



# Community Update

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

## MSSC 2009 Annual Report

### Inside this issue:

Delivery Scorecard	1
MSSC's New 20/20 Vision	2
1st Ever Certification for Supply Chain Logistics	2
MSSC Leadership Building	2
New CSC and NEP to keep Standards Current	2
Stimulus Funds Boost Federal Job Training Funds	3
Unions Revitalize Support for MSSC	3
Federal Emphasis on Industry-recognize, portable certifications	4
NAM-endorsed system	4
MSSC in High Schools	4
Upcoming Events	5

### Delivery Scorecard

MSSC has made solid progress over the years in building the initial elements of an eventual nation-wide delivery infrastructure. The following summarizes progress as of December 2009:

- MSSC-Certified Instructors: 382
- MSSC-Certified Assessment Centers: 167 (primarily at 2-yr. colleges)
- Access to NOCTI High School Test Sites: 1100+
- Total Assessments Given: 17,000+
- Total Credentials Issued: 11,700+
- Number of States with at least one Certified Center: 30
- States with five or more Centers: CA, FL, IL, IN, MI, OH, PA, SC, TX, WI (10)

### New "20/20 Vision"

The MSSC's long-term goal, established in 1997 by the federal National Skill Standards Board (NSSB), was to certify 40% of the manufacturing production workforce in 10 years. Achievement of that goal was unrealistic. It far exceeded the funding and infrastructure available to assess and certify that number of workers (4.8 million using 1997 BLS data) in that time frame.

At the same time, MSSC continues its effort to achieve the nationwide impact envisioned under the National Skill Standards Act, its founding legislation, and to set a more attainable goal against which to measure that impact. This goal also needed revision to take into account the MSSC's new logistics (CLT) certification system.

As a result, the MSSC Board agreed to re-set its future goal, but at a more attainable level. It decided in September 2009 to adopt a "20/20 Vision:" to assess at least 20 percent of the front-line

production and material handling workforces within 20 years. MSSC's model, the Automotive Service Excellence (ASE) certification program, has achieved a faster adoption rate.

While "20/20" is a more achievable goal than the original "40/10" goal cited above, it is still ambitious. Under BLS occupational projections, the front-line manufacturing workforce (at 9 million) plus the material handling workforce (at 6 million) will consist of an average of about 15 million jobs per year during the next 10 years. Assessing 20% of that workforce would still total 3 million workers.

Getting to that number will require a vigorous national effort supported by companies, unions, associations, federal and state workforce development agencies, programs, two-year schools, high schools, economic development agencies, and foundations.



Certified by MSSC

## First-ever Certification for Supply Chain Logistics Deployed

On January 14, 2009, at the Pro Mat 2009 International Logistics Show organized by the Material Handling Industry Association, the MSSC publicly announced a new, industry-led training and credentialing system for front-line material handling workers in supply chain logistics. The leaders of the leading national logistics associations (MHIA, APICS, ISM, CSCMP, WERC, MHEDA) attended this launch event and are supporting this first-ever national certification for these workers.

Individuals are assessed for two MSSC credentials: the *foundational-level Certified Logistics Associate (CLA)* certificate and *mid-level Certified Logistics Technician (CLT)* Certification. CLA is a prerequisite for CLT. These credentials address the core technical competencies of higher skilled, front-line material handling workers (entry-level to first line of supervision) across the supply chain: from factories, to warehouses, to distribution centers, to transporters.

Analogous to MSSC's Certified Production Technician (CPT) system, the CLT system is based upon nationally validated standards defined by industry subject matter experts (SMEs) and includes courses, eLearning material, textbooks, teacher training; assessments, registry, and MSSC's industry-recognized, nationally portable credentials.

MSSC developed the CLT system under a USDOL grant to the North Central Texas Workforce Board, in partnership with the Texas Manufacturing Assistance Center—the Manufacturing Extension Partnership (MEP) for that state. Hillwood Alliance Global Logistics Hub (a Perot company) played a key role in recruiting subject matter experts from over 50 leading logistics companies to develop CLT.

The CLT certification is gaining steady adoption. With piloting of teacher certification training and courses completed in July 2009, the MSSC two National CLT Teacher Training sites, one at Tarrant County College, Fort Worth, TX, the other at the Lehigh Career & Technical Institute, Bethlehem PA.

