Webinar Logistics

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- Please change your information to your full name and state by clicking on the Attendee List drop down and selecting ‘Edit My Info’

- All questions will be addressed following the presentation

- We would like to remind everyone that this call is being recorded and will be available on The Manufacturing Institute website shortly following the webinar
TAACCCT: Resources Today, Plans for Tomorrow

Community of Learners, July 2012

Brent Weil
Senior Vice President
The Manufacturing Institute
About TAACCCT Round 2

- US Department of Labor grant funding opportunity
- Proposals were due May 24, 2012
- Individual or consortium applications
- Strong support for industry-recognized certifications
The Proposal Process

- Relied on and created strong partnerships
  - Community college consortia
  - Industry associations
  - Businesses valuing certifications
  - Workforce agencies
  - TAA agencies
The Proposal Process

- Required lots of data
  - Labor market information
  - In-demand occupations and required skills
The Proposal Process

- Scoped out pathways and programs
  - Certification partners and pathways
  - Accelerated programs
  - Cost of certification tests and accreditation

- Examined certification requirements
  - Gaps in program sequencing and course content
  - Instructor capacity and degree of certification
  - Cost to get to certifications
Learn from Grantees & Applicants

- Lessons from Round 1
- Commonalities & differences in Round 2
- Ways to proceed right now
Agenda Today

- **Lessons from Round 1**
  - Don Bartholomew, ASSIST Consortium Director, Florence-Darlington Technical College

- **Shared Experiences from Round 2**
  - Dr. Gibson “Sunny” Morris, Liaison for Special Projects, Mid-South Community College
  - Kim Didier, Executive Director, Des Moines Area Community College Business Resources
  - Rod Nunn, Vice Chancellor for Economic Development and Workforce Solutions, St. Louis Community College

- **Discussion**
ASSIST Consortium (South Carolina)
Lessons and Resources from Round 1

Don Bartholomew, ASSIST Consortium Director, Florence-Darlington Technical College
Highlights of TAACCCT Grant
Background

- **Attrition Dilemmas**
  - 48% of technical college students are full-time
  - 52% retention rate for technical college students in SC
  - 11% average graduation rate of 11 in SC technical colleges
  - Job retention issues due to lack of soft skills

- **ASSIST Goals**
  - Accelerated learning
  - Assessments and preparation
  - Soft skills training
  - Career planning / degrees, certifications, diplomas
  - Job retention
Key Partners

- **Business Partners**
  - 43 at grant approval time
  - Expanded to 70 with the grant as an initiative

- **Interaction**
  - Curriculum survey
  - Direct communication
  - Advisory boards – *future*

- **Significant Partners**
  - Ready SC ([www.readysc.org](http://www.readysc.org))
  - ZF Transmissions
  - SC DEW/TAA
What We Hope to Accomplish

- Participants successfully traversing the process to the job market via WRCs
- Barrier reduction
- Planning and preparation
- Tracking and assisting
- Follow up
- Expansion of online courses
- Participant success stories
- Process improvement
- Sustainable process
Unique Elements

- ASSIST Portal
- Common Policies and Procedures
  - Grant Management
  - Student pathway
  - Business partner procedures
- Tracking
  - Data requirements
  - Possible software application based upon salesforce.com
- Consortium team approach
- Common tools
What We Learned from the Process

- **Budget**
  - Preparation alignment with DOL approval process
  - Marketing considerations
  - Tracking needs (Services and licenses)

- **Staffing (ASAP)**

- **Equipment alignment and SOW**

- **DOL approval process**
  - Leverage templates
  - All equipment up front

- **Leveraging via grantees**

- **Online courses vs. Open4Us**
Right Skills Now: Bridge to Employment

Highlights of the National Skills Certification System Proposal

Dr. Sunny Morris, Liaison for Special Projects, Mid-South Community College
Background

- Supports President Obama’s June 8, 2011 citation that the NAM-Endorsed Manufacturing Skills Certification System (SCS) is a national solution to employer’s need for skilled workers.
- Builds on work by The Manufacturing Institute’s to deploy the SCS.
- Includes a “Right Skills Now” model to support accelerated skill attainment and employment.
- Creates national partnership to support transformation of workforce development pathways for the manufacturing sector.
Key Partners

- 29 community colleges in 15 states.
- The Manufacturing Institute.
- Employers across the nation.
- State Manufacturing Associations.
- National Credentialing Organizations.
- Local and State Workforce Agencies.
- Council for Adult and Experiential Learning.
- Seedco (participant tracking).
- SCATE (evaluation)
What We Hope to Accomplish

- Train 5,610 TAA-Eligible and other workers who will earn 4,203 industry-recognized credentials.
- Deploy the “Right Skills Now” rapid employment model.
- Development of education pathways that are aligned with industry-recognized certifications and employment career pathways.
- Leverage the South Carolina TAACCCT Round 1 grant to support online learning.
Unique Elements

- National partnership organized into three regions.
- Seeks to transform manufacturing workforce development programs.
- Provides platform for further national expansion.
What We Learned from the Process

- START EARLY!!!
- Primary inertia is responses from partners and supporting employers.
- Consider this effort as the upper limit in geographic and partnership scope.
- $15 million seems like a lot, but budget is a challenge with multiple partners.
What We Can Do Now

- Form your core leadership team well in advance of the SGA.
- Identify your targeted industry (s).
- Identify your strengths—what is unique?
- Look at scoring of past two SGAs which guide structure of proposal—identify common elements.
- Identify the lead institution and community college partners.
- Identify your region and begin work on TAA eligibility.
Iowa-Advanced Manufacturing: A Talent Strategy for the 21st Century Workforce

