

Examples of Corporate Uses of MSSC Training and Certification Programs



Below are some examples of successful and different corporate and military uses of MSSC Certified Production Technician (CPT) and Certified Logistics Technician (CLT) programs

Amazon – Amazon is offering MSSC’s full CPT training and assessment opportunity to groups of its incumbent employees. Amazon is focusing on two uses of CPT: (1) Internal - enhance relevant skills of associates while they are employed at Amazon; and (2) External – given the high turnover rate and Amazon Fulfillment Centers, use the nationally portable, industry-recognized CPT to assist associates make a successful transition to the high-demand manufacturing sector, which is also closely connected with the supply chain and logistics sector. *Results: A more motivated workforce appreciative to Amazon for helping them build a career pathway.*

Andersen Corporation – MSSC often works with leading corporations through their national manufacturing association. For example, in cooperation with the Window and Door Manufacturers Association (WDMA) MSSC is collaborating with Andersen Corporation, the largest window and door manufacturer in North America. Andersen has adopted MSSC’s “no-cost” recruitment policy: states to relevant public agencies and area schools that the company will give a hiring preference to job applicants with MSSC certifications. MSSC is now building upon that policy to build a strong pipeline of CPT-certified job applicants in the vicinity of 16 Andersen plants. *Results: Positive responses to date from area community colleges, secondary schools and workforce boards.*

Auto Company Consortium - Beginning in 2005, a consortium of auto manufacturers, including GM, Ford and Chrysler, joined with community colleges to form the Automotive Manufacturing Technical Education Collaborative (AMTEC). The goal was to better prepare highly skilled technicians as the future automotive manufacturing workforce. AMTEC chose MSSC CPT as the foundational skill standards upon which to build a more specialized curriculum for these advanced technicians. AMTEC is now sharing its curriculum and mechatronics certification with community and technical colleges at multiple locations near auto manufacturers. *Results: AMTEC encourages colleges to use MSSC CPT Modules as the foundation for a "Certification Pathway" beginning in the final two years of high school and continuing into a two-year college as preparation for AMTEC certification.*

Bison Gear and Engineering - This leading supplier of gear boxes to the food & beverages, medical and transportation industries is a pioneer in using MSSC CPT to upgrade the skills of its incumbent workforce. Since 2008, Bison has put its own trainers through MSSC CPT Instructor Training to enable them to deliver CPT training on site. It has also put its testing center operators through MSSC Proctor Training, to offer the convenience of on-site assessment to its workers. Most importantly, Bison offers a bonus for each CPT Module workers successfully complete. *Results: Bison reports a significant increase in productivity from its CPT-certified vs. non-certified workers.*

BMW, Spartanburg - Has been a steady supporter of CPT, including expressing strong interest at state and business association levels in job applicants with CPT and encouraging use of these MSSC credentials in South Carolina community and technical colleges. BMW participates in the competitive SC Technical Scholars program under which the company offers scholarship support to qualified individuals. They are admitted into community colleges in an Associate Degree program in an approved program of study related to various advanced manufacturing technologies, spending 20 hours in school and 20 on the job each month. *Results: BMW embeds MSSC CPT training and testing into this program, thus adding hands-on work opportunities to apply MSSC-defined skills in a plant environment.*

Caterpillar - Has taken the position at the CEO level that the 2015 Edition of MSSC Production Standards "reinforce MSSC's well-established position as the leading authority on industry-wide core technical competencies for entry-level work in advanced manufacturing" due, in part, to impressive strides in the 2015 version that take into account emerging production technologies (e.g., 3-D printing, Internet of Things, and mechatronics), the inclusion of the new Global Hazmat System, and alignment of its Safety Module with OSHA-10. *Results: Caterpillar is using, and encouraging its suppliers to use, CPT as a recruitment tool for job applicants.*

