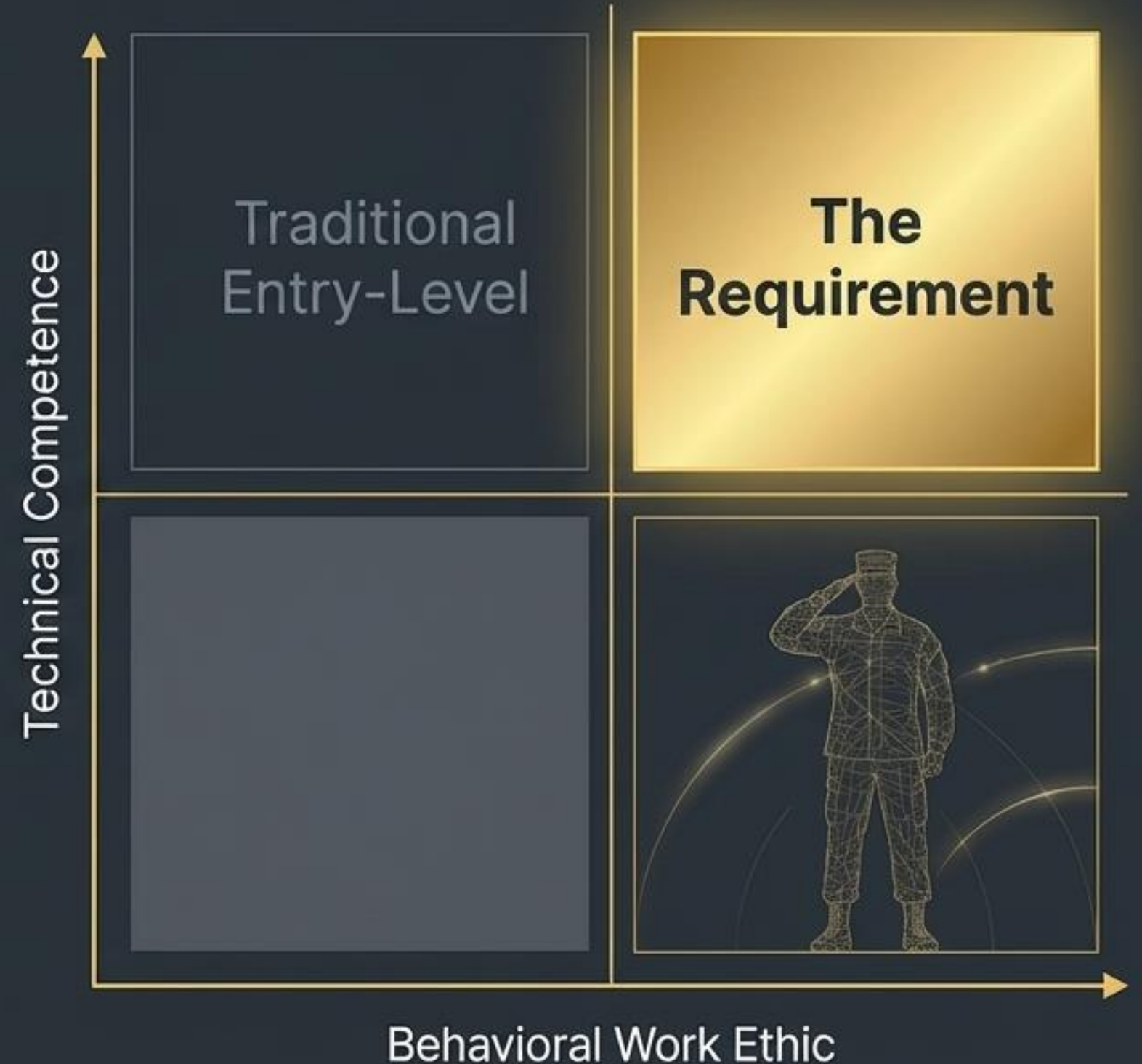
The Double Gap (Skills + Work Ethic)

The Candidate Quality Crisis

66% of managers report new hires are not fully prepared.

