

WORKFORCE DEVELOPMENT



More than 85% of International Paper employees work in manufacturing facilities, and every one of our jobs supports 3.25 jobs in supplier industries and local communities. International Paper supports efforts at the state and federal level to implement workforce programs that address career and technical education opportunities. These programs must train students with the critical technical skills sought by local employers. The need for greater state and national investment in the technical skills of the American workforce is more pressing than ever.

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International Paper Supports Policies That:

- Will grow the pipeline of skilled job candidates ready to join our manufacturing team by promoting career and technical education in high school and post-secondary education programs.
- Creates partnerships with local employers, economic development agencies, and state and local workforce boards to ensure that federal career and technical education funding is directed toward in-demand local workforce needs.

Why is International Paper Concerned?

International Paper anticipates a significant loss of skilled employees at our manufacturing operations in the next decade as a result of retirements and the continued challenge of attracting people to a heavy manufacturing work environment. It is imperative for International Paper and other U.S. manufacturers to have a robust pipeline of qualified candidates to bridge this gap and avoid operational challenges. These positions serve as an integral part of our maintenance teams and require skills like assembling and installing machinery and equipment such as valves, cylinders, motors, transformers, switches and control devices and circuit breakers. Skilled employees are critical for our company to manufacture essential products.

What is International Paper Doing to Meet Workforce Demands?

International Paper's manufacturing leadership has made a strategic decision to seize this opportunity and reinvent our workforce for the future. As a worldwide leader in pulp and paper manufacturing, we have redesigned our recruitment, selection and employee development systems to help address this challenge. We are proud to have developed a world class training system called the Global Manufacturing Training Initiative to help us lead the way. Re-energizing our internal systems alone will not solve the problem. To prepare for our future workforce, we will need policies and partnerships that engage students in career and technical education in high school, promote family-sustaining careers in manufacturing, and develop in-demand technical skills.

To create our workforce of the future and support 21st Century Manufacturing, our mission is to build and sustain a work environment that embraces diversity, individuality and collaboration to drive exceptional results, valuing different viewpoints and backgrounds driving toward a common goal. As part of our Vision 2030 goals, International Paper seeks to achieve 30% overall representation of women, with 50% in salaried positions, and 25% of minorities in U.S. salaried positions.

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