Chrysler FCA - Chrysler FCA is serving as the major corporate partner with an Ivy Tech Kokomo federal grant to prepare job candidates with the full CPT Certification. This auto company views CPT as critical in helping students understand foundational areas of manufacturing and secure a recognized credential which is valuable in the workplace. Chrysler FCA sent a group of their Skilled Trade Instructors to Kokomo to attend CPT Instructor Training. *Results: Chrysler FCA is now actively considering including CPT in a career pathway program that would prepare high school students in Detroit to pursue training at the World Class Manufacturing Academy in Detroit.*

Cummins Seymour - For several years, Cummins has been using MSSC CPT for both incoming and incumbent workers. It prepares CPT certificants to enter the workforce pre-trained with a basic understanding of manufacturing and to how work safely while producing quality products. Cummins offers incumbent workers tuition reimbursement for CPT training and testing. All four plants in Southern IN hire CPT certificants, with the Seymour Engine Plant committed to MSSC training for all its production workers. Cummins' demand for MSSC is one of the main reasons why the statewide Ivy Tech College has an exclusive agreement to deliver MSSC training and why Indiana is the leading user state. *Results: Cummins estimates that MSSC-CPT candidates will save Cummins \$1,800 to \$2,600 in training costs and takes CPT status into account in employee promotion decisions.*

GE Appliances - Following the model identified in the NAM Task Force 2014 report, GE Appliances in Louisville, with CEO leadership, formed a coalition of companies, high schools, community colleges, Workforce Investment Boards and state agencies to propose that CPT be embedded in KY public schools to build a pipeline for years to come. Additionally, if entry-level production candidates do not have relevant work experience, GE Appliances has made CPT a requirement and has secured a commitment from the local WIB to increase the number of CPT-certified job applicants from a handful to 50 per month. *Results: Both programs are now underway. Strong example of how well the community will respond if a prominent company expresses the demand for CPT from the CEO level.*

Generac Power Systems - One of the country's leading manufacturers of generators, Generac provided the initial seed funding for the GPS Education Partners Program, which integrates MSSC CPT into its curriculum and is offered to high schoolers within company training facilities where they complete their junior and senior years. MSSC-authorized instructors, who are also state-certified teachers, facilitate course delivery. *Results: Over 100 WI companies have participated in the GPS Education Partners program with 90% job placement rates. Currently, MSSC is supporting GPS Education Partners' plans to move beyond WI.*

Harley-Davidson - A long-term user of MSSC CPT since its inception, Harley-Davidson offers tuition reimbursement to workers who secure MSSC training. In addition, the Harley-Davidson Foundation sponsors innovative uses of MSSC by Wisconsin high schools. Harley-Davidson has played a formative role in helping WI Department of Workforce Dev and WI Tech College System to formulate state-wide strategies for integrating MSSC-CPT into the State's innovative community college system. *Results: WI has long been one of the nation's leading MSSC user states.*

Hillwood Alliance Global Logistics Hubs - ranked today as one of the top industrial, commercial and residential real estate developers in the country, Hillwood is a leader in building large inter-modal logistics hubs. Hillwood Alliance Texas Hub partnered with MSSC to develop MSSC's nationwide Certified Logistics Associate (CLA)/Certified Technician (CLT) Program. *Results: Hillwood provides ready-access to CLA/CLT to its 400+ corporations with distribution centers located at Hillwood Alliance Texas at Fort Worth through its Alliance Opportunity Center for workforce recruitment and on-site branch of Tarrant County Community College.*

Lockheed Martin Aerospace - LM has given MSSC strong support over the years to strengthen its pipeline of well-qualified production workers. It has worked with various public and private training organizations in the Fort Worth area to certify individuals, especially with the CPT Safety and Quality Modules. It has played a key role within the aerospace industry as a whole to gain support for those modules. It has also signed up for the MSSC "Vet Connector" program, by agreeing to interview transitioning military who have secured MSSC credentials, given MSSC's leadership role as the single largest supplier of civilian certifications to active duty armed services personnel. *Results - The new Aerospace Alliance is using CPT Safety and Quality as an integral part of its strategy for securing a talent pipeline.*