Master Trainers from those two sites have already trained about 50 MSSC-Certified CLT Instructors. Over a dozen education institutions across the U.S. are now offering CLA and CLT courses and assessments. To date, MSSC has issued 550+ CLA and CLT courses and assessments.

## MSSC Builds its Leadership

To support continuous growth of MSSC and help achieve its "20/20 Vision," MSSC has strengthened its leadership. The Executive Board has added leaders from manufacturing, logistics and labor. (Board List will be included). To support the Board, MSSC also formed built its Leadership Council (Leadership Council list will be included.)

The Board meets quarterly, with an annual, face-to-face meeting with the Leadership Council to examine strategies for both nationwide and state-to-state deployment. The first joint meeting took place last June at the Harley-Davidson Museum. This meeting laid the ground work for the subsequent Board decision to adopt MSSC's "20/20 Vision."

## MSSC Certification Scheme Committee Meets ANSI-ISO Needs

At its September 2009 meeting, the MSSC Executive Board formed a new MSSC Certification Scheme Committee (CSC) to meet the ANSI-ISO Standard requirements for a "scheme" committee to oversee the development and maintenance of MSSC's CPT and CLT certifications.

To meet those responsibilities, the CSC, chaired by Dr. John Rauschenberger, Chair of the original MSSC Steering Committee, completed work in mid-November on a comprehensive *Policy and Procedures Manual for Certification of Individuals*. In addition to meeting ANSI-ISO requirements, this *Manual* will standardize MSSC policies for standards, assessment and credentialing nationwide.

## National Experts Panels to Keep MSSC Standards Current

Under CSC cognizance, the MSSC formed two panels of national experts that will meet annually to keep National MSSC Standards current with best practice. The NEP on Manufacturing Production, chaired by Sandra Everett, Director of the Nord Advanced Technology Center at Lorain County Community College, will convene its first meeting on January 21, 2010. The NEP on Supply Chain Logistics, chaired by Bob Nichol, Distribution Manager (ret.), Best Buy, will meet on February 24, 2010.

## Stimulus Boosts Federal Job Training Funds

President Obama signed the American Recovery and Reinvestment Act of 2009 (ARRA) into law on February 17, 2009. A two-year program, ARRA is intended to provide a stimulus to the U.S. economy in

the wake of the economic downturn. The measures are nominally worth \$787 billion. The Act includes federal tax cuts, expansion of unemployment benefits and other social welfare provisions, and domestic spending in education, health care, and infrastructure, including the energy sector.

Of special interest to the workforce training community is the unprecedented increase in train-

ing funds under ARRA, including almost \$3.95 billion for job training and related activities under the Workforce Investment Act administered by the U.S. Department of Labor. The breakdown:

- \$2.95 billion is designated in WIA formula funding for adults, youth, and dislocated workers-- a 45% increase in state WIA formula funds
- \$500 million is designated for training in renewable energy sectors (i.e., "green"-related training)
- \$125 million is designated for health care-related training
- \$ 95 million is designated for training in other "high-growth" industries, including advanced manufacturing and transportation-warehousing.

Several applicants for this ARRA funding in the "high-growth" industries category invited MSSC to partner because of its unique qualifications under the terms (quoted below) of the USDOL grant announcement. For example, MSSC:

- Offers "portable, industry-recognized certificates" in both advanced manufacturing (CPT) and logistics (CLT)
- Meets the grant requirements for establishing the "necessary skills" to attain and retain employment, since the federal government has recognized and used MSSC skill standards as the basis for defining the core competencies for advanced manufacturing.
- Facilitates "job placement," since MSSC certifications are designed to cover core competencies for all front-line production and supply chain logistics jobs.
- Enables "career pathways," inasmuch as MSSC is used at secondary, postsecondary and incumbent worker levels
- Uses "existing curricula and strategies to deliver training," since MSSC CPT and CLT certification systems include established courses (including "mobile training,"), materials, teacher training, and testing.