>80% of manufacturers cite candidates lacking basic behavioral competencies.

**The gap is twofold:
Specialized Technical Competence
+ Baseline Work Ethic.**



Tapping the Finest Hidden Workforce

The Hidden Workforce

200,000+ transitioning soldiers annually.

80% under the age of 25.

Pre-screened for teamwork, problem-solving, and physical endurance.

The Mission:

Eradicate the gap between discharge and meaningful work.



The Six-Week Rapid Skills Pipeline



1. Pre-Commitment:

Guaranteed employment before training.

2. VR Screening:

Accelerated baseline assessment.

3. Customization:

Mapped to employer machines, rods, and feed rates.

4. Certification:

6-week AWS credentialing on military bases.

5. 30-Month Escalation:

Structured OJT and leadership development.



National Deployment vs. The 10-Mile Radius



Traditional:



Median distance to community college is 10 miles.
61% of graduates remain within 50 miles.

M.O.S.T.:



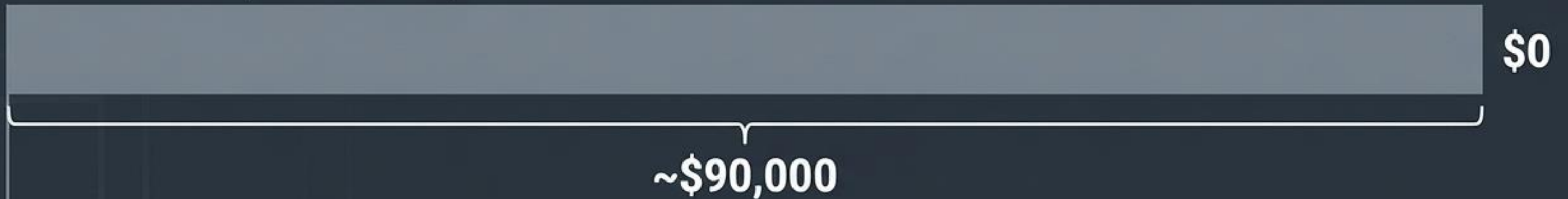
100% geographically mobile. On-base training deployed
directly to national commercial and defense bottlenecks.



M.O.S.T.®

Compressing Cost, Multiplying Value

Traditional (18 Months): Trainee remains out of workforce.



M.O.S.T. (6 Weeks): Trainee earns \$100K–\$150K in first 18 months.



Public ROI: Full cost recovery within 12–18 months.

Executing Deloitte's Future of Learning

The Strategy:

Transition to outcome-based, personalized, skills-focused learning.

M.O.S.T. Execution:

- 100% committed employment drives the outcome.
- Hyper-personalized curriculum (employer-specific rods, plates, temperatures).
- 1,400+ proven graduates utilizing this methodology.

