State of Upstate New York—Workforce Trends
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June 9, 2011
Company Profile

- Founded: 1915
- **Business**: Global developer and manufacturer of medical devices and technologies
- **Ownership**: Privately-held (family-owned)
- **Corporate headquarters**: Skaneateles, N.Y.
- **Operations**: Sales, service, research and development, and manufacturing facilities in more than 50 countries
- **Employees**: 2,600 (worldwide)
- **CEO**: Julie A. Shimer, Ph.D.
Welch Allyn Evolution

From humble beginnings...

1915
Diagnostic Instruments

1960s
Fiber Optics

1970s
Bar Code

1980s
Video Endoscopy

EVIT ($80M Sales)
Sold to GE in 2005

1950s
1970s
Lighting
Industrial and Surgical Headlights
Sold to USHIO and Integra in 2010

1970s
1950s
Bar Code

HHP ($200M Sales)
Sold to Honeywell in 2007

Honeywell

...Welch Allyn entered these businesses
Hospital Connectivity / Patient Data Flow

Continuous Real-time Patient Monitoring Data

Cardiopulmonary Data

Intermittent Vital Signs Data

Acuity Central Monitoring Station (via Welch Allyn Connectivity Server (WACS))

CardioPerfect Workstation

Connex Data Management System (U.S)
Third-party Applications (International)

(ML7)

Electronic Health Record
Workforce Changes 2000-2010

• A gradual shift in our offering--from electromechanical devices to connected devices, software and service solutions.

• A gradual shift from traditional manufacturing to advanced manufacturing, which requires more advanced STEM skills.

• A significant increase in wages, which reflects the advanced skills and marketability of the workforce.

• Increased global competitiveness, which requires manufacturers to do more with less—producing 30% more product in the same footprint.
The Key to Award-Winning Innovation: People

Exploring Talent
Discuss goals, aspirations, and abilities with employees

Mapping Talent
Assess each employee’s performance and potential, place them on the talent matrix, and integrate with others’ placements

Developing Talent
Discuss placement with each employee and determine next developmental steps
The Key to Award-Winning Innovation: Partnerships

- Syracuse University and Welch Allyn are partnering to enhance the learning experience for students through internships and through Welch Allyn establishing Blue Highway, an innovation incubator located in Syracuse University’s Case Center.
- SUNY Oswego and Welch Allyn are developing new health information technology graduate certificate programs. Welch Allyn also partners with SUNY through its Festa Fellows Program.
- RIT CELE is a longtime Lean training partner.
- Welch Allyn relies on Onondaga and Cayuga Community Colleges to deliver general and targeted skills training to employees.
The Key to Award-Winning Innovation: Place
Summary

• Welch Allyn is evolving to meet our customers’ rapidly changing needs and to meet the challenges of an increasingly competitive global health care market.

• Our employees’ skills align with the demands of this new business environment.

• In order to continue our history of innovation, Welch Allyn will seek opportunities to develop its talent through the effective use of partnerships with private industry, academic institutions and governments.