



Community Update

*News about MSSC's Certified
Production Technician (CPT) training and certification system.*

Texas Workforce Commission Releases \$1 Million RFP for MSSC, NIMS, & AWS Certification

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The Texas Workforce Commission (TWC) has released a \$1 million RFP seeking proposals for projects that increase the capacity to implement 3 leading nationwide certification programs including; MSSC (Manufacturing Skill Standards Council), NIMS (National Institute for Metalworking Skills), and/or AWS (American Welding Society). Projects should result in the adoption of MSSC, NIMS and/or AWS certification systems to train and credential individuals. These programs will allow both workers and employers to benefit from documented industry-recognized standards-based certification.

Eligible offerors for this RFP include Local Workforce Development Boards, and public community and technical colleges. Successful offerors must also partner with one or more local businesses and/or trade associations.

Grants awarded under this RFP will be for a 12 month term and the deadline for grant proposals is September 30, 2009. The anticipated grant award start date is January 2010.

The Commission notes in the RFP that the need for industry-driven skill standards credentialing has never been more pressing. In the 21st century, a skilled and knowledgeable workforce will be the manufacturing industry's principle competitive advantage. By defining the knowledge, skills and performance required for success in today's best practice manufacturing workplaces, the establishment and use of certification programs can help a business reduce recruitment costs, avoid foundational and/or occupational training and focus on producing high quality products.

For more information on the Texas Workforce Commission's RFP, please visit <http://www.twc.state.tx.us/>

Free MSSC Training, Certification and Guaranteed Interviews in S.C.

Spartanburg Community College has been awarded an "Advance South Carolina" grant that will allow it to offer free MSSC training and certifications to more than 600 eligible workers. The training will include all four of MSSC's modules: workplace safety, quality practices and measurement, manufacturing processes and production, and maintenance awareness.

"Between March through August of next year, local companies that serve as suppliers to the automotive industry will need to fill between 350 to 600 jobs," said Dr. Dave Just, vice president of corporate and community education for Spartanburg Community College (SCC). "Through a partnership with the Workforce Investment Board, SCC will provide the continuing education training for these positions that will train workers to serve as production operators at any of these companies."

To be accepted into the program, individuals must have a high school diploma or GED, score the minimum required on a WorkKeys assessment geared specifically toward MSSC training and pass a drug-screening test as a part of the Workforce Investment Board application process. The first series of classes will begin in mid-October 2009. Those completing the 12-week training program will be guaranteed an interview with a local employer. *For more information, please visit www.onestopcareer.com/registration.aspx.*



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MSSC Holds Leadership Council Meeting in Milwaukee

The MSSC held its first Leadership Council meeting at the Harley Davidson Museum in Milwaukee, Wisconsin on June 10. The Council members include leaders from the manufacturing and logistics industries as well as national, state and local leaders in education and workforce development across the country.

Among the outcomes of the meeting was agreement that MSSC's goal of certifying 40% of the manufacturing production workforce should be modified to better reflect actual experience, especially that of the ASE, which over the last 37 years has certified 60% of the automotive service industry workforce. A more reasonable MSSC goal is to consider MSSC certification over two generations, certifying 20% of the manufacturing and logistics frontline workforce over the next 20 years, and another 20% in the following 20 years.

Members also focused discussion on a range of issues impacting the MSSC program and potential strategies MSSC could employ to address them. Among key issues identified were: (1) the low image and public perception of manufacturing and the lack of interest in manufacturing as a viable career path; (2) the low reading, writing and computing skills of many students coming out of high school; (3) the limited awareness of the value and availability of short term training and certification in general (and MSSC in particular); and (4) insufficient funding to meet the needs for industry-specific training and certification.

