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Certifying the Advanced Manufacturing Workforce

Agenda

- Introductions
- DOL Community Based Job Training Grant
- The Grant Consortium: SkillsTrac
- The Grant Training Curriculum
- The Grant Budget
- How the Process Works
- Employer Expectations and Problems Encountered
- Grant Status and Statistics
- The Next CBJT Grant

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DOL Community-Based Job Training Grants

- President's High Growth Initiative
- Responding to the Need from High Growth, High Demand Industries for Skilled Workers
- Builds Capacity of Community Colleges to Train Workers in Needed Skills
- So Far, $375M Awarded to 211 Grantees

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The Grant: Advanced Manufacturing

- **Why Advanced Manufacturing?**
  - **Manufacturing Becoming Increasingly Complex**
  - **Workers With High Skills Needed**
  - **Lack of Current Workers With Needed Skills**
  - **Serious Shortages of Skilled Job Applicants**
  - **Looming Retirements of Technical Baby Boomers**
- **Results**
  - **Manufacturing Has a High Demand for Technical Workers**

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The Grant Award

- **December 2006, The Western Ohio Training Consortium Was Awarded $2,030,378**
  - **To Develop a Comprehensive Regional Training Network to Deliver Advanced Manufacturing Training to Current and Dislocated Workers for Employers in Western Ohio**
  - **To Develop and Implement an Industry-Driven Curriculum**
  - **To Train 200 Workers (160 Current + 40 Dislocated) for a Total of 28,800 Hours**
- **Three-Year Grant, January 2007 Through December 2009**

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The Grant Consortium: SkillsTrac

- **Four Schools**

Sinclair Community College

- **WIA One Stops and Economic Development Departments in Ten Counties**

The Grant Consortium: SkillsTrac

- AAP St Marys Corp
- American Trim
- BBi Enterprises
- Behr Dayton Thermal
- Celina Aluminum Precision Technology
- ConAgra Foods
- Crown Equipment Corporation
- Emerson Climate Technologies
- F&P America
- Formed Fiber
- Hobart Brothers
- Honda of America Manufacturing
- Kodak
- Master Industries
- Minster Machine
- Motoman
- NK Parts Industry Inc
- Norcold Inc
- Plastipak Packaging Inc
- P&R Specialty
- Playtex
- Precision Strip
- St Marys Foundry
- Stillwater Technology
- Wayne Trail

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The Grant Training Curriculum

- **As Proposed**
  - **Multi-Skilled Industrial Technician Training Program, Primarily Industrial Maintenance**
- **As It Has Evolved**
  - **Industrial Maintenance with Emphasis on PLC's, Servo Systems, Automation Systems and Robotics**
- **Five Level Program, Running From Basics (Green) to Advanced (Blue)**
- **Local Industry Recognized Certifications for Each Level**