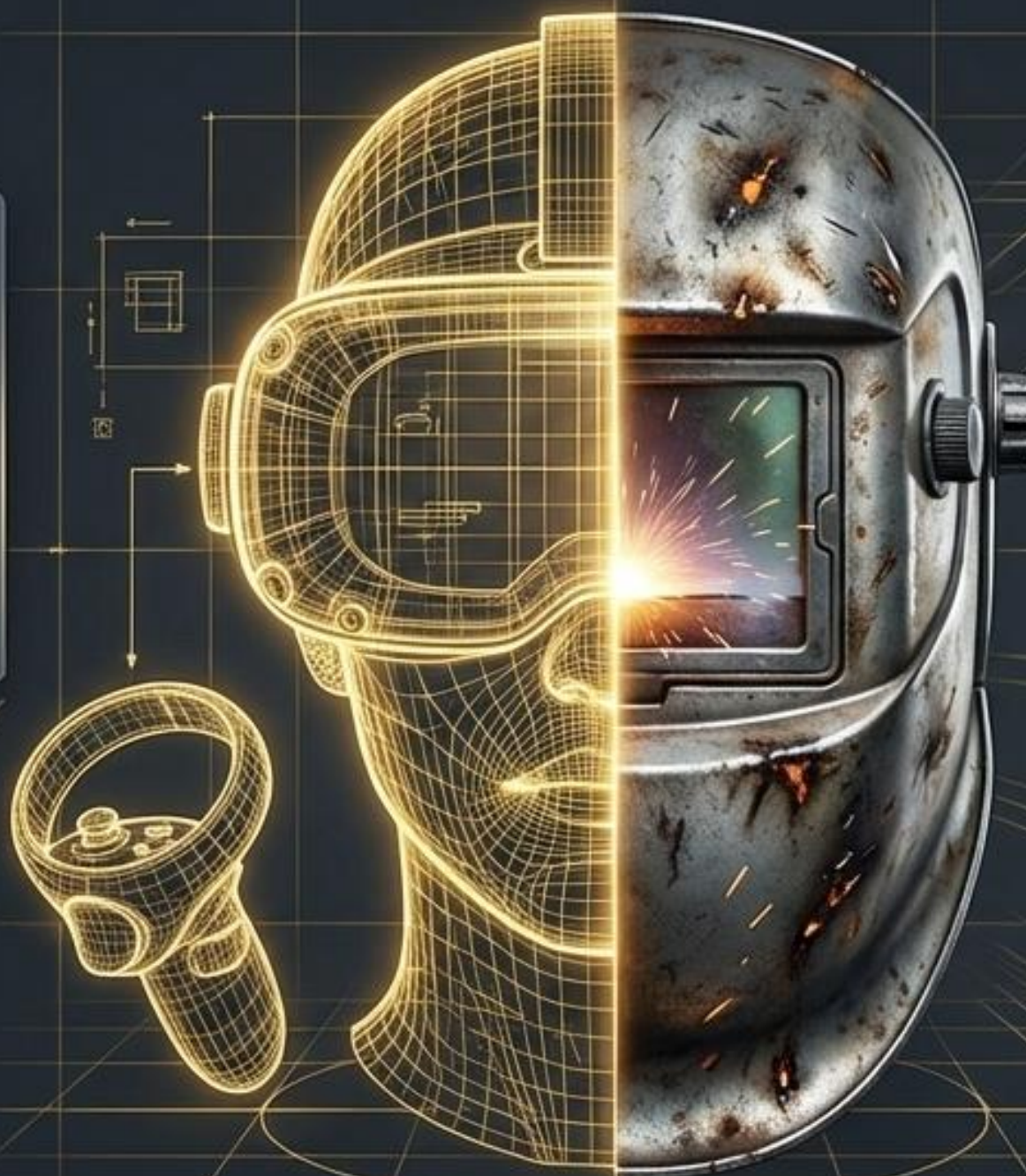


Multimodal Acceleration at Scale



The Strategy:

Utilize VR to reduce timelines; embrace modular learning.