The Leadership Council members discussed a range of potential strategies to address these issues. Among them, were:

- Expanding credit opportunities and promoting educational models that provide credit for certification programs in ways that would enable students participating in MSSC to qualify for Pell grants.
- Promoting literacy remediation prior to MSSC training and assessment, a model that has proven effective in Texas where drop outs from the MSSC training/certification program decreased from 25% to 5% when participant literacy levels increased to 9th grade level.
- Providing evidence to employers of the "bottom-line" results that demonstrate the value of MSSC from the employer's perspective -- turn over rates, productivity improvements, etc.

State-wide Support for MSSC Growing in TX

Our last issue reported on the successful March 26 North TX Advanced Manufacturing and Logistics Summit, which significantly increased awareness of MSSC's Certified Production Technician (CPT) and new Certified Logistics Associate/Certified Logistics Technician (CLA/CLT) training and credentialing programs. Recent announcements from Austin are adding to the widening adoption of MSSC in the Lone Star state. The Texas Education Agency (TEA) has listed MSSC, together with National Institute of Metalworking Skills (NIMS) and American Welding Society (AWS), as their authorized national certifications for career tech-ed training under the TX Educational Knowledge and Skills (TEKS) regime. Further the Texas Workforce Commission (TWC) just issued an RFP noting their intention to support projects that increase the capacity of organizations to implement MSSC, NIMS, and AWS skills standards training and testing (see page 1).

- Expanding upon on existing partnerships to promote MSSC and engage employers, including economic development entities and business intermediaries.

Leadership Council members recognized that a number of potential strategies depended on the policies and practices of individual states, particularly in the area of approving educational curriculum and credits. A national study of individual state practices would be useful in assisting MSSC to productively focus its efforts.



Leo Reddy, CEO, MSSC, addresses WI business leaders and the MSSC Leadership Council in Milwaukee

Bill and Melinda Gates Foundation Awards NAM-MI \$1.5 Million Dollar Grant

The NAM Manufacturing Institute (MI) has been awarded a \$1.5 million grant from the Bill & Melinda Gates Foundation to plan and implement postsecondary education programs that include the NAM-endorsed Skills Certification System.

The MI initiative aims to make postsecondary education and training more engaging and meaningful, give students the skills necessary to find high-quality jobs in advanced manufacturing, and increase the number of skilled new workers for U.S. manufacturers.

leges) and Washington (Shoreline Community College) will be the first to implement the NAM-endorsed Manufacturing Skills Certification System.

“Community colleges have taken the lead in adapting their postsecondary education to meet industry needs in their regional economies,” said MI President Emily DeRocco. “Successful integration of industry-driven skills credentials by these progressive community colleges will revolutionize postsecondary education, ensuring graduates have credentials with real value in the workplace.”

For more information, visit <http://www.manufacturingskills.org>

“Moving industry-recognized skills certifications into community college programs will provide meaningful education for students”

MSSC is one of the 5 founding partners of the NAM-endorsed Skills Certification System, serving as the primary provider of “Industry-Wide Core Competencies.”

The educational programs in community colleges will prepare students with the entry-level skills necessary to succeed in advanced manufacturing careers.

“We need to engage kids in learning, and we need to give them options,” said NAM President John Engler. “Moving these industry-recognized skills certifications into community college programs will provide meaningful, relevant education for students and ultimately produce a highly skilled and mobile workforce -- making us more competitive in the global economy.”

Community colleges in North Carolina (Forsyth Technical Community College), Ohio (Lorain County Community College), Texas (Alamo Col-

Ivy-Tech CC Evansville’s First Advance Manufacturing Class A Success



“The students in Ivy-Tech Evansville’s first Advanced Manufacturing class are showing a high level of enthusiasm towards learning. Classes combine the MSSC course material and simulations with hands-on lab work to develop the skills that are in high demand in local industry. The students gave up two days of their spring break to participate in a voluntary lab on running mills and lathes. Students were given a print and had to measure out the part, set up the machines, and manufacture the part. The class had a 100% pass rate on the four MSSC certification tests that were a part of these Advanced Manufacturing classes.”