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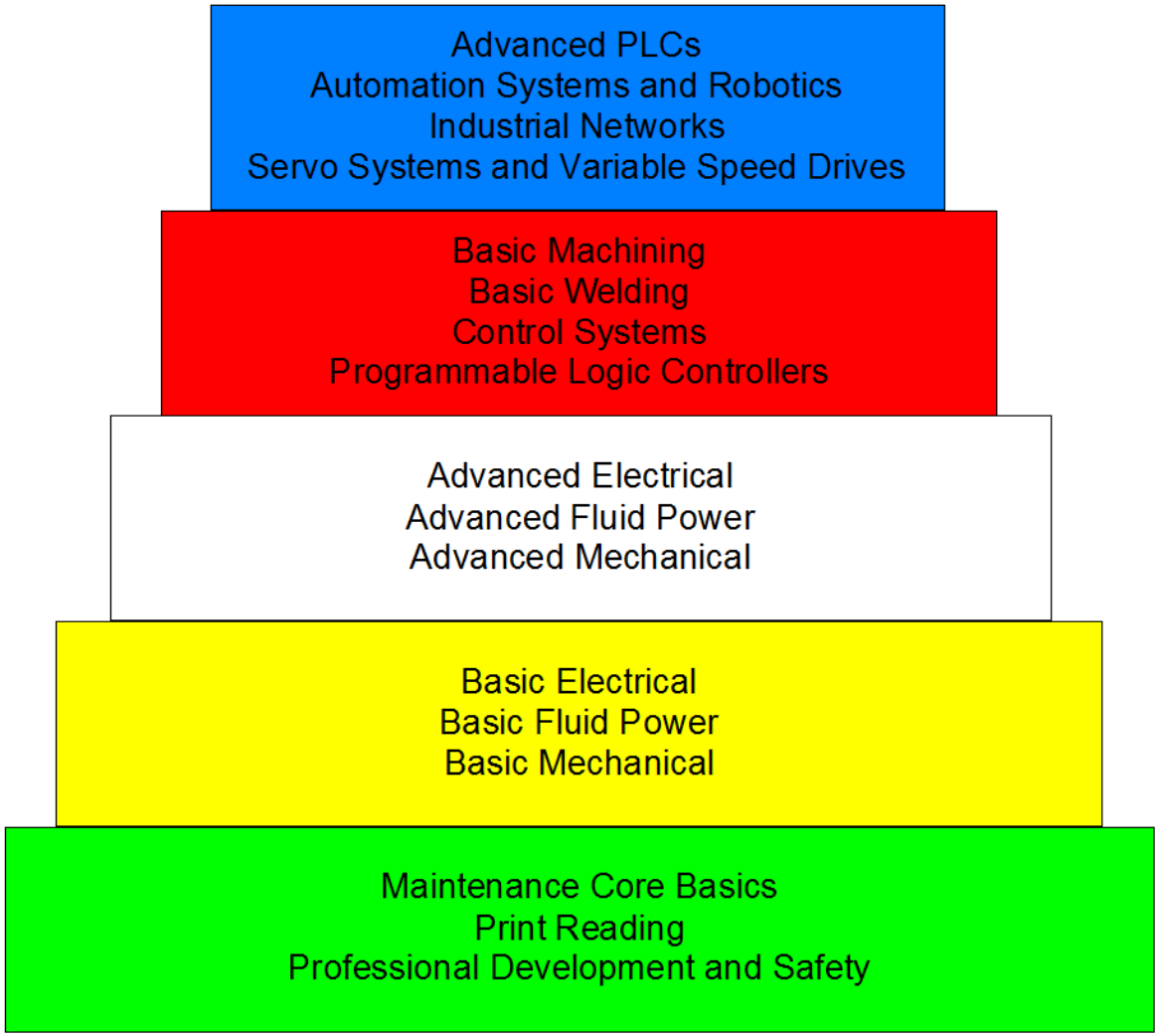
The Grant Training Curriculum



700 Total Training Hours

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The Grant Training Curriculum

- **Course Delivery**
  - **Mostly Online Content with Hands-on Validation Labs**
  - **Some Traditional Classroom/Lab Training**
  - **On-Campus Labs**
  - **Limited On-Site Delivery**
- **Bottom Two Levels (Green and Yellow) Represent the Minimum Job Requirements for Entry-Level Technical Positions as Defined by our Local Industry**
- **A Work in Progress**

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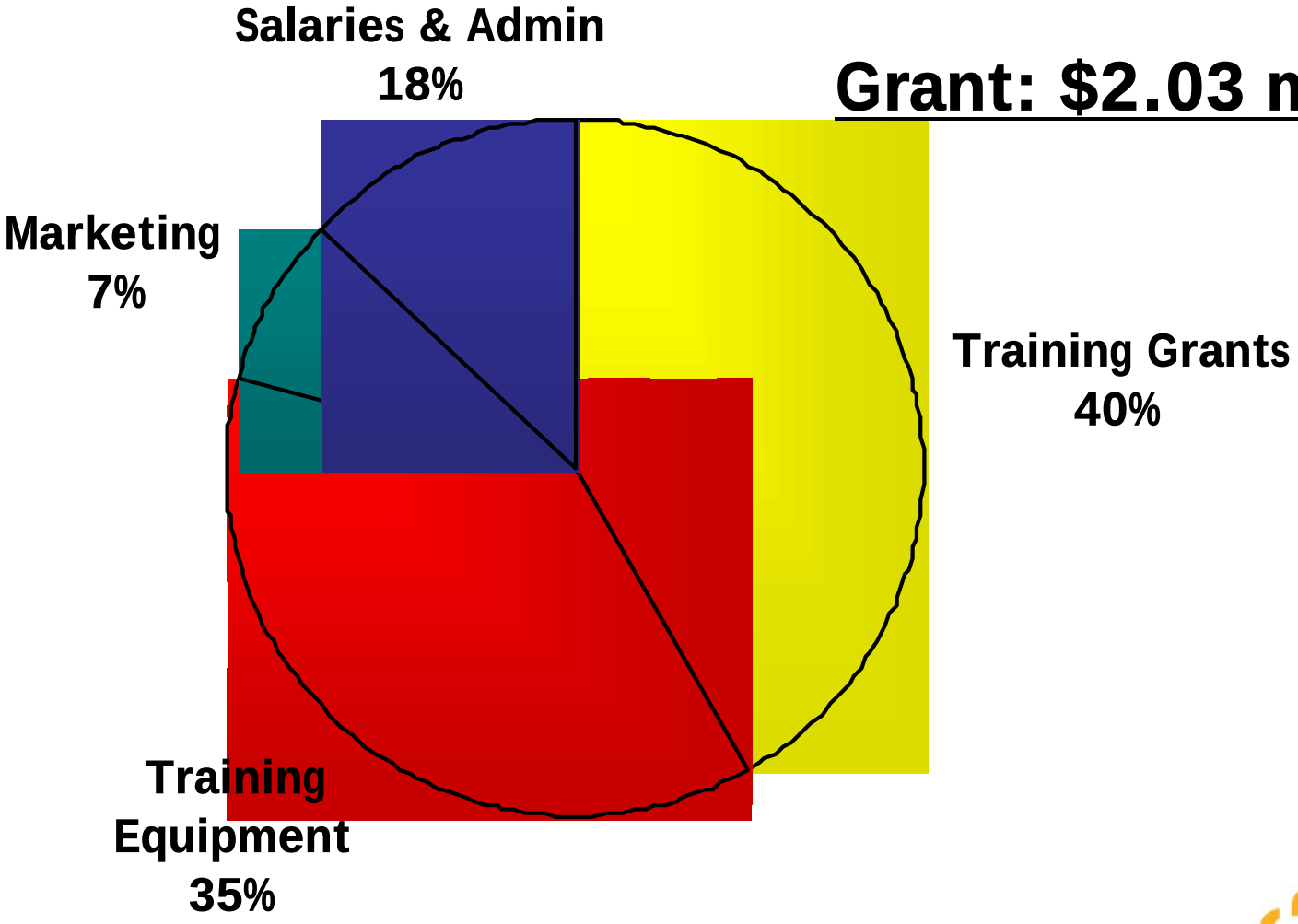
The Grant Budget