**ARRA includes \$2.95 billion in WIA formula funding for adults, youth and dislocated workers and \$95 for training in other high-growth industries including advanced manufacturing.**

## Unions Revitalizing Support for MSSC

Some of the nation's leading unions are re-building their long-term support for MSSC. For example, in 2009, these unions, led by the AFL-CIO Working for America Institute (WAI):

- Revitalized the multi-union "Labor Caucus," which voted Jim Clark, IUE/CWA President and Nancy Mills, WAI Executive Director, to serve on the MSSC Executive Board
- Released a paper entitled, "Making it in the USA: How to Manufacture Middle-Class Jobs in the US," that lays out the case for union support of nationally recognized, portable credentials and highlights the MSSC
- Is promoting MSSC as a starting point for documenting skills for alternative energy production manufacturing jobs



## Federal Emphasis on Industry-recognized, Portable Certifications

The emphasis on “portable, industry-recognized certificates” in the USDOL ARRA grant announcement is echoed elsewhere in federal policy. For example:

- The U.S. Department of Education has identified the securing of industry-recognized credentials as a requirement for “Career Tech Ed” (CTE) training funds under the Perkins bill—a \$1.4 billion program for secondary and postsecondary education.
- Job Corps has decided to use the achievement of CLT as a goal of its material handling and distribution curriculum, i.e., its Technical Achievement Record (TAR)
- The Student Aid and Fiscal Responsibility Act of 2009 (HR 3221), now working its way through Congress, would authorize new grant programs to reward completion of an “industry recognized credential” leading to a skilled occupation in a high demand industry.
- A new “America Works” Act (HR 4072), introduced in November 2009, would require that the federal WIA, Perkins, and Trade Adjustment Assistance (TAA)-related training funds give priority to programs that provide “a national industry-recognized and portable credential.” The National Association of Manufacturers (NAM) is strongly advocating this bill.

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## NAM-endorsed Skills Certification System Launched

On March 4, NAM President John Engler publicly announced the formation of a new NAM-endorsed Skills Certification System. Not itself a certifying body, NAM endorsed five well-established national certifications as the “Founding Partners” of this new System: ACT National Career Readiness Certificate (NCRC), MSSC CPT, the National Institute for Metal Working Skills (NIMS) machining credentials, the American Welding Society (AWS) Certified Welder credentials, and the certification programs of the Society of Manufacturing Engineers (SME).

MSSC shares NAM’s view that this new system will help employers strengthen employee recruitment, training and retention. The NAM-endorsed certifications will strengthen workers’ ability to be mobile in the workforce and compete for high level jobs across all sectors in manufacturing. And, educators can ensure competency-based curriculum aligns to career pathways for students and transitioning workers.

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## Foundations Propel Engagement with High Schools

In the early days of developing CPT standards, training and testing, MSSC tended to concentrate on two-year colleges and Workforce Boards as its primary delivery system. In more recent years, especially in 2009, MSSC has been accelerating its engagement with high schools. There are several reasons for this:

1. High school students in well-organized technical education programs are proving able to secure MSSC certificates, many to the full CPT certification level
2. High schools are using MSSC as a career pathway, including through credit articulation agreements with two-year colleges

Securing MSSC’s industry-recognized credentials are a practical economic incentive for some students to remain in high school and not drop out.

Three foundations and one leading corporation in the Milwaukee area are accelerating use of MSSC among urban high school youth. Led by the Harley-Davidson Foundation, the Johnson Controls Foundation, the Milwaukee Area Technical College Foundation and Snap-on Tools, Inc. announced a grant last September to train high school teachers and students in Milwaukee area public schools to adopt the MSSC CPT certification system.

To expand its outreach into high school districts, MSSC also reached an agreement in 2009 with NOCTI/the Whitener Group, MSSC assessment delivery vendor, to access NOCTI high school sites. NOCTI and MSSC are co-marketing this expanded access to MSSC modular certification assessments. There are some 1100+ NOCTI high schools test sites.

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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 Trainings

### CPT Instructor Training Schedule

<u>Month</u>	<u>Date</u>
December	20-22
February	17-19
March	17-19
April	21-23

### CPT Proctor Training Schedule

<u>Month</u>	<u>Date</u> <small>(11AM - 12:30PM EST)</small>
January	26th
February	9th
February	23rd
March	9th