-Donna Zimmerman, MSSC Certified Instructor



MSSC CPT Instructor Training Schedule

Month	Date
September	15-17
October	20-22
November	10-12
December	15-17

MSSC CPT Proctor Training Schedule

Month	Date (11AM to 1PM ET)
September	15th & 29th
October	13th & 27th
November	10th & 24th
December	8th & 22nd

New Report Describes ILL-Prepared Workforce as Growing Problem

As the Obama administration shines a light on the training and skills workers will need for the jobs of tomorrow, a new report shows that U.S. employers continue to struggle with an ill-prepared workforce, finding new hires lack crucial basic and applied skills.

For the most part, employer-sponsored readiness training is not successfully correcting these deficiencies, according to the report, "The Ill-Prepared U.S. Workforce: Exploring the Challenges of Employer-Provided Workforce Readiness Training," produced by Corporate Voices for Working Families, the American Society for Training & Development (ASTD), The Conference Board and the Society for Human Resource Management (SHRM).

Nearly half of 217 employers responding to a survey published July 14 said they have to provide readiness training for their workers and that their programs have low success rates.

"The results of this study demonstrate how critical it is for companies to be more strategic and focused on efforts,

such as providing internships and working in partnership with community colleges on workforce readiness initiatives to prepare new entrants before they enter the workplace," said Donna Klein, executive chair for Corporate Voices for working families, which partnered with The Conference Board, the American Society for Training and Development (ASTD) and the Society for Human Resource Management on the report.



Many Companies are not offering enough support for new hires

Employers are waiting too long to begin training new hires, Klein said. Companies that are most successful with workforce readiness programs provide a culture committed to training and thorough job-readiness screening, partner with local colleges and focus on integrating training with job-specific skills, constantly re-evaluate the program to align training with company needs.

"In any economy, having a knowledgeable, skilled workforce is critical for organizations to grow and be successful," said Tony Bingham, ASTD president and CEO. "As the skills gap widens among new entrants to the workforce, it's clear that all stakeholders -- employ-

ers, education and the public workforce system -- must collaborate to effectively prepare workers to be successful on the job."

The report, which includes five case studies of successful workforce readiness programs run by Bank of America and Year Up, CVS Caremark and TJX Companies, Harper Industries, Northrop Grumman and YUM! Brands, finds that:

- Many companies say new hires lack crucial critical-thinking and creativity skills — but don't offer related training.
- Employers' inability to detail their spending on remedial programs makes it impossible to assess the true costs of an ill-prepared workforce to their own — or the economy's — bottom line.
- Employers with successful workforce readiness training incorporate:

Employers should:

- Track the cost and quality of training programs.
- Help focus philanthropic dollars and public-policy discussions on the need to link K-12, technical school and college education to the workforce readiness skills that employers need.

Information extracted from talentmanagement.com and industryweek.com. The full report is available at cvworking-families.org.



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**CERTIFYING
THE
INDUSTRIAL
ATHLETE OF
THE FUTURE.**

The Manufacturing Skill Standards Council (MSSC) is an industry-led training, assessment and certification system focused on the *core* skills and knowledge needed by the nation's production and logistics workers. The nationwide MSSC System offers both entry-level and incumbent workers the opportunity to demonstrate that they have mastered the skills increasingly needed in the high-growth, technology-intensive jobs of the 21st century.

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Upcoming Event

The National Coalition of Advanced Technology Centers presents:
2009 Fall Conference
Advanced Technology Centers: Answering The Challenge

Conference Tracks:

- Innovative & Exceptional Practices (ATC Programs, Services & Operations)
- Emerging & Transfer Technologies
- Grants, Funding Models & Partnerships
- P-16 Continuum & Workforce Career Pathways

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The logo for the College of DuPage features a stylized white icon of a building or flame on the left, followed by the text "College of DuPage" in a bold, white, sans-serif font, all set against a black rectangular background.

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For more information, please visit <http://www.ncatc.org/284552.ihtml>