Grant: $2.03 million

Leveraged: $1.2 million

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How The Process Works

- **$800k in Training Grants Cover 100% of the Costs of Training for Incumbent Workers**
- **At Present, Grant Pays $2,000/student/year for Incumbent Worker Training Fees**
- **Covers All the Training That the Student Can Accomplish in the Year**
- **Renewals Come One Year After Initial Enrollment**

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How The Process Works

- The School “Sells” the Program to the Employer
- Employer Identifies Employees for Training
- The School Enrolls these Employees/Students
- The Employer Assigns an Internal Training Administrator
- Once Enrolled, Students Can Begin Immediately
- Employer Can Elect to Allow Training on Company Time or Not

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How The Process Works

- **The Training is Self-Paced Except for Certain Topics**
- **Since Most of the Content is Online, Individual Discipline is the Key to Success**
- **Students Work Online, Then Go to School of Choice for Hands-on Validation Labs**
- **They Receive Certificates Once a Level is Completed**

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Employer Expectations

- **Encourage Students to Take the Program Seriously**
- **Make it Easy for Students to Train**
- **Offer Incentives**
- **Track Progress and Provide Feedback to Students and Training Partner**
- **Celebrate Successes**

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Problems Encountered

- **Students Elect to Not Participate for Many Reasons**
  - **Students Lack Discipline for Self-Paced Program**
  - **Students Lack Computer Skills for Online**
  - **Unwilling to Study on Own Time**
  - **Too Much Overtime**
  - **No Incentive**
- **Territory Conflicts Among School Partners**
- **Difficulty Attracting Dislocated Workers**

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Project Status

- Training Began in October 2007
- Now Fourth Quarter of the Second Year, One Year into Training
- 220 Students Enrolled, Mostly Incumbent
- 30 Students Have Completed Green Level and/or Higher
- Hands-on Lab Program and Procedures in Place for Green – White. Red and Blue Labs Almost Ready

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Project Statistics Since January 2007

- **Over 80 Individuals Working on Project**
- **59 Organizations**
  - **39 Industry, 16 Community, 4 Schools**
- **80+ Meetings Held**
  - **Over 1,950 Hours Total Person Meeting Time**
- **Over 5,500 Hours Total Committed to Grant**
- **Over 10,000 Hours of Training Completed**
- **Over $275,000 in Leveraged Support**

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The Next CBJT Grant Opportunity

- **Expanding SkillsTrac Partners, Footprint and Content**
  - **12 School Partners**
  - **15 Counties in West-Central Ohio**
  - **Advanced Manufacturing**
  - **Adding Facilities Maintenance, HVAC, Energy Management, Machining, Quality Improvement**
  - **Quick Start Programs – Six Months or Less**
  - **Targeting 50% Incumbent, 50% Dislocated**

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For More Information

www.SkillsTrac.com

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