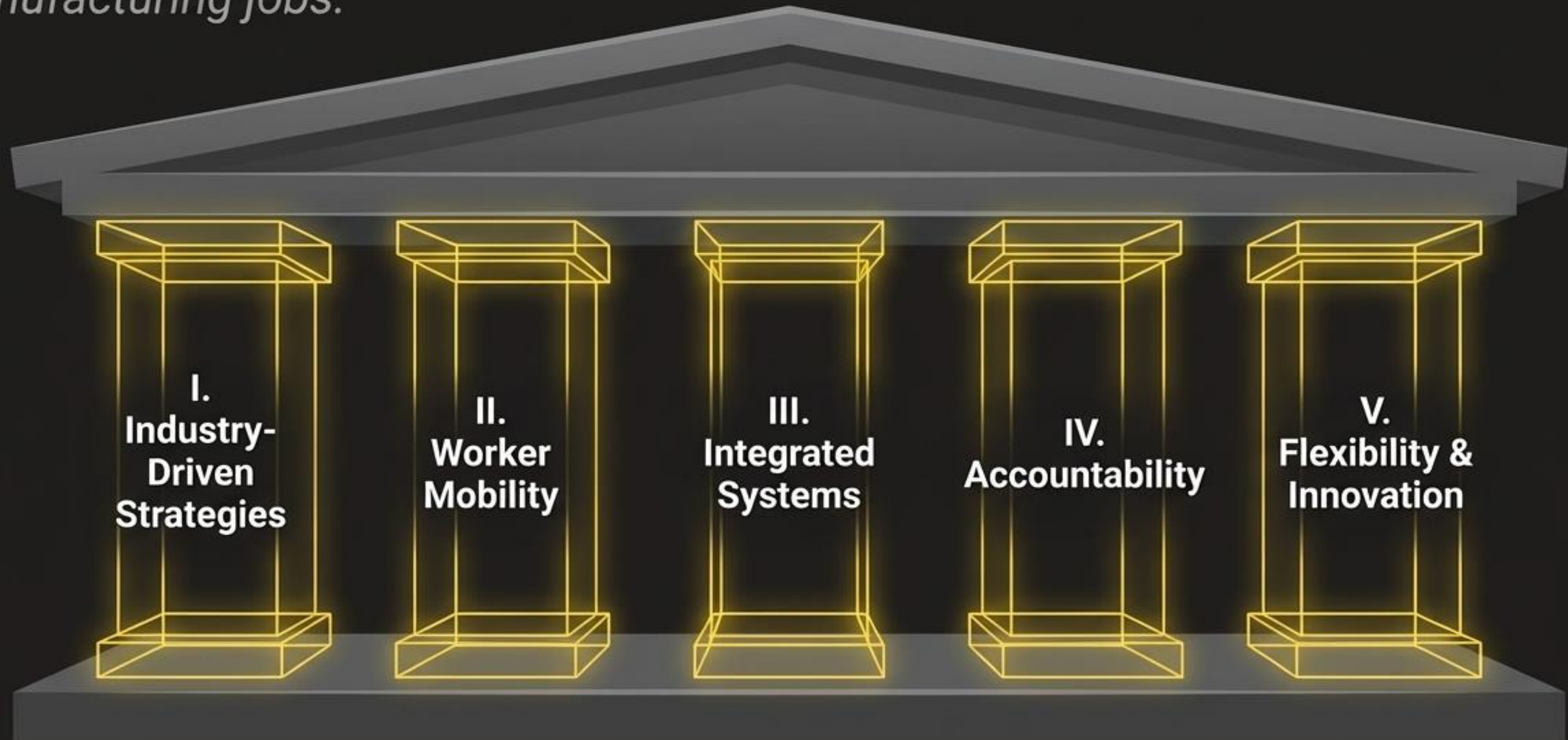
M.O.S.T. Execution:

- VR screening reduces required live-arc time by 50-60%.
- Modular stack: 6-week AWS credential seamlessly feeds a 30-month OJT ladder.

Building the Workforce for the Golden Age



Aligning with the joint DOL, DOC, and DOE mandate to address 500,000 open manufacturing jobs.



Strategic Alignment Matrix

Deloitte Principle	M.O.S.T. Mechanism	Traditional Shortfall
Outcome-Based	Pre-committed employment	Generic skills, no guarantees
Multimodal Tech	VR screening at scale	Antiquated labs
Pipeline Health	200K+ veterans annually	Shrinking local enrollment
Geographic Agility	100% Deployable	10-mile commuter radius



Securing the Defense Industrial Base

A Strategic Overlay for national bottlenecks.

Direct pipeline for Defense-Critical roles (NDIS 2024).

Reinvests federal funds into proven, high-ROI mechanisms.





M.O.S.T.®

The Point of Convergence



- Deloitte identified the principles.

- The Federal Government set the policy.
- The Crisis dictates the urgency.

M.O.S.T. delivers the operational mechanism. Complementing local colleges by providing a strategic overlay for national bottlenecks.

From Policy to Proven System

Deloitte identified
the principles.

The Crisis Brief
identified the
emergency.



M.O.S.T. provides the mechanism.

Ready for immediate federal & commercial partnership.