NAM Heroes Make America - The NAM Manufacturing Institute HMA program has made an incredible impact since its start in January 2018. HMA goal: arm transitioning service members with industry recognized credentials including

the hands-on MSSC CPT+ Skill Boss Certification. Enrolling 100 services members from Fort Riley, the program has achieved an 85% job placement rate, with average starting wages over \$20, and more than 30% of graduates being placed into supervisory roles. *Results: NAM has expanded into Ft. Hood and is expecting starts in many other military locations.*

North Carolina Manufacturing Institute - Currently, more than 15 manufacturing firms in the Salisbury/Concord area just north of Charlotte, NC -- including Aleva, S&D Coffee, and Perdue Farms -- formed a North Carolina Manufacturing Institute (NCMI) to use MSSC CPT. By partnering with the local community college, Workforce Investment Board, and MSSC, and hands-on training, these companies gain access to a pipeline of screened, trained, certified technicians who can help them achieve their business goals. Its innovative funding and operational structure allows the Institute to deliver results in response to a rapidly-growing need for manufacturing employees with certified skills and verified work readiness. *Results: Thanks to support from local manufacturers, this training is free for the students. Remarkably, the first class had a 100% passing rate.*

Pace Industries –Pace Industries – In response to concerns within its own company and other manufacturers in AR, Pace Industries, took the lead in 2016 in generating broader support among state agencies, companies, and educators in state-wide deployment of MSSC. It also worked with its local high school and two-year college to build a CPT training program. *Results: Pace CEO is convening a “Manufacturing Summit” in Little Rock in November 2017 involving Gov. Hutchinson, executives of the major manufacturers in the state, federal and state Congresspersons to firm up a state-wide strategy. Pace is also now hiring CPT certificants from the area high school and the local two-year college.*

Snap-On, Inc. – For several years, Snap-On has worked closely with Gateway Technical College in Kenosha, WI to promote MSSC CPT in their area. Snap-On has also included MSSC CPT in an innovative NC3 program to provide advanced technician training to multiple leading community colleges around the U.S. *Result: MSSC and NC3 have signed a collaborative agreement promoting CPT as the preferred entry-level certification into the NC3 training program.*

Toyota, San Antonio - The large Toyota plant in San Antonio pioneered the following model: Selected students from area high schools take the MSSC Safety Course in their junior year at Alamo CC and, if they pass the assessment, have an 8-10-week summer internship at the company. They then take the MSSC Quality Course in their senior year and, if they pass, have an 8-10 week summer internship at the company. Toyota spends about \$2800 per student per year. *Results: 42% of high schoolers use their CPT to go to work, 58% use dual credit with Alamo CC to seek an AA degree, mostly in same field.*

U.S. Department of Defense and Veterans Administration - Since 2014, the Armed Services, led by the U.S. Army, have been training and testing active duty military to help them secure MSSC credentials while they are still on active duty. Since many service men and women have extensive experience in logistics, the entry-level Certified Logistics Associate (CLA) is the favored MSSC Certification. To date, the MSSC has offered training to some 4500 active-duty military and about 5,000 vets. The MSSC has also set up a “Vet Connector” program on its web site where employers interested in interviewing transitioning military with MSSC credentials can register. *Results: Excellent job placement rates for military certificants.*

Walmart Logistics – Walmart Logistics and MSSC have formed a partnership through which Walmart will provide an opportunity to job applicants at any of the 162 Walmart Distribution and Fulfillment \s (DCs) in the U.S. who have a foundational-level MSSC Certified Logistics Associate (CLA) or mid-level technical Certified Logistics Technician (CLT) certification. Walmart is leveraging the fact that MSSC already has certification training and test sites near most Walmart DCs. MSSC delivers these services through a network of 1700 MSSC-trained instructors and 1000+ MSSC Center, mostly at community colleges and secondary schools, in 49 states. *Results: A shared goal of high-skilled workers with lower turnover rates.*