Kim Didier, Executive Director, Des Moines Area Community College Business Resources
Background

- Statewide National Career Readiness Initiative (2007)
- MI visit to Iowa Association of Business & Industry (2009)
- Lumina state designation to plan NAM SCS adoption (2011)
- Key stakeholder engagement (2011-12)
- MI technical assistance visit (January 2012)
- Iowa Community Colleges adopt NAM SCS framework (March 2012)
Key Partners

- All 15 Community Colleges
- Association of Business & Industry
- 35 Advance Manufacturers
- 15 Workforce Investment Boards
- Iowa Policy Leaders
What We Hope to Accomplish

- Engage over 3,000 individuals in competency based signature training programs
  - Welding
  - Machining
  - Industrial Maintenance
  - Robotics
- Align signature training programs with industry certifications such as AWS, NIMS, and MSSC
- Establish 8 AWS Accredited Training Facilities in the State
Unique Elements

- Virtual Manufacturing Career Center(s)
- Statewide Coordination in Building Pipeline
  - Dream It Do It Campaign with Iowa twist
  - Industry driven I-AM portal
What We Learned from the Process

- **Process** not **project**
- Regions with unique needs can build statewide framework
- TAA/CCCT is seed money not the whole shebang!
What We Can Do Now

- Engage, Engage, Engage
- Align, Align, Align
  - Build elements of proposal into solutions now
- Participate in Tomorrow’s Workforce Now initiative
MoManufacturingWINs: Missouri Manufacturing Workforce Innovation Networks

Rod Nunn, Vice Chancellor for Workforce and Community Development, St. Louis Community College
Background

- Sector strategies embedded in state’s economic development plan
- Strong advanced manufacturing clusters in StL, KC and Springfield
- Strong supply chain throughout state
- Focus on college completion
- Missouri community colleges receive round one TAACCCT grant
Key Partners

- **Higher Education**
  - Lead Institution: St. Louis Community College
  - Nine Community and Technical Colleges
  - Missouri Association of Community Colleges
  - Two Public Universities

- **Public Workforce System**
  - Local Workforce Investment Boards
  - State Division of Workforce Development

- **Industry Associations/Credentialing Bodies**
  - National Association of Manufacturers
  - Missouri Chamber of Commerce and Industry
  - StL and KC Chapters of the NTMA
  - National Institute for Metalworking Skills
  - Manufacturing Skills Standards Council
  - Society of Manufacturing Engineers
  - American Welding Society
  - ACT WorkKeys®
Key Partners (cont’d)

- **Organized Labor**
  - Labor Employment and Training Corp. – United Auto Workers

- **Individual Employers**
  - Precision Prototype and Manufacturing, Inc., St. Louis
  - Patriot Machine, St. Louis
  - Donaldson Company, Chillicothe;
  - Bulk Tank, Park Hills;
  - Piramal Glass, Park Hills;
  - TG Missouri, Perryville;
  - Versa Tech, Fredricktown;
  - Baader-Johnson, Kansas City;
  - Matheson, Kansas City;
  - Parts Un-Ltd, Blue Springs;
  - et al throughout the state.
What We Hope to Accomplish

- Transform the delivery of manufacturing workforce education
  - 1,771 to complete a program of study
  - 1,431 to be employed after completion
  - 4,858 credentials to be earned
- A compelling vision for manufacturing workforce:
  - NCRC certified for basic skills and soft skills
  - Possess credentials of value through NAM-endorsed SCS
  - Access to credentialing opportunities through interconnected network
- Support both the jobs and college completion policy agendas
- Paradigm Shift
What we hope to accomplish

**Semester-based** programs

**Courses are modularized, stacked, and chunked** to accelerate progress

**Traditional Classroom** format

**Online and hybrid** courses to enable self-paced progress

**Non-credit** courses provide **Certificates of Completion**

Non-credit courses can be stacked into **credit hours**

**College determines whether to offer credit for prior learning**

**Credit for prior learning** will be offered to accelerate certificate and degree completion

**Developmental education** for academically unprepared students prior to credit enrollment

**Students immediately enrolled in credit-bearing classes that are contextualized and integrated**

**Seat time and credit hours** define educational achievement

**Educational achievement includes documented skills and competencies**

**Public workforce development system refers clients**

**College Navigators** co-located at one-stop centers and **UAW staff** at union halls provide recruitment and other services
Unique Elements

- Adult-friendly approach to college completion
- Alignment with Governor’s economic development plan and “Big Goal” for completion
- No wrong door approach among colleges, one-stops and labor halls
- Strategies based in real-time workforce intelligence
- Grant leverages key learning from round one MoHealthWINs grant
What We Learned from the Process

- Skills gaps are profound
- Credentialed manufacturing workforce is in demand
- Identifying and organizing clusters of small manufactures is challenging
- Colleges have challenges in serving TAA and TAA-like workers
- Clear path forward on how to embed credentials within degree programs
- Equipment and staffing needs identified
- Resource sharing with public workforce system is important
What We Can Do Now

- Catalog learning from Round One grant
- Continue consortia communications
- Courageous conversations within institutions
- Continue to move forward with curriculum planning
- Continued engagement of employer partners and industry associations
Facilitated Discussion
Schedule of Webinars

Please mark your calendar for the 2012 Community of Learners Webinars

12:00 p.m. - 1:30 p.m. (Eastern)
11:00 a.m. – 12:30 p.m. (Central)
10:00 a.m. – 11:30 a.m. (Mountain)
9:00 a.m. – 10:30 a.m. (Pacific)

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